

Public Service Agreement 2021 -2022 – Employer priorities, actions and implementation measures

Department and agencies:		<i>Irish Prison Service</i>			
Employer priorities	Actions	Outcomes	Timescale	Measure	
<p><i>Indicative priorities are:</i></p> <ul style="list-style-type: none"> • <i>Working hours and work patterns,</i> • <i>Roles and work practices,</i> • <i>Redeployment and mobility,</i> • <i>Operational reforms including retention of reforms implemented during COVID19 Pandemic,</i> • <i>HR policies / terms and conditions,</i> • <i>Technology and digitalisation</i> 		<p><i>Identify specific actions to deliver priorities</i></p>	<p><i>Set out anticipated results of actions</i></p>	<p><i>Identify the quarter in which this action will be complete</i></p>	<p><i>Set out the measure(s) to support verification of outcomes</i></p>
1	<p>A review of the prison meal times of prisoners. The details of the changes will be evaluated through a joint examination of the changes through a pilot scheme at 2 prison locations</p>	<ol style="list-style-type: none"> 1. Agree terms of reference for review and commence pilot 	<p>Implementation of any proposed changes to meal times following joint examination.</p>	<p>Q4 2021</p>	<p>Review of pilot arrangement</p>
2	<p>Cooperation with the implementation of the new functional structures of the IPS. The changes will be subject to bilateral engagement between the parties of the affected</p>	<ol style="list-style-type: none"> 1. Agree new structures. 2. Amend rosters as necessary for Chief Officers/Asst. Governors. 3. Agree new reporting arrangements. 	<p>Implementation of new structures in pilot sites.</p>	<p>Q2 2021</p>	<p>Implementation of new structure in two pilot sites.</p>

	grades. Any changes arising including potential rostering amendments will be agreed through the appropriate joint process between the parties through the Joint Task Review process				
3	<p>The IPS will commence and develop a graduate stream of recruitment over the lifetime of the agreement and will commence direct recruitment of graduates. Such personnel recruited will be in receipt of certain exemptions to modules of the Higher Certificate in Custodial Care (HCCC) and will be trained as, and equivalent to Recruit Prison Officers. This will result in those recruits reaching prison officer grade after year 1.</p> <p>It is noted that this will be subject to sanction of the Department of Public Expenditure and Reform.</p>	<ol style="list-style-type: none"> 1. IPS to engage with DPER regarding T&Cs. 	Elimination of certain barriers to recruitment.	Q4 2021	Recruitment competition for direct entry posts held.
4	The IPS will move to direct recruitment of certain grades represented by the Prison Officers Association including Trades Officers, and Work	<ol style="list-style-type: none"> 1. IPS to engage with DPER regarding T&Cs. 2. Bilateral engagement with parties on any issues arising 	Elimination of certain barriers to recruitment.	Q4 2021	Recruitment competition for direct entry posts held

	<p>Training Officers in certain work streams to be identified through the Joint Task Review of the Work Training area of the prison estate. Any such direct recruits will be trained as and be equivalent to recruit prison officers.</p> <p>Any matters arising including terms and conditions of employment, career progression and eligibility for promotional opportunities will be subject to bilateral engagement and agreement between the parties.</p> <p>It is noted that any change to terms and conditions will be subject to the sanction of the Department of Public Expenditure and Reform.</p>	<p>from proposed changes to terms and conditions.</p>			
6	<p>Cooperation with enhanced staff searching procedures of all individuals entering prisons. Such changes will be subject to bilateral engagement between the parties with IPS management to bring forward detailed proposals through the Joint Task Review process</p>	<p>1. Agreement on new policy/SOP for staff searching.</p>	<p>New procedures implemented. Safer prison environment.</p>	<p>Q2 2021</p>	<p>New search procedures implemented.</p>

7	The implementation of an illicit substance abuse policy which will be underpinned by a testing policy. Details of the policy are to be agreed between the parties by end June 2021.	<ol style="list-style-type: none"> 1. Agreement on testing procedures. 2. Cooperation with roll out of policy. 	New procedures implemented. Safer prison environment.	Q2 2021	New procedures implemented and operating effectively.
9	Continued use and cooperation of technological solutions in the delivery of services in the following areas; virtual family visits; courts videolinks, HR services	<ol style="list-style-type: none"> 1. Continuing cooperation with this technological development post Covid19. 	Services will continue to be conducted through digital technology. Less prison escorts conducted.	ongoing	Services will continue to be conducted through digital technology
10	The parties agree to explore opportunities for technological solutions in the delivery of services, including education and chaplaincy. Any such consideration will take place under the Joint Task Review process.	<ol style="list-style-type: none"> 1. Ongoing engagement with regard to the implementation of resolution based technologies 	Greater use of technological solution is the delivery of services in the prison estate.	Ongoing	Greater use of technological solution is the delivery of services in the prison estate.
11	Embedding Regime Management Planning to include a new and dedicated Regime Management Policy to be implemented	<ol style="list-style-type: none"> 2. Cooperation with embedding regime management planning as a safe system of work. 	RMPs will be implemented in each prison location.	Q2 2021	RMPs will be implemented in each prison location.
12	Maintaining utilisation of the extended prison day in the delivery and management of regimes and services over the period 8am to 8pm	<ol style="list-style-type: none"> 1. Continued utilisation of prison day for the delivery of prisoner regimes 	Enhanced delivery of prisoner regimes	Ongoing	Delivery of prison regimes over extended prison day

13	Introduction of a Health Care Assistant grade to the IPS as direct employees.	<ol style="list-style-type: none">1. IPS to engage with DPER regarding T&Cs.2. Transition arrangements to be agreed.3. Number of posts identified.4. Recruitment commences.	Addressing the emerging need for Health Care Assistants in the context of an aging prisoner profile.	Q 4 2021	Recruitment competition for new grade held.
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