

Ryan Report Implementation Plan
Third Progress Report
November 2012

Prepared by Ryan Report Monitoring Group

Part 1 – Background and overall summary of progress

1.1 Background

The Report of the Commission to Inquire into Child Abuse (the Ryan Report) was published in May 2009. It detailed disturbing levels of significant historic abuse of Irish children, who were placed by the State in residential institutions run by religious orders. The Report precipitated on-going review of the current organisation and delivery of child welfare and protection services nationally.

Following the publication of the Report a detailed Implementation Plan was prepared and published in July 2009. The Government is committed to full implementation of the Plan. The Implementation Plan sets out a series of 99 actions designed to address the effects of past abuse, reform service provision and ensure that children and young people have a stronger voice. Some of the 99 actions have a specific target date for completion, while other actions are noted 'ongoing'.

The overall aim of the Plan is to make a difference in children's lives by addressing past failings and putting measures in place to achieve better outcomes in the delivery of services to children and families.

Monitoring Group

Implementation of the Plan is being overseen by a high level group chaired by the Minister for Children and Youth Affairs. The Group includes representatives from the Department of Children and Youth Affairs, the HSE, HIQA, the Irish Youth Justice Service (IYJS), the Department of Education and Skills and An Garda Síochána. In May 2011, the Minister for Children and Youth Affairs, Frances Fitzgerald T.D., invited the Children's Rights Alliance to join the Group to include the voices of children and civic society (see **Appendix** for a list of current members). The lifetime of the Group is to be four years. A progress report is presented to Government each year and is subsequently laid before both Houses of the Oireachtas. This is the third annual progress report compiled by the Monitoring Group with the approval of the Minister for Children and Youth Affairs. The first report can be accessed at <http://www.dcy.gov.ie/documents/publications/ryanimplementation1stprogressreport.pdf> and the second report can be accessed at http://www.dcy.gov.ie/documents/publications/Ryan_Final.pdf.

New Department, Agency and other reforms

Fundamental to putting in place a fully reformed children and family service is the capacity of the service to implement necessary reform and improvement. It became evident in the course of 2009/2010 that the HSE's child and family services management structure needed to be strengthened. In recognition of this, a National Director with dedicated responsibility for Children and Family Services, Gordon Jeyes, was appointed, in December 2010, to lead the process of reform.

In addition, the Government is taking a number of other measures to strengthen the existing governance arrangements through:

- The establishment in early 2011 of a dedicated Department and Minister for Children and Youth Affairs;
- The transfer of responsibility for the delivery of child and family support services from the HSE to a new dedicated statutory agency, the Child and Family Support Agency, to be established with effect from 1 January 2013;
- The publication in July 2011 of *Children First: National Guidance for the Protection and Welfare of Children*;
- The commitment to, and on-going progress towards, putting elements of Children First on a statutory footing;
- The enactment in July 2012 of the Criminal Justice (Withholding of Information on Offences Against Children and Vulnerable Persons) Bill 2012; and
- The publication by the Department of Justice and Equality of the National Vetting Bureau (Children and Vulnerable Persons) Bill 2012, which is currently progressing through the Oireachtas.

As the organisational framework is strengthened, other vital aspects of improved governance, management and planning will be enhanced. A core feature is the need for more reliable information about the demand for services, risk indicators and outcomes for children. Work is progressing in this area and key aspects of the Implementation Plan are reliant on improved performance in this area.

In line with actions committed to in the Plan, the HSE was engaged throughout the course of 2010 and 2011 in a major recruitment campaign which involved the appointment, induction, deployment and training of additional social workers and the filling of additional posts which fell vacant e.g. due to retirements. This has been made possible through the exemption of the social work grade from the current moratorium on public sector recruitment and replacement of staff. The implementation plan provided for the filling of up to 270 social work posts. To date, the HSE has completed the recruitment of 264 additional social workers.

A number of other significant developments in relation to child welfare and protection have taken place since the publication of the last Ryan monitoring report, both within and outside the Department of Children and Youth Affairs, as follows:

- Proposal to amend the Constitution in relation to children's rights finalised, and to be the subject of a referendum on Saturday, 10th November, 2012;
- Draft Heads of Children First bill published, and have received detailed consideration by the Joint Oireachtas Committee on Health and Children, whose report is currently being considered by the Department with a view to reverting to Government with finalised Heads for drafting by end 2012;

- Continuing progress towards the establishment of the Child and Family Support Agency on 1 January 2013, with the launch of the report of the Task Force on 20th July 2012;
- Publication and response to the Report of the Independent Child Death Review Group;
- Extension of the remit of the Ombudsman for Children to cover St. Patrick's institution in June 2012;
- Order signed by Minister on 1 May 2012 to end practice of sending 16 year olds to St. Patrick's Institution;
- Publication of HIQA National Standards for the Protection and Welfare of Children for HSE Child and Family Services.

1.2 Implementation Plan

The Report of the Commission to Inquire into Child Abuse contains a series of 20 recommendations. A comprehensive set of 99 actions was set out in the Implementation Plan to address the recommendations of the Commission. These actions can be grouped into six categories as follows:

1. Addressing the effects of past abuse;
2. Developing and strengthening national child care policy and evaluating its implementation;
3. Strengthening the regulation and inspection function;
4. Improving the management of children's services;
5. Giving greater effect to the voice of the child;
6. Revising *Children First*, the national guidance on the protection and welfare of children and underpinning the guidance by way of legislation.

A detailed progress report describing the present position in respect of each action point is included in Part 2 of this report.

1.3 Financial Update

The process of implementation is being supported by the provision of additional funding of €24m from the Exchequer.

An amount of €15m was provided in 2010 with a further €9m provided in 2011, giving a total figure of annual on-going funding of €24m. This funding was allocated as follows:

	€m
• HSE	€23.27
• HIQA	€0.63
• OMCYA/DCYA	€0.10

In bulk of the expenditure in 2011 by the HSE on actions directly related to the Implementation Plan were incurred in relation to the recruitment of up to 270 additional social workers.

The HSE reports regularly on a range of key performance indicators as set out in the National Service Plan. The Department of Children and Youth Affairs will continue to closely monitor delivery of all actions contained in the Implementation Plan in the context of on-going monitoring of the Service Plan.

1.4 Summary of progress

Key actions and improvements effected to date under the six categories of the Implementation Plan are set out below.

1. *Addressing the effects of past abuse;*

- The selection of the memorial to victims of institutional abuse competition was announced in July 2012. The Memorial will be erected adjacent to the Garden of Remembrance in Parnell Square, Dublin. The OPW is managing the commissioning and delivery of the project, which is expected to be completed in 2014.
- Updated Child Protection procedures for primary and post primary schools, consistency with the 2011 Children First Guidance, were published by the Department of Education and Skills in September 2011 (action 4);
- Additional funding of €2m has been provided to the National Counselling Service (NCS) (action 7);
- The Education Finance Board is continuing to provide grants to former residents and their families for the purpose of assisting them in accessing educational programmes. The Board approved 2,108 grants during 2011 and the overall value of grant payments during 2011 amounted to €2.11m, a significant increase on 2010 (action 10);
- The recruitment of a national specialist multi-disciplinary team for children in care and detention is being progressed by the HSE and the Irish Youth Justice Service (IYJS) and the necessary funding was been provided for in the HSE's National Service Plan 2011. A National Director has been appointed and full staff complement should be in place in early 2013 (action 12);
- The Department of Education and Skills continues to fund Barnardos to provide its Origins Family Tracing Service for former residents. 169 requests were processed by Barnardos in 2011, and 41 to date in 2012. (action 17);
- The Department of Education and Skills is continuing to provide personal records to former residents of Industrial and Reformatory schools, with a total of 13412 requests to end 2011, and 143 to date in 2012 (action 19);

2. *Developing and strengthening national child care policy and evaluating its implementation;*

- The Department of Children and Youth Affairs has in place a senior specialist with experience in the area of child welfare and protection services (action 20);
- Work is progressing on the development of a new National Children's Strategy, with a major consultation process with 67,000 children and young people taking place, and, following a public consultation, receipt of over 1,000 submissions from organisations and individuals. The Department of Children and Youth Affairs has published its Statement of Strategy as required under the Public Service Management Act 1997 (action 22);
- Research has been commissioned to assess the progress made in implementing the findings of previous reports / inquiries into child welfare and protection cases (action 23);
- A revised set of performance indicators was agreed by the Department of Children and Youth Affairs and the HSE and was set out in the HSE National Service Plans for 2011 and 2012 (action 25);
- The IYJS has also developed a suite of performance indicators to inform an annual report on the adequacy of detention services (action 28).

3. *Strengthening the regulation and inspection function;*

- The National Review Panel established by the HSE has to date completed and published 12 reviews and has completed an overview of a further 5 local reviews. A further 8 reviews are currently close to completion, with another 40 at various stages of progress (actions 36 and 37);
- HIQA carry out independent inspections of foster care services and reports are made available on their website: in addition in June 2011 HIQA published a follow up report on HSE foster care services (action 39);
- HIQA launched National Standards for the Protection and Welfare of Children for the Health Service Executive Children and Family Services in July 2012. The inspection of the HSE Child and Family Service is to begin in late 2012 and an ongoing program of inspections will be rolled out over the following three years (action 42).
- The National Vetting Bureau (Children and Vulnerable Persons) Bill 2012 has been published by the Department of Justice and Equality and is currently progressing through the Oireachtas (action 47);

4. *Improving the organisation and delivery of children's services;*

- A National Director for Children and Family Services, Gordon Jeyes, has been appointed within the HSE in December 2010. Mr Jeyes leads an extensive two year programme of change within the HSE which is designed to modernise and reform the delivery of children and family services (action 45);
- The HSE will complete recruitment of the full additional 270 social workers in 2012. These additional staff will greatly assist the HSE in meeting its statutory obligations such that every child in care has an allocated social worker and a care plan (action 58 & others);
- The practice of placing separated children seeking asylum in hostels has ceased. These children are now placed more appropriately in residential and foster care (action 31);
- The HSE has made significant improvements in relation to allocation of social workers and a care plan for children in care, with current percentages of 92.7% and 85.8% respectively (action 33);
- A national aftercare policy has been developed by the HSE and is being implemented. The HSE continues to be committed to compliance with Section 45 of the Child Care Act which places a duty on it to provide services to young people leaving care where such needs have been identified (action 67 & 68).

5. *Giving greater effect to the voice of the child;*

- The HSE have established a working group to progress the actions in relation to exit interviews for children changing placements and leaving care, and for child protection and residential care personnel leaving the service (actions 81 and 84).
- The consultation with children and young people in the care of the State commenced in January 2010 and concluded in December 2010. The resulting report '*Listen to Our Voices: Hearing Children and Young People living in the Care of the State*' was published in July 2011 and is available on the DCYA website.
- The Department of Children and Youth Affairs is committed to consulting with children and young people on an on-going basis in relation to the work of the Department, as evidenced by the recent consultation exercise involving 67,000 children and young people in relation to the development of the new National Children's Strategy (action 83);

6. *Revising Children First, the national guidance for the protection and welfare of children and underpinning the guidance by way of legislation.*

- The Children First National Guidelines (1999) were revised and updated and published in July 2011. The revised Guidance were supported by the

publication of the HSE Child Protection and Welfare Practice Handbook in September 2011. The Children First Guidance will be underpinned by legislation which is being prepared by the Department of Children and Youth Affairs (actions 85 and 86);

- HIQA launched National Standards for the Protection and Welfare of Children for the Health Service Executive Children and Family Services in July 2012 (action 87).

1.5 Priorities for 2013

A range of actions are being progressed in the current year across the various agencies charged with delivery of the Implementation Plan. The next phase of implementation will include a particular focus on the fundamental reorganisation of the HSE child and family services into the new Child and Family Support Agency, to be established with effect from 1 January, 2013. In addition, the Minister for Children and Youth Affairs will be giving particular priority to progressing a series of actions relating to the Children First National Guidance, including the preparation of legislation to underpin the operation of the Guidance, and progressing the National Implementation Framework for Children First across all Departments, Agencies and sectors that have contact with children and young people.

The following set of key actions will be progressed in 2013:

- Depending on outcome of children's rights referendum, progress on necessary changes to legislation and practice;
- Preparation of supporting legislation following 2011 publication of Children First Guidance;
- Roll out of Children First implementation framework through Government Departments;
- Enactment of legislation to require all persons working with children to be vetted and to allow for the exchange of 'soft' information;
- Continuing improvement and rationalisation of child welfare and protection services in the context of the new Child and Family Support Agency [CFSA];
- Strengthening of family support services within the new Child and Family Support Agency;
- Building of necessary cross sectoral and cross agency links between Child and Family Support Agency and other relevant stakeholders;
- Reform and rationalisation by CFSA of the Child Protection Notification System to target support to families to stabilise and to keep their children out of care;
- The establishment of a new service delivery model in the CFSA to ensure that each concern raised with the service gets a response which is efficient, effective and proportionate;

- Review of CFSA grants to voluntary and community sector to optimise the impact of investment to focus on areas of greatest need;
- Establishment by the HSE of a multidisciplinary team for children in special care and detention, in conjunction with the IYJS;
- Enhanced services for young people leaving care in line with statutory requirements;
- National Out of Hours proposal finalised and integrated into 2013 National Service Plan;
- Inspections by HIQA against National Standards for the Protection and Welfare of Children for HSE Child and Family Services;
- Agree future policy for management and funding of Guardian ad Litem service.

1.6 Conclusions

The Implementation Plan set out a very necessary programme of actions for implementation by the various State bodies charged with responsibility for the provision and oversight of services to children. Considerable progress has been made overall to date in implementing the various actions set out in the Plan.

The Minister for Children and Youth Affairs is committed to the full and complete implementation of the Plan and to accelerating the delivery of any actions where progress has been slower than anticipated. She considers that the process of implementation will continue to be enhanced through significantly strengthened governance, including the operation of the new Department of Children and Youth Affairs, the change programme being led by the National Director for Children and Family Services and the establishment of dedicated statutory Child and Family Support Agency.

This is the penultimate monitoring report of the Ryan Commission Implementation Plan. The Minister for Children and Youth Affairs is examining the broader issue of monitoring recommendations from the full range of relevant reports into child welfare and protection services. Her Department will, in anticipation of the final report on the Ryan Implementation Plan in 2013, evaluate options for meaningful on-going monitoring of progress on this and other external reviews and reports in relation to child welfare and protection.

Part 2 – Progress to date on individual actions

The second part of this report contains an update on each of the ninety-nine actions contained in the Ryan Commission Implementation Plan.

Of the ninety-nine actions detailed in the Plan, 37 actions had a timeframe of 'ongoing'. These are, by their nature, not once off actions and while they may be deemed complete for the purpose of this report they will necessarily continue to be implemented on an ongoing basis. The remaining 64 actions had a specific timescale.

An indicative overview status of the actions in the Plan is as follows:

Complete:	59
Implementation ongoing:	13
Not yet complete:	27

Appendix 1 – Membership

Frances Fitzgerald, T.D., Minister for Children and Youth Affairs (*Chair*)
Elizabeth Canavan, Assistant Secretary, Department of Children and Youth Affairs (DCYA)
Marie Kennedy, Principal Officer, DCYA
Michele Clarke, Social Work and Child Care Specialist, DCYA

Mary McGarry, Principal Officer, Department of Education & Skills

Gordon Jeyes, National Director, Children and Family Services, HSE
Paul Harrison, Head of Policy and Strategy, Children and Family Services, HSE
Aidan Waterstone, National Specialist, Children and Family Services, HSE

Michelle Shannon, National Director, IYJS
Tony O'Donovan, Child Welfare Advisor, IYJS
Siobhan Young, Head of Mental Health, IYJS

Niall Byrne, Deputy Director of Operations, HIQA
Pat Bergin, Inspector Manager, HIQA

Superintendent Colette Quinn, Director Diversion Programme, Garda Office for Children & Youth Affairs.
Chief Superintendent Anne Marie Mc Mahon, Community Relations & Community Policing Division, Garda Headquarters

Maria Corbett, Policy Director, Children's Rights Alliance

Secretariat

Paul Fay, Jim O'Brien, DCYA

Report of the Commission to Inquire into Child Abuse, 2009

Implementation Plan

3rd Annual Report, November, 2012

Part 2 – Action updates

PART 1 – ADDRESSING THE EFFECTS OF PAST ABUSE

1.1 Memorial

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
1	<p>Erecting a memorial. A dedicated budget of up to €0.5 million will be set aside for this project and a committee will be established with the following terms of reference: to consider the views of the survivor groups in relation to the location and nature of the memorial to be erected; to make recommendations on the location and nature of the memorial in a manner that best takes account of the views of the groups representing the survivors of abuse, and to consider arrangements for a national day of remembrance and solidarity; to oversee the commissioning and delivery by the OPW (through competition) of the design and building of the memorial. The Department of Education and Science will provide secretariat services to this committee. The project will be managed by OPW.</p>	<p>Department of Education and Skills, OPW</p>	<p>Committee to be appointed by Sept 2009</p>	<p>Committee established in Oct 2009. Competition winner announced July 2012 - Target date for delivery of memorial, 2014.</p>	<p>The selection of the <i>Journey of Light</i> entry by Studio Negri and Hennessy & Associates as the memorial competition winner was announced in July 2012. The Memorial will be erected adjacent to the Garden of Remembrance in Parnell Square, Dublin. The OPW is managing the commissioning and delivery of the project, which is expected to be completed in 2014.</p>

1.2 Lessons of the past should be learned

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
2	The Department of Education and Science will address the recommendation on an analysis of how these failings came about, with a view to ensuring that they are not repeated, through its senior management forum, business planning and risk register processes.	Department of Education and Skills	ongoing	Complete – engagement ongoing	This recommendation is being addressed on an ongoing basis
3	Although the Ryan Commission did not make any recommendations regarding concerns about the possibility of a criminal record arising from detention in industrial schools, concerns were expressed to individuals. To address this issue, it has been decided that if any individual survivor has any outstanding concerns about a criminal record arising from the referral of children by the District Court pursuant to Section 58 of the Children Act 1908, he or she may write to the Minister for Justice, Equality and Law Reform attaching a copy of their Court record and/or other official documentation. As appropriate, a certificate will be issued to that individual clarifying the position. The Minister will keep under review the need for any additional measures to address concerns in this area.	Department of Justice and Law Reform	Ongoing	Complete	This action is dealt with through the Courts Service which has agreed to give requests priority. Seventeen requests have been received to date and certificates have been granted in all cases.
4		Department of	by	Complete	Updated Child Protection Procedures for Primary and Post Primary schools were

	Arising from the recent review by the OMCYA of its national child protection guidelines, Children First, the Department of Education and Science will update its own child protection guidelines issued to all schools and its internal guidelines for departmental staff employed.	Education and Skills	December 2010		published by the Department in September 2011 and issued to schools.
5	The Department of Education and Science will also update its internal guidelines for departmental staff relating to child abuse complaints following the Children First review.	Department of Education and Skills	by July 2010	Complete	Updated Guidelines were circulated to all staff in October, 2010 and training on the implementation of the revised internal guidelines has been provided.

6	The Minister for Health and Children will bring detailed proposals to Government in Autumn 2009 with regard to the protection of vulnerable adults with disabilities who are currently in institutional care.	Department of Health and Children	by Autumn 2009	Target date for commencement of statutory inspections is January 2013	<p>The Health Information and Quality Authority (HIQA) has prepared and published standards for this sector, which outline what is expected of a provider of services and what a person with a disability, his or her family, and the public can expect to receive from residential care services.</p> <p>The current Programme for Government includes a specific commitment to put these standards on a statutory footing and ensure that the services are inspected by HIQA. While separate National Quality Standards for both adults and children with disabilities have already been developed by HIQA, they have now brought the draft standards together in one document, with the standards for adults and children being listed separately. It is anticipated that a final document will be presented to the Minister for Health for approval in late November / early December 2012.</p> <p>Work is now also underway in the Department of Health on both the 'Registration and Inspection' regulations and the 'Care and Welfare' regulations required to bring the standards into law. These are being developed taking into account the lessons learned with the introduction three years ago of similar regulations for nursing homes. It is expected that the new regulatory system should be up and running by mid 2013.</p> <p>While the HIQA standards have yet to be put on a statutory footing, it is worth noting that compliance with the HIQA standards is already included in the Service Level Arrangements between the HSE and service providers in the disability sector.</p>
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1.3 Counselling and Educational Services

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
7	To address the anticipated increase in demand for services resulting from the publicity surrounding the Commission's Report and the forthcoming Dublin Diocesan Report, additional therapy services will be purchased by the NCS from the non-statutory and private sectors for the next 18 months.	HSE	ongoing	Complete	The provision of services is being overseen by the National Counselling Service (NCS). An additional funding of €2m has been provided. Of this amount €1.8m is allocated to the National Counselling Service and €0.2m is allocated to voluntary organisations providing counselling services.
8	The NCS will be exempted from the public service moratorium on recruitment and replacement of staff within its overall complement.	Department of Health and Children	ongoing	Complete	This action is complete. The National Counselling Service (NCS) has been formally exempted from the public service moratorium on recruitment and replacement of staff.
9	The Department of Education and Science's new education strategy for the provision of education in children detention schools will be formally approved.	Department of Education and Skills	by December 2009	Complete	Following its approval by the Department of Education and Skills and the National Youth Justice Oversight Group, the Education Strategy for the Children Detention Schools has been circulated to the relevant bodies. This strategy constitutes the Department of Education and Skills overarching strategy on educational services, up to 2013, for children placed in children detention schools mentioned in the reform programme.
10	The Education Finance Board will continue to provide funding for education purposes (€7.35 million available at the end of 2008).	Department of Education and Skills	ongoing	Complete	The Education Finance Board continues to provide grants to former residents and their families for the purposes of assisting them to access educational programmes. During 2011 the Board approved 2108 grants and the overall value of grant payments during 2011 amounted to €2.11m, leaving a fund of €1.35m available at end 2011. Part 4 of the Residential Institutions Statutory Fund Act, 2012 provides for the dissolution of the Education Finance Board and the transfer of its functions, in relation to the remaining moneys available to the Board, to the Residential Institutions Statutory Fund Board.
11	The Department of Education and Science will continue to provide for education services to children in the high support, special care and children detention facilities.	Department of Education and Skills	ongoing	Complete – engagement ongoing	The Department continues to provide for the education of children in high support and secure care facilities.

12	In consultation with the IYJS, the HSE will develop a national specialist multidisciplinary team for children in special care and detention.	HSE and Irish Youth Justice Service	by July 2010	New target date – Q2 2013	<p>A multidisciplinary Working Group representing the HSE and the Irish Youth Justice Service was established in May 2010 to progress this action. The Group reported in October 2010 and recommended the development of a four-pronged model to ensure implementation of this action comprising:</p> <ol style="list-style-type: none"> 1. A national assessment and intervention service for children at risk. 2. On-site therapeutic services for high support and special care units. 3. On-site therapeutic services for the children detention schools. 4. A parallel development of a forensic child and adolescent mental health service (CAMHS) for children and young people with significant mental health needs requiring more specialist input. <p>This will be a highly specialised service which offers multidisciplinary assessment and focused time specific interventions to young people who have high risk behaviours associated with complex clinical needs. It supports other professionals in their ongoing work with young people and their families. The team will also provide multidisciplinary assessment and therapeutic services to young people placed in high support, special care and detention and support residential care staff in their work with young people while promoting positive links with community based services.</p> <p>Of the 28.5 posts available one has been assigned to RACs in Lucan, 11.5 are currently being processed from a panel and the remaining 16 posts will be recruited during 2012 (HSE). The National Manager has been appointed and is in post. The remaining posts will be recruited in Q4 2012 and 2013 in conjunction with mental health services.</p>
13	The HSE will ensure that children in care are supported in accessing mainstream and specialist health services as necessary. The HSE will work with the IYJS to ensure that children in detention are similarly supported.	HSE and Irish Youth Justice Service	Ongoing	Complete – Further progress linked to Action 12	<p>See Action 12.</p> <p>The regulatory care planning process serves to identify the needs of children in care. The HSE seeks to ensure on an individual case basis that mainstream and specialist services required to implement care plans are provided. In circumstances where services are not readily available arrangements are made where possible to procure these services.</p>

14	Depending on local need and population, the HSE will resource primary care teams with social workers, speech and language therapists, and psychologists.	HSE	by July 2010	Partially Complete – (see across)	<p>Primary Care Teams are being established with multi-disciplinary presence. Discussions are taking place to establish service level agreements between the HSE Primary Care and Children and Family Services as part of the procedure of establishing the new Children and Family Support Agency (CFSA).</p> <p>403 Primary Care Teams have been established with 73 social workers currently assigned to them. In the light of the Government announcement to disestablish the HSE, in addition to the establishment of the CFSA, further consideration is required regarding the position of social workers on the PCTs.</p> <p>The development of the CFSA service delivery model includes local inter-agency co-operation and joint working between the CFSA and Primary Care Teams.</p>
15	The HSE will review need and establish resourced multidisciplinary assessment services for children and young people at risk.	HSE	By December 2010	Linked to Action 12	See Action 12
16	Addiction services for children based on best practice will be established nationwide by the HSE and the Drugs Task Force.	HSE, Drugs Task Force	By June 2011	Complete	<p>An analysis of addiction services for children nationwide based on best practice has been undertaken.</p> <p>Under 18's who present for addiction treatment are offered a range of interventions including Initial and Comprehensive Assessment, Minnesota Programme, Brief Intervention, Individual Counselling, self-help and peer-support . The delivery of these services is based on the Four Tier Model of treatment intervention and services are designed to respond to the individual's specific identified needs.</p> <p>Interagency working between the HSE, the Youth Services, Drug Task Forces and other community, statutory and voluntary agencies form the basis of this delivery as the aim is to provide services where possible in a community environment. Counselling and rehabilitation services provide care to those presenting with an addiction through one to one counselling and onward referral to other statutory and voluntary groups where appropriate. The HSE also provide funding to a number of voluntary service providers who treat drug and alcohol addictions.</p>

1.4 Family Tracing Services					
No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
17	Funding will continue to be provided for family tracing services, as recommended in the Commission's Report.	Department of Education and Skills	ongoing	Complete – engagement ongoing	The Origins Tracing Service, provided by Barnardos, continues to be funded. Barnardos processed 169 requests during 2011, bringing the total number processed to 1139 at the end of 2011. The number of requests is declining with 41 received in the first 8 months of 2012.
18	The Department of Education and Science will review the current arrangements to ensure the most effective means for the provision of this service.	Department of Education and Skills	ongoing	Complete – engagement ongoing	The Department continues to monitor the service which was consolidated in Dublin with effect from the end of 2011.
19	Personal records will continue to be provided to individuals on request, under the terms of the Freedom of Information Act.	Department of Education and Skills	ongoing	Complete – engagement ongoing	Requests for personal records continue to be received by the Department of Education and Skills, which has processed 13412 requests to the end of 2011. A further 143 requests have been received in the first 8 months of 2012.

PART 2 – NATIONAL CHILD CARE POLICY AND EVALUATION OF ITS IMPLEMENTATION

2.1 Child care policy

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
20	In order to discharge the OMCYA's key role in overseeing the implementation of the Commission's Report, a suitably qualified specialist will be recruited (probably on a secondment basis) to provide access to senior professional expertise in the area of child welfare and protection.	Department of Children and Youth Affairs	by December 2010	Complete	This action is complete.
21	All agencies that provide services to children and families should develop and implement an operational plan based on The Agenda for Children's Services.	All Agencies	by December 2010	Complete	<p>HSE - The HSE Corporate Plan for Children & Family Services reiterates the commitment of the Agenda for Children Services to supporting children and families and Service Level Agreements are examined to ensure compliance with this requirement. Based on pilots that have taken place a new national HSE Service Delivery Model is currently being developed for implementation commencing in Q4, 2012.</p> <p>IYJS - The operational plan is being rolled out to staff in the children detention schools as part of training in safeguarding provided by the campus social worker.</p>

22	The OMCYA will develop a new National Children's Strategy to cover the period 2011-2020.	Department of Children and Youth Affairs	by January 2011	New target date early of 2013	<p>This action is being progressed by the Department of Children and Youth Affairs. Work on a National Children & Young People's Policy Framework has now commenced. The Framework will lay-down high-level policy objectives for government across all departments and will also take account of the Programme for Government, the Strategy Statement for the Department of Children and Youth Affairs and other emerging policy issues. There will be drop-down Implementation Strategies for the various age cohorts, including an Early Years Strategy.</p> <p>The National Children's Advisory Council has been re-established, and its term has been extended to the end of 2012. A consultation process with 67,000 children and young people has already taken place and a further consultation of the general public was conducted in the Summer, out of which the Department received over 1,000 submissions. Analysis of these submissions and meetings with other Government Departments are ongoing, and it is hoped to draft the Framework in the coming months, and to publish it early in 2013.</p> <p>Additionally, the new Department of Children and Youth Affairs has produced a Statement of Strategy. This statement sets out, inter alia, the Department's mission statement, its objectives, critical success factors and its structure.</p>
23	The OMCYA will lead a process to ensure that the current policy framework reflects the rights and dignity of children. This process will include benchmarking against policy in other jurisdictions. All policies should be consistent with the principles of the UN Convention on the Rights of the Child.	Department of Children and Youth Affairs	ongoing	Complete – research project ongoing	<p>The language used in Action 23 was considered too broad to allow for tender applications that could be evaluated and could deliver key information to support the aim of the recommendations. Thus it was narrowed to focus on the policy framework of child welfare and protection in keeping with the focus of the Ryan Report. In light of the Commission's recommendation to learn from the past, it was decided to focus on the impact of recommendations and learning from the findings of all previous investigations, starting with the Kilkenny Incest Case. The project's aim is to test our national and operational policy framework to see if it reflects their key messages. To progress this action, research will assess the degree to which recommendations have been implemented, the particular themes addressed by recommendations and compare this with international experience. In 2010, the OMCYA undertook a tender process and commissioned Prof Colette McAuley of UCD to complete 'An analysis and synthesis of key messages arising from peer-reviewed literature and published national reports on children in need of protection and those in the care of the state'. This project will be underpinned by the principles of the UN Convention of the Rights of Children.</p> <p>The research project is ongoing and is expected to be submitted to DCYA by the end of 2012.</p>

2.2 Evaluation and review of services against policy					
No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
24	The OMCYA will evaluate the extent to which child welfare and protection services, and youth justice services, meet the aims and objectives of national child care policy taking account of the output/outcomes statements recommendation in Transforming Public Service.	Department of Children and Youth Affairs	ongoing	Phase 1 complete - Phase 2 Q2 2013	<p>A call for research proposals to progress this action was unsuccessful. Feedback was that the scope was too broad to allow for a successful research (Phase 1) project to be undertaken. Accordingly a decision was taken to narrow the scope of the project to focus this recommendation on independent oversight of the implementation of Children First</p> <p>On this basis a research project has been commissioned (Phase 2). Feedback from the research being conducted by Prof McAuley (see Action 23) will influence the research. It is expected that the research will be completed early Summer 2013.</p>
25	The HSE will submit a suite of performance indicators to the OMCYA for approval for inclusion in the National Service Plan of 2010.	HSE, Department of Children and Youth Affairs	by December 2009	Complete	This action is complete. The new indicators are targeted at providing information on how the services are performing and will allow for improved decisions around the management and reform of the services. The Department of Children and Youth Affairs engages with the Health Service Executive each year around review of performance indicators.
26	The National Child Care Information System (NCCIS) will be prioritised for implementation assuming approval by the Department of Finance.	HSE	Decision expected Summer 2009	<p>Dependent on outcome of external review process</p> <p>Stage 2 of restricted tender process in progress.</p>	<p>The National Child Care Information System Project is progressing and is now at procurement stage:</p> <ul style="list-style-type: none"> • Tender documents were issued to pre-qualified suppliers, initiating Stage 2 of the restricted tender procedure in January 2012 • A team (including users) to evaluate tenders was set up in February 2012. • Tender responses were received in March 2012 • The evaluation team finalised the scoring and the outcome was approved by the project board in July 2012 • Peer review of the evaluation was completed in August 2012 • Formal approval of the sanctioning authorities was received in August 2012 • The completed evaluation documents were issued to the procurement directorate and the Contract Award Request completed in September 2012

27	The OMCYA, in conjunction with the HSE, will work to improve the quality and usefulness of section 8 reports and to improve reporting on outputs/outcomes	Department of Children and Youth Affairs, HSE	ongoing	Complete	The Department has agreed a new template with the HSE for the preparation of reports on the adequacy of services under Section 8 of the Child Care Act 2001. The 2009 and 2010 Reports were laid before the Houses of the Oireachtas and published on the HSE website. The 2011 report is currently being finalised.
28	The Irish Youth Justice Service will submit to the Minister for Children and Youth Affairs an annual report on the adequacy of detention services in meeting their policy objectives	Irish Youth Justice Service	starting in 2010	Reporting to start in respect of 2012	The IYJS has prepared a suite of performance indicators to inform the preparation of this report. A section will be added to the annual report which will provide for reporting on the adequacy of detention services in meeting policy objectives. A document entitled Performance Indicators for the Children Detention Schools was presented to the board of management on 21 June 2011 and approved. The Board of Management of the Children Detention Schools has undertaken to provide an annual report based on the Performance Indicators to the Minister.
29	The OMCYA will examine the feasibility of a linked database, coordinating data on children in care from health, education and justice.	Department of Children and Youth Affairs	by July 2010	Complete	The feasibility of developing a linked database has been explored. It is considered that the current stage of development of information management within the three systems does not readily allow for a linked database as envisaged by this action. An alternative proposal to achieve the intended aim is being developed by the Department and will involve an audit of children in care.

PART 3 – REGULATION AND INSPECTION

3.1 Rules and regulations

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
30	All organisations with a statutory function in relation to children at risk, in care and in detention have a duty to ensure regulations are applied and any breaches reported to the relevant authority.	Department of Children and Youth Affairs (all agencies)	ongoing	Complete	<p>The HSE will monitor compliance with statutory requirements by funded agencies through its Agency Business Planning process. This is the process through which service priorities are agreed by the HSE with funded agencies.</p> <p>HIQA continues to undertake a schedule of inspections of the HSE children's residential centres, foster care services provided by the HSE and the three Detention schools, Oberstown Boys, Oberstown Girls and Trinity House . Inspection reports are published on the HIQA website.</p>
31	The HSE will end the use of separately run hostels for separated children seeking asylum and accommodate children in mainstream care, on a par with other children in the care system.	HSE	By December 2010	Complete	This action is complete. Under the HSE's Equity of Care Plan the use of hostels has ceased and children are being placed in residential and foster care, in conformity with regulations and standards.
32	In the interim, the HSE will inspect and register residential centres and hostels where separated children seeking asylum in the care of the HSE are placed, in accordance with the Child Care Act 1991, pending the commencement of the Health Act 2007 for children's residential services.	HSE	ongoing	Complete	This action is complete.

33	The HSE will ensure that all children in care will have an allocated social worker and a care plan, in accordance with the regulations.	HSE	by December 2010	Full compliance targeted in HSE National Service Plan 2012	As of August 2012 92.7% of children in Care have an allocated social worker and 85.8% have an up to date Care Plan.. In circumstances where a social worker is temporarily not allocated systems are in place to meet the needs of children in Care.
34	The HSE will ensure that all relatives as carers and foster carers are assessed, in accordance with the regulations.	HSE	by December 2011	On target	Under the Regulations children may be placed with relatives in an emergency prior to a full assessment being completed. A policy is in place to ensure that Relative Foster Care Assessments are prioritised. However the 12 week period set by the regulations is sometimes difficult to achieve. In many cases the assessments have commenced and may be completed by the 16 weeks as set by the foster care standards. The progress of the assessment is regularly discussed with the applicants who are informed of the reasons for any extension and given a new completion date.
35	The HSE will undertake a national review of current practice in relation to Part II, Section 5 of the Child Care Act, where homeless children can be placed in accommodation and not received into the care of the HSE.	HSE	by December 2009	Complete	A national policy was implemented in April 2012 on the use of section 5 and supported lodgings

36	<p>The HIQA will develop guidance (by November 2009) for the HSE on the review of serious incidents, including deaths of children in care and detention. These will be reported to the HIQA and the Department of Health and Children/IYJS.</p> <p>**The HSE and IYJS will develop a panel (internal and external) of appropriately skilled professionals to undertake investigations.</p>	Health Information and Quality Authority, HSE, Irish Youth Justice Service	By November 2009 by December 2009	Complete	<p>In January 2010, the Health Information and Quality Authority developed guidance for the HSE on the reviews of serious incidents including deaths of children in care. In September 2011, the Health Information and Quality Authority undertook a review of the Guidance in consultation with the Irish Youth Justice Service. The principle was agreed that reviews are undertaken by the relevant service provider. The standards for the detention schools were to be amended to incorporate a notification and review process of serious incidents including death of children in detention schools.</p>
37	<p>In all cases of serious incidents or death of a child in care or in detention, the HIQA will review the initial circumstances and how the HSE and IYJS set about the investigation. It may, in circumstances set out in its guidance, conduct an independent investigation of the serious incident or death.</p>	Health Information and Quality Authority	ongoing	Completed	<p>The Health Information and Quality Authority continue to receive notifications of serious incidents including deaths from the Health Service Executive in line with the Guidance. Between July 2011 and June 2012 the Authority have received notifications of one serious incident and 25 notifications of deaths. The Health Services Executive National Review Panel has completed 12 review reports on 16 young people, has completed an overview of 5 local reviews, and has 8 reviews close to completion. A further 40 reviews are at various stages of progress.</p>
38	<p>The HSE will collect data regarding children from ethnic minority backgrounds and, under national standards, will ensure their cultural identity is respected and their needs met.</p>	HSE	ongoing	On target	<p>A review has been undertaken which includes an audit of all children in care and a detailed audit of those children with additional needs who meet a set of criteria, including ethnicity.</p> <p>Training has been agreed with an external agency for staff. A pilot site will be chosen using the standardised business process. The Pilot will commence in Q2 2013.</p>

3.2 Independent Inspections

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
39	The Health Act 2007 will be commenced to allow the SSI of the HIQA to undertake independent inspection of all children's residential centres and foster care.	Department of Children and Youth Affairs	by 2014	Commencement of provisions re Special Care Units being prioritised	<p>In response to concerns regarding the quality of child welfare and protection services a Government Decision was taken in July 2010 to prioritise the inspection of child protection services in advance of commencing the relevant legislation to allow HIQA to regulate all children's residential services.</p> <p>However, it should be noted that all children's residential services are currently inspected against National Standards for Children's Residential Centres. HIQA currently inspects HSE run children centres and foster care services and the HSE inspects privately run children's residential services.</p> <p>The registration of the Special Care units is being prioritised with drafting of Regulations underway.</p>
40	The Health Act 2007 will be commenced to allow the independent registration and inspection of all residential centres and respite services for children with a disability.	Department of Children and Youth Affairs	by December 2010	linked to action 6	See update for Action 6.
41	St. Patrick's Institution will continue to be inspected by the Inspector of Prisons having regard to his statutory remit. The Inspector may, if considered necessary, invite the HIQA to advise on matters of child welfare in the discharge of this function.	Department of Justice and Law Reform	ongoing	Complete – inspections ongoing	The Inspector of Prisons published a "Juvenile Supplement" to the "Standards for the Inspection of Prisons in Ireland" on 1 st Sept. 2009. These standards, as outlined in the foreword to the documents, have been developed because " <i>in accordance with international best practice a juvenile in detention requires treatment different to that afforded to adult offenders...</i> "

42	The SSI will develop standards and **commence inspection of child protection and welfare services.	Health Information and Quality Authority	by February 2011 ** by Sept 2011	Completed	The Health Information and Quality Authority launched National Standards for the Protection and Welfare of Children for the Health Service Executive Children and Family Services in July 2012. The inspection of the HSE child and Family Service is to begin in Q4 2012 and an ongoing program of inspections will be undertaken over the following three years.
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PART 4 – MANAGEMENT OF CHILDREN'S SERVICES

4.1 Management accountability for service quality

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
43	The HSE will carry out an audit of all resources, financial and staff, directed at child and family services and at children in care services across regions and statutory and non-statutory agencies.	HSE	By February 2010	New target date Q4 2012	<p>The National Director established a Working Group including independent validation to identify existing Child and Family WTE resources that should transfer to the new Child and Family Support Agency to be established with effect from 1 January 2013.</p> <p>The Working Group established a detailed data base that would:</p> <ul style="list-style-type: none"> ○ Facilitate the collection, collation and analysis of the whole time equivalent posts that both Child Care Management and General Management agreed were working within Children and Family Services; ○ Identify the number of whole time equivalent posts currently in the Children and Family Services budget involved/working with other services/care groups but which may or may not transfer to the new Agency. ○ Provide a baseline, at individual WTE level, to support relevant HR transition plans and manpower planning. <p>An Audit of external funded agencies is being carried out in 2012.</p> <p>The composite list of those services across care groups to be audited has been completed. Funding has been secured from Atlantic Philanthropies to complete this analysis in 2012 and set up as a Monkey Survey. 765 Service Level Agreements/Grant –Aid agreements under the Children & Family category of funding are currently being audited and the closing date for completion of the questionnaires is mid November 2012. We are in discussion with the Care Group Assistant National Directors of Mental Health, HSE Children and Family Services, Disability and Social Inclusion to consider how to proceed in terms of analysing Family Support provision in 936 Service Level Agreements/Grant –Aid agreements as identified to be of interest to Children and Families across these Care Group areas.</p>

44	The HSE will direct resources equitably on the basis of need and level of deprivation, irrespective of geographical area or organisation. It will report progress on this action to the OMYCA annually.	HSE	ongoing from 2010	Capacity review complete. Resource allocation project ongoing	<p>The HSE has completed a capacity review of Alternative Care. Within the ongoing reform programme for Children and Families Services there is a commitment to establish a funding formula based on child population, deprivation and sparsity.</p> <p>A broader resource allocation project commenced in February 2012. This project is progressing through an audit process which is underway. See Action 43.</p>
45	The HSE will act to reform its management structures following the review it commissioned in July 2009 to ensure a transparent and accountable management system.	HSE	December 2010	Complete	<p>Since January 2011 a National Director has full responsibility for all aspects of Children and Family Services.</p> <p>Appointments have been made to Posts of Chief Operations Officer, Head of Corporate Services, Head of Policy and Strategy, Head of Finance and Head of Quality Assurance.</p> <p>Under the direction of the four Regional Directors, seventeen ISA Children and Family Service managers have been appointed to line manage services at the local level.</p>
46	All agencies providing services to children and families will measure managers' performance against adherence to statutory requirements and overall service delivery through performance management systems.	Department of Children and Youth Affairs (all agencies)	by July 2011	Complete	DCYA is monitoring the delivery of this action. It is being progressed by the HSE through its Agency Business Planning process and through performance review, including the development of a revised template for the preparation of Reports of Service Adequacy under Section 8 of the Child Care Act 1991. The issue was examined by the IYJS and a report has been completed
47	Management will ensure that all staff are appropriately vetted, including high standards for the take-up of references.	Department of Children and Youth Affairs (all agencies)	ongoing	Complete	<p>Vetting of staff is undertaken through the Garda Central Vetting Unit and is kept under review by the HSE. New legislation is being developed which will put vetting on a statutory footing.</p> <p>An IYJS vetting policy is in place and being implemented.</p>
48	The HSE will systematically plan to ensure that appropriate placements are available for children in care.	HSE	ongoing	Complete	The HSE commissioned external consultants to undertake a review of the capacity for alternative care which is now complete.

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49	The HSE will provide additional support, training, respite and resources to foster carers where children with significant difficulties are placed in order to sustain the placement.	HSE	ongoing	Linked to actions 12 and 13	<p>See Actions 12 and 13</p> <p>Foster care placements are provided with a wide range of supports and therapeutic interventions on a case by case basis by social workers and social care workers from Social Work Departments. Some placements need the input of additional specialist services including Child and Adolescent Mental Health Service, Psychology, Speech and Language Therapy, Occupational Therapy and a wide range of medical services. Additional education supports are provided in liaison with the Department of Education and Skills, the VEC and the National Educational Psychological Service.</p>
50	The HSE will establish a mandatory year of limited caseload, supervision and support for newly qualified social workers and will consider the rotation of social workers across children in care, child protection and child welfare teams.	HSE	by January 2011	Complete	<p><i>The Induction of Social Workers: A Policy and Guidelines for Children and Families Social Services</i> (HSE, 2010) provides guidance on the management of caseloads by recommending limited caseloads, supervision and support for the newly qualified social worker.</p> <p>The HSE policy <i>Staff Supervision Policy</i> (2009) has been reviewed as part of this process. The <i>Staff Supervision Policy</i> (2012) containing standard operation procedures targeted at social work and social care staff has been signed off by the National Office for Children and Family Services. An implementation plan commencing in 2013 is in the process of being agreed to ensure that there will be compliance with the policy.</p>

51	All agencies providing services to children and families will provide ongoing professional development through training programmes for all staff.	Office of the Minister for Children and Youth Affairs (all agencies)	by December 2010	Complete	<p>The HSE continues to provide training programmes for staff within current resources and the provision of ongoing professional development will be a requirement in the Service Level Agreements with agencies. Training to external agencies providing services to children and families is provided by the Children First Information and Advice Service through the provision of the Keeping Safe Initiative. (HSE – see also action 90)</p> <p>Ongoing training is provided to staff in children detention schools (e.g. behaviour management). A comprehensive Training Skills/Needs Analysis has also taken place among all staff (at all levels) in the Children Detention Schools. Future training programmes will be developed based on the identified needs. (IYJS)</p>
52	The HSE will put in place a system to provide social work students with the practice placements required as part of their training, both undergraduate and postgraduate.	HSE	By March 2010	New target Q4 2012	<p>The HSE commenced a project “Social Work Practice Placements” in 2012. The objectives are:</p> <ul style="list-style-type: none"> ○ designing a framework to support social work practice placements in the HSE for the management of the annual supply of practice placements. ○ implementing social work practice placement standards

53	The HSE will ensure full compliance with statutory complaints procedures.	HSE	ongoing	Complete	The HSE complaints policy 'Your Service Your Say' is fully operational. Complaints Officers have been given delegation orders and are trained. In addition, work is completed on specific actions in relation to engaging with children and young people to ensure that the HSE is targeting those groups who may find it difficult to raise concerns. Information on this initiative is available on the HSE website and is being supported by information sessions.
54	The HSE will undertake research on staff retention issues in social work.	HSE	By December 2010	Complete	The HSE commissioned a study by UCD entitled " <i>The Retention of Social Workers in the Health Services: An Evidence Based Assessment (2011)</i> " Findings of the study are being addressed through a range of projects including: <ul style="list-style-type: none"> • <i>Staff Supervision,</i> • <i>Induction,</i> • <i>Social Work Practice Placements</i>
55	The HSE will put in place mechanisms to better utilise the role of senior practitioner within child protection.	HSE	By June 2010	New target date Q4 2013	The HSE is reviewing the role of senior practitioners as part of its strategic review of the Delivery and Management of Services. This will now be accelerated with the appointment of the ISA Managers. The review is continuing with the role of senior social work practitioner to be clarified within the new Agency service delivery model in 2013.

4.2 Communication in child care services					
No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
56	The HSE and local authorities will continue to establish and implement Children's Services Committees in each county nationwide.	HSE	ongoing	On target	<p>The Children's Services Committees bring together a diverse group of agencies in local county areas to engage in joint planning and co-ordination of services for children. These include representatives from the Local Authorities, HSE, An Garda Síochána, VECs, National Association of Principals and Deputy Principals, Irish Primary Principals Network, NEWB, and other organisations who provide services to children and young people. There are a total of 16 such committees.</p> <p>The membership of all Children Services Committees (CSCs) includes senior managers from the major statutory providers of services to children and families. The Chairperson of each CSC is either the HSE Local Health Area Manager or the Area Manager for Children and Family Services and it is their function to ensure that the Children's Services Committees secures better developmental outcomes for children through more effective integration of existing services and interventions at local level. The Deputy Chairperson is a senior Local Authority officer.</p> <p>In June this year, DCYA established a CSC Steering Group whose main function is to support the effective operation and practical implementation of the work of the CSCs at local level. The Group, chaired by an independent Chairperson includes among its membership five representatives of Local Authorities.</p>
57	The OMCYA will consider legislation to provide for a duty to share information in the best interests of children between agencies, specifically between support services for adults and the HSE child protection social workers.	Office of the Minister for Children and Youth Affairs	ongoing	On target	<p>The Department of Children and Youth Affairs is developing policy to underpin the preparation of Children First legislation.</p> <p>Draft Heads of the Bill were published and circulated to the Joint Oireachtas Committee on Health and Children for consideration and advice. The Joint Committee published its report in July and the Department is currently considering the broad range of submissions and the recommendations of the committee.</p>

4.3 Consistent care figure

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
58	It has already been decided that the HSE will fill up to 270 social work posts currently vacant. This initiative will be targeted at the area of child protection and children in care in order to fulfil its statutory obligations. The need to recruit further additional social workers will be considered in the light of progress made in delivering necessary reforms in the area of child welfare and protection.	Office of the Minister for Children and Youth Affairs, HSE	ongoing, during 2009-2011	On target	<p>The HSE has completed the recruitment of 264 additional social workers.</p> <p>In addition to the recruitment of additional staff the HSE has been filling the vacancies which have arisen due to individuals leaving the service or taking up posts elsewhere in the service.</p> <p>In the context of the current budgetary restriction across the public sector and within the HSE there is a general pause on all recruitment including those grades included in the list of specified grades with delegated sanction from the general moratorium on recruitment and promotion within the public service.</p> <p>However due to the importance of child welfare and protection responsibilities an exception has been made in regard to the recruitment of social workers and the policy of the HSE in this regard is that all social work teams must be maintained at or above 80% of normal capacity. Staff vacancies including maternity and sick leave are filled within this policy context. This situation is under constant review.</p> <p>In the event of a change of staffing in the management of particular cases normal procedures are followed to ensure that all files and records are up to date and that there is a process of full briefing and introduction for new staff under the supervision of line management. Statutory child care Regulations and Standards are followed in all circumstances to ensure the best welfare of the child(ren).</p>
59	Where appropriate, the HSE will convert existing temporary child protection social work posts to permanent positions.	HSE	by July 2010	Complete	This action has been completed in conjunction with action 58.
60	The HSE will ensure that all children in care have an allocated social worker and a care plan that is developed and reviewed, as laid out in regulation and national standards.	HSE	ongoing	Full compliance targeted in HSE National Service Plan 2012	See action 33.

61	The HSE will carry out funding and management reforms to provide an equitable and effective service to children in care and at risk.	HSE	by July 2011	Reform process ongoing	<p>The HSE National Director for Children and Families is leading an extensive two year change programme to modernise public service delivery of children's social care Services.</p> <p>An audit of resources (financial and staff) across HSE and funded agencies delivering the children and families programme is currently under way. The staff audit process is complete. The audit of resources is underway (see Action 43). The Report of the Task Force on the Child and Family Support Agency has been published with recommendations for the reform of children's services.</p>
62	The HSE will review the working hours of its staff and those of funded agencies.	HSE	by July 2010	Complete – issues remain under constant revision	<p>This action will be progressed in the context of the 'Croke Park' public service agreement.</p> <p>The Terms and Conditions of newly recruited Children and Family Services staff reflect this requirement for more flexible working arrangements.</p>
63	The HSE will ensure that social workers who are allocated to children whom the Courts place in detention continue to work in partnership with the children detention schools in care planning.	HSE	ongoing	Complete	<p>The IYJS and HSE have agreed a protocol for how social workers and children detention schools can work together.</p>

4.4 Access to support services for children in care					
No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
64	The HSE will ensure the provision of aftercare services for children leaving care in all instances where the professional judgement of the allocated social worker determines it is required.	HSE	by November 2009	Complete	After care services are provided where these are identified in statutory Care Plans. The HSE has developed a National Aftercare Policy and an Implementation Group is in place.
65	The HSE will, with their consent, conduct a longitudinal study to follow young people who leave care for 10 years, to map their transition to adulthood.	HSE	Starting in 2010	New target date Q4, 2012	<p>The HSE has engaged the services of NUIG to carry out a scoping process on this study and to advise on how best to progress this action. This will provide specialist technical and research advice regarding the undertaking of longitudinal study.</p> <p>NUIG has completed this scoping process and have provided the HSE with expert advice on how to undertake this study. The next steps required to support this process will be the identification of a funding source for to undertake a study of this scale. Funding is not currently available to progress this work.</p>
66	The HSE and the Department of the Environment, Heritage and Local Government will review the approach to prioritising identified 'at risk' young people leaving care and requiring local authority housing.	HSE, Department of Environment, Heritage and Local Government	By December 2010	Ongoing	<p>This action is being progressed under the auspices of the HSE Aftercare implementation group. The group will provide a progress report by end Q3, 2011.</p> <p>As part of this process discussion have been ongoing between the county and city local authority managers group and the HSE to develop an intra agency protocol between the both Services to develop closer communication, assessment and aftercare planning for this cohort of young people.</p>
67	The HSE will ensure that care plans include aftercare planning for all young people of 16 years and older.	HSE	By June 2010	Complete	This action is being progressed in the context of the new HSE Care Planning Policy. Guidance on how to conduct a review of a care plan is currently being revised in partnership with children with care experience The introduction of the HSE Aftercare policy in 2011 will ensure that all children in care will have a leaving and aftercare plan developed . Preparation for leaving care will commence at 16years.
68		HSE	By June	Complete –	

	The HSE will ensure that aftercare planning identifies key workers in other health services to which a young person is referred, for example, disability and mental health services.		2010	linked to Action 64	See Action 64
69	The OMCYA, in conjunction with the HSE, will consider how best to provide necessary once-off supports for care leavers to gain practical life-long skills.	Office of the Minister for Children and Youth Affairs, HSE	By June 2010	Complete – linked to Action 64	See Action 64. In addition, the HSE is addressing this action through its representation on the Youth Justice Strategy Oversight Group.

4.5 Family contact for children in care					
No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
70	The HSE will ensure that all children in care have an allocated social worker (as per Recommendation 10, Action 33).	HSE	By December 2010	Full compliance targeted in NSP 2012	See Action 33
71	The HSE will ensure that the care plan should reflect the updated plan for contact with family members. It should be reviewed specifically for the possibility of contact with the extended family.	HSE	ongoing	Complete	The HSE Care Planning Process has been reviewed. A standardised care plan is being implemented nationally which reflects the updated plans for contact with family members. It is reviewed in line with regulations and standards, to include contact with extended family.
72	The HSE will ensure that where siblings have needs that cannot be met within the one placement at a particular time, the care plan should review on a regular basis current circumstances to see if a joint placement is in the interests of all the children in the future. Siblings who live apart should have planned visits and holidays together other than in exceptional circumstances where it is not in the best interest of a child to do so and these reasons are formally recorded.	HSE	ongoing	Complete	The HSE Care Planning Process has been reviewed. This action has been referred to the HSE National Alternative Care Co-ordination Group for development of a national protocol with regard to the placement needs of sibling groups.
73	The HSE will actively review the impact of placement distance from family and community on a child's ongoing relationship and contact with their family, and if the placement goes ahead, will put in place a specific plan to facilitate ongoing contact.	HSE	ongoing	Complete	To be considered in the context of care planning (see action 71)

4.6 Personal Records					
No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
74	All records of children in care and in detention will be kept to good standard and will include details of any child who goes missing in care.	HSE, Irish Youth Justice Service	ongoing	Linked to Action 75 Target Date Q4 2012	<p>See also action 75. The Health Information and Quality Authority have found that improvements are required in the records of children in care especially relating to findings during foster care inspections. Specific recommendations have been made by HIQA to address these findings. Children's records in detention centres were found to be kept at a good standard. The Health Service Executive are collating information at the request of HIQA on the numbers of children missing from care for the first six months of 2011.</p> <p>The HSE's Standard Business Processes will include a module of standardised record keeping processes and practice to ensure that records of children in Foster and Relative Care are kept to a good standard.</p> <p>The HSE has also completed the development of a Records Management Policy and Action Plan.</p> <p>The protocol between the HSE and Gardaí for children missing from care has been reviewed.</p>
75	The HSE will facilitate the development of a national archive, to be managed professionally, for the records of all children in care.	HSE	by December 2010	New target date Q4 2012	Arrangements are currently in place to archive old records at a local/regional level. Funding is not currently available to develop a national archive.
76	The HSE will ensure that records created in non-statutory agencies are secured in its national archive.	HSE	by July 2011	Linked to action 75	See Action 75.

77	The HSE will ensure that records of children in care will include relevant memorabilia, such as is kept in family homes, until the child is an adult and decides what he or she wants to keep.	HSE	ongoing	Linked to action 75	See Actions 74 and 75.
78	The IYJS will ensure that children's records created in the detention schools are securely archived.	Irish Youth Justice Service	by July 2010	Complete	This action is complete.

PART 5 – VOICE OF THE CHILD

5.1 Communication with children in care

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
79	All children and young people in care will have an allocated social worker (as per Recommendation 10, Action 33).	HSE	by December 2010	linked to various actions	See Actions 33 and 70.
80	In the context of the CAAB report on Guardians <i>ad Litem</i> , the Minister for Children and Youth Affairs will engage with ministerial colleagues to agree a future policy of management and funding of the service.	Office of the Minister for Children and Youth Affairs	by May 2010	Discussions ongoing	Discussions have been ongoing regarding the future management of the Guardian <i>ad Litem</i> services.
81	The HSE will arrange for 'exit interviews' to be conducted with children on changing placements and on leaving care. These interviews should be formally recorded and should be considered, both individually and collectively, in the planning and delivery of services.	HSE	By September 2009	New target date Q2 2013	A working group has devised a leaving care exit interview procedure for young people turning 18 years of age who are due to leave statutory care and have a minimum of 3months care experience.
82	The HSE and IYJS will ensure that all young people in care and detention are made aware of the work of IAYPIC and will support children should they wish to contact or become involved with the service.	HSE, Irish Youth Justice Service	by December 2009	Complete – IAYPIC now re-named EPIC.	<p>This action is complete.</p> <p>The HSE has instructed all managers to ensure that all young people in care are made aware of the work of EPIC and that they will be supported should they wish to contact or become involved with the service. This requirement will also be included in Care Plans. EPIC are also represented on the Aftercare Implementation Group.</p> <p>In the IYJS, information on the work of EPIC is included in an information booklet</p>

					given to each young person on admission. A member of EPIC holds 'clinic' type sessions within CDS and young people are made aware of the time and dates of these sessions. Young people have used EPIC to speak on their behalf at case conferences and reviews.
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83	The OMCYA will conduct a consultation exercise with children and young people in the care of the State. A working committee will examine methods of communicating with young people in care and detention settings, and ways of establishing permanent forums, with findings to be published.	Office of the Minister for Children and Youth Affairs	by September 2010	Complete	<p>This action has been completed. Children and young people in long-term, non-episodic State care or detention under the Child Care Act (1991) or the Children Act (2001) in the following care settings were included in the consultation process:</p> <ul style="list-style-type: none"> - Foster care (8-12 year olds and 13-18 year olds) - Residential care and special care - Children with disabilities living in care - Detention Schools - St Patrick's Institution - Separated children seeking asylum - Young people who have recently left the care system <p>The remit was extended to include children with disabilities who are in full or part time care and not necessarily in the care of the State.</p> <p>The aims and objectives of the consultations were to get the views of children and young people in the care of the State on the issues that really matter to them and on which they would like to be heard; to explore existing mechanisms for children and young people to express their views and to make recommendations on future structures to be established for children and young people to express their views.</p> <p>The consultations commenced in January 2010 and concluded in December 2010. Over 200 children and young people took part in consultations session. The consultation process was spearheaded by the Department of Children and Youth Affairs, in co-operation with key stakeholders including, young people who themselves live in the care of the State, the HSE, HIQA, the Irish Youth Justice Service (IYJS), the EPIC, the Probation Service and other key stakeholders. These bodies were represented on the consultation oversight committee.</p> <p>A report of the consultations <i>Listen to Our Voices: A Report of Consultations with Children Living in the Care of the State</i> (2011) (LTOV) and a child/youth-friendly version of the report have been compiled and were launched by the Minister for Children and Youth Affairs in July 2011.</p> <p>At the launch of <i>Listen to Our Voices: A Report of Consultations with Children Living in the</i></p>
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					<p><i>Care of the State</i> (2011) (LTOV), the Minister for Children and Youth Affairs also met with 50 children and young people invited children and young people who had taken part in the consultations. She invited them to sit on a Voice of Children in Care Implementation Group.</p> <p>Establishment of the Voice of Children in Care Implementation Group</p> <p>The establishment of the Voice of Children in Care Implementation Group is a priority action for the Department under the Integrated Reform Delivery Plan. The group will work on the ideas that came up at the 'Listen to Our Voices' meetings to try and make life better for young people living in care.</p> <p>The Voice of Children in Care Implementation Group was established in May 2012 and has had two meetings to date. The first meeting of the Group was attended by the Minister for Children and Youth Affairs and the second meeting by Gordon Jeyes, Head of Child and Family Services, HSE.</p> <p>Already since their establishment the group has had the opportunity to feed into the development of a Practice Manual for Social Workers within the HSE outlining their experiences of what was good and what could be improved about Living in Care. The group will continue to meet into the coming months and hopes to have completed it's work in the first half of 2013.</p> <p>The first meeting of the Group was also attended by EPIC - Empowering People in Care with whom links are established to ensure both the young people and the work of the group can be linked into the permanent structures and work on-going in that organisation.</p> <p>The following oversight and support mechanisms are in place to drive this action:</p> <ol style="list-style-type: none"> 1. A management committee comprising the DCYA and HSE Child and Family Services has been put in place to oversee this action and the running of the group. 2. A consultant, Ms. Olivia Mc Evoy, Cnag ar an Doras, has been appointed to access children and young people for this Implementation Group, support their involvement in the Group and compile a report of their recommendations on mechanisms for the State to improve the practice of listening to children in care.
84	The HSE will arrange for exit interviews with personnel leaving child protection and residential care in order to better understand issues of staff retention.	HSE	by September 2009	New target date Q2 2013	A review group has been established to progress this action. Exit interview Feedback Form has been developed for implementation in 2012.

PART 6 – CHILDREN FIRST

6.1 Revised Guidelines and legislation					
No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
85	Legislation will be drafted to provide that all staff employed by the State and staff employed in agencies in receipt of funding from the Exchequer will have: a duty to comply with the Children First national guidelines; a duty to share relevant information in the best interests of the child (as per Recommendation 14, Action 56); a duty to cooperate with other relevant services in the best interests of the child.	Office of the Minister for Children and Youth Affairs	by December 2010	Heads of Bill being finalised	Heads of Bill have been considered by Joint Committee on Health and Children and are now being revised by the Department of Children and Youth Affairs.
86	The OMYCA will publish a revised edition of Children First.	Office of the Minister for Children and Youth Affairs	by December 2009	Complete	The Children First National Guidelines (1999) were revised and updated in 2009 in accordance with this action. The Guidance has been further strengthened and was published in July 2011.
87	The HIQA will develop outcome-based standards for child protection services.	Health Information and Quality Authority	by December 2010	Completed	The standards developed take an outcomes based approach with features describing how each outcome might be achieved. The Standards are organised under six themes and focus on the safety and welfare of the child.
88	Compliance with the Children First national guidelines will be linked to all relevant inspection processes across the education, health and justice sectors.	Health Information and Quality Authority, Department of Education and Skills, Department of Justice and Law Reform	by December 2011	On-going	The Health Information and Quality Authority report on the compliance with Children First 2011 as part of the monitoring activity of children's residential centres and foster care services. The National Standards for the Protection and Welfare of Children for the Health Service Executive Children and Family Services also stipulate the need for consistent implementation of Children First and compliance with this standard will be monitored by the Authority as part of the inspections of the Health Service Executive Children and Family Services beginning in Q4 2012
89	Children First should be uniformly and consistently implemented throughout the State.	Office of the Minister for Children and	ongoing	Work of Children First Implementatio	A Children First Implementation Inter-Departmental Group (CFIDG) has been established, chaired by the DCYA, to address implementation issues across all relevant sectors. The relevant departments, of the CFIDG are developing

		Youth Affairs (all agencies)		n Inter- Departmental Committee ongoing Linked to Action 88	<p>Sectoral Implementation Plans, identifying agencies operating in their sector which will be covered by <i>Children First</i>. The Implementation Plan will set out the mechanisms in place, or to be put in place, to support the continued implementation of <i>Children First Guidance</i> at sectoral level. This plan will also complement any future legislative requirements under the proposed Children First legislation.</p> <p>The Government earlier this year published the Draft Heads and General Scheme for the Children First Bill 2012. The Heads of Bill are currently being revised following consideration by the Joint Oireachtas Committee for Health and Children.</p>
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PART 7 – ADDITIONAL ISSUES NOT SPECIFICALLY COVERED IN THE COMMISSION’S RECOMMENDATIONS

7.1 Training issues

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
90	The HSE/OMCYA will engage with the Health and Social Care Professionals Council regarding content of qualifying and post-qualifying courses. Similar engagement will take place with other education/accreditation bodies of relevant professionals across the areas of health, education and justice.	HSE, Office of the Minister for Children and Youth Affairs, Health and Social Care Professionals Council	by June 2010	Complete – engagement ongoing	<p>The HSE is working with relevant stakeholders in relation to the content of qualifying and post-qualifying courses. It has established an Education, Training, Research & Policy National Advisory Group for Children and Family Services including representation from the Health and Social Care Professionals Council and education bodies. The Terms of Reference include the provision of advice on aligning relevant education, training, research, policy and practice initiatives.</p> <p>The Department of Children and Youth Affairs has directly engaged with CORU regarding registration and training.</p>
91	Continuing professional development (CPD) will be prioritised by all employers in the health, education and justice sectors for their staff working with children and families.	HSE, Department of Education and Skills, Department of Justice and Law Reform	ongoing	Complete – CPD will remain an ongoing issue in all agencies	<ul style="list-style-type: none"> • The HSE is addressing the continuing professional development needs of staff through its child care training units and it will ensure that this is provided in a standardised and quality assured manner through the development and implementation of the Children and Family Services Workforce Development Strategy. It will also work with the Health and Social Care Professional’s Council and CORU to develop appropriate programmes. See also Action 90. • The Department of Education and Skills funds a range of continuing professional development programmes which address child protection issues. • In the case of the Irish Youth Justice Service priorities in this area will be informed by identified needs arising from the Training Needs/Skills Analysis. – see action 51.

92	Training will be provided for professional staff moving into management positions in the health, education and justice sectors.	HSE, Department of Education and Skills, Department of Justice and Law Reform	ongoing	Complete – engagement ongoing	<ul style="list-style-type: none"> • The HSE, in partnership with HR Learning and Development developed and rolled out a standardised leadership development programme for first time managers or those who require management training. • In the case of the Irish Youth Justice Service training is provided as required. • The Department of Education and Skills provides training in child protection for designated and deputy liaison persons in schools and to new staff moving into management positions.
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7.2 Out of hours services					
No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
93	The HSE will put in place a national out-of-hours crisis intervention social work service, built into the existing HSE out-of-hours service. This will be piloted initially in two areas of the country.	HSE	ongoing	Complete	Two pilot projects, one in Donegal and the other in Cork, have been completed and independently evaluated. An action plan for the further development of out of hours services is currently being finalised arising from the findings of that evaluation and is expected to be submitted to the Department of Children and Youth Affairs for consideration by the end of 2012. Implementation will take place in the context of Service Plan 2013 and the establishment of the new CFSA.
7.3 HSE service arrangements with non-statutory agencies					
No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
94	The HSE will undertake a national review of all service arrangements in the area of children's services to ensure that: they comply with Children First; the purpose and priorities of the service fit with the HSE's legislative requirements and operational priorities to provide services to protect and support children at risk and children in care and detention.	HSE	by June 2010	Complete – monitoring of compliance will be ongoing	A senior manager at national level has responsibility for implementation, monitoring and compliance with Children First. All service level arrangements will be reviewed by the HSE to ensure that compliance with Children First will be a requirement for all contracted services. This action will be further enhanced when Children First is placed on a statutory footing.
95	In instances of part-funding, the HSE will convene meetings with all funding agencies to agree service priorities.	HSE	by June 2010	Complete	With the introduction of a new template for service level agreements all arrangements with funded agencies are being revisited by the HSE to ensure compliance with this action.

7.4 Children court issues

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
96	It is recommended that the Courts Service conduct research into other jurisdictions that have best practice in place for the management of children and family services in the Court, with a view to introducing best practice in this area to this jurisdiction.	Dept Justice and Law Reform (Courts Service)	by December 2010	Complete	The Courts Service previously advised that due to resource constraints it had not been possible to commence formal research into the management of children and family court services in other jurisdictions. The Service re-iterated its commitment to progressing this action when the necessary resources become available. The Courts Service further stated that it is conscious of the needs of all court users, especially young people, whose future may be significantly affected by the court experience. Every effort will continue to be made to ensure that the best possible service is provided by the courts. The Minister for Children and Youth Affairs is raising this issue again with the new Minister for Justice, Equality and Defence.

7.5 Assessments of alleged perpetrators

No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
97	The HSE will implement the recommendations of the 2007 Report of the Working Group on Treatment Services for Persons with Sexually Abusive Behaviour.	HSE	by December 2010	New target date Q4 2012	<p>A National Steering Committee which represents statutory and non-statutory sectors was established in 2011. The Committee is in process of developing national Standards and Protocols for services for children, adolescents and adults who are exhibiting sexually harmful behaviour. The Standards are pertaining to the Ethos, Reporting Requirements, Initial Responses, Assessments and Therapeutic Interventions for all professionals who have a responsibility in same. The Committee has responsibility for guiding the establishment of a national model of service delivery. In that context, the proposed service model's aim is to enable those who have engaged in such behaviour to be accountable and take full responsibility for their behaviour and to develop the skills to lead healthy, fulfilled and non-abusive lives via the necessary specialist interventions. The paramount goal is to protect children, young people, vulnerable adults, and others from any risk that children and young people who have engaged in sexually harmful behaviour may pose.</p> <p>The recruitment of Regional Co-ordinator posts will commence in Q4 2012.</p>

7.6 Adoption					
No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
98	The Government will consider the options in relation to adoption policy in the context of the outcome of deliberations by the Joint Oireachtas Committee on the Constitutional Amendment for Children (JCCAC) , to report by 16th October 2009.	Office of the Minister for Children and Youth Affairs	ongoing	On target	<p>The Programme for Government 2011 - 2016 states that the referendum on Children's Rights is a priority, and that the wording will be along the lines of that proposed by the All Party Joint Committee on the Constitutional Amendment on Children (JCCAC).</p> <p>On 19th September, the Government published the Thirty-First Amendment of the Constitution (Children) Bill 2012 which sets out the wording for the proposed constitutional amendment. This wording has been approved by the Houses of the Oireachtas on a cross-party basis. The date for the Children's Referendum has been set for Saturday 10th November.</p> <p>The proposed constitutional amendment includes provisions around adoption. The Department has published the General Scheme of the Adoption (Amendment) Bill 2012 for the information of the public which sets out the provisions that would be made in statute law if the referendum proposal is approved by the People.</p>
7.7 Public awareness					
No.	Action	Department, Agency Responsible	Time frame	Status	Current Position
99	The HSE will expedite the production and circulation of the Worried about a Child booklet.	HSE	by December 2009	Complete	The HSE has published the Child Protection and Welfare Practice Handbook. This is a practice guide for practitioners which accompanies and supports the revised Children First Guidance 2011. The need for additional public guidance will be determined as part of the ongoing process of implementing Children First across all sectors.

