



An Roinn Leanaí
agus Gnóthaí Óige
Department of
Children and Youth Affairs



5th November 2012

Mr Ted McEnery
Clerk to the Committee of Public Accounts
Leinster House
Dublin 2

Re: Review of Public Service Allowances and Premium Payments

Dear Mr McEnery,

Further to my letter of 16 October 2012, I enclose the business cases in relation to the allowances and premia payments in the Children Detention Schools (CDS) in Oberstown, Lusk, Co Dublin. I have also set out the information in relation to each of these as outlined in your letter of 21 September 2012. I also provide below some relevant background information.

1. Background to the Children Detention Schools

In 2007, under a package of measures aimed at reforming and improving the entire policy regime for youth justice services, legal responsibility for the CDS was transferred from the Minister for Education and Skills to the Minister for Justice and Equality, on the establishment of the Irish Youth Justice Service (IYJS). Subsequently, legal responsibility for the CDS was transferred from 1 January 2012 from the Minister for Justice and Equality to the Minister for Children and Youth Affairs and the Detention Unit of the Irish Youth Justice Service is now based in this Department.

There are three CDS in operation, all located on the Oberstown campus at Lusk, Co. Dublin. These are Trinity House School (THS), Oberstown Boys School (OBS) and Oberstown Girls School (OGS). A fourth CDS, the Finglas Child and Adolescent Centre (FCAC) was closed in March 2010 and a proportion of staff there relocated to the Oberstown site. The CDS provide residential facilities for children remanded or sentenced to detention by the Courts and under current arrangements, they are authorised to detain males up to the age of 17 years and females up to the age of 18 years. The objectives of the CDS are to provide for the care and educational needs of the children and to address offending behaviour in order to prepare them for their return to the community as quickly as possible. Staff in the CDS come from multidisciplinary backgrounds and include care staff, night supervisors, nurses, administrative and ancillary staff. Psychological and medical services are provided when necessary. Teaching staff are provided by County Dublin Vocational Education Committee (VEC) and pay allowances for this group are not included in this submission.

2. Review of Allowances and Premium Payments

Using the figures for 2011 as a basis, the overall CDS payroll breakdown is summarised below:

2011 CDS Payroll Breakdown:

Pay Category	As a % of Total Pay	As a % of Total allowances	2011 Expenditure
Basic Pay	72.29%	N/A	€9,957,250
PRSI	8.29%	N/A	€1,141,994
Overtime	2.54%	N/A	€349,434
Total Basic			€11,448,679
<u>Common Allowances:</u>			
Saturday Premium	0.30%	1.77%	€41,086
Unsocial Hours	7.88%	46.63%	€1,084,779
Shift Allowance	2.66%	15.75%	€366,347
Holiday Premium	0.68%	4.01%	€93,275
Sub total			€1,585,487
<u>Oberstown Specific Allowances:</u>			
Meal Allowance	1.04%	6.13%	€142,642
Activity Allowance	0.05%	0.28%	€6,500
Coordinator Allowance	0.21%	1.26%	€29,200
Sleepover Allowance	0.65%	3.83%	€88,989
Maintenance allowance	0.08%	0.45%	€10,487
Maintenance on call	0.09%	0.56%	€12,961
Disturbed Allowance	3.27%	19.34%	€449,922
Sub Total	16.89%	100.00%	€740,702
Total Allowances			€2,326,189
Total Payroll			€13,774,868

Allowances and premium payments (referred to hereafter as simply "allowances") represented 16.9 % of total pay in 2011. Two spreadsheets in the required format and business case submissions are enclosed under the headings listed below:

Appendix A – Spreadsheet for common allowances

Appendix B – Spreadsheet for Oberstown allowances

Appendix C – Business case submissions

3. Issues Arising from Review

3.1 Differing Entitlements in the 3 CDS

One of the more complex aspects of the review has been the requirement to obtain a full overview of the differing treatments of individual allowances and premia in many cases in the three CDS on the Oberstown campus. Historically, there were four CDS which developed on an individual basis, including with regard to terms and conditions of employment, care policies and general management. The IYJS has, for a number of years, pursued a strategy of integrating the remaining three CDS to the greatest extent possible. To date, the following steps have been achieved under this process:

- a single set of child welfare and protection policies has been put in place;
- a shared services approach has been implemented for payroll, catering services, IT provision / security and procurement;
- arising from the closure of FCAC in 2010 and ongoing retirements, there has been a significant consolidation of the workforce in the CDS sector on the Oberstown campus, with a reduction in total staff numbers from 333 staff (whole time equivalents) in September 2008 to 208 staff (whole time equivalents) in September 2012, resulting in an estimated payroll saving of €3m per annum;
- there has been no new staff recruitment to the CDS since 2007 and procedures are in place such that any such recruitment will only take place on the basis of a consistent set of terms and conditions for all new entrants to be included in revised employment contracts approved by the IYJS;
- a proposal to introduce a single Campus Director for the Oberstown site, to achieve further integration and service reform is under discussion with DPER;
- a common campus roster and mobility of staff deployment across the three CDS is currently being pursued under the Croke Park process, including through facilitation of the Labour Relations Commission.

Further steps are planned to advance this overall integration strategy, to include the development of a more consistent regime across the three CDS for the payment of allowances. This will be pursued as a matter of urgency in conjunction with the Department of Public Expenditure and Reform following consideration of the individual business case submissions.

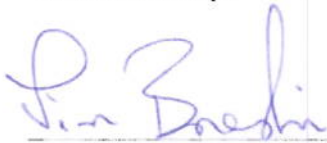
3.2 Oberstown campus development – recruitment of additional care staff

Under a specific sanction confirmed by the Minister for Public Expenditure and Reform in April of this year, a capital project is currently being carried out to expand the capacity of the Oberstown site. This is being done in order to fulfil the commitment in the Programme for Government to end the practice of detaining children in St Patrick's Institution. New detention capacity is due to come on stream

by mid-2014 and a sanction in principle has also been received from the Department of Public Expenditure and Reform for a limited amount of care staff recruitment in order to meet the requirements of an increased number of detention places. It is planned that the decisions and actions in relation to each of the allowances covered by this correspondence will be fully completed well in advance of this recruitment taking place, which is expected to be commenced by mid-2013.

I hope this information is of assistance to the Committee of Public Accounts and I will be pleased to assist with any further queries on this issue.

Yours sincerely,



Jim Breslin
Secretary General

APPENDIX A: SPREADSHEET FOR “COMMON” ALLOWANCES IN THE CHILDREN DETENTION SCHOOLS							
No	Title of the Allowance	No. of Current Recipients	Cost of allowance in 2011	Range of Payments in 2011	Date of commencement of payment	When the rate of allowance last changed	Payment to new recruits or appointments
1.1	Saturday Premium	110	€41,086	€260 - €420 per annum	1994	January, 2010	See note 1 below. To be confirmed with Department of Public Expenditure and Reform (DPER)
1.2	Unsocial Hours allowance	115	€1,084,779	€6400 – €12,000	1991	January, 2010	As above.
1.3	Shift allowance	55	€366,347	€4700 - €7200	2000	January, 2010	As above.
1.4	Holiday Premium allowance	159	€93,275	€420 - €650 per annum	1994	January, 2010	See business case submission. Proposals to be discussed with DPER

Note 1: The term “common allowances” refers to those which are common to more than one Department.

These allowances were recently included by Government in a category of allowances which are, in principle, approved for payment to new beneficiaries. However, this does not mean that each and every such allowance in this category is necessarily approved and Departments are to be advised separately by the Department of Public Expenditure and Reform (DPER) of the particular decision in relation to each specific allowance. Accordingly, the Irish Youth Justice Service (IYJS) to engage further with DPER as a matter of urgency on the manner in which these allowances are to be addressed for any new entrants who may be employed to work in the CDS in the future.

APPENDIX B: SPREADSHEET FOR OBERSTOWN ALLOWANCES IN THE CHILDREN DETENTION SCHOOLS

No	Title of the Allowance	No. of Current Recipients	Cost of allowance in 2011	Range of Payments in 2011	Date of commencement of payment	When the rate of allowance last changed	Payment to new recruits or appointments
2.1.1 - 2.1.4	Meal Break allowance	40	€142,642	€2300 - €5700	1999 - 2000	January, 2010	See business case submission. Proposals for one standard to apply across all 3 CDS to be initiated.
2.2	Activity allowance	1	€6,500	€6500	2002	January, 2010	This allowance will not be paid to new recruits.
2.3	Co-ordinator's allowance	60	€29,200	€350 - €700	2000	January, 2010	To be confirmed with DPER. Differences involving FCAC staff to be addressed.
2.4	Sleepover allowance	37	€88,989	€2000 - €2800	1,993	January, 2010	This allowance will not be paid to new recruits.
2.5	Maintenance on-call allowance	5	€23,448	€4000 - €5000	1999	January, 2010	Yes but system of payment to be reviewed.
2.6.1 - 2.6.5	Disturbed Adolescent allowance	206	€449,922	€1900 - €2195	1995	January, 2010	To be confirmed with DPER. Differences involving FCAC staff to be addressed.