

Board Bulletin

Bulletin for Staff on the Board of Management Meeting held on Thursday 1st October 2026.

The bulletin below provides an overview of the Board of Management meeting that took place on Thursday 1 st October 2026. The meeting was attended by Board members and members of the Senior Management Team.		
1.	Chair's Business	The Chair made a statement in regard to the recent industrial action. In her statement she highlighted: • Throughout July/August the Chair maintained daily contact with management. • Comprehensive risk assessments and contingency plans were implemented and continuously reviewed throughout the period. • The Chair considered the positive relationships between staff and the young people to be a significant factor in ensuring that the days of industrial action passed without incident. • The Chair commended the high standard of planning and risk assessment processes, describing them as exemplary. • Overall, the Chair acknowledged that while the industrial action had presented challenges, it had also highlighted Oberstown's strengths and reinforced that the young people in its care remain the organisation's foremost priority.
2.	Director's Business	The Director's Report to the Board was noted and the following was highlighted: Industrial Relations: The industrial relations situation, including the escalation of work stoppages, has been a significant and time-consuming challenge. Following the agreement of a proposal brokered through the WRC, industrial action was temporarily paused pending the submission of business cases to the Department of Expenditure. These submissions are currently under consideration, and a response is awaited. The Director acknowledged the considerable challenges faced throughout the dispute but expressed the view that Oberstown has remained committed to honouring the terms of the agreement reached. It was noted that there are significant differences between the industrial action experienced in 2016 and that of 2026, most notably that there were no reported incidents during the current dispute. This was attributed to the organisation's rights-based approach.

		The Director felt that the situation has placed a significant emotional and operational burden on staff and commended those staff members who have gone above and beyond in maintaining services during this period, while recognising the importance of avoiding any further division with union members. It was noted that both HIQA and the Ombudsman for Children's Office (OCO) have remained engaged with Oberstown throughout the period of industrial action. Occupancy: As of August 31, there were 41 young people on site, with 21 on detention and 20 on remand, comprising of 40 males and 1 female.
3.	Young People Matters	Young People Matters Report October 2026 The Young People Matters Report to the Board was taken as read with the following highlighted by the Director: • The Director reported a growing diversity in the cultural backgrounds of young people attending Oberstown which has presented several challenges in ensuring that the needs of all young people are appropriately met, particularly in relation to food provision, spiritual and religious requirements, and educational supports. It was also noted that there is a significant Traveller population within the service, which brings additional cultural considerations. • Occupancy: 52 young people in July and 48 young people in August. • Single Separation: In July there were 18 single separations in Detention units and 34 single separations in remand units. In August there were 94 single separations in detention units and 71 single separations in remand units. 142 incidents of single separation in August related to extenuating circumstances (Industrial Action). • Physical Intervention: There were 4 incidents in July and 2 incidents in August which were low level. Minutes of the Young People Committee Meeting of 21st September 2026. The minutes of the meeting of the Young People Committee of 21st September 2026 were noted with the following highlighted by the Chair (KY). • The Chair reported that the young people raised the issue of mobilities and days out along with more use of phones in the evenings, mixing more and weekly visits from the barber.
4.	People Matters	The People Matters Report October 2026 was taken as read with the following highlighted by the Head of HR: • 7th Meeting with the WRC is scheduled to take place on 1st October Significant work has been undertaken in preparing and

		progressing the associated business cases, including extensive engagement with the Department. • New assistant unit managers have begun training. • Reviewer has been appointed for the supervision review and procurement process now needs to be completed. Minutes of the People & Culture Committee Meeting 21st September 2026 The minutes of the meeting of the People & Culture Committee of 21st September 2026 were noted.
5.	Board Committees	Minutes of the Governance & Strategy Committee Meeting of 27th August 2026 The minutes of the Governance & Strategy Committee meeting held on 27th August were noted and the following points highlighted the Chair (MQ): • Code of Practice Compliance Checklist was approved for submission to the department. • A report on the progress of Oberstown Business Plan 2026 was reviewed and good progress was noted. • Draft Performance Delivery Agreement 2027 will be reviewed once the organisational strategy for 2027 – 2031 is finalised. Minutes of the Audit & Risk Committee Meeting of 16th September 2026 The meeting minutes of the Audit & Risk Committee meeting held on 16th September were noted and following was discussed: • Former ARC Chair Bernadette Costello joined the meeting as a co-optee and Joyce Loughan joined as a new member. • Procurement report was substantially compliant. • Renewal for extension of PR contract was sought and approved. • Management Accounts July 2026 were reviewed. • Financial Forecast to end of 2026 was reviewed and Oberstown is it is expected to conclude the financial year broadly in line with the allocated budget. • The Risk Register was reviewed. Minutes of the Meeting of the Sustainability Committee of 16th September 2026 The minutes of the Sustainability Committee meeting of 16th September were noted and the following was highlighted: • Environmental Officer will undertake a short training session for board members at the next meeting. • It was noted that a Green Master Plan is currently being developed and is expected to be finalised in advance of the next meeting. The plan will also incorporate an educational element aimed at

		promoting environmental awareness and sustainability among young people. • A significant issue relating to food wastage across the campus was highlighted. It was noted that further investigation is required to better understand the scale, causes and locations of the waste, as the issue is not confined to young people but is evident across the wider campus. A campus-wide approach is needed to address food wastage, with an emphasis on proper communication and awareness
--	--	--

Koulla Yiasouma
Chairperson