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13th October 2025

Re: PQ Accepted: 52091/25

To ask the Minister for Children; Disability and Equality the new policies and procedures put in place for enhancing the health and safety at work for staff working at the Oberstown Children Detention Campuses in 2025

Dear Deputy Ó Murchú,

Staff wellbeing and psychological resilience is a priority for both this Department and the Oberstown management team; we are committed to supporting the health and wellbeing of all staff, recognising the unique demands that arise in the day to day running of the Children Detention Campus.

A range of supports ensures employees have access to the resources they need to thrive personally and professionally.

There is an on-site chartered psychologist, specialising in systemic psychotherapy and work and organisational psychology, offering a tailored campus support service.

This includes:

- Therapeutic interventions – confidential counselling, group support and therapeutic services to address personal and workplace challenges, fostering resilience and wellbeing.
- After-incident support – assistance following critical incidents, including a safe and confidential space to process events and structured reviews to ensure psychological safety and promote individual, team, and organisational learning.
- Professional coaching and group work – sessions to develop skills, address challenges, and support personal and professional growth.
- Clinical supervision – regularly scheduled one-to-one or Group Supervision sessions. Led by the Organisational Psychologist, the campus rolled out practice supervision to frontline staff in 2024 and conducted 116 group and individual sessions in 2024. Supervision provides a space to discuss and process emotional reactions, dilemmas, and concerns in relation to work. Oberstown uses the Seven-eyed Supervision Model, which explores issues from multiple perspectives and considers the possibility of alternative views.



The campus support services include a structured, multi-level system including a team of 28 peer support workers (PSWs), trained in critical incident stress management (CISM) and mental health first aid.

They provide immediate, frontline assistance to colleagues affected by critical or traumatic incidents. For additional support, employees can also access a confidential employee assistance programme (EAP), providing 24/7 counselling, advice, and resources for personal and professional concerns.

This tiered framework ensures that staff have access to appropriate support at every level – from internal peer-based assistance to professional psychological services and access to external support.

This holistic approach reflects an unwavering commitment to creating a supportive, proactive workplace that places employee wellbeing and personal growth at its core. By providing access to resources, Oberstown aims to foster a resilient, healthy, and supportive work environment for all employees.

Additional resources

- On-site Medical Suite staffed by a Clinical Nurse Manager and a team of qualified nurses.
- Access to medical screening and assessment, by Medmark, the campus occupational health provider.
- Award-winning "Working Well" framework – specifically designed for the demands of Oberstown, Working Well identifies health and wellbeing priorities and schedules initiatives across the year to support psychological resilience and workplace wellbeing. The Oberstown Working Well framework is a whole-system approach to addressing psychosocial health and wellbeing. It features supports and resources around four pillars – Work Safe, Work Healthy, Work Well and Work Wise.
- Best practice – Oberstown is certified to national standards for wellbeing and international standards for Occupational Health and Safety Management (ISO 9001:2015) and Psychological Health and Safety at Work (ISO 45003:2021).

I am confident that all measures and supports are in place to enhance the health and safety of staff working at the Oberstown Children Detention Campus.

Kind regards,

Norma Foley, T.D.
Minister for Children, Disability and Equality