

Board Bulletin

Bulletin for Staff on the Board of Management Meeting held on Thursday 26th January 2026.

<p>The bulletin below provides an overview of the Board of Management meeting that took place on Thursday 26th January 2026. The meeting was attended by Board members and members of the Senior Management Team.</p>		
<p>1.</p>	<p>Priority Agenda Item #1</p>	<p>The Director updated the Board on several high priority items:</p> <p>HIQA: The Board noted HIQA Inspection Report which had been previously circulated. It was noted that this was not the final version of the report. The Director highlighted the following:</p> <p>The annual HIQA inspection took place between November 10-12, and the final draft Inspection feedback was received on January 9; Oberstown is required to respond by January 30. Significant elements of the report were broadly positive however in terms of compliance the following findings were issued:</p> <p>Rule 10: Staffing, Management and Governance; Not Compliant Rule 12: Authority to suspend Rules; Compliant Rule 7: Participation; Compliant Rule 8: Positive Behaviour; Compliant Rule 9: Restrictive Practice; Not compliant</p> <p>The Board acknowledged the positive feedback from young people, families and staff in the narrative of the report. The importance of a positive communications, that clarify the extenuating circumstances around restrictive practice, with emphasis on the positives in the report, was highlighted by the Board.</p> <p>Occupancy: As of December 31, there were 39 young people on site, with 27 on detention and 12 on remand, comprising of 39 males with some late admissions in and around Christmas itself, which required an increased level of support for those involved.</p> <p>The Department gave strong indications that in view of the high occupancy levels there is a strong likelihood that the certificate will be increased. It was agreed that this is likely to exacerbate an already challenging situation. The Director, SMT and Staff Board members reiterated that there was a risk that the regime would be placed at risk.</p>

		<p>The safety of young people and staff must be the paramount consideration.</p> <p>Our point in time review indicates the following:</p> <p>23 young people identify as Irish 7 young people identify as Irish traveller 9 young people identify as non-Irish</p> <p>The profile of young people as of December is probably the most diverse that it has been over the course of the last number of years. The cultural diversity and complexity of behaviours are areas that are a continual focus, to meet the needs of the young people while remaining culturally competent.</p> <p>Stakeholder Engagement: Oberstown continues to engage with the Department primarily on resources and occupancy/capacity.</p>
<p>2.</p>	<p>Priority Agenda Item #2</p>	<p>Sustainability</p> <p>Environmental & Sustainability Presentation:</p> <p>Rodrigo Rufino, Environmental and Sustainability Officer, delivered a presentation on the Environmental and Sustainability Highlights for 2025.</p> <p>His presentation included:</p> <ul style="list-style-type: none"> ○ Energy consumption and Carbon Emissions ○ Energy Efficiency - By 2025, energy performance had improved by 41.1% since the baseline (2009). To achieve the 2023 efficiency target, Oberstown must improve energy performance by another 11.1% from 2025 level within 5 years. ○ Energy Initiatives: ○ Energy Awareness Days in February and June ○ LED lighting upgrade – Unit 6 & 8 ○ Implementation of an Energy Management System according to ISO 50001:2018 ○ ISO 50001 Management review and Internal Audit completed ○ Excellent progress in lighting awareness in the Education Building ○ Waste Management and Recycling: Increase in recycling rate and 5% reduction in food waste. ○ Water: 2% reduction in water use. Biodiversity on campus. ○ Initiatives and Milestones: ○ Waste Competition: Units & Residential Areas ○ Introduction of Monthly Environmental bulletins on Workvivo and notice boards. ○ Finalist in the Workplace Excellence Awards & Ireland’s Climate Change Leadership Awards. ○ Winner of Ireland’s Climate Change Leadership Awards as the “Best Environmentally Conscious Workplace – Public Sector 2025”.

		<ul style="list-style-type: none"> ○ 19 Young People participated in the Waste & Recycling Quiz. ○ Training: 86% of staff completed the course Environmental awareness on EazySAFE and 31 new employees attended the in person Environmental Awareness session. <p>The Board thanked him for his presentation and his outstanding work in the environmental and sustainability space for Oberstown</p>
		<p>Sustainability Committee 3rd December 2025 The minutes of the Sustainability Committee meeting of 3rd December 2025 were noted by the Board.</p> <p>Energy & Awareness Survey The Energy and Awareness Survey was noted by the Board.</p> <p>Lighting Highlights The Lighting Highlights Report 2025 was noted by the Board.</p>
3.	Young People Matters	<p>The Young People Matters Report was taken as read with the following highlighted by the Director:</p> <p>Occupancy: December was a busy month on the campus with a population of 45 young people. There were 5 new admissions and 6 re-admissions in December. There were 7 young people discharged. There were no bed referrals unavailable to the Courts during December, due to full occupancy.</p> <p>Throughout December a wide range of events took place across the campus including school celebrations, Christmas performances, unit-based parties and several Christmas fairs. The campus remained largely settled and a warm positive atmosphere was fostered within the units during what can be a particularly challenging time of year for some young people.</p> <p>Single Separation: There were 52 Single Separations involving 19 young people in December, a decrease of 37 separations on the previous month. The Board acknowledged and commended the work undertaken to bring about the decrease in separations.</p> <p>Safety Interventions: There were no physical interventions recorded in December. This is the first month in a two-year period in which no physical interventions occurred. Overall, the total number of physical interventions has continued to decline year on year, reducing from 95 in 2024 to 69 in 2025.</p> <p>Child Protection: There were 7 matters recorded on the DLP database for December 2025. (2 internal and 5 external).</p> <p>Activities and Programmes: update on activities and programmes for young people was provided.</p>

		<p>Advocacy Officer Report January 2026: The Board noted the outline of advocacy and complaint activity for the young people on campus for December 2025.</p>
4.	People Matters	<p>The People Matters Report was taken as read with the following highlighted by the Head of HR:</p> <p>Recruitment: Ongoing candidate pipeline activity across several roles, with multiple interview processes scheduled and new campaigns due to open on 26 January 2026. RSCW rolling campaign: 12 shortlisted; interviews planned end of January.</p> <p>The workforce data(below) shows a consistent gap between approved headcount, contracted WTE and actual available WTE for both Residential Social Care Workers (RSCWs) and Night Supervising Officers (NSOs). While contracted WTE is aligned to approved posts, available WTE remains persistently lower due to leave (including an estimated minimum of c. 6 WTE on unpaid leave at any one time), absence and other factors.</p> <p>In response, Oberstown will continue targeted over-recruitment across RSCW and NSO roles to maintain safe staffing levels. The primary ongoing constraint remains the recruitment and retention of RSCWs.</p> <p>Employee and Industrial Relations: The Board was updated on employee and industrial relations.</p> <p>Overtime Payments: The board was updated on the process to address incorrect payment of overtime rates. The Head of HR advised that this was at the final stage of agreement with the Department.</p> <p>Employee and Industrial Relations: The board was updated on employee and industrial relations.</p> <p>Performance Management: An update on Performance Management was provided. The update on summarised the recent engagement session on the future direction of Oberstown’s performance management approach, the key themes raised, and the next steps to develop a fit-for-purpose model for a care setting. The Board welcomed the update and it was agreed that the People and Culture Committee would have oversight of the process.</p>
5.		<p>Governance & Strategy Committee</p> <p>Minutes of the Governance & Strategy Committee Meeting 14th January 2026</p> <p>The minutes of the Governance & Strategy Committee meeting of 14th January 2026 were noted.</p> <p>Minutes of the Governance & Strategy Committee Meeting 10th December 2025</p>

		<p>The minutes of the Governance & Strategy Committee meeting of 10th December 2025 were noted.</p> <p>Business Plan 2026 The Business Plan 2026 was noted. The chair of the committee advised the plan focussed on strategic implementation in 2026 and would move to a more holistic plan in 2027. The HIQA Compliance Plan will be added to the Business Plan once it has been finalised.</p> <p>Governance & Strategy Committee Workplan 2026 The Governance & Strategy Committee Workplan 2026 was noted by the Board. There was a discussion around reporting to the Board.</p> <p>AI Guidelines The Board noted Guidelines for the Responsible Use of AI in the Public Service.</p>
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Koulla Yiasouma
Chairperson