

**Report of the Commission to Inquire into Child Abuse, 2009**

**Implementation Plan**

**First Progress Report**

**8 July 2010**

No.	Action	Department, Agency Responsible	Time frame	Current Position
1	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.	Department of Education and Skills, OPW	By Sept 2009	The Minister for Education and Skills formally announced the Committee's membership on 18 <sup>th</sup> October 2009. The Committee has commenced its consultative process and is meeting with representatives of survivors and other interested parties. Relevant advertisements have been placed in national newspapers.
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	This recommendation is being addressed through the Department's senior management forum, business planning and risk register processes.

3	<p>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.</p>	Department. of Justice and Law Reform	ongoing	<p>This is dealt with through the courts which have agreed to give requests priority. The National Archives have appointed a designated officer; 12 certificates have been issued to date from the 12 requests received. The most recent request processed was on 25 May 2010.</p>
4	<p>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.</p>	Department of Education and Skills	by December 2010	<p>In anticipation of the review and recent updating of Children First, the Department of Education and Skills wrote to the education partners in Autumn 2009 inviting submissions on potential changes that might be desirable to the Department's existing child protection guidelines to schools. The education partners were also invited to participate in a working party to review the guidelines and the working party commenced its work last December. A series of meeting with the partners have since taken place and good progress has been made.</p>
5	<p>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.</p>	Department of Education and Skills	by July 2010	<p>The Department of Education and Skills is updating its internal guidelines for Departmental staff relating to child abuse complaints.</p>

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	Standards for residential services for adults with disabilities have been published by HIQA. Given the current economic situation, moving to full statutory implementation of the standards, including registration and inspection presents significant challenges at this time. Notwithstanding this, the DOHC, HSE and HIQA have agreed that progressive non-statutory implementation of the standards should commence and become the benchmark against which the HSE assesses both its own directly operated facilities and those that it funds. In relation to vulnerable adults with disabilities in institutional care, the Minister for Health and Children will bring detailed proposals to Government in the near future.
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	This action has been addressed in the HSE's National Service Plan for 2010 and funding of €2m has been provided for 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	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	While it is expected that the draft Education Strategy for the Children Detention School Service will be formally approved later this year, its implementation has been progressed, particularly with the approval of the curriculum framework and guidelines for the education of children in care and detention.
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	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 2009 the Board approved grants in respect of 1,914 applications at a value of €1.811m. These figures represent an increase in activity on the part of the Board with a noticeable increase in applications following the publication of the Ryan Report. At the end of last year, some €5.35m of the original fund remained available to the 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	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	A national therapy working group has been established by the HSE, in conjunction with the Irish Youth Justice Service. The group is developing a service delivery model which is to be finalised in Q3 2010. Implementation is to commence in Q4 2010. This action is included in the HSE's National Service Plan for 2010 and funding has been provided.
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	The National Therapy Working Group, cited in Action 12 above, has been asked to progress this action as part of its remit.
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	The HSE has established a Working Group to develop a resource allocation model for social work. The remit of the Working Group is being widened to include this action point.
15	The HSE will review need and establish resourced multidisciplinary assessment services for children and young people at risk.	HSE	by December 2010	The National Therapy Working Group cited in actions 12 & 13 is to produce an action plan for the development of a multidisciplinary assessment service for children and young people at risk. Funding has been provided to the HSE in this regard and is included in the National Service Plan for 2010.
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	The HSE proposes to assign a project lead to progress this recommendation in Q4 2010.

17	Funding will continue to be provided for family tracing services, as recommended in the Commission's Report.	Department of Education and Skills	ongoing	The Department of Education and Skills has committed to provide funding in 2010 for the continued operation of the tracing service currently provided by Barnardos.
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	The Department of Education and Skills monitors the tracing service and has agreed funding for 2010. It will continue to review the current arrangements to ensure the most effective means for the provision of this service.
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	The Department of Education and Skills continues to provide personal records to former residents relating to their periods of residence in Industrial & Reformatory schools. Access to such records is provided under the Freedom of Information Act to ensure the right to privacy of all former residents. 478 applications were received during 2009 and 319 received to date in 2010.
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.	Office of the Minister for Children and Youth Affairs	by December 2010	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	The Agenda for Children's Services is the overarching policy document guiding service delivery for the sector. The HSE is addressing this action in the context of its Agency Business Planning function and will be monitoring delivery through ongoing performance review.  The IYJS, is progressing the action under the aegis of its Safeguarding Group. The Group is in the process of reviewing / revising child protection policy and practices across the three children detention schools.
22	The OMCYA will develop a new National Children's Strategy to cover the period 2011-2020.	Office of the Minister for Children and Youth Affairs	by January 2011	This action is being progressed by the OMCYA. Preparatory work is underway and this will be advanced more formally and in a more structured way in the coming months.

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.	Office of the Minister for Children and Youth Affairs	ongoing	The OMCYA is preparing tender documentation to commission independent research in order to benchmark the 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.	Office of the Minister for Children and Youth Affairs	ongoing	The OMCYA is preparing tender documentation to commission independent research in order to progress this action.
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, Office of the Minister for Children and Youth Affairs	by December 2009	This action is complete
26	The National Child Care Information System (NCCIS) will be prioritised for implementation assuming approval by the Department of Finance.	HSE	Summer 2009	The Business Case for the system was peer reviewed in Q4 2009 and the project was approved by the Department of Finance to move to the next stage (i.e. preparation of Request For Tender). The tender documentation has been issued to Centre for Management and Organisation Development (CMOD) for peer review. Completion of Peer Review and Department of Finance approval will allow the HSE to advertise nationally and internationally for a National Child Care Information System (NCCIS).
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.	Office of the Minister for Children and Youth Affairs, HSE	ongoing	A new template is being developed by the OMCYA, in conjunction with the HSE, to improve the quality of the HSE's annual Review of the Adequacy of Children and Family Services, required under Section 8 of the Child Care Act 1991.

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	The IYJS has drafted a suite of performance indicators to inform the preparation of this report. This will be included as part of the IYJS annual report for 2010. A section will be added to the annual report for the OMCYA which will report on the adequacy of detention services in meeting policy objectives.
29	The OMCYA will examine the feasibility of a linked database, coordinating data on children in care from health, education and justice.	Office of the Minister for Children and Youth Affairs	by July 2010	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 aim behind this action is being developed by the OMCYA and will involve an annual audit of children in care.
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.	Office of the Minister for Children and Youth Affairs (all agencies)	ongoing	The OMCYA will include this action in the new template for Section 8 reports currently being developed and described at action 27. The HSE will monitor funded agencies through its Agency Business Planning process. The HSE's own statutory functions are regulated and inspected by HIQA.
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	The HSE is phasing out the use of hostels for separated children seeking asylum (SCSA) and is working in partnership with Non Governmental Organisations (NGOs) in this regard. Three hostels have closed to date, two more are due to close in August 2010 and the final two are due to close in December 2010.  The HSE is developing appropriate care services at local and national level for SCSA.
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	The HSE's Registration and Inspection Unit has carried out safeguarding audits in three hostels, and has undertaken a full inspection in a fourth hostel.  All four of the residential services providing care to SCSA have been registered and inspected by the HSE's Registration and Inspection Unit.
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	Funding for the recruitment of an additional 200 social workers has been included in the HSE's National Service Plan for 2010. The initiative is being progressed through the establishment of a national panel. Delivery of the action is being closely monitored by the OMCYA.
34	The HSE will ensure that all relatives as carers and foster carers are assessed, in accordance with the regulations.	HSE	by December 2011	The recruitment of an additional social workers in 2010 will assist the HSE in ensuring that this action is delivered.



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	This action has not been met to date. The HSE proposes to commence the audit in Q3 2010
36	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. **The HSE and IYJS will develop a panel (internal and external) of appropriately skilled professionals to undertake investigations.	Health Information and Quality Authority, HSE, Irish Youth Justice Service	Nov 2009  **Dec 2009	In March 2010 HIQA published guidance for the HSE on the Review of Serious Incidents including Deaths of Children in Care.  HIQA is also working with the IYJS on the development of guidance in respect of children in detention. The development of the guidance is at an advanced stage and the advice of the Office of the Attorney General has been sought to facilitate its publication.  A national review panel has been established. The panel comprises 15 members including five people nominated by the IYJS. The panel is chaired by Dr Helen Buckley, Trinity College.
37	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.	Health Information and Quality Authority	ongoing	The HIQA Guidance described at action 36 outlines the role of the Authority in reporting and carrying out external monitoring of serious incidents including deaths of children in care. The mechanisms to alert HIQA of serious incidents and deaths have been agreed and HIQA are being notified.
38	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.	HSE	ongoing	The HSE is putting in place a methodology to capture information on ethnicity based on that used by the CSO in gathering census information. Staff training is taking place in this regard. This is being rolled out in both hospital and community service areas.

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.	Office of the Minister for Children and Youth Affairs	by July 2010	<p>HIQA has developed Draft National Quality Standards for Residential and Foster Care Services for Children and Young People. The draft standards, which were completed in March 2010, are being revised based on feedback from a wide ranging public consultation. It is anticipated that the Standards will be presented to the Board of HIQA and to the Minister for Children and Youth Affairs for approval in September 2010.</p> <p>The Minister is giving consideration to a change in policy priority which would supersede this action. This change would allow for an expansion of the functions of HIQA to include a wider remit in the area of child protection. The Minister will be bringing proposals to Government shortly in this regard.</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.	Office of the Minister for Children and Youth Affairs	by December 2010	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	The Minister for Children and Youth Affairs wrote to the Inspector of Prisons in November 2009 to draw his attention to this action
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	See update for Action 39.
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	This action has not been completed to date but has been provided for in the HSE National Service Plan for 2010.

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	The HSE Working Group referred to at Action 14 has been tasked with advancing this action.
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	by December 2010	The HSE has accepted the findings of a report from PA Consulting on the need to restructure the child welfare and protection service at both national and local level. Implementation of the new structures will be piloted in 4 areas commencing in September 2010 with the full implementation of the new structures scheduled for completion by December 2011. The Minister for Children and Youth Affairs recently announced the intention to appoint an individual at National Director level to oversee the delivery of these services.
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.	Office of the Minister for Children and Youth Affairs (all agencies)	by July 2011	OMCYA is monitoring the delivery of this action. It is being progressed by the HSE through its Agency Business Planning process. Implementation will be monitored through performance review mechanisms to include the development of a revised template for the preparation of Reports of Adequacy under Section 8 of the Child Care Act 1991.  The IYJS has commissioned a review of senior management grades to include performance management in the children detention schools. It is expected to report within 6 months.
47	Management will ensure that all staff are appropriately vetted, including high standards for the take-up of references.	Office of the Minister for Children and Youth Affairs (all agencies)	ongoing	Vetting of staff is undertaken through the Garda Central Vetting Unit and is kept under review by the HSE through its Agency Business Planning process.  An IYJS Review of this area has taken place. Draft policy and procedures have been prepared for approval.
48	The HSE will systematically plan to ensure that appropriate placements are available for children in care.	HSE	ongoing	Within the HSE, such placements are managed by Local Health Offices in partnership with the National Specialist for Alternative Care appointed in November 2009.
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	The HSE has established a project group to progress this action. The group will oversee the provision of three regional Risk and Assessment Consultation Services (RACs) that will offer support to children, foster carers and social workers where placements are at risk of break down.  This service will also inform the training needs of foster carers and social workers. A RACs team currently in Dublin is staffed by a multidisciplinary team including support workers, a speech and language therapist, a clinical psychologist and social worker.

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	The HSE is scoping the implications of establishing a probationary year for social workers.
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	<p>While there has been, and is, ongoing training for staff, this was not done in a consistent, co-ordinated manner. There was also a lack of emphasis on inter-agency working. The HSE is addressing this lack of consistency, co-ordination and inter-agency focus through a HSE led inter-agency Education, Training, Research and Policy National Advisory Group (independently chaired by Prof. John Pinkerton, Queens University, Belfast). This group has been established to</p> <ul style="list-style-type: none"> <li>• recommend education, training, research and policy strategies to the health; education; justice; and voluntary and community sectors arising from policy, legislation and guidelines for children and families services.</li> <li>• agree the standardisation, co-ordination and implementation of relevant training programmes with the health; education; justice; and voluntary and community sectors.</li> <li>• advise on and prioritise relevant research areas for children and families services.</li> <li>• advise on and prioritise relevant policy areas for children and families services.</li> <li>• ensure relevant education, training, research and policy initiatives are aligned and not duplicated.</li> </ul> <p>Nominations have been received from the health, justice, education, community and voluntary sectors and inaugural meeting of the group has been scheduled.</p> <p>In IYJS, staff in the Children Detention Schools benefit from various continuing professional development (CPD) courses. Examples of evidence based courses include:</p> <ul style="list-style-type: none"> <li>• Ross Offending Programme (a cognitive behavioural programme to reduce recidivism)</li> <li>• Risk Assessment (several staff are trained to train-the-trainer level)</li> </ul>
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	This action is addressed in the National Service Plan, 2010. The proposed system is based on the establishment of a regional post to coordinate social work practice placements. The NSP provides for the recruitment of two additional Practice Placement Coordinators. These staff will also coordinate the rotation of practice and case mix for new Social Work staff, in addition to the coordination of placements.

53	The HSE will ensure full compliance with statutory complaints procedures.	HSE	ongoing	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 information sessions will be held in 2010 and 2011.
54	The HSE will undertake research on staff retention issues in social work.	HSE	by December 2010	This action is provided for in the HSE's National Service Plan, 2010. The HSE is developing a plan which will focus on staff retention issues for staff working in children and family services, including exit interviews.
55	The HSE will put in place mechanisms to better utilise the role of senior practitioner within child protection.	HSE	June 2010	The HSE will review the role of senior practitioners as part of its strategic review of the Delivery and Management of Services. This will be addressed in the PA Report implementation process.
56	The HSE and local authorities will continue to establish and implement Children's Services Committees in each county nationwide.	HSE	ongoing	There are currently four Children's Services Committees (CSC) in operation. These are located in Dublin City, South Dublin, Donegal and Limerick City. A further six CSCs are being developed. The Phase II sites are Fingal, Kildare, Longford/Westmeath, Carlow, Meath and Kerry. It is planned to invite further applications to set up CSCs by the end of the year.
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	The OMCYA is developing policy to underpin the preparation of this legislation.
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	The recruitment of social workers has been formally exempted from the public service moratorium on recruitment and replacement of staff. Funding has been provided for the recruitment by the HSE of an additional 200 social workers in 2010. The HSE is in the process of interviewing suitable candidates and is committed to recruiting 200 additional social work staff in the current year. This initiative is being closely monitored by the OMCYA.

59	Where appropriate, the HSE will convert existing temporary child protection social work posts to permanent positions.	HSE	by July 2010	This action is being progressed 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	The recruitment of an additional 200 social workers (see action 58) is designed to ensure that the HSE can meet its statutory requirements in relation to children in its care, including the allocation of a named social worker to each child in care and the provision of a care plan.
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	The HSE commissioned an external review of the management structures of its Child and Family Services. This review was undertaken by PA Consulting and the HSE is committed to its implementation. In addition, the HSE plans to undertake an audit and review of child care budgets and spending.
62	The HSE will review the working hours of its staff and those of funded agencies.	HSE	by July 2010	This action will be progressed in the context of the 'Croke Park' public service agreement.
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	The HSE is represented on the Youth Strategy Oversight Group, an IYJS high level group, which is reviewing how best to progress this action point.
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	Section 45 of the Child Care Act 1991 places a statutory duty on the HSE to form a view on each young person leaving care as to whether there is a 'need for assistance' and, if it forms such a view, to provide services in accordance with that section and subject to resources. The Minister for Children and Youth Affairs, in June 2010, directed the HSE to formulate and put in place appropriate administrative policies, procedures and guidance for implementing this duty.  The HSE is in the process of finalising a National Policy on Aftercare Services. The HSE advises that it currently provides for after care services where these are identified in statutory Care Plans. The National Service Plan for 2010 includes additional funding and staffing to support the enhancement of services for young people leaving care.

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	The HSE plans to address this action under the auspices of the National Aftercare Workers group, to be progressed in Q3.
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	This action will be progressed in the context of the National Policy on Aftercare Services (per action 64).
67	The HSE will ensure that care plans include aftercare planning for all young people of 16 years and older.	HSE	by June 2010	This action will be progressed in the context of the new HSE Care Planning Policy.
68	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.	HSE	by June 2010	This action will be progressed in the context of the National Policy on Aftercare Services (per 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	This action will be progressed in the context of the National Policy on Aftercare Services (per action 64). In addition, the HSE is addressing this action through its representation on the Youth Justice Strategy Oversight Group.
70	The HSE will ensure that all children in care have an allocated social worker (as per Recommendation 10, Action 33).	HSE	Dec 2010	This action is being progressed by the HSE through the recruitment of an additional 200 social workers in 2010, provision for which is included in the National Service Plan, 2010.
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	The HSE will review the Care Planning Process and will revise care plans if and when required. Pilot projects for 'contact centres' are also being run.

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	The HSE will review the Children in Care protocols to address the specific case of siblings in care, joint placements, planned visits and holidays for siblings and the recording of decisions made in this area.
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	The HSE will review the Children in Care protocols to address issues relating to placement distance from family, siblings, and the community.
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	HIQA inspections of residential settings and the Children Detention Schools have indicated that record keeping is satisfactory.  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. The protocol between the HSE and Gardaí for children missing from care is being further reviewed and amended in 2010.
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	The HSE has established a working group to progress this action.
76	The HSE will ensure that records created in non-statutory agencies are secured in its national archive.	HSE	by July 2011	The HSE working group on archiving records (action 75) will progress this action.



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	The HSE will develop a national policy to ensure that records of children in care will include relevant memorabilia, such as are kept in family homes. These records will be maintained until the child is an adult and decides what he or she wishes to keep.
78	The IYJS will ensure that children's records created in the detention schools are securely archived.	Irish Youth Justice Service	by July 2010	Files are maintained securely. Standardised cataloguing is underway. Records from the four children detention schools (i.e. including the Finglas Child and Adolescent Centre which recently closed) will be catalogued using a standardised method. This is on target for completion.
79	All children and young people in care will have an allocated social worker (as per Recommendation 10, Action 33).	HSE	by December 2010	This action is being progressed through the recruitment of an additional 200 social workers in 2010, provision for which is included in the HSE National Service Plan.
80	In the context of the CAAB report on Guardians ad Litem, 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	The Minister for Children and Youth Affairs has held preliminary discussions with Ministerial colleagues to further this action.
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 Sept 2009	Currently there is no formal process of exit interviews in place. The HSE is establishing a working group, led by the National Specialist for Alternative Care, to progress this action.
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	This action is complete.  The HSE has instructed all managers to ensure that all young people in care are made aware of the work of IAYPIC 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.  In the IYJS, information on the work of IAYPIC is included in an information booklet given to each young person on admission.

83	<p>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.</p>	Office of the Minister for Children and Youth Affairs	by Sept 2010	<p>This action has been progressed. 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 are being included in the consultation process:</p> <ul style="list-style-type: none"> <li>- Foster care (8-12 year olds and 13-18 year olds)</li> <li>- Residential care and special care</li> <li>- Children with disabilities living in care</li> <li>- Detention Schools</li> <li>- St Patrick's Institution</li> <li>- Separated children seeking asylum</li> <li>- Young people who have recently left the care system</li> </ul> <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 are 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. Over 200 children and young people have taken part in consultations sessions to date, which will conclude later this summer. A report of the consultations will be compiled and launched by the Minister for Children and Youth Affairs in October 2010. The consultation process is being spearheaded by the Office of the Minister for Children and Youth Affairs (OMCYA), in co-operation with key stakeholders including, the HSE, HIQA, the Irish Youth Justice Service (IYJS), the Irish Association of Young People in Care (IAYPIC), the Probation Service and other key stakeholders. These bodies are represented on the consultation oversight committee.</p>
84	<p>The HSE will arrange for exit interviews with personnel leaving child protection and residential care in order to better understand issues of staff retention.</p>	HSE	by Sept 2009	<p>The HSE has included this action in the National Service Plan 2010. It is developing a process to undertake exit interviews with personnel leaving positions in child protection and residential care in order to better understand issues of staff retention.</p>

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	The OMCYA is developing policy to underpin the preparation of this legislation.
86	The OMYCA will publish a revised edition of Children First.	Office of the Minister for Children and Youth Affairs	by December 2009	<p>The Children First National Guidelines (1999) have been amended and updated and were placed on the OMCYA website in December 2009. The guidelines have been the subject of some further revision in 2010 to reflect recent policy developments.</p> <p>The revised Guidelines will be printed and disseminated to the relevant sectors working with children. In parallel, a supporting implementation framework is being developed to ensure consistent and effective implementation of the Guidelines. The framework will be underpinned by a strong emphasis on audit and inspection.</p>
87	The HIQA will develop outcome-based standards for child protection services.	Health Information and Quality Authority	by December 2010	The Social Services Inspectorate of HIQA has devised a project plan for development of the child protection standards.
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	<p>In the context of the framework outlined at action 86, HIQA will engage in early planning of inspection against Children First guidelines with the co-operation of the Department of Education and Skills/IYJS/Department of Justice and Law Reform in a joint inspection process.</p> <p>The procedures in Whole School Evaluations undertaken by the Inspectorate of the Department of Education and Skills include a specific review of school policies in the area of child protection.</p>

89	Children First should be uniformly and consistently implemented throughout the State.	Office of the Minister for Children and Youth Affairs (all agencies)	ongoing	This is being addressed through the preparation of the Children First Implementation Framework outlined at action 86
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	The payment of grant aid has been agreed between the HSE and the School of Social Work and Social Policy, TCD. A process to review the course content of relevant HSE funded courses will be designed in 2010.  The OMCYA will shortly engage with the Health & Social Care Professional Council to complete this action.
91	Continuing professional development 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	A HSE led inter-agency Advisory Group, with representation from the health, education and justice sectors will progress this action and will plan for continuous professional development of staff working with children and families.  The IYJS supports staff in the children detention schools in pursuing professional qualifications in social care or other related areas of study. There are also ongoing training courses for staff. The Young Persons Probation Programme has a dedicated training unit for its staff.
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	The HSE has established a national project team to develop initiation training for first time managers. A training module and plan is being agreed to identify staff who require such training. A 5-day training programme will be rolled out in 2010.  The Department of Education and Skills provides training in child protection for all designated liaison persons in schools.  The numbers of staff moving into management positions in the children detention schools is small so this can be addressed on an individual basis.

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	Discussions are underway with the Local Health Offices in this regard. It is expected that two pilot places will be identified in Q3 2010 and implemented in Q4 2010.
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	This is being addressed through the Children First Implementation Framework outlined at action 86. In addition, the HSE has established a national group to drive forward implementation and compliance with Children First. The group will take into account the recommendations and findings of the recent Ombudsman for Children's Report and previous reviews including the review of Children First commissioned by the OMCYA. This group will also consider recommendations arising from child death reviews and serious case management reviews. Furthermore this group will establish links with other key agencies to advance joint working cooperation e.g. Gardaí.
95	In instances of part-funding, the HSE will convene meetings with all funding agencies to agree service priorities.	HSE	by June 2010	With the introduction of the new template for service level agreements all arrangements with funded agencies are being revisited by the HSE to ensure compliance with this action.
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	<p>The Minister for Children and Youth Affairs wrote to the Courts Service drawing attention to this recommendation in November 2009. In reply, the Courts service stated that due to resource constraints it has 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 the recommendation when the necessary resources and the funding become available.</p> <p>The Courts Service stated that it is very 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.</p>

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	This action is Included in the HSE National Service Plan, 2010 and the necessary funding has been provided to progress implementation. A steering committee is in place to oversee implementation.
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	The Joint Committee on the Constitutional Amendment on Children issued its third and final report on 16 February 2010. The Minister for Children and Youth Affairs presented a copy of the report to Government in early March. The Government decided that in view of the complex nature of the issues involved, all Ministers and Government Departments should consider the report and examine the implications of the proposed wording for their individual areas of responsibility. The matter remains under consideration by the Government.
99	The HSE will expedite the production and circulation of the Worried about a Child booklet.	HSE	by December 2009	The HSE has developed a booklet for publication which it proposes to circulate to coincide with the publication and dissemination of the revised Children First guidelines.