

Board Bulletin

Bulletin for Staff on the Board of Management Meeting held on Tuesday 20th August 2026.

The bulletin below provides an overview of the Board of Management meeting that took place on Thursday 20 th August 2026. The meeting was attended by Board members and members of the Senior Management Team.		
1.	Chair's Business	The Chair expressed shock and sadness at the sudden death of Brian Hogan, former Deputy Director. She extended sympathy to his family on behalf of the Board and paid tribute to his significant contribution to Oberstown. Board Committees: The Board approved the appointment of Elizabeth Davey as Chair of the Audit & Risk Committee. Board Membership: Michael Feehan has resigned from the Board due to conflicting commitments. The Department is progressing filling this vacancy. Tusla: The Chair, informally met with the Chair of the Tusla Board in July. This is part of strengthening the relationship between Oberstown and Tusla on a Board and Senior Management level.
2.	Priority Agenda Item #1 Capacity and Industrial Action	Impact of Increase in Capacity and Industrial Action The Board noted a report, previously circulated, provided by the Director that outlined the impact of the increase in capacity and industrial action. Capacity: there was a slight decrease in average daily roll numbers however throughout the period June – July there was an average of 13 new admissions per month and 14 discharges per month and such turbulence has the capacity to affect the rhythm of the campus. The fact that restrictive practice is trending downwards is testament to the culture that has been established by staff in line with the Children's Rights Policy Framework and their performance is reflected in the young people's performance and buy in to the service. There was discussion around an anticipated increase in the certificate of two boys to forty-four and an anticipated increase in demand for beds given the recent spate of high profile traffic offences. The Board the implementation of the use of detention as a last resort and if it

		would be useful to have a discussion with the judiciary on the use of community sanctions for lesser offences. Industrial Action: an overview of the journey and the level of engagement regarding the industrial relations space was provided by the Director. As of August 20th there were 3 work stoppages of increasing duration with a fourth planned for August 25th from 9am to 9pm, which effectively means that the young people may be in their rooms for 36 hours. The Director stated that this is not sustainable, and discussions are ongoing to mitigate this position. The Board expressed concern around the 12-hour work stoppage planned for 25th August and the impact that this would have on young people. EC advised that a derogation was being sought from Forsa for staff to facilitate young people to access exercise. The Board asked what they needed to do to get resolution to the industrial dispute. The current negotiating points were described and the Board was assured that Oberstown were working on any of the asks that were within its control. The Board commended staff and Senior Team on their continued superb work and expressed gratitude for their exception care of young people.
3.	Director's Business	Occupancy: As of June 30, there were 38 young people on site, with 22 on detention and 16 on remand, comprising of 37 males and 1 female; a 42% remand rate remains quite worrying given the known lack of conversion to detention, and it raises the question as to whether the full set of principles associated with legislation and European directives are fully being adhered to. As of July 31, there were 39 young people on site, with 22 on detention and 17 on remand, comprising of 38 males and 1 female; with the remand rate rising to almost 44% which is well above the norms associated with other places of detention. DCDE: Oberstown engages with the Department both on a monthly basis and a weekly basis; the monthly meeting focuses on governance, HR, finance and capacity. The weekly meeting is primarily focused on occupancy and a check in on progress associated with the increased licence with an increased focus on industrial relations. Stakeholder Engagement: On July 9 the campus hosted a visit from the Chair of the Tusla Board Madeleine Clarke and two of her colleagues, Susan Bowman, Board member and Rosarii Mannion, Tusla, National Director for People and Change. This was a very useful learning and knowledge exchange with a broad ranging discussion from care of young people to facilities to environment to recruitment.

4.	Young People Matters	The Young People Matters Report was taken as read with the following highlighted by the Director: Occupancy: During the intervening period since the last Board meeting the throughput of young people on campus has remained high, with 54 young people in June and 52 young people in July. There was a total of 0 bed referrals unavailable to the courts during both June and July. This includes 10 new admissions in June and 9 new admissions in July and the licence currently remains at 46. Single Separation: There were 54 single separations involving 21 individual young people in June, with 12 young people accounting for 45 of these. There were 0 incidents of single separation due to extenuating circumstances throughout June. There were 52 single separations involving 27 individual young people in July, with 9 young people accounting for 35 of these. There were 7 incidents of single separation due to extenuating circumstances throughout July. As of August 13, incidents of single separation due to extenuating circumstances as a result of industrial action had increased to 67. Sa Safety Interventions: The use of physical intervention has been trending downwards, on a year-on-year basis albeit that there was a slight increase from 3 incidents in June to 4 incidents in July, all of which were low level escorts. Activities and Programmes: The programmes team continue to collaborate and deliver across a broad spectrum given the varied individual needs of our young people; this broad spectrum allows us to fulfil our obligations under legislation and our CEHOP model. Collaboration with internal stakeholders within education and the recreation and training team has been central in facilitating delivery. Key successes include: • The Traveller Mediation Services delivery of Conflict Skills Training Programmes • NIAPP/ACTS/Probation delivery of the Baseline programme • Development of a Sex Positive Parenting course with NIAPP • Emergency first aid training with First Bike on Scene • Delivery of team training in relation to the Sex Offenders Act and related responsibilities • Delivery of team training on sexualised violence and trauma and victimisation training The shift in focus regarding team training is indicative of the changing landscape and individual needs of young people.
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		Advocacy Officer Report March 2026: The Board noted the outline of advocacy and complaint activity for the young people on campus for June and July 2026. Draft Minutes of the Young People Committee Meeting 22nd June 2026 The minutes of the meeting of the Young People Committee of 22nd June 2025 were noted with the following highlighted by the Chair (KY). The Committee will take forward issues raised by the young people.
5.	People Matters	The People Matters Report was taken as read with the following highlighted by the Head of HR: Recruitment and Workforce Planning: Recruitment activity remains focused on strengthening the frontline staffing pipeline. Recent progress includes the expansion of eligibility criteria for RSCW roles, continued development of the Social Care Apprenticeship Programme, conversion of relief staff to permanent positions, and ongoing recruitment campaigns across a number of critical grades. Recruitment activity continues to support workforce sustainability and reduce reliance on overtime. Overtime: Hours were highest in March and April and declined from May, with a sharper reduction in June following the introduction of Work to Rule industrial action, including an overtime ban from 25 June. Weekly overtime reports are being used to monitor hours worked, track trends, and assess operational impacts across campus. Minutes of the People & Culture Committee Meeting 22nd June 2026 The minutes of the meeting of the People & Culture Committee of 22nd June 2026 were noted.
6.	Executive Engagement	John Herron, Chaplain The Chaplain delivered a presentation to the Board outlining his work with the young people. The Board welcomed the presentation and thanked JH for his great work and the difference that he makes to young people's lives.

Koulla Yiasouma
Chairperson