



An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency

CHILD AND FAMILY AGENCY

**MINUTES OF BOARD MEETING
HELD ON 26 MARCH 2019 at 10.30am**

BRUNEL BUILDING, HSQ, DUBLIN

Present	Pat Rabbitte	Chair
Present	Anne O'Gara	Deputy Chair
Present	Rory O'Ferrall	Board Member
Present	Liam Irwin	Board Member
Present	Deirdre Kiely	Board Member
Present	Teresa Kilmartin	Board Member
Present	Avril McDermott	Board Member
Apologies	Paul White	Board Member
Present	Sean Holland	Board Member

In Attendance	Pat Smyth Jim Gibson Colette Walsh Cormac Quinlan Paul Hayden Anne Carroll Ger Twomey Moling Ryan Helen Buckley Damian McKeon Emma Dodrill	Interim Chief Executive Chief Operations Officer Director of HR Director of Policy & Transformation Estates Manager Office of the Director of HR PWC Expert Assurance Group Expert Assurance Group Expert Assurance Group Board Administrator
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SIGNED: _____

Pat Rabbitte

DATE: _____

26/04/2019

CHAIRPERSON

Board Only

1.1 Apologies

The Board noted apologies from P. White.

1.2 Declarations of Interest

None

1.3 Minutes of the Board Meeting on 22nd February 2019

The Minutes of 22nd February 2019 were considered and approved by the Board.

1.4 Matters Arising

1.4.1 The Chair informed the meeting that he had written to the Minister of Education and Skills concerning the acute shortage of social workers. The Chair had also met with the Principal of Technology University Dublin and agreed to provide a briefing paper setting out our skill needs.

1.4.2 The Chair advised the Board that he was planning occasional regional meetings where local management would make a presentation to local public representatives.

1.5 Action Log

The Board noted the action log as of 26th March 2019.

2.0 Board Matters

2.1 The Board reviewed the delegation by the Board to the CEO and the note of clarity from the Board Secretary on the current situation. It was agreed no action was required at this stage.

2.2 The Board noted the Chair of the Governance Committee was scheduled to meet with Better Boards on April 1st to progress the TOR's of the new sub-committees, and to have this matter completed for presentation at the April Board meeting.

A01419 Action: TOR's for the new proposed sub-committees will be presented at the April Board meeting.

2.3 Sub-committee membership will be formally approved at the April Board meeting.

2.4 Following the Board Evaluation by Better Boards, the Board reviewed the recommendations. It is anticipated the Oversight Agreement 2019 will assist with completing a number of the Board evaluation recommendations.

A02419 Action: The Chair of the Governance Committee to provide update on the status of the Oversight Agreement 2019 at the April meeting.

2.5 The Board approved the amendment to the signatories on the Bank Mandate to take account of the appointment of the Chairperson on 1st January 2019.

- 2.6 The Board noted the timeline in place regarding the recruitment process for the Chief Executive. The Board approved the recommendation that the interim appointment be extended for an additional period of 4 months until the 30th June 2019.

3. Expert Assurance Group (EAG) Q2 Report

Members of the EAG joined the meeting

- 3.1 Dr. Ryan, Chairperson of the Expert Assurance Group (EAG) presented the *EAG's Second Quarterly Report to the Minister for Children and Youth Affairs on the implementation of the recommendations of the HIQA Statutory Investigation into Tusla's management of referrals* to the Board.
- 3.2 Dr. Ryan confirmed that the EAG is satisfied that a significant number of actions to improve services are being progressed and Tusla has adopted procedures to monitor their implementation. Dr. Ryan raised concerns about the pace of progress of two key actions, the management of retrospective allegations and the delivery of the workforce strategy.
- 3.3 Creative approaches to shortage in social workers including multidisciplinary teams were discussed.
- 3.4 Developments in the forensic investigation of retrospective abuse allegations were discussed. The Board noted policy issues on retrospective case management will be the focus of the next EAG meeting with the Executive.

A03419 Action: The Board agreed to provide the EAG with a commentary on the Second Quarterly Report.

Members of the EAG left the meeting

4. ICEO Monthly Report

P. Smyth joined the meeting

- 4.1.1 The ICEO updated the Board on Performance Reports for Finance and HR for February 2019 and the Child Protection and Welfare Social Work Monthly Activity Report for January 2019. The Director of Finance has written to the DCYA concerning the February Finance Report setting out the key pressures and the expected outturn deficit in 2019.
- 4.1.2 The ICEO informed the Board a number of meetings had taken place with Scouting Ireland in recent weeks where matters have been advanced.
- 4.1.3 The ICEO informed the Board that the Executive were reviewing the proposed Oversight Agreement 2019 and feedback would be provided at the Governance Committee scheduled in early April.

Members of the SMT, HR Directorate and G. Twomey from PWC joined the meeting

4.1.4 The ICEO updated the Board of the on-going work between Tusla and An Garda Síochána (AGS) to develop a Data Sharing Agreement. The Board requested to be kept informed on the status of this work.

A04419 Action: Update status of this matter to be provided to the Board.

4.1.5 The ICEO informed the Board that the Office of the Information Commissioner (OIC) intend to initiate an investigation in relation to the timeliness of FOI decisions made by a number of FOI bodies including Tusla. The investigation will also examine the quality of decision letters in terms of compliance with the FOI Act.

A05419 Action: The ICEO to provide the Board with further information with regards to this investigation.

4.1.6 The Board noted the ICEO's update on the withdrawal of corporate services by the HSE. The Board requested an assessment to be completed of the shortcomings within the agreed provision.

A06419 Action: ICEO to complete assessment on the withdrawal of corporate services by the HSE

4.1.7 The ICEO advised the Board **Redacted** **Redacted** in respect of the deaths of two children known to Tusla services.

A07419 Action: The Board requested information on whether this case was subject to an internal review, if this case was referred to the National Review Panel (NRP) and the rationale for same.

D. Kiely gave her apologies and left the meeting

4.2.1 The Board noted the high level update on the progress against the HIQA Action Plan and the SMT engagement with the EAG.

4.2.2 The Board updated the Executive on their meeting with members of the EAG.

S. Holland gave his apologies and left the meeting

5. Estates

P. Hayden joined the meeting

5.1 The Board noted the paper outlining the process for property acquisitions submitted to the meeting.

5.2 The Board approved the recommendation to enter into a new lease agreement in relation to the following properties:

- Portarlington PCC, Kilnacourt House, Portarlington, Co. Laois
- Barnardos, Castlehill, Enniscorthy Co. Wexford

5.3 The Board approved the recommendation to lease additional space in Enterprise Centre, Trim Road, Navan, Co. Meath

- 5.4 The Board approved the recommendation to renew the lease agreement in relation to Links Business Centre, Lisfannon, Bunrana, Co. Donegal
- 5.5 The Board approved the recommendation for the award of an enabling works contract to *Conack Construction Ltd.* at St. Joseph's Limerick subject to the approval by the Minister for Children and Youth Affairs.

P. Hayden left the meeting

6. Workforce Strategy

- 6.1 A revised draft of the Strategic Workforce Implementation Plan 2019-2020 and an accompanying summary document was circulated at the meeting.
- 6.2 The Director of HR advised that the document sets out the core elements of the Tusla Strategic Workforce Implementation Plan for the period from 2019-2020 and the specific actions and deliverables that will be addressed during this period. A key priority in developing this document was to demonstrate the alignment that already exists, and will continue to exist, in relation to activities and deliverables in the implementation of the Child Protection and Welfare Strategy (CPWS) as they relate to key elements within the Strategic Workforce Implementation Plan. The alignment with the CPWS enables initiatives to be piloted and tested in an evidence informed manner before being reviewed for lessons learned and adopted across and / or adapted for the rest of the Agency.
- 6.3 The Board approved in principle the Strategic Workforce Implementation Plan 2019-2020 with the agreement the Executive continues to work with selected members of the Board to finalise the plan before the 5th April 2019.

A08419 Action: The Strategic Workforce Implementation Plan 2019-2020 to be finalised no later than 5th April 2019.

A09419 Action: A detailed presentation on the Child Protection and Welfare Strategy (CPWS) to be made to the Board at the April meeting.

The Executive, member of the HR Directorate and G. Twomey from PWC left the meeting

7. AOB

- 7.1 The Board discussed the recruitment process for the Chief Executive and agreed to nominate two members of the Board onto the interview panel. Members of the interview panel will be confirmed at a later stage.
A10419 Action: The Chair to discuss availability with certain members to participate on this interview panel.
- 7.2 The Board proposed items for inclusion on the agenda for the next Ministerial meeting scheduled to take place on the 8th April 2019.