

Bulletin on the Board of Management Meeting held on Monday 19th December 2024.

1.	Financial Statements for Year End 31st December 2023.	<p>The Board approved the Financial Statements for the Year Ended 31st December 2023.</p> <p>The Chair of the Board thanked the Finance Team for their work in this area and noted that the C&AG had commended the team for their quick responses and helpful approach to the audit process.</p>
2.	Board Committees	<p>Sustainability Committee: The minutes of the Sustainability Committee meeting of 9th December were noted.</p> <ul style="list-style-type: none"> • The Climate Action Road Map was approved by the Board. • The Environmental Policy was approved by Board.
3.	Director's Report	<p>Director, Damien Hernon, presented his report to the Board, in his presentation he highlighted:</p> <p>Occupancy: There was a throughput of 49 young people during September and the Campus is consistently operating at capacity, and the number of bed referrals unavailable to the court increased to 10 this month.</p> <p>Gaisce: On December 5th a huge celebration of five young people's journeys through Gaisce, The President's Award, took place. Almost 100 people were present in the training centre to celebrate with the young people. This included grandparents, parents, siblings, staff from across the campus and external stakeholders who support this venture. Five young people received medals ranging from bronze to gold; a mammoth feat within a detention facility and a signal that the young people are quite capable given the right support medium; our staff. Events like this provide hope and ambition for the young people and are a significant source of pride for staff.</p> <p>HIQA: The Director provided an update on the implementation of the HIQA compliance plan.</p> <p>Business Plan 2025: The draft Business Plan 2025 was reviewed by the Board, this will come to the Board in January 2025 for approval.</p>

<p>4.</p>	<p>Young People Matters</p>	<p>The Young People Matters Report was taken as read with the following highlighted by the Deputy Director for CEHOP:</p> <p>Single Separation: There were 72 Single Separations involving 27 young people in November, a decrease of 27 separations on the previous month.</p> <ul style="list-style-type: none"> • 41 were resolved within a 6 hour period • 31 were resolved in 7-12 hours <p>Safety Interventions: A total of 4 CPI Safety interventions were recorded for November there was 1 High Level Safety Intervention required during November.</p> <p>Child Protection: The Designated Liaison Person for Child Protection provided update on child protection matters for November as part of the Young People Matter report.</p> <p>Activities and Programmes: The Board were updated on activities and programmes provided for young people in November 2024.</p> <p>Young People Committee: The minutes of the Young People Committee meeting of 25th November 2024 were noted and the following highlighted:</p> <ul style="list-style-type: none"> • The Committee received presentation on the ratings system and the review that is currently being undertaken A Final report from the review is due on February 2025 and this will be presented to the Committee when available.
<p>5.</p>	<p>People Matters</p>	<p>The People Matters Report was taken as read with the following highlighted by the Head of Corporate Services:</p> <p>The priority for the HR team over the past month has been about embedding structure and process within the function.</p> <p>Key priorities for the HR function in the year ahead as part of the 2025 business plan are HR Policies/Employee Handbook, Performance Management, and Workforce planning.</p> <p>Recruitment: Recruitment campaigns went live in November for Night Supervisors and Grade V Medical Administrator. This brings to 17 the number of recruitment campaigns year to date with 243 applications processed by the HR team throughout 2024.</p> <p>A campaign for Residential Social Care Workers will go live in mid-December and this recruitment campaign will also invite applications from Part-Time and Relief Residential Social Care Workers.</p> <p>Learning & Development: A key achievement during the month was the drive to increase the uptake of Children First training across Campus. The Learning & Development specialist actively engaged with each manager consistently over the past number of months and</p>

		completion rates have increased noticeably. There is now 98% compliance across the campus.
6.	Deputy Director Retirement	The Chair of the Board (KY) paid tribute to Brian Hogan, Deputy Director who is retiring on 29th December 2024 after 36 years of working with young people. She thanked him for his work in Oberstown and wished him well in the years ahead.

Koulla Yiasouma
Chairperson