

HIA REF: []

NAME: [**HSCB**]

DATE: [23th May 2016]

THE INQUIRY INTO HISTORICAL INSTITUTIONAL ABUSE 1922 TO 1995

Witness Statement of Health & Social Care Board

I, Fionnuala McAndrew, Director of Social Care and Children's Services, Health and Social Care Board ("the Board"), will say as follows: -

1. By correspondence of 5 February 2016, the Inquiry has requested the Board to provide a Rule 9 Statement in relation to **Kincora Boys Hostel**. This Home was opened and operated by Belfast Welfare Authority until reorganisation when it transferred into the East Belfast & Castlereagh District of the Eastern Health and Social Services Board.
2. The Board has already filed a statement dated 29th April 2016 detailing a chronology of complaints and issues arising in respect of Kincora. This statement has been prepared to address additional matters with reference solely to the available documentation that identifies the facts and issues that were relevant during the period of operation of the Home. I have no personal knowledge and had no personal involvement at the relevant time.
3. The Board has prepared this statement with reference to the questions posed of the Statutory Homes considered in Module 5 and relies on the analysis and conclusions of the Hughes Inquiry where relevant.

The opening of the Hostel and the date it ceased operation

4. Kincora Boys Hostel was opened by Belfast Welfare Authority on 6th May 1958. See **Exhibit 1**. The register of residents suggests that the first admission to the Hostel was on 10th May 1958. **KIN 11912**.
5. It was agreed by the Personal Social Services Committee on 10th July 1980 that the use of Kincora Boys' Hostel should be phased out, see **Exhibit 2**. All existing residents had been found alternative accommodation by 1st October 1980 which brought the use of the Hostel to an end, see **Exhibit 3**.

The remit of the Hostel

6. An undated report by an unknown author offers a summary of events at the hostel over its period of operation. It describes Kincora has having been established "*for working boys aged 15 – 18 years who were in care but could be used to accommodate boys up to 21 years of age. Occasionally younger boys were accommodated for short periods in the hostel if an older brother was there or there were no vacancies in other Children's Homes*". A copy of that report, together with details of the expectations placed on residents of Kincora upon its opening in 1958 are at **Exhibit 4**.
7. A document has been located by the HSCB which suggests an analysis was undertaken of the age of residents admitted to Kincora between February 1974 and October 1977. It is not known who prepared this, but it shows that out of 43 admissions:
 - a. 2 boys admitted aged 18;
 - b. 4 boys admitted aged 17;
 - c. 12 boys admitted aged 16;
 - d. 7 boys admitted aged 15;
 - e. 7 boys admitted aged 14;
 - f. 2 boys admitted aged 13;
 - g. 1 boy admitted aged 12;
 - h. 2 boys admitted aged 11;

- i. 4 boys admitted aged 9;
- j. 1 boy admitted aged 8;
- k. 1 boy admitted aged 7.

See **Exhibit 5**.

- 8. In respect of the 7 year old admitted, the HSCB notes this admission is recorded at **KIN 12022**, which indicates that he was admitted with two brothers, both aged 9. At **KIN 12023** it is detailed that having been admitted to Kincora on 16th December 1974, they were discharged on 25th December 1974 and therefore stayed for only 9 days.
- 9. It is also noted that the Terry Report, at paragraph 3, describes Kincora as “a *hostel for working boys aged 15-18 years*”. This was the stated remit of the Hostel throughout its period of operation, however it is known that on occasion younger boys were admitted. The Board notes that the Terry Report records that this was for “*very short periods when space in more appropriate children’s homes was unavailable*”, see **KIN 40002**

The number of children cared for in the Hostel over its period of operation

- 10. A report dated 29 August 1979 by Mr O’Kane, Social Work Advisory Group, identified that the hostel at that time had a maximum capacity of “9 boys. *The Hostel formerly accommodated 11 residents, but with the discontinued use of the attic accommodation the number was reduced to 9*”, see **Exhibit 6**.
- 11. The admission book for Kincora is at **KIN 11909** to **KIN 12044**. That details that there were a total of 580 young persons admitted to Kincora over its period of operation from May 1958 to October 1980.
- 12. The Inquiry will be aware that there were significant complaints and criminal convictions in respect of the experiences of some residents of Kincora. The HSCB condemns all acts of abuse. This was not, however, the experience of every resident of Kincora. In this respect the HSCB would highlight paragraph 4.213 of the Hughes Report wherein they stated: “... *we believe*

that only by establishing the facts of Kincora can the stigma which has come to attach to every former resident, the great majority of whom passed through the hostel unscathed, be removed". [HIA 842]

The staff that were employed

The qualifications required of staff

13. Recruitment procedures for staff under arrangements used by Belfast Welfare Authority were considered by the Hughes Inquiry, wherein it was noted that the *"only statutory provision relating to the recruitment of residential child care staff at the material times was Article 13 of the 1952 SR and O, under which the Ministry of Home Affairs was required to approve the appointment, salaries, qualifications and training of staff in a home". [HIA 688, para 3.6]*

14. At paragraph 3.7 the Hughes Report details the procedures used by Belfast Welfare Authority in the 1960's thus:
 - a. *"public advertisement of the post;*
 - b. *submission of a standard application form including details of qualifications and experience, present and previous employment and references;*
 - c. *interview by the Belfast Welfare Committee and Chief Welfare Officer;*
 - d. *medical examination;*
 - e. *submission of application form and references of selected candidate to Ministry of Home Affairs for approval of appointment'*

It is then noted that the interviewing function was delegated to the Children's Officer, or Assistant Children's Officer, during the late 1960's. Their recommendation was then passed through the City Welfare Officer to the Welfare Committee for approval before submission to the MOHA. [HIA 688-689, paras.3.7 and 3.8]

15. The HSCB notes that at paragraph 3.9 the Hughes Inquiry considered these procedures *"to be adequate given the standards prevailing at the time". [HIA 689]* They went on, however, to note that within England and Wales a register of persons *"deemed to be potentially unsuitable for employment in the child care field"* was maintained from 1952. [HIA 689, para 3.10] No such

register was held in Northern Ireland at the material time. The Inquiry found: “.. *the Ministry of Home Affairs should have made similar arrangements for Northern Ireland so as to provide even the limited protection which the register afforded*”. [HIA 689, para 3.12]

16. Kincora was staffed by a Warden (later known as Officer-in-Charge), a Deputy Warden (later Deputy Officer-in-Charge); houseparent and domestic staff including a cook. By January 1980, the three caring staff employed in the home were Mr Mains, Mr Semple and Mr McGrath. They were each placed on precautionary suspension on 4 March 1980, see **Exhibit 7**. Thereafter Mr McGrath left his post under a job release scheme in December 1980, while Messrs Mains and Semple were dismissed following their conviction, in December 1981, for offences against boys resident in the hostel.
17. The appointment of each of these staff members was considered by the Hughes Inquiry.
18. In respect of Mr Mains, it was noted that he was appointed as Warden of Kincora Boys’ Hostel in March 1958, having had previous experience as Warden of another boys’ home operated by Belfast Welfare Authority until its closure in February 1957. The report finds that “*Candidates for the post were required to have had “suitable working knowledge of the running of a children’s home”*”. It also records that favourable references were received, and “*the Ministry of Home Affairs Inspector, who knew him from his earlier child care work, was complimentary in recommending that his appointment to Kincora be approved by the Ministry*”. [HIA 690, paras 3.13 and 3.14]
19. At **Exhibit 8** contemporaneous documents in respect of Mr Mains’ appointment and employment include:
 - a. Confirmation that he was appointed as Warden to the Hostel on 26th November 1957, taking up duty on 1st March 1958;
 - b. The written application by Mr Mains for employment as Warden in Kincora Boys’ Hostel;

- c. Reference dated 4th November 1957 from a colleague in the St John's Ambulance Brigade;
 - d. Details of the shortlisted candidates for the position, and the conditions of appointment;
 - e. Letter of 6th November 1957 seeking the approval of the Ministry of Home Affairs to Mr Mains' appointment;
 - f. Medical Certificate dated 10th December 1957 certifying Mr Mains medically fit for employment as a salaried officer;
 - g. Letter of 24th December 1957 confirming the approval of Mr Mains' appointment;
 - h. References provided for Mr Mains in 1962 and 1963 upon applications by him for alternative employment in England;
 - i. Letter dated 9th January 1964 to Mr Mains following his absence from the home during the evening of Monday 6th January 1964;
 - j. Further reference provided for Mr Mains in 1965;
 - k. Report dated 21st May 1968 detailing the work undertaken by Mr Mains in the absence of an Assistant Warden recommending the payment of an honorarium of £100 to him, and approval of the Ministry to such a payment dated 26th July 1968 together with correspondence relating to the same issue in 1969;
 - l. Letter dated 4th March 1980 placing Mr Mains on precautionary suspension;
 - m. Letter dated 14th December 1981 dismissing Mr Mains.
20. When Mr Mains was appointed Warden, the position required him to be resident in the Hostel. This was changed with effect from 1 July 1979, at which time his contract was amended. See **Exhibit 9**.
21. The creation of a post of Assistant Warden was approved by the Ministry of Home Affairs by letter dated 15th December 1961. Mr W A Robinson was approved as the first appointment to that post from 1st March 1962. See **Exhibit 10**.

22. Mr Semple was employed as Assistant Warden from September 1964 until February 1966 “*when he resigned for domestic reasons*”. The Hughes Report notes that the job specification gave “*preference to applicants who have a working knowledge of the running of a children’s home*” before noting that Mr Semple had no such experience, nor did he have a social work qualification. He had however been working in Kincora on a voluntary basis for three years. One of his referees for the appointment was Mr Mains. While the Ministry of Home Affairs Inspector noted that she did not know Mr Semple, she “*assumed that Belfast Welfare knew enough about him after three years’ voluntary work*”. [**HIA 690**, para 3.15]
23. After Mr Semple’s resignation the post remained vacant for significant periods. Between 1st June 1964 and 26th April 1968 it was recorded that Mr Mains had been “*without the help of an Assistant Warden for a total of approximately 20 months*”, see **Exhibit 11**. Difficulties continued throughout 1968. The post was advertised on five occasions during 1968. While the fifth process which commenced in November 1968, did identify a candidate suitable for appointment, later failed to pass the medical examination in December 1968 and failed to engage with the authority during January 1969 and February 1969, see **Exhibit 12**.
24. The post was re-advertised in April 1969, at which time Mr Semple successfully applied for reappointment as Assistant Warden. He was appointed from June 1969. At that time preference continued to be given to candidates with relevant experience, with a salary supplement also offered to those with a Certificate in Child Care or similar qualification. Mr Semple satisfied the experience requirement, but remained unqualified. The Hughes Inquiry noted that at this time his previous work was known to both Belfast Welfare Authority and the Ministry of Home Affairs Inspector who “*in recommending approval, was complimentary about Mr Semple’s previous spell at Kincora*”. While, in December 1981, Mr Semple was convicted of offences that predated 1969, the Hughes Inquiry accepted that there was no

evidence of any complaint against him being brought to the attention of the responsible authority at the time. [HIA 691-692, paras 3.17 and 3.18]

25. At **Exhibit 13** contemporaneous documents in respect of Mr Semple's appointment, re-appointment and employment include:
- a. The written application by Mr Semple for employment as Assistant Warden in Kincora Boys' Hostel in 1964;
 - b. The conditions of appointment of Assistant Warden;
 - c. References dated 7th September 1964, one of which was provided by Mr Mains;
 - d. Letter of 1st September 1964 seeking the approval of the Ministry of Home Affairs to Mr Semple's appointment;
 - e. Letter of 14th September 1964 confirming the approval of Mr Semple's appointment;
 - f. Medical Certificate dated 16th September 1964 certifying Mr Semple medically fit for employment as Assistant Warden;
 - g. Letter of resignation dated 31st January 1966;
 - h. Second application for appointment as Assistant Warden in 1969;
 - i. Conditions of appointment of Male Assistant Warden in 1969;
 - j. References dated 8th June 1969 and 21st June 1969;
 - k. Letter dated 12th June 1969 seeking the approval of the Ministry to the appointment of Mr Semple;
 - l. Medical Certificate dated 16th June 1969 certifying Mr Semple medically fit for employment as Assistant Warden
 - m. Letter of 25th June 1969 confirming the approval of Mr Semple's appointment;
 - n. Letter dated 4th March 1980 placing Mr Semple on precautionary suspension;
 - o. Letter dated 14th December 1981 dismissing Mr Semple.
26. Mr McGrath took up employment as Housefather at Kincora in August 1971. *"The job specification indicated that preference would be given to candidates with a working knowledge of the running of a children's home and a salary*

supplement was offered to those with a Certificate in Child Care or similar qualification. Mr McGrath had neither....". He was in receipt of favourable references from two Ministers of religion, which the Hughes Inquiry considered were *"of limited value in determining his suitability for work in residential child care"*. [HIA 692, para 3.19]

27. At **Exhibit 14** contemporaneous documents in respect of Mr McGrath's appointment, re-appointment and employment include:
- a. The written application for Mr McGrath as Housefather Grade II Kincora dated 24th May 1971;
 - b. Conditions of appointment to Housefather Grade II;
 - c. References dated 12th and 17th June 1971;
 - d. Letter dated 22nd June 1971 seeking the approval of the Ministry to the appointment of Mr McGrath;
 - e. Medical certificate dated 2nd July 1971 certifying him fit for appointment as Housefather Grade II;
 - f. Letter dated 7th July 1971 confirming the Ministry's approval to Mr McGrath's appointment;
 - g. Letter dated 8th February 1980 from Mr McGrath advising of his intention to take advantage of the job release scheme from his 64th birthday, 11th December 1980;
 - h. Letter dated 4th March 1980 placing Mr McGrath on precautionary suspension;
 - i. Letter dated 5th March 1980 from Mr McGrath advising that whatever the outcome of investigations, he still wished to avail of the job release scheme;
 - j. Letter dated 2nd December 1980 confirming Mr McGrath's application for job release had been approved. His name was therefore removed from payroll on 11th December 1980.
28. The final conclusion of the Hughes Inquiry in relation to these appointments included: *"Their lack of social work training and qualification is to be regretted, but was typical of the pattern which prevailed in residential child care at the time and we make no criticism on that score. As to the statutory*

role of the Ministry of Home Affairs in the approval of their appointments, we found that it was conscientiously discharged but that it consisted of little more than a confirmation of the assessment of the Welfare Authority unreinforced by a selection interview". [HIA 693, para 3.22]

29. Kincora also had female staff, Mrs McCullough and Mrs Smith, who undertook the cooking, laundry and cleaning. Undated notes written by an unknown author describe that Mrs McCullough commenced employment in the Hostel on 13 July 1958 and Mrs Smyth on 15 November 1966. See **Exhibit 15**.
30. It therefore appears that all staff in Kincora were appointed by Belfast Welfare Authority, transferring to the Eastern Health and Social Services Board upon re-organisation.
31. It is also known that arrangements were made by Belfast Welfare Authority to have other members of staff assist in the Hostel for periods when it was particularly under strain due to the absence of an Assistant Warden after Mr Semple's resignation in 1966. The Hughes Inquiry heard evidence from James Michael Maybin in this respect. He started as a Welfare Assistant on 2 November 1964. He ultimately obtained social work qualification, rising to Assistant Principal Social worker upon reorganisation in October 1973. From May to September 1966 he assisted in Kincora by way of overtime at a level of around 20 hours per week at evenings and weekends in addition to his fieldwork duties because of chronic short-staffing. He described that at that time there were only two other members of staff, "*Joe Mains, who was the warden, and a cook*". [KIN 71437 – 71439]
32. Finally, upon the suspension of all three caring staff in Kincora on 4th March 1980, swift arrangements had to be made to appoint alternative staff to Kincora. Relevant memos detailing this are at **Exhibit 16**.

Training programmes provided for staff

33. While Belfast Welfare Authority and the Eastern Board had arrangements for staff to secure professional qualification, the opportunity to do so was not taken by any of the three key staff members at Kincora. They remained unqualified throughout their tenure in Kincora and until their precautionary suspension in March 1980.
34. Within the available documentation, however, the following training opportunities are noted for staff in Kincora:
 - a. On 14th December 1976, a talk at Kincora Hostel was given by Mr R Browne, DWO. The topic of his presentation is not known;
 - b. Mr Mains' attendance at "Planning for Children", a staff development course in Scotland between 10th and 12th February 1977 was approved;See **Exhibit 17**

Staffing ratios

35. The HSCB does not currently have access to any documentation that analyses the staff ratios in Kincora. It is however known that:
 - a. When the hostel first opened in 1958, Mr Mains described in his police statement dated 1 April 1980, that it was only he and a cook staffing the Hostel;
 - b. While the post of Assistant Warden was created, with Mr Semple being appointed in 1964, following his resignation in February 1966 there were significant problems in filling this post until June 1969 when Mr Semple was re-appointed. This has been detailed above at paragraphs 25. The steps taken to have other staff assist is outlined at paragraph 23.
 - c. By January 1980, Kincora was staffed by five people: the Officer-in-Charge, the Deputy Officer-in-Charge, one housefather and two domestic staff.
36. During its period of operation Kincora offered accommodation for between 9 and 11 boys.

Disciplinary Investigations in respect of staff

Complaints made against staff

37. The HSCB has addressed, in chronological order, all complaints and information that led to any investigation in respect of staff at Kincora in the statement already filed and dated 29th April 2016. The HSCB respectfully refers the Inquiry to that statement for detail of all contemporaneous complaints and investigations undertaken in respect of Kincora, from the first known complaint in 1967 through to 1980.
38. It is also noted that the Chief Welfare Officer wrote to Mr Mains on 9th January 1964 in relation to his absence from the Hostel on the evening of the 6th of the same month. The only documentation available to the HSCB in respect of that issue is the letter contained in **Exhibit 8**.
39. The Inquiry will already know that after the media attention in January 1980 a full police investigation was commenced into activities at Kincora. Full co-operation was given to the police by the Eastern Board to assist with their inquiries, with a list detailing that 104 staff provided police statements, see **Exhibit 18**.
40. This police inquiry resulted in a significant number of complaints against Messrs Mains, Semple and McGrath. All three men were convicted in December 1981 of homosexual offences. Other complaints were made, but did not result in prosecution, or prosecutions were not pursued.
41. In December 1981 Mr Mains was convicted in respect of offences as follows:

<u>Injured Party</u>	<u>Period of Offences</u>	<u>Offences (Counts)</u>
R 2	16 June 1961 – 3 December 1979	Buggery (1) Gross Indecency (1)
R 7	16 August 1964 – 17 December 1965 3 March 1966 – 17 September 1966	Buggery (1) Gross Indecency (1)

Hugh Quinn	22 February 1960 – 8 September 1962	Indecent Assault (1)
R 9	29 April 1977 – 31 August 1979	Gross Indecency (1)

He was sentenced to a total of six years' imprisonment. **KIN 40010**

42. In December 1981 Mr Semple was convicted in respect of offences as follows:

<u>Injured Party</u>	<u>Period of Offences</u>	<u>Offences (Counts)</u>
B3/R1	10 February 1965 – 14 May 1966	Buggery (2) Gross Indecency (1)
R 7	16 August 1964 – 17 December 1965 3 March 1966 – 17 September 1966	Gross Indecency (1)

He was sentenced to a total of five years' imprisonment. **KIN 40010**

43. In December 1981 Mr McGrath was convicted in respect of offences as follows:

<u>Injured Party</u>	<u>Period of Offences</u>	<u>Offences (Counts)</u>
Clinton Lee Massey	23 March 1973 – 24 October 1973	
R 12	4 May 1973 – 11 January 1974	
R 15	3 November 1973 – 20 September 1974	Indecent Assault (1)
R 17	6 October 1974 – 8 March 1976	
R 10	21 October 1974 – 20 April 1977	
Ronald Graham	2 December 1974 – 10 June 1975	Buggery (1) Gross Indecency (1) Indecent Assault (1)
R 9	29 April 1977 – 31 August 1979	
R 18	12 May 1977 – 24 January 1980	Gross Indecency (1)
James Anthony Miller	19 October 1977 – 20 June 1978	
R 21	6 April 1978 – 1 August 1979	

R 22

20 April 1979 – 24 January 1980

While the individual offences are not known in full for Mr McGrath on analysis of the information available, it is known that he was convicted in total of 8 counts of Indecent Assault, 5 counts of Gross Indecency and 2 counts of Buggery, **KIN 114017**. He was sentenced to four years' imprisonment. **KIN 40010**

44. All of the above offences relate, at least in part, to periods then the boys were resident in Kincora and under 18 years, save for:
- a. **R 2** was born on **R**. While the period of offences includes a period of residence in Kincora from 16 June 1961 – 16 September 1961, he was aged over 18 at that time. Offences for which Mr Mains was convicted, continued thereafter during his adult life;
 - b. **R 9** was resident in Kincora between 21 October 1974 and 29 April 1977. The offences against him in relation to Mr Mains and Mr McGrath related to a period after his discharge from Kincora;
 - c. Mr Semple was convicted of 2 counts of buggery in respect of **B3/R1** **B3/R1**, and 1 count of gross indecency. One count of buggery related to an offence after his discharge from Kincora;

The layout of the Hostel

45. Kincora was a detached house situated at 236 Upper Newtownards Road, Belfast. The Board has not located any plans for the Hostel.
46. The report dated 29th August 1979 by J L O'Kane, Social Work Advisory Group at **Exhibit 6** described the outside of the Hostel thus:

“The Hostel... is a pleasant, large detached home situate on the corner of the junction between Upper Newtownards Road and North Road. Apart from a small, inconspicuous sign at the front door indicating it is a Board property there is no other indication that it is a young persons' facility. An annexe

containing a double bedroom, bathroom and toilet for the use of the Officer-in-Charge was built in 1967.

There is a reasonable sized garden on three sides of the Hostel with mature trees and flower beds. Maintenance and planting of the garden is undertaken by the Parks and Cemeteries Department of the City Council'.

47. The SWAG report does not give a detailed description of the internal layout of the home. It is however noted that the Terry Report, at paragraph 3, describes the layout of the home thus

"The building was a detached house with on the ground floor an entrance hall, television room, dining room, kitchen, wash room and an office, with a door from the latter to a one bedroom flat with a separate bathroom and a private hallway which gave access to a side entrance.... The first floor of the building was consisted of three bedrooms, each large enough to accommodate three single beds, and a fourth bedroom primarily reserved for a member of the residential staff. Also on that floor were three bathrooms, a toilet and an ironing room. Above that a two roomed attic was used occasionally as a make-shift bedroom for one person but primarily was intended as a store room and play room." **KIN 40002**

48. As regards the layout of the accommodation, it is noted that SWAG commented in August 1979, in the report at **Exhibit 6** regarding the sleeping accommodation: *"this arrangement does not provide the extra privacy which older children should have"*. The report also noted that the Hostel formerly accommodated 11 residents, but records that the use of the attic described in the Terry report had been discontinued, with the number of residents reduced to 9.

How the Hostel was funded

The average cost of accommodating a young person in Kincora

49. Between 1958 and 1973 Kincora would have been funded through the Belfast Welfare Authority.

50 During this period the average cost per child per week is documented as:

a. 14th December 1959 - £5.0.6;

b. 1964 / 65 - £8:11:8;

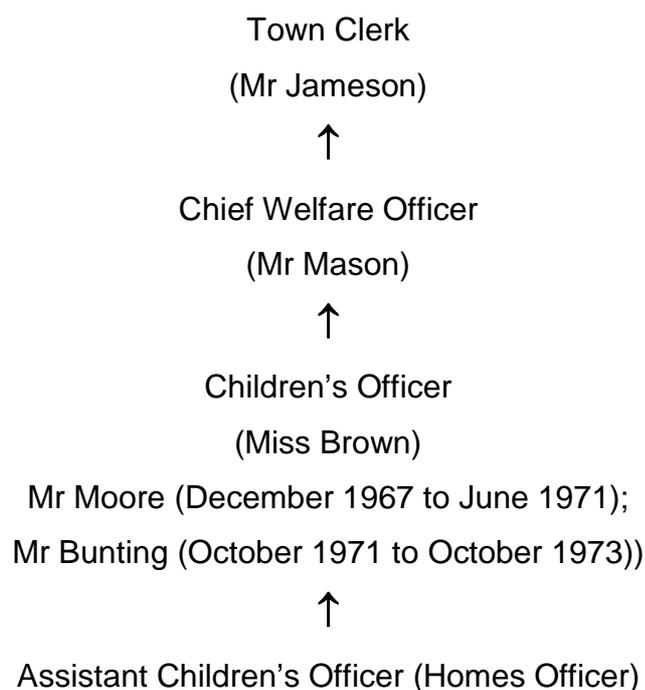
See Exhibit 19.

51. From 1 October 1973, it was funded through monies allocated to the Eastern Health and Social Services Board by the Department of Health and Social Services. At the time of filing this statement, the HSCB has not seen any documentation which analyses the costs during this period.

The Board's management arrangements for the Hostel

52. Kincora Boys' Hostel operated between 1958 and 1980. The management structures therefore changed at the point of re-organisation.

53 From January 1958 to 30 September 1973 Kincora was operated by Belfast Welfare Authority. Within that structure the arrangements for management of the home were:



(Mrs Wilson was Boarding Out and Homes Officer from 1960 - 1965,
then appointed Assistant Children's Officer in 1968;



Head of the Home
(Warden: Mr Mains)

54. From 1 October 1973 to October 1980, when the home closed, it was managed within the East Belfast & Castlereagh District of the Eastern Health and Social Services Board under the following structure:

Director of Social Services
(Mr E Gilliland)



District Social Services Officer
(Mr C Scoular)



Principal Social Worker (Residential and Day Care)
(Mrs Wilson, October 1973 – Mid 1975)
(Ms McGrath, January 1976 – closure of Kincora)



Assistant Principal Social Worker (Residential and Day Care)
[From creation of this post in July 1976]
(Mr Higham – July 1976 – December 1978)



Head of the Home
(Officer-in Charge – Mr Joseph Mains)

55. Job descriptions for the posts of Director of Social Services, Assistant Director of Social Services and District Social Services Officer, which were likely prepared to assist the Hughes Inquiry, are at **Exhibit 20**.

The Board's quality assurance arrangements for the Hostel

56. Between 1952 and 30 September 1973, visiting was undertaken to the Home as required by members of the Welfare Committee and by the Children's Officer to comply with the 1952 Regulations. It is noted that these activities were considered by the Hughes Inquiry.
57. In respect of visits by the Welfare Committee, the Hughes Inquiry found, through scrutiny of the Welfare Committee minutes:
- "... the visiting requirement was largely met in the years 1960 – 1965, with some omissions. The frequency of visits tended to decline thereafter and during 1967 and 1968 there were three month periods when no statutory visits were minuted. A significant further decline in visits began in 1971 and only two statutory visits were minuted for the period January 1972 to September 1973" [HIA 698, para 3.33]*
58. The Hughes Inquiry noted that some caution must however be exercised. They had interpreted minutes that recorded visits taking place. It was recognised that there may have been visits that were not reported and recorded in the minutes *"if the visiting member did not attend the next Welfare committee meeting following his visit"*. The Hughes Inquiry noted that there was some evidence of this, with a global entry in the minutes for May 1970 that simply referred to 15 members having visited the various homes. A second reason for caution was noted as resulting from the fact that as verbal reports were given they could have been omitted from minutes. Finally the Hughes Inquiry noted that there was evidence that Welfare Committee members had visited Kincora and signed the record book, but no corresponding report was minuted. **[ibid]**
59. Available examples of contemporaneous reports of visits by Welfare Committee members to Kincora are at **Exhibit 21**. These detail visits in June 1958, November 1958, February 1959, June 1959 and January 1960. No issues or problems with the Hostel were identified in any of these reports.

60. The Hughes Inquiry also considered the records available in relation to visits to Kincora by the Children's Officer. They "*revealed that the monthly inspection and reporting requirements do not appear to have been strictly observed in the years 1960-1962, when the late Mrs Brown was Children's Officer, during which period only about 50% of the required inspection reports were minuted. In February 1963 Mrs Wilson, the Homes Officer, was formally nominated to undertake the inspection function on a delegated basis due to an increase in the duties of the Children's Officer. Mrs Wilson discharged this function fully except for minor omissions, which may have been attributable to illness or holidays, until her departure on training in September 1965 when Miss Brown once again took on this duty. The statutory requirements from September 1965 to the end of 1967 were met by either Miss Brown or Mr Moore, again with occasional omissions.... Mrs Wilson resumed the inspection function from January 1968 on her appointment as Assistant Children's Officer, serving under Mr Moore who by then had become Children's Officer. Mrs Wilson's record from early 1968 to September 1973, when the Belfast Welfare Authority ceased to exist, demonstrated almost full compliance with the statutory requirement save for very occasional gaps in the summer holiday periods...*" [HIA 694, para 3.26]
61. Contemporaneous records of these visits from September 1967 are contained in **Exhibit 22** (which also continues the visits in early 1974).
62. The Board notes that the 1950 Regulations required these visits to be undertaken by the Children's Officer, but within Belfast Welfare Authority this function was delegated, initially to the Homes Officer, and later to the Assistant Children's Officer. This was considered by the Hughes Inquiry, who concluded: "*We are satisfied... that the delegated arrangement was motivated by a desire to improve the management of homes, rather than a sign that this function was being downgraded in importance.*" [HIA 696, para 3.30]
63. The Hughes Inquiry considered that "*a 50% compliance with a specific statutory requirement in the 1960-1962 period was not satisfactory*" although

no direct causal relationship between this and the abuse that took place in the Hostel was suggested. [HIA 696, para 3.29] It also concluded *“that these inspections were unlikely to detect cases of homosexual misconduct unless some sign of distress in a resident became apparent or a complaint was made. They could and doubtless did, however, contribute to the well-being of the boys in terms of the physical conditions and amenities of the hostel. In these circumstances, we find no basis for serious criticism of the statutory inspections by officials insofar as they relate to the period 1963 to 1973. The occasional gaps in the inspection record for that period constitute a non-observance of a specific statutory requirement, but we do not believe that these marginal omissions had any material effect on the non-detection of homosexual offences.”* [HIA 679, para 3.31]

64. It was also noted that in addition to the above statutory requirements, Belfast Welfare Authority required the Officer-in-Charge of each home to submit a weekly report to the Assistant Children’s Officer and Children’s Officer. These reports were not available in sufficient number to allow any assessment by the Hughes Inquiry as to the general value of them. [HIA 697, para 3.32]
65. Following re-organisation on 1 October 1973, the following visits were required to be undertaken to the Home:
 - c. By a member of the Personal Social Services Committee (Direction 3(2) of The Conduct of Children’s Homes Direction (Northern Ireland) 1975);
 - d. By a designated Social Worker (Direction 3(3) of The Conduct of Children’s Homes Direction (Northern Ireland) 1975).
66. The Hughes Inquiry considered that, prior to the 1975 Direction, the PSSC *“inherited the monthly visiting and reporting duties placed on the Belfast Welfare Committee by the 1952 SR&O”*. They considered minutes of the PSSC from October 1973 to December 1975 and found that visits were not recorded as beginning until mid 1974. *“The minutes revealed that there was a considerable time lag following re-organisation before PSSC members received detailed guidance on the extent and nature of their statutory duties under the 1952 S&RO”*. It was noted that from May 1974 visiting was regular,

save that no visit was reported for the period October – December 1975.
[HIA 756, para 4.13]

- 67 Following the 1975 Direction, which required quarterly visits to the home by a PSSC member, the Hughes Inquiry found that: “*The PSSC’s record on its quarterly visiting duty from 1 January 1976, as reported in the minutes, was of full compliance until the third quarter of 1977 for which no visit was minuted*”. It was noted that the PSSC was being reconstituted at this time. They also reported that only one visit was recorded in 1978, and two in 1979. While the same notes of caution were noted as detailed in respect of the Welfare Committee, namely visits may not have been minuted, the Inquiry concluded: “*.. the pattern is of less than full compliance with the statutory requirements*”.
[HIA 756, para 4.13]
68. As regards the value of these reports, it was noted that some reports were quite detailed. From the minutes they noted that “*there were references which demonstrated the points arising from the reports were followed up and this, allied to the quality of some of the reports, suggests that visiting was regarded as more than a purely formal exercise*”. [HIA 757, para 4.14] Examples of these reports from December 1974, June 1976 and August 1976 are at **Exhibit 23**.
- 69 To address the issues arising, although the development post-dated the closure of Kincora, the Eastern Board introduced Paper No PSSC/ 1/ 85 in 1985 which provided “*Guidelines for members of the Health & Personal Social Services Committee visiting children’s residential child care facilities in accordance with the Conduct of Children’s Homes Direction (Northern Ireland) 1975*”. These guidelines included arrangements for the same member to visit the same home(s) for at least one year “*to ensure continuity and the development of relationships between the Committee member and the staff and children*”. The opportunity was also given for the Committee member to be accompanied by the Principal Social Worker, or Assistant Principal Social Worker, should they choose to do so. Matters to which attention should be specifically directed were detailed which included: “*Talk to the children and*

obtain their views on the care they are receiving". The guidelines also set forth the matters that should be addressed in the report of the visit, and provided a form to assist members. See **Exhibit 24**.

70. The second statutory inspection that had previously been undertaken by the Children's Officer was noted by the Hughes Inquiry to have been "*allocated to R&DC management from October 1973*". Residential and Day Care management continued to exercise the function of visiting social worker following the 1975 Direction, paragraph 3(3) of which "*merely brought the statutory provisions into conformity with the new structure*". [HIA 753, para 4.5]
71. Scrutiny of records demonstrated that this statutory requirement was carried out in full by the responsible staff, with the inspections being carried out by:
- e. Mrs Wilson, Principal Social Worker (Residential and Day Care) from October 1973 until mid 1975, when she retired;
 - f. Mr Scoular, District Social Services Officer, from Mrs Wilson's retirement until the appointment of her successor;
 - g. Mrs McGrath, Principal Social Worker (Residential and Day Care) from January 1976 until July 1976;
 - h. Mr Higham, Assistant Principal Social Worker (Residential and Day Care) from August 1976, after his appointment, to December 1978;
 - i. Mr Kenneth Robertson from December 1978.

It was noted that from Mr Higham's appointment "*the frequency of visits to Kincora... increased and it was not unusual for three or four visits to be recorded for a single month*". [HIA 753, para 4.6] A table compiled of the number of visits to Kincora from 1 October 1973 to October 1979 is at **Exhibit 25**. It is not known by whom or when this was compiled, but it is likely to have been in connection with the Hughes Inquiry. The analysis undertaken by the Hughes Inquiry team that led to the findings detailed above is at **Exhibit 26**

72. While the frequency of visits therefore was not subject of criticism, it was noted that the quality of the reports "*varied from short and stereotyped to reasonably detailed. We noted that there was a tendency to report late and*

en bloc". [HIA 754, para 4.7] As already detailed by the Board in paragraph 120 of the statement dated 29th April 2016, it is clear that these reports did not alert the Area Board to the full situation as regards the Hostel in late 1977. Examples of these reports located by the HSCB from 1973, 1974, 1976 and 1977 are at **Exhibit 27**.

73. In addition to the statutory monitoring, the Hughes Inquiry noted that the arrangement for weekly reports to be submitted by the Officer-in-Charge remained in place after re-organisation, with them now to be submitted to District Management. In respect of Kincora, this was increased to a daily report (submitted weekly) from January 1978. [HIA 755, para 4.11]
74. The Hughes Inquiry finally drew attention to the monitoring function of the Assistant Director (Family and Child Care) at the Area Board. In the Eastern Board this post was held by Mr Bunting throughout the period relevant to Kincora. While he was not in executive line management nor did he have executive authority to monitor residential care, it was noted by the Hughes Report that the Assistant Director had a monitoring function. The job description contained at **Exhibit 20** indicates one of the major responsibilities of this post was "*Assists in evaluating and monitoring the effectiveness of programmes of care*". The Hughes Report detailed: "*He gave evidence that he had not been able to undertake this monitoring role on a regular and systematic basis. Mr Bunting's monitoring role was non-statutory and was not defined in measurable terms. We accept his frank admission that this aspect of the Board's monitoring activities was not highly developed. More active monitoring by the Assistant Director might have highlighted some of the deficiencies in monitoring and supervision by other sections of the Board... it could not have been expected to uncover homosexual offences*". [HIA 756, para 4.12]
75. Other non-statutory visiting was undertaken to Kincora which does not receive analysis in the Hughes Report. The first of these was visiting by the District Social Services Officer, which is also evidenced on the documentation available to the HSCB. A list of dates on which Mr Scoular visited Kincora is

at **Exhibit 28**. Further information is also detailed as to the particular purpose of visits during 1976 and 1977. If there had been observable problems or difficulties in Kincora, these should have been evident during these visits.

76. The second is visits by the District Committee. It is known, for example, that the District Committee were to visit Kincora on 16th March 1977. It is known that following their visit the committee members raised queries around the care and follow-up of residents. See **Exhibit 29**.

Problems identified by the Board and how they were dealt with

77. The most significant problem identified by the Board related to the actions of Messrs Mains, Semple and McGrath. The details of the complaints and information that came to the Board's attention, together with the action taken and the HSCB's view in respect of same is detailed in the statement dated 29th April 2016.
78. Documentation reviewed to date has not highlighted any other problems particularly encountered in respect of the staff in Kincora, save the inability to appoint a suitable Deputy to assist Mr Mains which is addressed in the section relating to staffing herein above.
79. Visits by Board staff did however identify a need to have the kitchen refurbished, difficulties with laundry and a suggestion that the boys should have the use of nearby playing fields. **Exhibit 30** contains memos from 1976 detailing that action was being taken in respect of each of these.

Arrangements for regular independent visits to be made to the Hostel

80. At **Exhibit 31** are two reports, from 1974 and 1979, that record visits to Kincora by the Fire Authority for Northern Ireland to inspect the premises.

Inspections of the Hostel by the Department, recommendations made and how they were implemented

81. Between 1958 and 1 October 1973 Inspections of Kincora were undertaken by the Ministry of Home Affairs. It is known from the Hughes Report that records available revealed only two reports on inspections of Kincora between 1960 and 1973. They were dated October 1965 and April 1972, and are at **Exhibit 32**. Each of these reports was written by Miss Mabel Hill and were described by the Hughes Inquiry as being “*generally favourable*” [HIA 699, para 3.38].
82. The Hughes Report also saw evidence in the Kincora record book that the Ministry’s inspectors visited Kincora on twelve occasions other than those which resulted in the reports referred to above. They found “*This is consistent with other evidence which we heard relating to less formal contacts between the Ministry’s Inspectors and Belfast Welfare Authority*”. [ibid]
83. After reorganisation on 1 October 1973, the Department of Health and Social Services was established from 1 January 1974. The Hughes Inquiry found only one inspection report from the Social Work Advisory Group of DHSS, made on 29 August 1979 by Mr John O’Kane. [HIA 757, para 4.16] A copy of that report is at **Exhibit 6**. While this report is now available to the HSCB, it is not believed that it was available to the Eastern Board upon conclusion of the inspection, which took place on 20 June 1979. It is known that as regards the period 1973 – 1980 the Hughes Report found:

“*During the 1973 – 1980 period reports on SWAG inspections were confidential to the Department, that is to say their contents were known only to SWAG itself and the Child Care Branch of the Department to which the reports were copied. The reports were not made available to the Boards or to Management Committees of voluntary homes, although aspects of them were discussed and taken up with these authorities where it was considered appropriate.*” [HIA 758, para 4.18]

It is however noted the report itself discloses an intention on the part of Mr O'Kane to meet with the District Social Services Officer, Mr Scoular, following completion of his visits to all three facilities in the District that provided residential care for adolescents. To date the HSCB has not found any records relating to such a meeting.

84. The report identified issues in relation to: the lack of privacy provided by the sleeping accommodation which required three boys to share; the absence of personal possessions / "pin-ups" in the bedrooms; doubts of Mr O'Kane in relation to an systematic instruction of the residents in relation to independence skills. Within 5 months of this report being written the serious issues relating to Kincora were publicised through the media. The HSCB has not seen contemporaneous evidence to understand what steps had been taken in the interim to address the points arising.

Other Information:

- 85 **Holidays:** Within the documentation held by the HSCB, it is clear that as a Hostel for older children, there were still efforts made to provide holiday opportunities for the boys. In 1962 the boys attended a YMCA Summer Camp in Newcastle; in 1977 an 8-berth caravan was rented in Portrush; in 1979 there was a proposal to consider Butlins in Ayr, although it appears that a Northern Ireland location was recommended instead. See **Exhibit 33**.
86. **Civil Claims:** The Board is aware of claims for compensation by the following individuals in respect of care provided at Kincora:
- j. **R 2** – this claim was settled in the amount of £10,000 plus costs in March 1989, see **Exhibit 34**;
 - k. **R 7** – this claim was settled in the amount of £6,000 plus costs in September 1989. The Board has also located a Notice for Further and Better Particulars dated 20 March 1986, see **Exhibit 35**;
 - l. **HIA 532/B1/R13**;
 - m. **HIA 534/R4** – Notice for Further and Better Particulars dated 20 March 1986 at **Exhibit 36**;

- n. [REDACTED] R 24 ;
- o. [REDACTED] R 17 ;
- p. [REDACTED] R 25 ;
- q. [REDACTED] B3/R1 – this claim was settled in the amount of £5,000 plus costs in March 1988, see **Exhibit 37**;
- r. [REDACTED] R 8 ;
- s. [REDACTED] ;
- t. Clinton Massey – on 6 November 1991, £8,759 was paid in damages, see **Exhibit 38**;
- u. Ronald Hugh Graham;
- v. Hugh Quinn – this claim was settled in the amount of £7,500 plus costs in August 1989, see **Exhibit 39**;

The litigation files held by the Board's solicitor in respect of each of these civil claims were destroyed in January 2009. The only source documents, or details of outcomes that can be provided to the Inquiry at this time are as noted as detailed and exhibited above.

Further the Board has also received letters of claim from the Individuals listed below, no proceedings have yet been served:-

- i. James Miller
- ii. [REDACTED] KIN 279
- iii. [REDACTED] KIN 133
- iv. [REDACTED] KIN 1
- v. Clinton Massey

Details of these will be provided under separate cover

87 Reports/Consultations after the closure of Kincora:

- a. In June 1982, the Department of Health obtained "the Sheridan Report", a report on Homes and Hostels for Children and Young People, whose terms of reference were: "*To consider the ways in which the Department carries out its role in relation to the supervision and management of homes and hostels for children and young people and to offer advice*". This was based on discussions held with the

Department in Belfast from 24 – 26 February 1982. An advance copy was provided to the Board under cover of letter dated 17 November 1982, with the report to be issued on 22 November 1982. A Circular HSS (CC) 5/82 was also issued in November 1982. This was discussed at the Personal Social Services Committee on the 13 January 1983. On 27th January 1983, Paper No PSSC 10/83 was discussed at the Board, and was subsequently forwarded to the Department under cover of letter dated 9th February 1983. Relevant documents are in **Exhibit 40**; however it is unclear whether this version of the PSSC paper is the “revised” paper that was submitted to the Department or the original version;

- b. On 21 October 1983, the Department issued a “Consultative Paper on a Complaints Procedure for Children in Residential Care and Their Parents”. On 31st January 1984, being the closing date for responses, the Eastern Board submitted a full response. These documents are in **Exhibit 41**. It is also believed that the other Boards responded to this consultation;
- c. The Report of the Committee of Inquiry into Children’s Homes and Hostels was published on 4th February 1986. On 4th April 1986 the Department of Health wrote to the Board, dividing the recommendations into two categories: those it endorsed, and those upon which it was yet to form a view. The Board responded on the 1st October 1986 with a paper setting out the views of the Board, and on the extent to which action had been taken. Copies of the correspondence, together with a report which appears to the HSCB to be the paper referred to in the correspondence of October 1986 are at **Exhibit 42**. Further, in September 1986, meetings considered action in relation to Recommendation 47 of the Hughes Report, which resulted in an agreed joint statement between the Directors of Social Services and the RUC, see **Exhibit 43**.

88 [REDACTED] **BM 1** : The Board has not seen any documentation that would confirm that [REDACTED] **BM 1** was a member of staff at Kincora. [REDACTED] **BM 1** , and information in respect of him, has been addressed in the HSCB's statement dated 6th May 2016 and a supplemental statement, each addressing Bawnmore Children's Home. In reviewing documentation, however, the Board has noted reference to a [REDACTED] **BM 1** on a Duty Rota stamped "Kincora" dated 1978. It is known that [REDACTED] **BM 1** was, at that time, employed at Palmerston Reception and Assessment Centre, which was situated in the same District as Kincora. The HSCB suggests that this is likely to reflect an arrangement whereby staff within the residential field would assist with other units from time to time where the need arose. See **Exhibit 44**.

Systems Failures

89 Having reviewed the available evidence as detailed in this statement and the statement dated 29th April 2016, the HSCB accepts the following failings:

90 At times record keeping was not good enough. The following occasions are noted:

- a. There was a failure by the Chief Welfare Officer to record the outcome of the investigation of complaints in 1971 and the reason for that decision.
- b. In early 1976 there was a failure to make any written record regarding information reported to the Hollywood Road sub-office, and passed to Residential and Daycare Management at District Headquarters. The absence of such a record likely influenced the subsequent failure to investigate the information in any way, see paragraphs 86 and 88 of the statement dated 29th April 2016;
- c. There ought to have been a formal record of the Board's engagement with police after March 1976, see paragraph 102 of the statement dated 29th April 2016;

- d. Monthly reports completed by the visiting Social Worker pursuant to the 1975 Direction were completed en bloc and on occasions were submitted late, see paragraph 72 of this statement above. They also did not contain relevant information to allow the Eastern Board to be fully appraised of developments occurring with the hostel in late 1977, see paragraph 120 of the statement dated 29th April 2016;
91. At times there was no communication to ensure the relevant personnel had access to full and proper information regarding the Hostel and issues arising in relation thereto. The following occasions are noted:
- a. Upon taking up post as Children's Officer in 1971, with a statutory responsibility to visit Kincora, Mr Bunting was not provided with "the Mason File" and was not, therefore, fully appraised of the two complaints that had been investigated in 1967 and 1971. The retention of the file by Mr Mason resulted in a breakdown in the dissemination of information about complaints against Mr Mains to staff with a direct role in management and monitoring the Hostel. It was 'regrettable that [Mr Mason] does not appear to have made Mr Bunting [Children's Officer] and Mrs Wilson [Assistant Children's Officer] fully acquainted with the complaints known to him by referring the "Mason file" formally to them in writing in view of their management responsibility for the hostel". See paragraph 45 of the statement dated 29th April 2016;
 - b. The information received by way of anonymous telephone call on 23 January 1974 ought to have been shared as follows:
 - i. with the police, see paragraphs 57 and 59 of the statement dated 29th April 2016;
 - ii. with the Board, see paragraph 58 of the statement dated 29th April 2016;
 - c. In March 1974, there was a failure by police to share relevant information about allegations against a member of staff with the

Eastern Board. This was however outwith the control of the HSCB's predecessor;

- d. In May and September 1974 there was a failure to share information about a complaint by fieldwork staff in the North and West Belfast District with Residential and Daycare Management in the East Belfast and Castlereagh District, who had line management responsibility for Kincora, see paragraphs 69 and 71 of the statement dated 29th April 2016;
- e. In 1975 there was a failure to report rumours heard about staff at the hostel to Residential and Daycare Management in the East Belfast and Castlereagh District, who had line management responsibility for Kincora. This in itself would have been unlikely to prevent or detect abuse, but knowledge of it might have influenced their response to future information. See paragraphs 83 and 84 of the statement dated 29th April 2016;
- f. In early 1976 Ms McGrath failed to pass information that she had received from the Holywood Road sub-office to the District Social Services Officer, see paragraph 88 of the statement dated 29th April 2016;
- g. Between October 1973 and 1976 there was a lack of information shared from the District to the Eastern Board as to serious allegations made against a member of residential staff. This was particularly the case in March 1976 when despite information being received by the District from the Board, there was not a flow of information from the District to allow the Board to be fully informed, see paragraphs 97, 99 and 100 of the statement dated 29th April 2016;
- h. The information provided to the Director of Social Services by police in March 1976 ought to have been communicated confidentially to the Chairman of the Personal Social Services Committee and the Board.

Given the seriousness of the matter the information ought also to have been shared with the Department of Health. See paragraph 103 of the statement dated 29th April 2016;

- i. The manner of recording of the monthly social work visitor reports in late 1977 hindered communication of matters arising with the Hostel from the District to the Board. Further no other form of communication was undertaken to advise the Eastern Board of the issues arising at that time in relation to R18 and R20. See paragraphs 120 and 132 of the statement dated 29th April 2016;

92. Systems to implement statutory monitoring of the Hostel were underdeveloped, specifically:

- a. The role of the visiting Social Worker under the 1975 Direction and the information that ought to be contained within reports provided, see paragraph 120 of the statement dated 29th April 2016;
- b. There was a “considerable time-lag” between October 1973 and mid 1974 before the members of the Personal Social Services Committee were given guidance on their statutory duties under the 1952 SR&O, see paragraph 66 of this statement above;

In identifying the specific failings detailed above, the HSCB considers that in and of themselves many would not have been capable of preventing or detecting the homosexual abuse that occurred in Kincora Hostel. Detailed analysis of this issue was undertaken during the Hughes Inquiry, whose findings are detailed in the HSCB's statement dated 29th April 2016. The exceptions to this are the two occasions, in 1967 and 1974, where a referral to police ought to have been made. However even in this respect, and as found by the Hughes Inquiry, whether that would have resulted in a full investigation, or an uncovering of the abuse that was occurring in Kincora, would be a matter of conjecture. See HIA 729, para 3.119 (1967), HIA 769, para 4.47 (1974).

Statement of Truth

I believe that the facts stated in this witness statement are true.

Signed

A handwritten signature in purple ink, appearing to read 'Lyn Adams', is written over the 'Signed' label.

Dated 23 May 2016

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

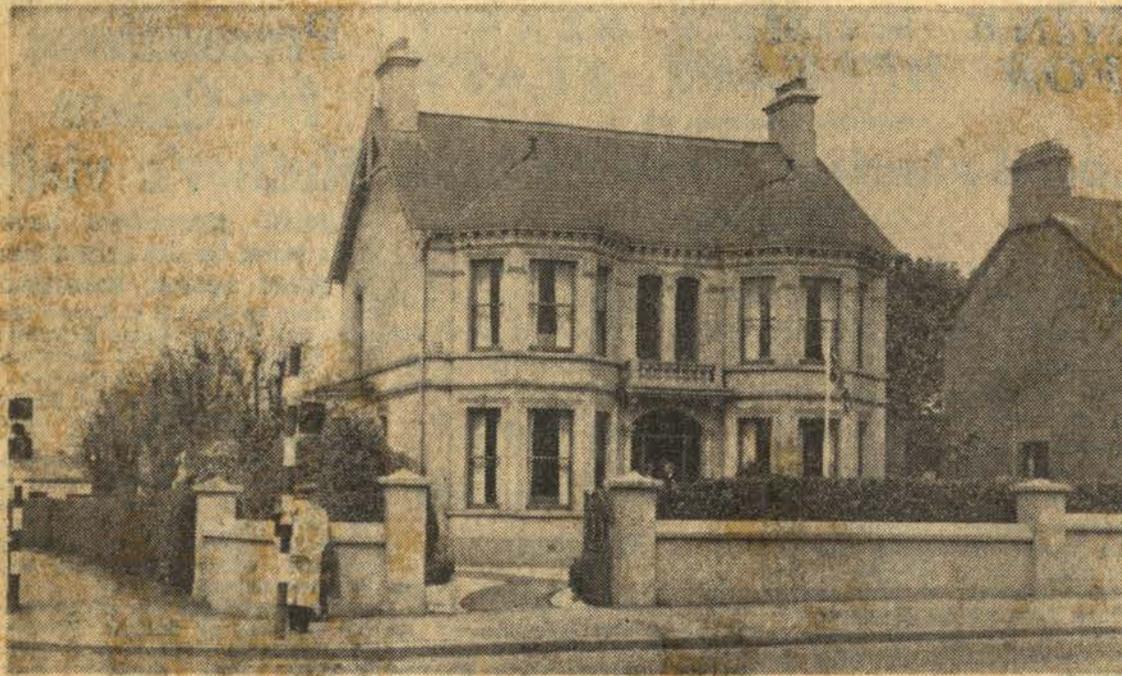
The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 1

Belfast News-Letter 7th May, 1958.



Kincora, Upper Newtownards Road, which was opened yesterday as a working boys' hostel.



The Lady Mayoress (third from left), who opened the boys' home, receiving a bouquet from Councillor Dorothy Williamson. Also in the picture are—Councillor A. T. Hull (right) and Councillor J. Dixon (left). Behind are Mr. J. K. Magee (right), Welfare Officer, and Mr. J. Mains (warden).

First home for working youths opened

The first residential hostel in Northern Ireland to be established by a statutory body for working youths who have no homes of their own and find difficulty in securing lodgings was opened yesterday by the Lady Mayoress of Belfast (Mrs. Cecil M'Kee) on behalf of Belfast Corporation Welfare Committee.

The home—"Kincora"—situated at 236, Upper Newtownards Road, is the fifth home which the committee have opened for young people. The boys who stay there will be encouraged to attend further education and night classes and to take part in the running of the home.

Mrs. M'Kee said that when young people came into the city to work or train, they often got into the wrong places and subsequently fell into bad habits. Homes such as that would give them an opportunity to take the first major step in their lives in decent conditions and with the knowledge that there would be someone at home who was interested in their problems and always available for friendly guidance.

She knew that the only reward that Councillor Fair and his committee sought was that those who used the hostel would by their character and achievements bring honour and renown to Kincora.

Lasting influence

"I hope," Mrs. M'Kee concluded, "that Kincora will be to the residents a true home in every sense and that its influence on their lives will be a lasting one for good."

The deputy chairman of the Welfare Committee, Councillor James Dixon, presided at the ceremony in place of Councillor Fair, who was indisposed. The dedicatory prayer was said by the Rev. Eric J. Mason, and a vote of thanks was proposed by Councillor Arthur Hull. Councillor Dorothy Williamson presented a bouquet to the Lady Mayoress.

The hostel, which was purchased at a cost of £3,200 and renovated at a cost of a further £2,000, has accommodation for nine residents at a time. There is a sitting room for general use, and an additional reading and study room. The garage and out-houses will be used eventually for handicrafts. It is hoped that the residents will eventually find suitable lodgings of their own and lead a normal life in the community.

While in the home they will contribute from their wages to help with the upkeep. The minimum age will be 15, and the boys will be under the care of a warden. It is hoped that if the experiment is successful additional hostels will be opened.

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 2

EASTERN HEALTH AND SOCIAL SERVICES BOARDCONFIDENTIALMEMORANDUM

From: The Director of Social Services.....

To: The District Social Services Officer.....
(East Belfast and Castlereagh District.)

Ref. ESG/KL

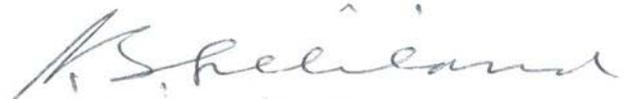
Ref.
Copy: Miss L.M. McGrath, P.S.W.21st July, 1980. *Sub*Kincora Boys' Hostel

The Personal Social Services Committee agreed at the meeting on 10th July, 1980 to recommend to the Board the phasing out of Kincora Boys' Hostel and to receive at the next meeting of the Committee proposals in relation to alternative use of the premises.

In the meantime I should be glad if you could now let me have the detailed arrangements for the phasing out of the use of this facility and a full submission on the proposed alternative use.

Mr. Bunting will be available to discuss any proposals following his return from annual leave on 11th August, 1980.

Your memo of 9th July, 1980 refers.



Director of Social Services

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 3

PERSONAL

Mr. C.W. Scoular,
 District Social Services Officer.
 9/E.1.
 CWS/MR.

1st October, 1980.

Copy:

Mr. E.S. Gilliland,
 Director of Social Services.

-

Mr. P. Gibson, S.S.W.
 Miss L.M. McGrath, P.S.W.
 *Mr. R.J. Pitt, D.A.O.

Kincora Boys' Hostel

I wish to inform you that all the boys who were recently resident in Kincora have now found alternative accommodation and the Hostel has been emptied.

Arrangements have been made for the domestic and catering staff to be redeployed and my temporary staff will now proceed to their new posts.

I should be glad if you would inform the Chairman and the Area Executive Team accordingly.

DISTRICT SOCIAL SERVICES OFFICER

* Mr. Pitt - Please inform Miss J. Cameron and Miss S.P. McMurray and ask them to redeploy the ladies as quickly as possible. Miss McMurray has already done this I think but Miss Cameron would need now to move more quickly than she originally thought.

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 4

CONFIDENTIAL

Opened by Belfast Welfare Authority on 6th May, 1958. It was established for working boys aged 15 - 18 years who were in care but could be used to accommodate boys up to 21 years of age. Occasionally younger boys were accommodated for short periods in the hostel if an older brother was there or there were no vacancies in other Children's Homes.

STAFF

Mr. Mains was Officer in Charge of the Hostel from it opened until he was suspended from duty in 1980.

Mr. Semple - Deputy from 1964 - 1966 and from 1969 until he was suspended in 1980.

Mr. McGrath - Housefather from June 1971 until he was suspended in 1980.

Mrs. McCullough - was domestic at the Hostel from 13th July 1958 until it closed in 1980.

Mrs. Smith - was domestic at the Hostel from 15th November 1966 until it closed in 1980.

None of these staff ever made any complaints against other staff members.

For a few years in the 1960's (possibly 1967, 1968) Mr. Mains was the only care staff member due to the difficulties of recruiting residential staff.

Kincora was brought to the public attention on 24th January, 1980 by a reporter, Mr. McKenna for the Irish Independent newspaper.

R.U.C. began an intensive investigation following this newspaper report - Investigation covered the period 1963 - 1980.

186 boys accommodated in Kincora during this period

104 traced and interviewed

33 complained to R.U.C. that they had been sexually molested while at Kincora.

21 charges brought against Mr. Mains

24 charges against Mr. McGrath

4 charges against Mr. Semple

These charges related to 18 boys.

1 boy 14 at the time of the offence

5 boys 15 at the time of the offence

7 boys 16 at the time of the offence

2 boys 17 at the time of the offence

2 boys 18 at the time of the offence

2 boys 19 at the time of the offence

First complaint re. Mr. Mains by two boys in September, 1967. Mr. Mains put his hand down a boy's pants. Supervised a boy bathing. Mr. Mains got drunk a weekends. Investigated by Mr. Mason, City Welfare Officer and Mr. Moore, Children's Officer. Information forwarded to Town Clerk. Mrs. Wilson, Homes Officer and then Assistant Children's Officer made aware of these complaints.

Second complaint in August, 1971 re. Mr. Mains by a boy aged 18½. Letter sent to Mr. Moore, Children's Officer and to Mrs. Robinson, boy's Social Worker in West Belfast Division, who forwarded it through her Senior Social Worker, Miss Nicholl, to Mr. Mason, City Welfare Officer.

(Mr. Moore had left Belfast Welfare Authority in May/June 1971 to take up the position of Deputy County Welfare Officer with Down County Welfare Department.)

Alleged that Mr. Mains had asked him to rub his back with some cream. He went to Mr. Mains bedroom to do this. He was concerned about the sexual behaviour of another boy he was sharing a room with. Mr. Mains suggested that he sleep with him. He got into Mr. Mains' bed. Didn't remove his pants. Mr. Mains made improper suggestions to him. He got out of bed and went to his own bedroom. This incident happened in 1969

The boy had continued to reside in the hostel following it and had no further complaints during this period. He was making the complaint on leaving the hostel.

Mr. Bunting was Divisional Welfare Officer for West Belfast and was told about the letter by Mrs. Robinson and Miss Nicholl when he arrived back from holidays.

Mrs. Wilson, Assistant Children's Officer, is of the opinion that she was on holiday when the complaint was received. The complaint was investigated by Mr. Mason, City Welfare Officer, Mr. McCaffrey, Assistant Children's Officer and Mr. Johnston, Deputy Town Clerk.

Mr. Mason sent a memo to the Town Solicitor on 25th August, 1971 indicating that there seemed to be sufficient grounds to consider referring the matter to the R.U.C.

Mr. Bunting took up post as Children's Officer for Belfast Welfare Authority in October, 1971 and was given to understand that the matter had been satisfactorily dealt with by the City Welfare Officer. Mrs. Wilson continued to supervise the hostel and was aware of the complaints.

This complaint arrived at the time of internment in August, 1971 and Welfare staff were involved in dealing with the aftermath of civil unrest arising from internment.

Around June, 1973, Mr. Mason retired from the service and gave Mr. Bunting two files which he had been holding personally. These files contained information on complaints dealt with by Mr. Mason in regard to Kincora Hostel and Ettaville Hostel for Girls. Mr. Mason was clearing his desk at this time. These files were regarded as dead files.

Mr. Bunting was appointed to an Assistant Director of Social Services post with the Eastern Health and Social Services Board and brought these files with him.

Mrs. Wilson was appointed to a Principal Social Worker post for the residential and day care services in East Belfast and Castlereagh District and continued to supervise Kincora Hostel.

In January 1974, there was an anonymous telephone call to Mr. McKay, Senior Social Worker in the Holywood Road Sub-District Office of East Belfast and Castlereagh District alleging that Mr. McGrath was a homosexual. Mr. McKay 'phoned the District H/Q and spoke to Mr. Todd, Assistant Principal Social Worker. Mr. Todd informed Mrs. Wilson, Principal Social Worker, who investigated. The allegation was put to Mr. McGrath, who denied it and explained that some people were trying to make trouble for him because of his involvement in politics. This was the time of the upsurge of U.D.A. activities.

The local R.U.C. had received a similar allegation at this time about Mr. McGrath. Mrs. Wilson reported this allegation and investigation to Mr. Scoular - but it was not reported to Mr. Bunting or Mr. Gilliland.

In May 1974, there was a complaint from the mother of a 14 year old boy, called **R 15**, who was accommodated in the hostel for a short period with an older brother, that Mr. McGrath had groped him on two occasions. This boy had been placed in the hostel by Social Workers ^{from} ~~xx~~ North and West Belfast District. The mother complained to the Social Worker, Mrs. Grey, in the Shankill Office, West Belfast. Mrs. Grey discussed the complaint with Mr. Mains and was assured that the complaint was unfounded.

In September 1974, [REDACTED] complained again. Complaint discussed with Mrs. Grey and her Senior Social Worker, Mr. Orr.

It was decided to discharge the boy from the hostel.

These complaints were not reported to senior management in North and West Belfast District or East Belfast and Castlereagh District or to Mr. Bunting or Mr. Gilliland.

In February 1976, Detective Constable Cullen called to see Mr. Bunting. He said that he was investigating allegations that Mr. McGrath was involved in para military activities and homosexual activities. This was a confidential investigation which could involve prominent people in the community and he was reporting directly to Assistant Chief Constable Meharg.

His informant wished to remain anonymous and was an ex-Queen's student who knew Mr. McGrath. He asked if there had been any complaints about Mr. McGrath.

Mr. Bunting indicated that there were no complaints regarding Mr. McGrath to his knowledge but that he would have to check this.

D.C. Cullen then asked if there were complaints about other staff in the hostel and mentioned Mr. Mains. Mr. Bunting recalled the Mason file and made D.C. Cullen aware of it. D.C. Cullen asked if he could have a copy and Mr. Bunting indicated that this would probably be alright but he would have to discuss it with Mr. Gilliland, Director

of Social Services. D.C. Cullen also requested a list of boys who had been discharged from the hostel since Mr. McGrath's appointment to ascertain whether Mr. McGrath was keeping in contact with these boys or involving them in his activities.

Mr. Bunting stressed to D.C. Cullen the need for the Board to take action should he have any evidence that Mr. McGrath's activities involved boys in the hostel. He was assured by D.C. Cullen that there was no information or evidence on which to act at that point in time.

Mr. Bunting informed Mr. Gilliland of the Mason file and the discussion with D.C. Cullen. It was agreed that a copy of the file would be given to D.C. Cullen and that the investigation would be discussed with Mr. Scoular and a list of boys obtained from him.

Mr. Bunting subsequently arranged a meeting with Mr. Scoular and informed him of the investigation and the Mason file and gave him the file. Mr. Scoular confirmed that there had been no complaints about Mr. McGrath.

A copy of the file had been taken to give to D.C. Cullen and Mr. Scoular supplied a list of boys.

Mr. Gilliland and Mr. Bunting subsequently met D.C. Cullen in Mr. Gilliland's office in March 1976 and handed him the file and list of boys.

Both Mr. Gilliland and Mr. Bunting stressed the need to be informed immediately if any information or evidence came to light regarding Mr. McGrath's activities which would enable action to be taken.

From 1976 on, Mr. Bunting kept in contact with D.C. Cullen by telephone. D.C. Cullen continued his investigations and was off ill for a period which delayed this. Eventually in 1978, Mr. Bunting was informed by D.C. Cullen that he had reported to Mr. Meharg, Assistant Chief Constable, but that his informant was not able to substantiate his information and there was no evidence on which to take action.

During this time, Mr. Bunting kept Mr. Scoular and Mr. Gilliland informed and on a number of occasions, Mr. Scoular contacted Mr. Bunting to find out how the Cullen investigation was proceeding.

In October 1977, a 15½ year old boy, **R 18**, alleged to his Social Worker, Mrs. Hyland (Down District) that Mr. McGrath had embraced him and engaged in long discussions about sex. This boy was thought to have been involved in homosexual activities before admission to the hostel.

Mrs. Hyland discussed this allegation with Mr. Mains and was not satisfied with his response. She then discussed it with Mr. Chard, Principal Social Worker (Fieldwork Services), Down District, and a report was forwarded to Mr. Higham, Assistant Principal Social Worker (Residential and Day Care), East Belfast and Castlereagh District, who was responsible for supervising the hostel at that time.

This allegation was reported to Mr. Scoular who discussed it with his management staff. It was not reported to Mr. Bunting or Mr. Gilliland.

In December 1977, Chief Inspector Sillery, Strandtown R.U.C. and Mr. Conway, Senior Social Worker, Rathgael Training School, expressed concern about Ritchie Kerr, 16 years old, who had been admitted to Training School from the hostel. Their concern centred on Ritchie's relationship with Mr. Mains. However, Ritchie would not admit that there was anything improper in their relationship.

They discussed their suspicions with Mr. Scoular. Miss Gogarty, Social Worker (North and West Belfast District) and Mr. Morrow, Senior Social Worker (North and West Belfast District) who were responsible for visiting Ritchie were also suspicious of the relationship and discussed it with Mr. Higham, Assistant Principal Social Worker, Miss McGrath, Principal Social Worker, and Mr. Scoular, the responsible management staff. Miss Gogarty and Mr. Morrow were told not to pursue it as an investigation was being carried out into Kincora. This was not reported to Mr. Bunting or Mr. Gilliland.

In March 1979, Mrs. Kennedy, a Senior Social Worker in North and West Belfast District wrote in a report for record purposes that Kincora could not be considered for the placement of a boy as there was a query whether the staff were involved in a circle of homosexuals. Mr. Blair, Principal Social Worker, (Fieldwork Services), North and West Belfast District, instructed Mrs. Kennedy to remove this from the report as there was no evidence on which to make such a statement. He discussed this with Mr. Sharpe, District Social Services Officer, (North and West Belfast District), who agreed that this statement should not be on record because of the lack of evidence to substantiate it. This was not reported to Mr. Bunting or Mr. Gilliland.

There were no other complaints or allegations made to staff of which we are aware and there were never any complaints made against Mr. Semple, the Deputy at Kincora Hostel.

On 24th January 1980, a report appeared in the Irish Independent newspaper alleging that the staff of Kincora were involved in homosexual activities and that there was a vice ring involving prominent people.

An investigation was undertaken by the R.U.C. involving a team of detectives headed by Chief Inspector Caskey. This investigation took almost two years to complete and covered the period 1963 - 1980.

The Sir George Terry enquiry into the handling by the R.U.C. of the investigation covered the same ground as the R.U.C.

BELFAST.

28th February, 1958.

Mr. Chairman, Ladies and Gentlemen,

Working Boys' Hostel.
236, Upper Newtownards Road.

The hostel will be used to provide accommodation for boys over compulsory school age, and particularly those whom it has not been possible to board out, i.e. those who may have a parent who wishes to visit, and any who are rather difficult socially.

These boys would normally pass out of care on attaining the age of 18 years, but it may be necessary to permit some to remain in the hostel until they are 21. In these circumstances the necessary approval will be sought from the Ministry of Home Affairs.

On admission a resident will be given a copy of the rules which will be as undernoted :-

- (a) All the boys will be expected to co-operate with the warden in the successful running of the hostel.
- (b) They will be expected to assist in the day to day running of the hostel in bed-making, dish-washing and in an evening rota system of domestic duties which from time to time arise.
- (c) They will be encouraged to attend evening classes in respect of further education and in particular those in connection with their apprenticeships.
- (d) They will be encouraged to attend religious service in accordance with their own faith.
- (e) They will bath weekly or more regularly if their trade or occupation so demands, and the highest standard of cleanliness will only be acceptable in the hostel.
- (f) They will require to be in the hostel at 10.45.p.m. except when permitted to be later with the warden's permission and knowledge of their whereabouts on such an occasion.
- (g) They will be encouraged to save and provide clothing for personal needs.
- (h) Efforts will be made to find suitable employment on behalf of the residents.
- (i) No alcohol or spirits will be permitted on the premises and anyone found with such, or under the influence, severe disciplinary action will be taken.
- (j) A reading cum study room will be provided on the second floor, and the garages utilised as handicraft rooms.
- (k) All pay packets will be given to the warden and each resident will contribute $\frac{3}{5}$ ths of his income towards his maintenance and the balance will be equally divided between pocket money and a clothing account, but a minimum of 5/- pocket money will be paid. If a resident urgently requires clothing on admission then this should be provided. If a person is not receiving any statutory benefit or is unemployed then they will receive pocket money at the rate of 5/- per week.

(m) The boys will be encouraged to bring their friends to visit them in their hostel.

I am, Mr. Chairman, Ladies & Gentlemen,
Your obedient Servant,

Arul Raju
Welfare Officer.

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 5

Eastern Health and Social Services Board



East Belfast and Castlereagh District

Purdysburn Hospital, Saintfield Road,
Belfast BT8 8BH
Tel.: Belfast 649191

District Social Services Officer:
Clive W. Scoular, Cert.S.W.

our ref:

your ref:

KINGCORA

DATE OF BIRTH

DATE ADMITTED

23-10-56 -18
 26-10-59 -15
 16-1-61 -13
 17-7-57 -17
 21-4-60 -14
 6-1-60 -14
 1-6-58 -18
 21-1-58 -16
 5-10-57 -17
 26-6-60 -14
 26-6-60 -14
 21-2-58 -16
 20-1-60 -14
 22-7-58 -16
 24-8-58 -16
 23-6-58 -16
 3-1-65 -9
 25-11-65 -9
 -3-67 -7
 4-8-67 -8
 16-12-58 -16
 22-7-64 -11
 12-5-66 -9
 12-5-66 -9
 12-6-81 -14
 13-1-59 -16
 28-5-59 -16
 14-1-59 -16
 10-6-60 -15
 29-3-59 -17
 23-9-60 -16
 30-8-61 -15
 11-5-62 -15
 18-5-62 -15
 28-7-63 -14
 29-8-61 -16
 14-10-61 -16
 3-5-61 -16
 13-6-65 -12
 5-10-66 -11
 3-6-64 -13
 16-12-62 -15
 19-4-62 -15

15-2-74 -A
 21-2-74 -A
 2-5-74
 17-6-74
 17-6-74
 6-7-74
 6-7-74
 24-7-74
 13-8-74
 15-8-74
 15-8-74
 6-10-74
 15-10-74
 21-10-74
 26-11-74
 2-12-74
 16-12-74
 16-12-74
 16-12-74
 25-3-75
 28-3-75
 28-5-75
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 28-5-75
 27-6-75
 25-7-75
 28-7-75
 3-9-75
 4-9-75
 25-5-76
 21-6-76
 12-10-76
 24-5-77
 16-5-77
 19-5-77
 3-10-77
 26-7-77
 15-8-77
 6-10-77
 6-10-77
 6-10-77
 16-10-77
 19-10-77

Age 16 & over -16 . Age 13 - Under 16 -14
 Age 15 & Under 16 -7 Under 13 -9 TOTAL 43

23
 16
 39

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 6

Seen 26/9
26/9/79

KIN-1134
Eastern Board/Adapted
(East Belfast & Castlereagh Dist)

Report on: Kincora Boys' Hostel
236 Upper Newtownards Road
Belfast BT4 3EU
Telephone: Belfast 657838

Client Group: Boys, normally of working age, who are in the care of the Board.

Date of visit: 20 June 1979.

1. General Design Features

1.1 Outside

Siting: The Hostel, opened in 1958, is a pleasant, large detached house situa on the corner of the junction between Upper Newtownards Road and North Road. Apart from a small, inconspicuous sign at the front door indicating it is Board property there is no other indication that it is a young persons' facil. An annexe containing a double bedroom, bathroom and toilet for the use of the Officer-in-Charge was built in 1967.

Size: There is a reasonably sized garden on three sides of the Hostel with mature trees and flower beds. Maintenance and planting of the garden is undertaken by the Parks and Cemeteries Department of the City Council!

General Appearance

1.2 Inside: The accommodation is very well maintained, pleasant; clean, comfortable, with carpeted floors.

1.3 Areas: Sleeping accommodation is provided in three large bedrooms on the first floor with three modern low divans in each room. This arrangement does not provide the extra privacy which older children should have.

2. -

3. Maximum Capacity: 9 boys. The Hostel formerly accommodated 11 residents, but with the discontinued use of the attic accommodation the number was reduced to 9.

4. Number of places occupied on date of visit: 9

5. Age range for admission: 16-18 years

6. Age range of residents on day of visit: 15-17½ years

7. Aim and regime of the Hostel: To prepare adolescent boys who are shortly to leave the care of the Board for independent living and to offer them, as far as possible, a way of life similar to that in a normal, flexible, well supervised home.

8. Meals:

Breakfast: 7.00 am - 9.30 am
This meal is served by staff up to 8.00 am
After 8.00 am residents prepare their own breakfast.
Lunch: 12.30 pm - 1.00 pm
Dinner: 6.00 pm
Supper: Up to 11.00 pm

9. Arrangements for Health Service: The appointed Medical Officer is Dr Hamilton, Hollywood Road, with whom the residents are registered. Residents choose their own dentists.
10. Arrangements for storage and administration of medicines and first aid equipment: Medicines and first aid equipment are kept in a cupboard in a locked food store. First aid needs are available from the Ulster Hospital, Dundonald.
11. Arrangements for the supply of aids and appliances: -
12. Other Services: -
13. Transport arrangements: Public transport is convenient. The Hostel has a supply of bus tickets.

A Board minibus can be made available from time to time for outings.
14. Incentives and Payments: -
15. Personal allowances/Pocket Money: In the absence of the officer-in-charge the information given by the member of staff whom I met, Mr W McGrath, was somewhat vague. Boys contribute about £8 to £9 per week on a sliding scale towards their maintenance and retain the remainder of their wages. They are encouraged to have a bank saving account. Those residents who are attending school appear to receive a pocket money allowance similar to that included in boarding-out allowances.
16. Personal clothing: Order forms are used and residents have to make their purchases at one supplier currently located in Finaghy and are accompanied by a member of staff. Laundering is done by hostel staff.
17. Residents' activities: Mainly watching television; some interest in chess and monopoly. Mr McGrath said that while residents formerly stayed in and made rugs or were involved in woodworking, they are now more likely to spend their evenings outside the hostel at discos etc. He likened the hostel to a comfortable hotel.
18. Community services provided from the hostel: -
19. Day care arrangements: -
20. Arrangements for social work support: Boys are visited regularly by their social workers. Reviews are held, on average, every three months. There is regular contact between the officer in charge and Mr G Higham, AFSW, at District Headquarters, usually by telephone.
21. Statutory records: I found the register of admissions and discharges satisfactorily kept.
22. Arrangements for visitors: Visitors are welcomed but there is no overnight accommodation available. There appears to be few boys who contact the hostel after they leave and Mr McGrath referred to the marked lack of interest in and contact by the boys with their families.
23. Voluntary helpers: -
24. Fire precaution arrangements: Mr McGrath said that there had been a fire drill within the past two months. The Fire Authority supervised a fire drill carried out in November 1978 when all fire appliances were inspected.

25. Administration and staffing: Mr J Maina, officer-in-charge, has been in post since the hostel opened 21 years ago. He lives in. He has two assistants:-

Mr W McGrath in post for 8 years

Mr R Semple in post for 9 years

In addition, there are two domestic assistants on a shift system to cope with cooking and cleaning.

None of the caring staff has had appropriate training.

26. Additional information: I was struck by the absence of evidence of hard usage of the premises and the presence of personal possessions/pin ups in the bedrooms.

The teaching of independence skills and acquiring a general capacity to cope with issues in daily living is most important in such a setting. I doubt that there is any systematic instruction in 'Kincora'. If all or nearly all the domestic and social needs of the adolescent are being met by the adults around him, he is actually being taught to be dependent.

Three of the residents are soon to leave the hostel. It is encouraging to learn that finding employment for the boys is not a problem.

Boys are required to be in by 11.00 p.m. unless they have obtained a late pass.

27. Items drawn to the attention of:

(a) Unit supervisor

(b) District Social Services Officer - I plan to discuss District policy on preparation of young people for independent living in the Hostel with Mr Scoular following my visits to all three facilities in the District which provide residential care for adolescents.

J. L. O'Kane

J L O'Kane
Social Work Advisory Group

29 August, 1979.

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 7

EASTERN HEALTH AND SOCIAL SERVICES BOARDMEMORANDUMFrom: ...The Director of Social Services.....To: ...The District Social Services Officer....
EAST BELFAST & CASTLEREAGH DISTRICT.

Ref. ESG/PK.

Ref.

CONFIDENTIAL.

4th March, 1980.

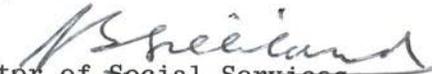
Kincora Boy's Hostel.

As agreed at our meeting this morning, I would ask you to take action in accordance with the Social Work Staffs Joint Council Terms and Conditions of Service, Page 120, para.6, headed "Precautionary Suspension pending a decision" which reads as follows:-

" In special circumstances, precautionary suspension may be imposed immediately by the Disciplinary Authority pending formal investigation of the alleged offence or pending the outcome of an appeal. In all such cases the officer should continue to receive his full normal remuneration even though in some cases suspension may necessarily be for a period which cannot be determined in advance."

This action is necessary as the Police enquiries now involve allegations made against members of staff of the Hostel, and it is considered that the action to institute precautionary suspension of the 3 senior staff is in the best interests of the staff themselves, the young persons in the Hostel, and the Board.

Please make the necessary arrangements for the on-going day to day running of the Hostel, and let me have details of these arrangements.


Director of Social Services.

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 8

9/11
c/d. 1/3/58. *ew salary*

HISTORY SHEET

KIN-1140

Date	REPORT	Initials of Officer
29.11.55	Appointment of Mr. J. Mains recommended as Warden at Park Lodge, subject to Ministry approval.	<u>151</u>
9.1.56	Commenced duty 1 st Jan. 1956.	
9.1.56	W.O. reported that Mr. J. Mains had taken up duty on 1 st instant	
26.6.56	Special leave without pay granted for a period of one week to allow Mr. J. Mains to attend the Royal Review of the St. John Ambulance Brigade at Southsea, Hants.	
21-8-56	Re retention of services.	
	XXXXXXXXXXXXXXXXXXXX	
19-2-57	The W.O. reported that Mr. J. Mains had been given unpaid leave from 10 th till 17 th Feb 1957, and, subsequent to the closing down of Park Lodge, had been transferred on 18 th Feb. 1957 as male attendant at Abbeydore.	
26.11.57.	Appointed <u>Warden, Bay's Hostel</u> subject to various conditions	138
4.3.58	Letter to min 26.11.57 - J. Mains took up duty on 1 st March 58. Recommended emols be valued provisionally for super at £100 pa. also that he be paid 15/- per week whilst providing own food.	
10.6.58.	Letter to minute 4/3/58. J. Mains ceased providing own food as from 10 th May 1958.	
3.8.60.	Approved payment of travelling expenses to Burham-on-Sea.	
25.10.60.	Recommended to attend Refresh Course at Keeley Ryfle College, Manchester from 16 th till 27 th January 1961.	
25.6.68	L/P. C/mttee agreed to Honorarium of £100 subject to approval of Min of Home Affairs	363
29.4.69	Recommended honorarium £125 in lieu of 147 days leave. <i>P. 12.5.69.</i>	376

Adm. 47/111/57

KIN-1141

Form G3

BELFAST COUNTY BOROUGH WELFARE COMMITTEE

2.



APPLICATION FOR APPOINTMENT

as

WARDEN - WORKING BOYS' HOSTEL

Application of

Name *Joseph Wainor*

Address  *Belfast*

This form, filled up by the Candidate, must be returned to the
Town Clerk, City Hall, Belfast, not later than

..... 11th November, 1957

Name in full

Joseph Haines KIN-1142

Present Address



Age at 1st December, 1957.
(Birth Certificate to be furnished
on Appointment)

Years Months
28. *5.*

Single or married

Single

Nationality

British

Qualifications, with dates

*Warden. Park Lodge Boys' Home
from 1st Jan., 56 to Feb. 57.
Cadet Superintendent St. John
Ambulance Brigade. (Appointed 2nd Aug 49)
Male Nurse. Trenchyburn Hospital 7 years.*

Experience in the running of a
Children's Home and the care of
boys in the age group 14 - 21 yrs.

*Appointed as Resident Warden to
Park Lodge Boys Home (14 Months).*

Present position, with length of
service, salary, etc.

*Male Attendant - Abbeydene, Old
Peoples Home. (nine months)
Weekly pay £8.7.9*

Previous appointments with salary
(if any)

Male Nurse

If you are a resident in the area
within which the Corporation are,
for the time being, Authorised to
supply Gas or Electricity, state how
long you have resided in this area.
(Date and Years)

28th from 31/7/29

Have you been rejected on medical grounds for Life Insurance, or for service in the Armed Forces, or for appointment to Civil Service or Local Government service

No.

Give particulars (if any) of Service with H.M. Forces

None

Are you a relative of any member of the Belfast Corporation?

No.

Testimonials attached from
(These should be copies only as they will not be returned)

*Belfast Ropework Co., Ltd.
Park Parade School
Turdysburn Hospital
St. John Ambulance Brigade.*

Date on which candidate, if appointed, could enter upon the duties of the office

Within 7 days. (Welfare Employee)

Give any additional information which the candidate may wish to give in support of his application

Signed

J. H. Cairns

Date



Commissioner
Brigadier T. W. DAVIDSON, M.B.
Deputy Commissioner
Brigadier R. J. C. BROADHURST
District Surgeon
GEO. GREGG, M.D., F.R.C.P.,
D.PH. MED.

The Grand Priory in the British Realm
of the

Venerable Order of the Hospital of St. John of Jerusalem.

AMBULANCE DEPARTMENT

The St. John Ambulance Brigade

NORTHERN IRELAND DISTRICT.

AMBULANCE CADETS

District Officer Ambulance Cadets - Mr. C. MURRAY, 92 Orangefield Crescent, Belfast.

Deputy District Officer Ambulance Cadets - Mr. A. C. THOMAS, "Kilima," Currowreagh
Dundonald.

Area Cadet Officer - Mr. T. Slavin, 22 Egeria Street, Belfast.

4/11/57.

To whom it may concern

Mr. J. Mains is well known to be one of our most efficient members, having been in the Brigade about 13 years, and for the past 5 years has proved himself a most courteous, dependable, and highly respected Officer of our Youth Branch.

His long service has equipped him with the experience necessary for the discipline and training of youth, and his interests in their welfare, and further education, employment etc., has been most marked. Mr. Mains has not only ability to

inspire confidence but a deep religious, and moral sense of responsibility. It is with pleasure that I recommend him for the post he now seeks, and trust that he may have a successful candidature.

Chas. Murray
(District Officer Amb. Cadets.)

APPLICANTS FOR THE POSITION OF WARDEN WORKING BOYS' HOSTEL.

(Salary £350. x £20. - £450. p. annum plus emoluments).

Name.	Age.	M/S.	Experience in the control and management of a hostel and with working boys.	Present Employment.
[REDACTED]	59 8/12.	S.	None.	None.
[REDACTED]	32.	M.	None.	None.
Mains, Joseph, [REDACTED]	28 5/12.	S.	Warden in Park Lodge January 1956/February 1957, and that gained with voluntary organisations.	Male attendant, Abbeydene, £8.7.9. per week.
BM 3 [REDACTED]	31 2/12.	S.	Housemaster Macedon, Whitehouse 4 8/12 years. Youth Leader 3 years.	Housemaster, Dr. Barnardo's, £290, per annum.

BELFAST COUNTY BOROUGH WELFARE COMMITTEE

Conditions of Appointment of Warden at Working Boy's Hostel, Upper Newtownards Road, Belfast.

(accommodating approximately 9 boys)

1. APPOINTMENT

The appointment will be made by the Welfare Committee, subject to the approval of the Ministry of Home Affairs.

2. QUALIFICATIONS

Applicants must have had suitable working knowledge of the running of a children's home and preference will be given to a person having had experience in the care of boys in the age group 14 - 21 years.

3. SALARY

The salary attached to the office is £350 per annum rising by annual increments of £20 to a maximum of £450 per annum. The commencing salary within the scale will be determined according to the experience of the person appointed.

4. EMOLUMENTS

The position is a residential one with full board, lodging and laundry provided free of charge.

5. ANNUAL LEAVE

The person appointed will be entitled to annual leave of 21 days including statutory holidays. New entrants to the service are entitled to annual leave proportionate to the completed months of service up till 31st January following the date of entry, provided that no leave shall be taken until the officer has completed six months service.

6. SERVICE

The position is a full-time one and the person appointed shall devote his entire time to the duties of the office. The hours of duty will be a 96 hour fortnight (exclusive of meal times).

7. CONDITIONS AND TENURE OF OFFICE

The appointment will be terminable by either party giving one calendar month's notice expiring on the first day of any month. The conditions of service as prescribed from time to time by the Council for its Officers shall apply to the appointment.

8. DUTIES

- (a) To be responsible for the control and management of the hostel.
- (b) To attend to the general welfare of the boys living in the hostel.
- (c) To make contacts with reputable industrial firms which afford opportunities for apprenticeships.
- (d) To encourage the boys to have savings accounts.

- (e) To encourage the boys to attend evening classes pertaining to their trades.
- (f) To encourage the boys to develop any handicraft abilities in their leisure time.
- (g) To carry out any other duties which may from time to time be required of him.

9. GENERAL

The person appointed shall, if called upon, enter into an agreement setting out the terms of the appointment, and prior to taking up duty shall:-

- (a) Produce Birth Certificate,
- (b) Produce National Insurance Card,
- (c) Pass satisfactorily a medical examination by the Corporation's Industrial Medical Officer.
- (d) Make a Declaration of Allegiance to H.M. the Queen and the Government of Northern Ireland.

10. RETIREMENT

The retiring age under the Corporation's Grading Scheme for Officers is 65 years.

11. SAFEGUARDING OF EMPLOYMENT ACT (N.I.) 1947.

See attached.

12. SUPERANNUATION

The person appointed shall contribute to the Belfast Corporation Superannuation Scheme (in the case of a new entrant to the service, at the rate of approximately 6% of his remuneration).

The Corporation is empowered to enter into reciprocal arrangements with certain other authorities whose Superannuation Schemes are substantially similar to that of the Corporation, whereby service with those Authorities may be taken into account by the Corporation for superannuation purposes. Such arrangements have been made in respect of service with Local Authorities (both in Northern Ireland and Great Britain) and employment in the Northern Ireland Civil Service, and no doubt further similar arrangements with other Authorities will be made in due course.

13. CANVASSING

Canvassing in any form, oral or written, direct or indirect, will, if proved to the satisfaction of the appointing authority, disqualify a candidate for appointment, provided however, that the sending of copies of a candidate's application and testimonials to members of the Committee shall not of itself disqualify such candidate.

14. EX-SERVICE CANDIDATES:

Preference will be given to ex-Service candidates possessing the required qualifications, provided that the Committee is satisfied that such candidates can, or within a reasonable time will be able to, perform the duties of the post efficiently.

NOTE:

No accommodation can be provided for the children of applicants.

1211/-

6th December, 1957.

Sir,

I have to request the approval of the Ministry to the appointment by the Welfare Committee on 26th November, 1957. of Mr. Joseph Mains, "Allan" Comber Road, Belfast. to the position of Garden - Working Boy's Hostel, 236 Upper Newtownards Road, Belfast, at a commencing salary of £350 per annum plus emoluments, on the scale of £350 per annum rising by annual increments of £20 to a maximum of £450 per annum plus emoluments.

I enclose Mr. Mains' Application Form, etc. for the perusal of the Ministry and shall be glad to have these returned in due course.

I am, Sir,

Your obedient Servant,

The Secretary,
The Ministry of Home Affairs,
Stormont,
BELFAST.

TAW/RC

Telephone: Belfast 63210.
Telegrams: "Homaff." Belfast.

Any reply to this communication should
be addressed to

"THE SECRETARY"

and the following reference quoted:

T.524

Your ref: 1211/-



MINISTRY OF HOME AFFAIRS, **KIN-1149**
STORMONT,
BELFAST,
Northern Ireland.

24th December, 1957.

Sir,

I am directed by the Minister of Home Affairs to refer to your letter and enclosures of 6th December, 1957, and to convey the Ministry's approval to the appointment by the Welfare Committee of Mr. Joseph Mains, 'Ailsa', Comber Road, Belfast, to the position of Warden (resident) - Working Boys' Hostel, 236 Upper Newtownards Road, Belfast, at a commencing salary of £350 per annum, plus emoluments, on the scale of £350 per annum rising by annual increments of £20 to a maximum of £450 per annum, plus emoluments.

The Ministry should be informed in due course of the date on which Mr. Mains takes up duty.

... Mr. Mains's Application Form, etc., which were enclosed with your letter for the perusal of the Ministry, are returned herewith.

I am, Sir,
Your obedient Servant,

J. Miller
for Secretary

MINUTE 26.11.57

The Welfare Officer,
Belfast County Borough Welfare Authority,
16 College Street,
BELFAST.

KIN-1150

BELFAST CORPORATION INDUSTRIAL HEALTH SERVICE



To.....The Welfare Officer,.....

.....Welfare Department,.....

.....16 College Street, Belfast.

I have to report that the undermentioned has been medically examined with the result as shown:-

NAME.....Mr. J. Mains,.....

ADDRESS.....[REDACTED].....

DEPARTMENT.....Welfare.....

1. Fit for employment as.....Salaried Officer.....

2. Further investigation is required. Result will be notified at a later date.

. Unfit for employment as.....

REMARKS.....

Date.....10th December 1957.....

J. M. Mains
Industrial Medical Officer.

1st June, 1962.

Dear Sir,

I write in reply to your enquiry dated 24th May and have to state that Mr. Joseph Mains has been in the employment of this Department since January, 1956 when he was appointed as non-resident assistant to the Housemother of a small Home catering for 12 boys of school age. On the closing of this home in 1957 he was transferred to a home for old people as male attendant and was later in the same year appointed as Warden in charge of a newly-opened Hostel for 12 boys from 14 - 18 years of age, a post he is still holding.

His duties include the daily care and supervision of the boys in his charge, supervising their school work, finding them suitable employment, keeping their accounts and those of the Hostel and generally seeing to the running of the Hostel. He has an Assistant Warden and a housekeeper, both non-resident.

During Mr. Mains' time in this Department I have always found him a reliable and conscientious Officer, patient and understanding with the boys and pleasant to work with.

His interests I think lie mainly with the younger age group and he should be well able to cope with difficult boys as it is chiefly this type of lad who is accommodated at Kincora.

/-

1st June, 1962.

- 2 -

He has for some years run very successfully a group of St. John's Ambulance Cadets and has also taught the boys rug making and other handicrafts, (but he has no experience of academic teaching).

Apart from this I would think he would be quite suitable for the post for which he is applying.

Yours faithfully,

He has not a great deal of experience on the administrative side, having run Kinross single-handed with the help of the daily householders to post the domestic with post a few weeks ago when he let his house assistant down. He might experience some difficulty in administering a large unit with more staff.

Welfare Officer.

gjb

R. Jones, Esq., B.Com.,
Children's Officer,
1, Priory Road,
Dudley,
WORCS.

EEEDB/BJ.

26th September, 1963.

Dear Sir,

I write in reply to your enquiry dated 20th September and have to state that Mr. Joseph Mains has been in the employment of this Department since January, 1956 when he was appointed as non-resident assistant to the Housemother of a small Home catering for 12 boys of school age. On the closing of this home in 1957 he was transferred to a home for old people as male attendant and was later in the same year appointed as Warden in charge of a newly-opened Hostel for 12 boys from 14 - 18 years of age, a post he is still holding.

His duties include the daily care and supervision of the boys in his charge, supervising their school work, finding them suitable employment, keeping their accounts and those of the Hostel and generally seeing to the running of the Hostel. He has an Assistant Warden and a daily housekeeper.

During Mr. Mains' time in this Department I have always found him a reliable and conscientious Officer, patient and understanding with the boys and pleasant to work with.

His interests I think lie mainly with the younger age group and he should be well able to cope with difficult boys as it is chiefly this type of lad who is accommodated at Kincora.

/-

He has for some years run very successfully a group of St. John's Ambulance Cadets and has also taught the boys rug making and other handicrafts.

He has not a great deal of experience in the administrative side, having run Kincora single-handed with the help of a daily housekeeper and a part-time domestic, until a few months ago when he got his resident Assistant Warden. He might experience some difficulty at first in administering a larger unit with more staff.

Apart from this I would think he would be quite suitable for the post for which he is applying.

Yours faithfully,

Welfare Officer.

29/5

Mrs. B.J. Kahan, M.A. (Cantab.),
Children's Officer,
Oxfordshire County Council,
103, Banbury Road,
OXFORD.

EEEDB/BMcC.

9th January, 1964

Dear Mr. Mains,

I have now considered your absence from Kincora during the evening of Monday 6th, and the most unsatisfactory way in which my enquiries were answered, and having taken everything into consideration, have decided that I will not make a report to the Welfare Committee of the circumstances, provided I am not given cause for future concern about the administration of the Home.

Yours faithfully,

Mr. J. Mains,
"Kincora",
236, Upper Newtownards Road,
Belfast, 4.

HM/JW.

ADM/BD.

CONFIDENTIAL

23rd April, 1965.

Dear Madam,

Warden - Frobisher House

I have to state, in reply to your enquiry of 14th April, that Mr. Joseph Mains has been Warden of Kincora, our hostel for working boys, since it was opened in January 1956 and although lacking in previous experience of this kind of work has proved himself a thoroughly reliable and conscientious officer and a good friend to the boys. The hostel accommodates 12 boys and after the first few months has always been filled to capacity. It caters mainly for boys who are too young or too disturbed for placement in lodgings, but from time to time we have to accommodate short-stay boys who are temporarily homeless or destitute.

In addition to managing the hostel with full time daily domestic help Mr. Mains has been responsible for the day to day care of the boys, for co-operating with the Youth Advisory Service in seeing that they are placed in suitable employment and generally helping them to become independent. On occasions he has also been successful in placing quite a number in lodgings. He has a happy relationship with his boys and without being in any way a disciplinarian the boys respect him and usually keep in touch with him after their discharge.

There is one point on which his ability might not meet with your requirements and that is writing of reports which leaves a good deal to be desired, but there is no reason why he should not improve with experience as it is mainly academic ability that he lacks.

/...

Mr. Mains has had some experience with younger boys as well as with adolescents but seems to be most successful with small groups of the 12 - 16 age group.

I am confident that he would put his best into any position he was appointed to.

Yours faithfully,

Children's Officer

Miss B. E. Drake, Children's Officer,
London Borough of Tower Hamlets,
Children's Department,
Gem House,
Backchurch Lane,
LONDON E.1.

EEEDB/WMcQ.

WARDEN - KINCORA.*During*

From 1st June 1964 until 26th April 1968 Mr.Mains has been without the help of an Assistant Warden for a total of approximately 20 months (this does not include periods of sickness, for example, the last Assistant Warden was on sick leave from 11th December 1967 until he resigned on 19th January 1968).

Had an Assistant Warden been in post for this period, the cost to the Department, assuming that the holder of the post would have been paid no more than the minimum of the scale, would have been *approx* £873.

In the absence of an Assistant Warden, Mr.Mains, as the sole member of staff immediately responsible for the welfare of the boys resident in the Hostel, has had to be available on duty each day for the whole of 20 months. Consequently, he has not only been working under a considerable strain but has had to give service considerably in excess of what would normally be expected.

In the circumstances, I feel it would be appropriate to express appreciation of Mr.Mains' services by way of an honorarium and that this honorarium should be fixed at £100.

Subject to GP's approval.

[Signature]

Children's Officer.

21st May, 1968.

WELFARE DEPT.	
CWO..... <i>sh</i>	DCWO.....
AO.....	SDWO(W).....
CO.....	DWO(N).....
DWO(S).....	DWO(E).....
23 MAY 1968	
TRG.O.....	HHD.....
Su & A/cs.....	Est.....
A & R.....	Rec.....
Copy to	
File No.....	Filed by

[Handwritten note: see memo]

Est/1211/TAW

22nd July, 1968.

Dear Sir,

re: Honorarium - Mr. J. Mains,
Warden - Kincora.

The Welfare Committee on 25th June agreed that an honorarium of £100 be paid to Mr. J. Mains in view of the additional responsibility and additional hours worked as he has been without an Assistant for approximately 20 months in the period from June 1964 until June 1968.

The approval of the Ministry is requested to this proposal which is subject to adoption by the Council in September through the General Purposes Committee in August.

Yours faithfully,

GP. MINUTE 12/8/68

Deputy City Welfare Officer.

The Secretary,
Ministry of Home Affairs,
Children's Branch,
Stormont,
BELFAST,
BT4 3SU

TAW/PP.

KIN-1160

363



Government of Northern Ireland
MINISTRY OF HOME AFFAIRS

Stormont, BELFAST, BT4 3SU

Telegrams: Homaff, Belfast

Telephone: Belfast 63210

Any reply should be
addressed to:

THE SECRETARY

Our reference: EST/1211/TAW

26th July, 1968.

Your reference: T.C.751

Dear Sir,

I write with reference to your letter of 22nd July, 1968, and convey approval to the payment of an honorarium of £100 to Mr. J. Mains, Warden of Kincora Hostel. The Ministry hopes that the Welfare Authority will succeed in their efforts to fill the vacant Assistant Warden post.

Yours faithfully,

L. S. McCartney

MINUTE 25-6-68

GP. MINUTE 12.8.68

The City Welfare Officer,
16 College Street,
Belfast.
BT1 6BT

WELFARE DEPT	
AWO.....	DCWO.....
AC.....	SDWO(W).....
CO.....	DWO(N).....
DW.....	DWO(E).....
29 JUL 1968	
IRG.O.....	HHO.....
Su & A/cs.....	Est.....
A & R.....	Rec.....
Copy to	TE. CT. P.O. LGA H1
File No.....	Filed by.....

J.S.I./7/68
P.D.

ESTABLISHMENT
SECTION

5

WELFARE DEPT.

16 COLLEGE STREET

From City Welfare Officer

Ref. CH/ERM

To Establishment Officer

Date 4.4.69.

re Mr. J. Mains, Warden, Kincora

In May last year it was reported that Mr. Mains had been without the help of an Assistant Warden for 20 months during the period 1st June 1964 until 26th April, 1968. On 25th June 1968 the Welfare Committee agreed that the Council, through the General Purposes Committee, be advised to pay Mr. Mains an honorarium of £100. This was subsequently approved by the Council and the Ministry of Home Affairs.

Since April 1968 it has not been possible to appoint an Assistant Warden (see report appended). Apart from the period 11th August/2nd October, 1968, when an unqualified and inexperienced 'relief' was in post, Mr. Mains continued to cope unaided. He has been unable to take leave amounting to 47 days (including 26 days carried over from the previous leave year) in the leave year ended 31st March 1969 and it is unlikely that he will be able to take 68 days in the current leave year, were the 47 days to be carried over.

It is suggested that some recompense be made to Mr. Mains in part for foregoing 47 days leave and in part as recognition of his services during the period 27th April 1968 until the present time.

Payment in lieu of 47 days leave would amount to £123.12.4. (including £21.17.10. for emoluments). In considering an honorarium, account should be taken of the saving to the Committee of approximately £4.00 arising from the non-payment of an Assistant Warden's salary.

I shall be glad to have your views on this matter.

City Welfare Officer.



Our ref: Est/1211/TAW

9th May, 1969.

Dear Sir,

re: Honorarium - Mr. J. Mains
Warden - Kincora.

The Welfare Committee on 29th April recommended the Council through the General Purposes (Staffs) Sub-Committee to approve payment of an honorarium of £125 to Mr. J. Mains in lieu of 4.7 days' leave accrued and carried over to leave year ended 31st March, 1969, owing to the post of Assistant Warden being vacant the greater part of the past few years.

The enclosures indicate the position and the approval of the Ministry to the payment is requested.

Yours faithfully,

City Welfare Officer.

The Secretary,
Ministry of Home Affairs,
Children's Branch,
STORMONT,
BT4 3SU

TAW/PP.

Memo 4/4/69
to file
+ report



Government of Northern Ireland
MINISTRY OF HOME AFFAIRS

Stormont, BELFAST, BT4 3SU
Telegrams: *Homaff, Belfast*
Telephone: *Belfast 63210, ext.*

Any reply should be
addressed to:

THE SECRETARY

Our reference: T.C.751

Your reference: EST/1211/TAW

1
21st May, 1969.

Dear Sir,

I write with reference to your letter of 9th May, 1969, and convey approval to the payment of an honorarium of £125 to Mr. J. Mains, Warden of Kincora Hostel. I hope that the present advertisements for the post of Assistant Warden prove successful and that you find a suitable person to fill this long-outstanding position.

Yours faithfully,

L. S. Macartney

MINUTE 29-4-69.

for Secretary

GR. MINUTE 12-5-69

The City Welfare Officer,
16 College Street,
Belfast.
BT1 6BT

WELFARE DEPT	
CWO..... <i>Ur</i>	DCWO..... <i>[Signature]</i>
PSWO.....	CO.....
PCSO.....	AA.....
DWO(N).....	DWO(S).....
22 MAY 1969	
DWO(C).....	DWO(S).....
Su.....	<i>[Signature]</i>
A. & R.....	Typists.....
Copies to T.C. C.T. E.O. LGA 1 1	

East Belfast and Castlerough District

To: Mr. J. Mains, Mr. R. Semple,
Mr. W. McGrath,
Kincora Boys' Hostel

Purdysburn Hospital, Saintfield Road,
Belfast BT8 8BH
Tel: Belfast 643191

District Social Services Officer:
Clive W. Scouler, Cert.S.W.
our ref: CWS/IR.

your ref: -

4th March, 1980.

Dear Sir,

I refer to my interview with you today and am writing to confirm to you the decision which was conveyed to you.

The Disciplinary Authority has been made aware of serious allegations affecting the young persons residing in the Home in which you are employed as a Senior Officer.

The Disciplinary Authority has given very serious consideration to this situation and has decided in the circumstances that you should be subject to precautionary suspension in accordance with paragraph 6 of the Disciplinary Procedure, a copy of which is enclosed. During the period of suspension you will continue to receive full normal remuneration.

At present it is not possible to give an indication of the period of your suspension and, in view of this, it will be necessary for me to write to you again to indicate further action to be taken.

The effective date of this precautionary suspension is the 4th March 1980.

Yours faithfully,

DISTRICT SOCIAL SERVICES OFFICER

Mr. J. Mains



CWS/YR

14th December 1981

Dear Sir,

I refer to my letter suspending you from duty from 4th March 1980.

The Disciplinary Authority has information that you have admitted to a number of serious offences against residents of Kincora Boys Hostel whilst employed there as a senior officer. In view of this fact it has been decided that you be summarily dismissed from the District's employment with immediate effect.

You have already received a copy of the Board's Disciplinary Code of Procedure and, in accordance with this Procedure, I have to inform you of your right of appeal to the Board, stating the grounds of your appeal, within seven days.

Yours faithfully,

DISTRICT SOCIAL SERVICES OFFICER

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 9

Mr. K. Robertson, S.S.W.

Mr. J. McCallum, D.P.O.

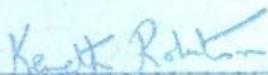
KR/CH

13th June, 1979

Mr. G. Higham, A.P.S.W., who is at present on a course in London, has asked me to write to you requesting that an amended contract be issued to Mr. J. Mains, Officer in Charge, Kincora Boys Hostel.

Mr. C. W. Scoular, D.S.S.O., has agreed that Mr. Mains need not be resident in the Hostel at all times and as a result pay £40 per month. Mr. Mains will continue to do the same duties and he has agreed to cover the Hostel when necessary. This should be included in the amended contract, in addition to confirming that Mr. Mains may now sleep out. The amended contract to commence from the 1st July, 1979.

I understand that a similar arrangement exists for Miss Skilliday, in 60 North Road Children's Home.



SENIOR SOCIAL WORKER

Copy/Mr. Scoular

KIN-1168

Telephone:
Belfast 693211

351.02.0004

26th July, 1979

Mr. J. Mains,
Officer-in-Charge,
Kincora Boys Hostel,
236 Upper Newtownards Road,
Belfast. 4

Dear Sir,

I understand that you became non-resident at Kincora Boy's Hostel with effect from 1st July, 1979 and I have now advised the Salaries and Wages Department accordingly.

You will appreciate that, in accordance with the duties of your post you will still be required to sleep-in when necessary and if requested to do so by the Residential and Day Care Staff designated by the District Social Services Officer through the Principal Social Worker.

Yours faithfully,


District Personnel Officer.

COPY TO: Mr. C.W. Scoular, District Social Services Officer

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 10

Letter of 15th December, 1961, from the Ministry of Home Affairs (Ref: T. 524) approving, inter alia, the creation of a post of Assistant Warden at Kincora Working Boys' Hostel on the salary of £440 x 4/20 - £520 per annum, less emolument charge of £120 per annum, and the abolition of the post of Maid at Kincora, is filed in FILE NO. 73 (Working Girls' Hostel - Staff).

Establishment Officer,
Town Clerk,
City Treasurer.



WELFARE DEPARTMENT,
16 COLLEGE STREET,
BELFAST, I.

KIN-1171 ^{26.}

COPY OF LETTER RECEIVED ON

23rd February, 1962.

From Ministry of Home Affairs, Stormont, Belfast, 4.

Date 22nd February, 1962.

Our Ref. No. T. 524
Your Ref. S. 1211.

Dear Sir,

I write with reference to your letter of 16th February, 1962, and to convey approval to the appointment, with effect from 1st March, 1962, of **KIN 143** to the post of Assistant Warden at Kincora Working Boys' Hostel at the £520 point on the scale £440 x £20(4) - £520 per annum, less a charge for emoluments at rate of £120 per annum during any period of residence in the Hostel.

KIN 143 application form and testimonials are returned herewith.

Yours faithfully,

L. S. Macartney

for Secretary.

The Welfare Officer,
Belfast County Borough Welfare Authority,
16, College Street,
BELFAST, I.

/IS

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 11

WARDEN - KINCORA.

From 1st June 1964 until 26th April 1968 Mr. Mains has been without the help of an Assistant Warden for a total of approximately 20 months (this does not include periods of sickness, for example, the last Assistant Warden was on sick leave from 11th December 1967 until he resigned on 19th January 1968).

Had an Assistant Warden been in post for this period, the cost to the Department, assuming that the holder of the post would have been paid no more than the minimum of the scale, would have been £873.

In the absence of an Assistant Warden, Mr. Mains, as the sole member of staff immediately responsible for the welfare of the boys resident in the Hostel, has had to be available on duty each day for the whole of 20 months. Consequently, he has not only been working under a considerable strain but has had to give service considerably in excess of what would normally be expected.

In the circumstances, I feel it would be appropriate to express appreciation of Mr. Mains' services by way of an honorarium and that this honorarium should be fixed at £100.

Children's Officer.

21st May, 1968.

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 12

The post of Assistant Warden, Kincora, has been publically advertised five times since January 1968:-

APPLICANTS	Whether Interviewed	REMARKS
<u>9.4.68.</u>		
1. [REDACTED]	Yes	Query brain damage
2. [REDACTED]	Yes	Possible
3. [REDACTED]	Yes	Married - could not be resident
4. [REDACTED]	Yes	Withdraw
<u>4.6.68.</u>		
5. [REDACTED]	No	Not recommended by Chairman
6. [REDACTED]	No	No experience, semi literate
7. [REDACTED]	Yes	Unsatisfactory references
8. [REDACTED]	No	Previously employed in Kincora. Not suitable.
9. [REDACTED]	No	Married, no experience, could not be resident
10. [REDACTED]	No	Previously employed in Bawmore. Not suitable.
11. [REDACTED]	NO *	* Called for interview, did not appear; presumed withdrawn
<u>24.7.68.</u>		
12. [REDACTED]	No	Married with children, could not live in.
13. [REDACTED]	No	No experience
14. [REDACTED]	No	Employed in Bawmore; too young at 20 for post.
<u>9.10.68.</u>		
15. [REDACTED]	No	Withdraw application
<u>20.11.68.</u>		
16. [REDACTED]	No	Previous applicant (see 1 above)
17. [REDACTED]	No *	* Called for interview, did not appear; presumed withdrawn.
18. [REDACTED]	Yes	No experience
19. [REDACTED]	No *	* Called for interview. Did not appear; presumed withdrawn
20. [REDACTED]	Yes	Appointed, subject to usual conditions.

On 20th August 1968 the Committee were informed that none of the applicants (No's 12 to 14 above) were suitable and it was decided to readvertise the post. Consideration was to be given to non-resident applicants.

The single applicant, following this advertisement, withdraw and on 29th October, 1968, the Committee approved a revised salary scale for the post, namely £530 x 30 (6) to £710 plus emoluments or £170 in lieu thereof plus £65 at all points for holders of a suitable qualification.

The post was subsequently readvertised and of the five applicants, [REDACTED] was appointed.

██████████ failed to pass the medical examination on 18th December 1968 and was asked by the Industrial Medical Officer to return for re-examination after having dental treatment and when his ears were cleared of wax.

On 21st January 1969 ██████████ was requested by letter to let the Department know what steps he had taken as regards dental treatment etc. He 'phoned in reply and made an appointment to see the Children's Officer on 20th January but did not appear for interview. A further letter was written on 18th February informing him that it wasn't intended to keep the post vacant indefinitely and unless he could take up duty as near 1st March as possible, it would be necessary to re-advertise. No reply was received.

On 2nd April 1969 the Welfare Committee agreed that the post should be re-advertised.

RM/4th April, 1969.

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 13

BELFAST COUNTY BOROUGH WELFARE COMMITTEE

Application for Appointment as
Resident Assistant Warden
Kincora

Application of

Name RAYMOND SEMPLE
Address [REDACTED]
BELFAST. [REDACTED]

This form, filled up by the Candidate, must reach the
Town Clerk, (P.O. Box 234), City Hall, Belfast, 1, not
later than ~~Thursday 4th June, 1964.~~

[Handwritten signature]

Case to Interview
2:30 P.M. on 21/9/64
- 2 -
By W. C. C. C. C.

1. Full Name (Surname first in block letters):-

SEMPLE RAYMOND

2. Address:-

BELFAST.

3. Telephone Number (if any):-

NONE

4. Date of Birth:-

6-1-22.

5. Place of Birth:-

BELFAST.

6. Nationality:-

BRITISH

7. Single, Married or Widowed:-

SINGLE

8. Number of years resident in Northern Ireland:-

42

9. Qualifications, with dates:-

see para 19.

10. Experience in the duties contained in the conditions of appointment:-

I have been working on voluntary bases for the past 3 years to this Hostel

I have also attended Summer Camps at Magilligan 1963.-1964. Assisted the Warden with the daily running and organisation of various activities

KIN-1180

11. Present position:- *Store Man Harland & Wolff Ltd*

Post held:- *as above.*

Present remuneration:- *£600*

Length of service:- *from 1957.*

Employer:- *Harland & Wolff Ltd*
Queen's Island Belfast. 3

12. Previous employers:-

<u>Post held</u>	<u>Employer's Name & Address</u>	<u>Salary</u>	<u>Dates</u>
------------------	--------------------------------------	---------------	--------------

on leaving school 15th Sept Bros & Harland
employed as Sheet Metal Worker for period of
5 years.

2ND employs Harland & Wolff Ltd. Store-man.
for period of 17 years at present still employed
in above.

13. Have you been rejected on medical grounds for Life Insurance, service in the armed forces, or for appointment to local government or other public service? :-

No.

14. Give the names, full addresses and occupations of two persons not related to you, to whom reference may be made:-

(1) Name:-

Mr. Meains

Occupation:-

Warden

Full address:-

Kincora Boys Hostel
236, Upper Newtownards Rd. Belfast 4

(2) Name:-

Mr. Frost

Occupation:-

Manager (Engine Works)

Full address:-

Harland & Wolff Ltd.

Queen's Island, Belfast 3.

KIN-1182

15.

Date on which you could take up duty, if appointed:

1st September 1964

Conditions of Appointment of Assistant Warden
"Kincora", Working Boys' Hostel, 236 Upper Newtownards Road, Belfast 4.

Accommodating approximately 10 boys.

1. APPOINTMENT.

The appointment will be made by the Welfare Committee, subject to the approval of the Ministry of Home Affairs.

2. QUALIFICATIONS.

Preference will be given to applicants who have a working knowledge of the running of a children's home and have experience in the care of boys in the age group 14 - 21 years.

3. SALARY

From 1/4/64	£450	rising to	£590	Less	£124	charge for emoluments	
" 1/8/64	£465	"	"	£605	"	£133	" " "
" 1/4/65	£465	"	"	£630	"	£133	" " "
" 1/8/65	£475	"	"	£650	"	£133	" " "

£
 465
 485
 505
 530
 560
 585
 605 ←

The commencing salary within the scale will be determined according to the experience and qualifications of the successful candidate.

4. EMOLUMENTS.

The position is residential and the emoluments provided are lodging, light, fuel and laundry, charged for as in paragraph 3.

5. ANNUAL LEAVE

The person appointed will be entitled to 21 days leave in the leave year (inclusive of Statutory Bank Holidays).
 New entrants to the service will be entitled to annual leave proportionate to the completed months of service during the leave year of entry and thereafter on the normal scale.

6. SERVICE.

The position is a full time one and the person appointed will be required to devote his entire time to the duties of the office and to work such hours as are required for the efficient functioning of the Hostel.

7. SAFEGUARDING OF EMPLOYMENT ACT (N.I.) 1947.

See attached.

8. CONDITIONS AND TENURE OF OFFICE.

The general conditions of service as prescribed from time to time by the Council for its Officers shall apply to the appointment. The appointment will be terminable by either party giving one calendar month's notice, expiring on the last day of that month.

9. DUTIES.

The successful applicant will be required to assist in the management and control of the Hostel, to carry out all such other duties as may from time to time be assigned to him and to take complete charge in the absence of the Warden.

- (a) Produce Birth Certificate, and if married, Marriage Certificate.
- (b) Produce National Insurance Card.
- (c) Pass satisfactorily a medical examination by the Corporation's Industrial Medical Officer.
- (d) Make a Declaration of Allegiance to H.M. the Queen and the Government of Northern Ireland.

11. RETIREMENT.

The retiring age under the Corporation's Grading Scheme for Officers is 65 years.

12. SUPERANNUATION.

The person appointed shall contribute to the Belfast Corporation Superannuation Scheme (in the case of a new entrant to the service, at the rate of approximately 6% of his remuneration).

The Corporation is empowered to enter into reciprocal arrangements with certain other authorities whose Superannuation Schemes are substantially similar to that of the Corporation, whereby service with those Authorities may be taken into account by the Corporation for superannuation purposes. Such arrangements have been made in respect of service with Local Authorities (both in Northern Ireland and Great Britain) and employment in the Northern Ireland Civil Service, and no doubt further similar arrangements with other Authorities will be made in due course.

13. CANVASSING.

Canvassing in any form, oral or written, direct or indirect, will, if proved to the satisfaction of the appointing authority, disqualify a candidate for appointment, provided however, that the sending of copies of a candidate's application and testimonials to members of the Committee shall not of itself disqualify such candidate.

14. EX-SERVICE CANDIDATES.

Preference will be given to Ex-Service candidates possessing the required qualifications, provided that the Committee is satisfied that such candidates can, or within a reasonable time will be able to perform the duties of the post efficiently.

NOTE:

No accommodation can be provided for children of applicants.

7th September, 1964.

H. Mason, Esq.
Welfare Officer
Belfast C. B. Welfare Authority.

Dear Sir,

re Mr. Raymond Semple.

I have pleasure in stating that Mr. Semple was employed as a Fitter's Assistant in the Admiralty Preservation, Identifying, and Packaging Store in Belfast for approximately ten years. This store was under my control and I can state that Mr. Semple carried out all instructions given to him in a workmanlike and conscientious manner. His timekeeping record is excellent and he is absolutely trustworthy.

I cannot presume his abilities for the job in question, but would imagine, given time, that Mr. Semple would be found satisfactory.

Yours faithfully,

D. S. Frost.

OK
"Kincora"
7th Sept 1964.

Sir,

Regarding Mr Raymond Semple of
[REDACTED]

This is to certify that the above named person has been known to me for a period of 15 years, as a fellow officer in the St. John Ambulance Brigade.

During this period I have found him to be a man of good character, honest, reliable, and indeed very keen on all aspects of Youth work.

I have therefore no hesitation in recommend him for the position for which he now applies

Yours Sincerely
J. J. Mans.

EST/1211.

Mr. Waterworth.

1st September, 1964.

Dear Sir,

Assistant Warden - Kincora.

The Sub-Committee yesterday interviewed Mr. Raymond Semple, [REDACTED] and will be recommending the Principal Committee on Tuesday 8th September to appoint him to the position of Assistant Warden - Kincora and place him at the maximum of the salary scales, subject to the approval of the Ministry which is now requested.

I enclose his application for the perusal of the Ministry and shall be pleased to have it returned to me in due course.

Yours faithfully,

Welfare Officer.

The Secretary,
Ministry of Home Affairs,
Stormont,
BELFAST, 4.

TAW/DD.

309

KIN-1188



Government of Northern Ireland

MINISTRY OF HOME AFFAIRS

STORMONT, BELFAST 4

Telegrams: Homaff, Belfast

Telephone: Belfast 63210

14th September, 1964.

Any reply should be addressed to: THE SECRETARY

Our reference: T.C.751

Your reference: Est. 1211

Dear Sir,

I write with reference to your letter of 1st September, 1964, and to convey approval to the appointment of Mr. Raymond Semple as Assistant Warden at Kincora. It is noted that he will be placed at the maximum of the salary scale, i.e., £605 p.a., less £133 for emoluments.

Mr. Semple's application form is returned herewith. Please inform the Ministry of the date on which he takes up duty.

Yours faithfully,

L. S. Macartney

MINUTE 8/19/64.

The Welfare Officer,
Belfast County Borough
Welfare Committee,
16 College Street,
BELFAST, 1.

for Secretary

WELFARE DEPT.	
FILE REF	<i>Est</i>
WO	Dep. WO <i>fw.</i>
AO	A. WO
CO	H. HO.
15 SEP 1964	
DWO(N)	SU & A/cs
DWO(S)	EST
DWO(E)	A & R
DWO(W)	Records
COPY TO:	<i>T/C ch. 626</i> <i>1/Book - 4</i>

EC

ESTABLISHMENT SECTION

KIN-1189

To The Welfare Officer,
Welfare Department,
16 College Street, Belfast.1.

I have to report that the undermentioned has been medically examined with the result as shown:-

NAME Mr. R. Semple,

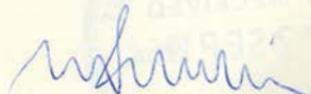
ADDRESS

DEPARTMENT Welfare

1. Fit for employment as Assistant Superintendent.
2. Further investigation is required.
Result will be notified at a later date.
3. Unfit for employment as

Remarks

Date 16th September, 1964.


Industrial Medical Officer.

3/1/66.

Mr. Mason. (Welfare Officer).

Dear Sir,

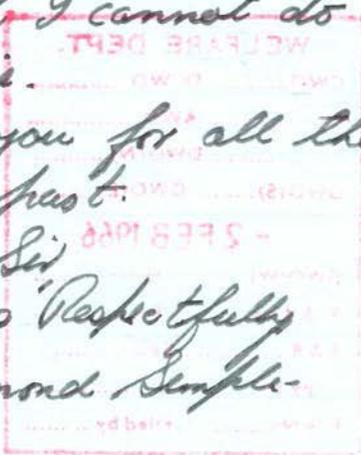
I wish to tender my resignation
as Asst. Warden in Kincora Borp Hostel
as from the 1st February, 1966.

My reason is that I have applied
for another job. This will give me a
higher standard of wages and will thus
enable me to assist my family more
in the future, which I cannot do
at the present time.

Thanking you for all the
assistance in the past.

I am Sir,

Yours Respectfully
Raymond Simple.



1. Date of Birth: 6/1/1922.
2. Place of Birth: [REDACTED]
3. Nationality: British.
4. Single, Married or Widowed: Single.
5. Maiden Name (if married woman or widow): NIL
6. Ages of Children (if any): NIL
7. Number of years resident in Northern Ireland: 47 years.
8. Are you a 'Northern Ireland Worker' within the meaning of the Safeguarding of Employment Act (N.I.) 1947: yes.
- 8a. If Registered Disabled Person - state Registered No: NO.

9. Qualifications (with dates obtained): Officer in the St. John Ambulance Brigade with Boys in the age group from 8 to 18 years old.

- ① Medallion First-Aid 1948
- ② Medallion Home Nursing 1951.
- ③ Hygiene and food Handling Course 1955.
- ④ Quartermaster Certificate July 1959.

10. Experience in the duties contained in the conditions of appointment:

- ① Served approx 2 years as an Assistant Warden in this Hostel.
- ② Attended a Residential Refresher Course for 2 weeks in Manchester University 1965 on emotional problems of Adolescence Boys.
- ③ For the past 6 months I have been doing voluntary work at the above Hostel.
- ④ Organising Youth Camps through the British Isles for the St. John Ambulance Brigade Youth Section 15 years.

11. Present position: Unemployed due to Redundancy.

Post held: —

Present remuneration: —

Length of service: —

Employer: —

Length of service: _____

1

KIN-1193

Employer: _____

1

1

1

11a. May application be made to present employer for testimonial?: Unemployed

Suggest Heintz and Wolff Last employer

Name and Address of Previous Employer	Period employed		Nature of Employment	Salary or Wage Rate
	From	To		
<i>Cyril Lord</i>				
<i>Church Road Cammoney</i>	<i>1/6/65</i>	<i>12/4/68</i>	<i>Carpenter</i>	<i>£16-0-0</i>
<i>Harland & Wolff</i>	<i>1/6/68</i>	<i>2/11/68</i>	<i>Fitter</i>	<i>£10-0-0</i>
<i>Queen's Island</i>				

13. Have you been rejected on medical grounds for Life Insurance, service in the armed forces, or for appointment to Local Government or other public service?

NO.

14. Give the names, full addresses and occupation of two persons not related to you, to whom reference may be made:-

(1) Name: *Councillor R.E.H. Humphreys*
 Occupation: *Company Director*
 Full Address: *Mylistons, Chichester Park, Belfast 15.* ✓

(2) Name: *Brigadier L. E. M. Gregor*
 Occupation: *Retired Army Officer*
 Full Address: *Drumbo Road, Ballyvaughlin Drumbo, Co. Down* ✓

15. Date on which you could take up duty, if appointed; or period of notice required by present employer:-

Immediately

15a. Are you prepared to live in? *Yes when required.*

NIL.

Have you given an undertaking which is still in force, to remain in the service of an Employing Body for a specified time? If so, please give details:-

NO.

Are you related to any Alderman, Councillor, Official or employee of the Belfast Corporation? If so, give details:-

NO

Any other information you may wish to give in support of your application:-

My reason for resigning from the Hostel approx 3 years ago was due to an ageing Mother living alone whose health at that particular time was not good

I felt however that it was best to resign as I could not reside in the Hostel.

Since that time the situation at home has now improved and I feel confident to carry out such duties as is required of me.

Signed:

Raymond Sample

Date:

20th May 1969

Conditions of appointment of MALE ASSISTANT WARDEN

"Kincora" Working Boys' Hostel, 236 Upper Newtownards Road, Belfast, 4.

Accommodating approximately 10 boys

1. APPOINTMENT

The appointment will be made by the Welfare Committee, subject to the approval of the Ministry of Home Affairs (Northern Ireland).

2. QUALIFICATIONS

Preference will be given to applicants who have a working knowledge of the running of a Children's Home and have experience in the care of boys in the age group 14 - 21 years. The holder of a Certificate in Child Care, or similar qualification acceptable to the Welfare Committee and the Ministry, will be paid an additional £70 per annum.

3. SALARY

£650 x 25(2) x 30(3) x 35 x 30(2) x 35(2) - £955 per annum.

The commencing salary within the scale will be determined according to the qualifications and experience of the person appointed.

NOTE: The person appointed will be required to 'live-in' one week in four and during the absence of the Warden on annual leave etc. When resident, the Assistant Warden will pay the current charges for meals.

4. ANNUAL LEAVE (Scheme under review)

The person appointed will be entitled to a minimum of 13 days' leave in the leave year, plus statutory holidays. In the year of entry leave is proportionate and may be anticipated. The leave year commences 1st April each year.

5. SICK LEAVE

In the case of certified sickness the Committee grant six months' leave with pay, subject to deduction of state benefits, and a further period of six months' sick leave at half pay, subject to deduction of state benefits may be granted by the Committee.

6. SERVICE

The position is a full-time one and the person appointed will be required to devote his entire time to the duties of the office and to work such hours as are required for the efficient functioning of the Hostel, but not less than 40 hours per week, excluding meal-times.

7. CONDITIONS AND TENURE OF OFFICE

The general conditions of service as prescribed from time to time by the Council for its Officers shall apply to the appointment. The appointment will be terminable by either party giving in writing at least one calendar month's notice, expiring on the last day of a month.

The person appointed shall familiarise himself with the Children and Young Persons (Welfare Authorities' Homes) Regulations (N.I.) 1952, a copy of which will be supplied, and act in accordance with the spirit and letter of the Regulations, and shall take all steps to promote the well-being of the children, and in addition, shall assist the Warden in the following:-

- (a) the control and management of the Hostel,
- (b) the general welfare of the boys living in the Hostel,
- (c) making contacts with reputable firms which afford opportunities for suitable employment,
- (d) encouraging the boys to have savings accounts,
- (e) encouraging the boys to attend evening classes pertaining to their employment and interests,
- (f) encouraging the boys to develop any handicraft abilities in their leisure time, and
- (g) carry out such other duties which may from time to time be required of him and take complete charge in the absence of the Warden.

9. GENERAL

The person appointed shall, if called upon, enter into an agreement setting out the terms of the appointment, and prior to taking up duty shall:-

- (a) Produce Birth Certificate.
- (b) Produce National Insurance Card.
- (c) Pass satisfactorily a medical examination by the Corporation's Industrial Medical Officer.
- (d) Make a declaration of Allegiance to H.M. the Queen and the Government of Northern Ireland.

10. RETIREMENT

The retiring age under the Corporation's Grading Scheme for Officers is 65 years.

11. SAFEGUARDING OF EMPLOYMENT ACT (N.I.) 1947

The above-named Act provides that where a person does not come within one of the following categories he will require to obtain a permit from the Ministry of Health and Social Services for Northern Ireland:-

- (a) born at a place which is within Northern Ireland; or
- (b) ordinarily resident in Northern Ireland immediately prior to the first day of January, nineteen hundred and forty; or
- (c) ordinarily resident in Northern Ireland for at least ten out of any period of twenty consecutive years ending on or after the date of the passing of this Act; or
- (d) married to a person born in Northern Ireland; or
- (e) child of a parent or parents born in Northern Ireland who resides with such parent or parents in Northern Ireland at the date of passing of this Act.

If the successful applicant should require to obtain a permit under the provisions of the above-named Act the Corporation will support his application.

12. SUPERANNUATION

The person appointed shall contribute to the Belfast Corporation Superannuation Scheme (in the case of a new entrant to the Service, at the rate of approximately 6% of his remuneration).

The Corporation is empowered to enter into reciprocal arrangements with certain other authorities whose Superannuation Schemes are substantially similar to that of the Corporation, whereby service with those authorities may be taken into account by the Corporation for superannuation purposes. Such arrangements have been made in respect of service with Local Authorities (both in Northern Ireland and Great Britain) and employment in the Northern Ireland Civil Service, and no doubt further similar arrangements with other Authorities will be made in due course.

Regulation 26 of the Corporation's Superannuation Scheme permits the Corporation in certain circumstances and subject to certain conditions to add to an officer's service for superannuation purposes a number of years not exceeding ten, if the officer concerned is not entitled to reckon for superannuation purposes any service prior to his entry to the Corporation's service. A copy of the relevant regulation may be had from the Town Clerk on request.

13. CANVASSING

Canvassing in any form, oral or written, direct or indirect, will if proved to the satisfaction of the appointing authority, disqualify a candidate for appointment, provided however, that the sending of copies of a candidate's application and testimonials to Members of the Committee shall not of itself disqualify such candidate.

14. EX-SERVICE CANDIDATES

Preference will be given to ex-Service candidates possessing the required qualifications provided that the Committee is satisfied that such candidates can or within a reasonable time will be able to perform the duties of the post efficiently.

15. TRAVELLING EXPENSES

Candidates from cross-channel areas or from a distance of more than 50 miles from Belfast required to attend for interview in connection with this appointment will be allowed travelling and subsistence allowances on an appropriate scale, such allowance will not be paid until after the conclusion of the interview. In the event of a candidate withdrawing his application or refusing the offer of employment on grounds which in the opinion of the Welfare Committee are inadequate, no allowance will be paid. The payment of the allowance to the candidate appointed to the post will not be paid until he enters upon his duties.

Confidential

KIN-1199

CWO..... DCWO.....
 P.S.W. CO.....
 PCSO..... AA.....
 DWO(N)..... DWO(S).....
 DWO(E)..... DWO(W).....
 Su & A/cs.....
 A. & *Dear Mr/Ms*.....



BALLYAUGHLIS, LISBURN,

NORTHERN IRELAND.

TEL: DRUMBO 370.

11 JUN 1969

8 Jun 69.

Copies to.....

Ref: your Est/- of 4 Jun 69.

I have not been in contact with the work undertaken by Raymond Scuffle for nearly five years. Previous to this, for nearly thirteen years, when I was closely connected with the St John Ambulance Brigade I was closely in constant touch with this lad.

My first impression of him was, shall I say, not encouraging; however, as I got to know him better I realised I was quite wrong and that there was much more within him than he outwardly displayed.

He was dedicated to his work in the

KIN-1200
Brigade and succeeded a great deal of his
lifetime time to that Voluntary Organization
especially to the training and well-being
of the Cadets. He was interested in every aspect
of the ideals of the Order of St John and worked
assiduously for the enhancement of those ideals.

Unless his character has changed -
which I genuinely doubt - within the last
five years I can confidently state he is a man
of his word and can be relied upon to carry
out any reasonable task allotted to him.

In my opinion he would be
very suitable for the work indicated in your
letter and I strongly recommend that, at all
events, he be given the opportunity of proving
his worthiness as an Assistant Male Warden
and my assessment of him.

He is a First Class First Rider
and is a reliable lad.

Yours sincerely

L. E. Macqueron
(Ringside.)

BELFAST 71519

WELFARE DEPT.

CWO... *1/2* DCWO.....

PSWO..... CO.....

PCSO..... AA.....

DWO(N)..... DWO(S).....

24 JUN 1969

DWO(E)..... DWO(W).....

Su & A/cs..... Est.....

A. & R..... Typists.....

Copies to.....

BELFAST.
BT15 5DW

21st June 1969.

City Welfare Officer,
Belfast Corporation.

Dear Sir,

I acknowledge receipt of your letter of the 4th inst. regarding Mr. Raymond Seiple. I am sorry I have been unable to reply earlier as I have been away both on holiday and business for the past weeks.

I have known Mr. Seiple for very many years and know him to be trustworthy, sober and diligent in any task which he undertakes. I have absolutely no hesitation in recommending him to you for the position of Male Assistant Warden in Kinross Working Boys' Hostel.

yours faithfully,

W. Humphreys

Mr. Waterworth.

12th June, 1969.

Dear Sir,

Assistant Warden - Kincora.

I am to request the approval of the Ministry to the appointment of Mr. Raymond Semple, [REDACTED] to above post at the commencing salary of £730 on the Scale £650 - £955, by the Welfare Committee on 10th June 1969.

His application is enclosed for persusal and I shall be glad if you will return it in due course. An early reply will be appreciated so that he can take up duty as soon as possible.

Yours faithfully,

City Welfare Officer.

The Secretary,
Ministry of Home Affairs,
Children's Branch,
Stormont,
BELFAST.

BT4 3SU

TAW/DD.

BELFAST CORPORATION INDUSTRIAL HEALTH SERVICE

To The Welfare Officer,
..... Welfare Department,
..... 16 College Street, Belfast.1.

I have to report that the undermentioned has been medically examined with the result as shown:—

NAME Mr. R. Semple,

ADDRESS [REDACTED]

DEPARTMENT Welfare

- ✓ 1. Fit for employment as Assistant Superintendent.
2. Further investigation is required.
Result will be notified at a later date.
3. Unfit for employment as

Remarks * Hearing defective and found it difficult to understand and carry out any simple manoeuvres such as undressing to required extent and vice versa - may be slow on uptake.

Date 16th June, 1969.


Industrial Medical Officer.

KIN-1204



Government of Northern Ireland
MINISTRY OF HOME AFFAIRS

Stormont, BELFAST, BT4 3SU

Telegrams: Homaff, Belfast

Telephone: Belfast 63210, ext.

379

Any reply should be addressed to:

THE SECRETARY

Our reference: T.C.751

Your reference: EST/1211/TAW

25th June, 1969.

Dear Sir,

Assistant Warden - Kincora

I write with reference to your letter of 12th June, 1969, and convey approval to the appointment of Mr. Raymond Semple to the above position. His commencing salary will be £730 p.a. on the scale ~~£650-£675~~ - £955 with an emolument charge of £195.

... Mr. Semple's application form is returned here with.

not received.
[Signature]

Yours faithfully,

W. Dickson

MINUTE 10.6.69.

The City Welfare Officer,
Belfast County Borough
Welfare Committee,
16 College Street,
BELFAST.
BT1 6BX

WELFARE DEPT.	
<u>CWO</u> for Secretary	.....
PSWO	..... CO.....
PCSO	..... A.A.....
DWO(D)	..... DWO(S).....
26 JUN 1969	
DWO(E)	..... DWO(S).....
Su & A/cs	..... Est.....
A. & R.	..... Typists.....
Copies to T.C. C.T. E.O. LGA H1	

East Belfast and Castlerough District

To: Mr. J. Mains, Mr. R. Semple,
Mr. W. McGrath,
Kincora Boys' Hostel

Purdysburn Hospital, Saintfield Road,
Belfast BT8 8BH
Tel: Belfast 643191

District Social Services Officer:
Clive W. Scouler, Cert.S.W.
our ref: CWS/IR.

your ref: -

4th March, 1980.

Dear Sir,

I refer to my interview with you today and am writing to confirm to you the decision which was conveyed to you.

The Disciplinary Authority has been made aware of serious allegations affecting the young persons residing in the Home in which you are employed as a Senior Officer.

The Disciplinary Authority has given very serious consideration to this situation and has decided in the circumstances that you should be subject to precautionary suspension in accordance with paragraph 6 of the Disciplinary Procedure, a copy of which is enclosed. During the period of suspension you will continue to receive full normal remuneration.

At present it is not possible to give an indication of the period of your suspension and, in view of this, it will be necessary for me to write to you again to indicate further action to be taken.

The effective date of this precautionary suspension is the 4th March 1980.

Yours faithfully,

DISTRICT SOCIAL SERVICES OFFICER

Mr. R. Semple



CWS/YR

14th December 1981

Dear Sir,

I refer to my letter suspending you from duty from 4th March, 1980.

The Disciplinary Authority has information that you have admitted to a number of serious offences against residents of Kincoira Boys Hostel whilst employed there as a senior officer. In view of this fact it has been decided that you be summarily dismissed from the District's employment with immediate effect.

You have already received a copy of the Board's Disciplinary Code of Procedure and, in accordance with this Procedure, I have to inform you of your right of appeal to the Board, stating the grounds of your appeal, within seven days.

Yours faithfully,

DISTRICT SOCIAL SERVICES OFFICER



WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 14



BELFAST COUNTY BOROUGH WELFARE COMMITTEE



Application for Appointment

to the post of

Please tick post or posts applied for:-

- (a) Senior Housefather - Bawnmore,
 (b) Housefather, Grade II - Kincora.

X 8/6/71

Full Name: WILLIAM M'GRATH

(in block letters)

Address: 4 GREENWOOD AVENUE,
UPPER NEWTOWNARDS ROAD,
BELFAST 4

Telephone Number: 657040

THIS FORM, FILLED UP BY THE CANDIDATE
 MUST REACH THE TOWN CLERK (P.O. BOX 234),
 CITY HALL, BELFAST BT1 5GS NOT LATER THAN

Tuesday, 25th May, 1971

1. Date of Birth: 11th December 1916
2. Place of Birth: Belfast.
3. Nationality: British
4. Single, Married or Widowed: married
5. Maiden Name (if married woman or widow): _____
6. Ages of Children (if any): 21 19 14
7. Number of years resident in Northern Ireland: Lifetime
8. Are you a 'Northern Ireland Worker' within the meaning of the Safeguarding of Employment Act (N.I.) 1947: yes.
- 9a. If Registered Disabled Person - state Registered No.: _____
9. Qualifications (with dates obtained): _____

10. Experience in the duties contained in the conditions of appointment: _____

A lifetime involvement in Church/Social work at all levels.

11. Present position: Estate Agency
- Post held: Clerk
- Present remuneration: £ 600 P.A.
- length of Service: 9 months
- Employer: Brian Morton & Co
32/34 Ancher Street
Belfast. BT1 4HD

11a. May application be made to present employer for testimonial?: Owing to

Employer:

Brian Morton & Co

KIN-1210

32/34 Arthur Street

Belfast. BT1 4HD

11a. May application be made to present employer for testimonial?: Owing to
the "atmosphere" I would prefer not. Once you are known
to be looking for another situation your position becomes
untenable.

12. Previous Employers:- *see 19*

Name and Address of Previous Employer	Period employed		Nature of Employment	Salary or Wage Rate
	From	To		

13. Have you been rejected on medical grounds for Life Insurance, service in the armed forces, or for appointment to Local Government or other public service? *no*

14. Give the names, full addresses and occupation of two persons not related to you, to whom reference may be made:-

(1) Name: *X Rev. h. E. Mulligan*
Occupation: *Methodist Minister*
Full Address: *[Redacted]*

8/6/77

Glenormly, Newtownabbey

(2) Name: *X Rev John W. Stott M.B.E.*
Occupation: *[Redacted]*
Full Address: *Methodist Minister*

Beefart

15. Date on which you could take up duty, if appointed; or period of notice required by present employer:-

One weeks notice

15. Date on which you could take up duty, if appointed; **KIN-1212**
notice required by present employer:-

One weeks notice

15a. Are you prepared to live in?

Etc. yes.

In the event of Staff illness

16. Periods of service, if any, in H.M. Forces and particulars of rank:-

none

17. Have you given an undertaking which is still in force, to remain in the service of an Employing Body for a specified time? If so, please give details:-

no

18. Are you related to any Alderman, Councillor, Official or employee of the Belfast Corporation? If so, give details:-

no

19. Any other information you may wish to give in support of your application:-

I have been self-employed most of my life in the Carpet Import business. In recent years I have developed an allergy to Carpet fibres, (that is the handling of them in bulk) that has compelled me to seek a new way of life. My position with Brian Morton is my first step but I would prefer something that would provide a deeper sense of vocation! This has always been an essential part of my life. When self-employed there was ample outlet for this

Signed:

William Mc Craith

Signed:

William H. Brath

KIN-1214

Date:

24 / 5 / 41

Note: All questions should be answered.

DUTIES

KIN-1216

The persons appointed shall familiarise themselves with the Children and Young Persons (Welfare Authorities' Homes) Regulations (N.I.) 1952, a copy of which will be supplied, and act in accordance with the spirit and letter of the Regulations, and shall take all steps to promote the well-being of the children.

The appointees shall be required to assist in meeting the day to day needs of the Children in the Home including:-

- (a) the cooking and serving of food,
- (b) the care of the children's personal clothing,
- (c) the care and cleanliness of bed-linens, towels, etc., and
- (d) the carrying out such other duties as may from time to time be assigned to them.

Palmerston Guest House

██████████ KIN-1217

BELFAST. ██████████

June 12th 1971.

I have known Mr. Wm. McGrath for over 25 years and have every confidence in recommending him for the position of House-father at Kincora Boys' Hostel. He is a man of sterling Christian Character and of mental ability and should exercise an influence for good over any boys committed to his care.

John W. Sturt
Methodist Minister

To: W. Mason Esq., City Weyburn KIN 1218.
Subject: Mr William McGrath. Your Refs Ed/MW.
From: (Rev.) N. E. Mulligan.

I have known Mr William McGrath for many years. When I was on the Staff of North Belfast Mission I knew him as a Sunday Teacher.

Since those days he has proved himself in caring for people. When he was in Faith House, Drumny he did a splendid job of work.

He has always shown a very deep sense of caring and I am convinced he would prove himself in Kinevara Boys Hostel.

He is truly reliable from the standpoint of character & behaviour.

Yours sincerely

17 June 71. N. E. Mulligan.

22nd June, 1971.

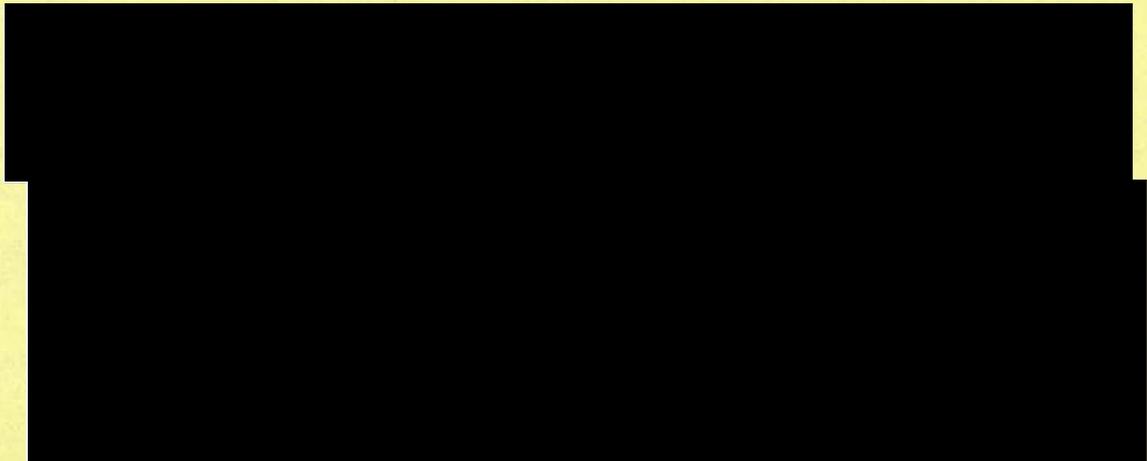
Dear Sir,

Staff Appointments - Children's Homes.

I am to request the approval of the Ministry to the appointments made by the Welfare Committee to-day as follows:-

Housefather Grade II - Kincora.

Mr. W. McGrath, 4 Greenwood Avenue, Belfast.



Copies of applications enclosed for information.

Yours faithfully,

Deputy City Welfare Officer.

The Secretary,
Ministry of Home Affairs,
Children's Branch,
21 Linenhall Street,
BELFAST BT2 8BY.

KIN-1220

To The City Welfare Officer,
16 College Street,
BELFAST, 1.

CWO.....	DCWO.....
PSWO.....	CO.....
PCSO.....	AA.....
DWO(N).....	DWO(S).....
- 7 JUL 1971	
DWO(E).....	DWO(W).....
Su & A/cs.....	Est.....
A. & R.....	Typists.....
Copies to.....	

I have to report that the undermentioned has been medically examined with the result as shown:

NAME Mr. William McGrath,

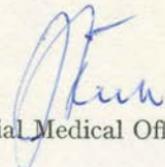
ADDRESS 4 Greenwood Avenue, Belfast, 4.

DEPARTMENT Welfare

1. Fit for employment as Housefather Grade II
2. Further investigation is required.
Result will be notified at a later date.
3. Unfit for employment as.....

Remarks To be re-examined in six months time. I
have advised him to see his own doctor.

Date 2nd July, 1971.


 Industrial Medical Officer.



Government of Northern Ireland

MINISTRY OF HOME AFFAIRS

Stormont - Belfast - BT4 3SU

Telegrams Homaff Belfast

Telephone Belfast 63210 ext

KIN-1221

407

21 Linenhall Street
Belfast BT2 8BY

The City Welfare Officer
Belfast County Borough
Welfare Committee
16 College Street
Belfast
BT1 6BX

Please reply to The Secretary

Your reference

Our reference

TC.97

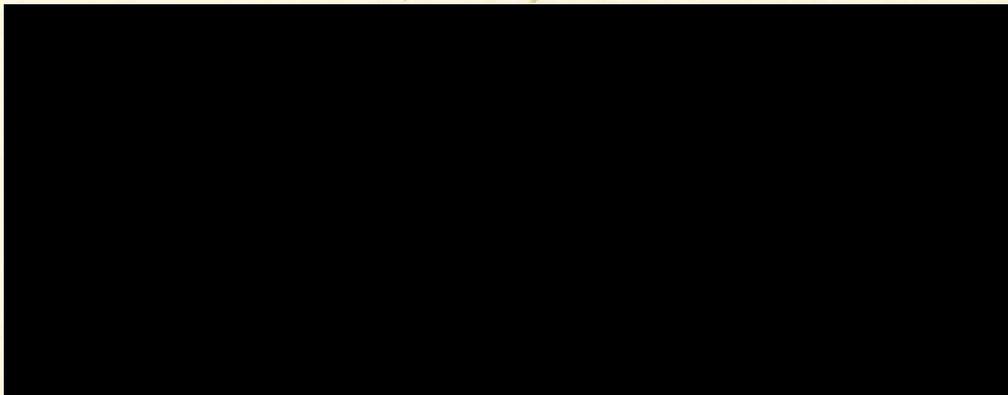
Date

7 July 1971

Dear Sir

I refer to your letter of 22 June 1971 and convey approval to the following appointments by your committee:-

1. Mr W McGrath - Housefather Grade II, Kincora
Salary: Minimum point of NJC Asst.
Houseparent Grade I scale.



Yours faithfully

M. Cassidy

MINUTE 22/6/71

WUUG

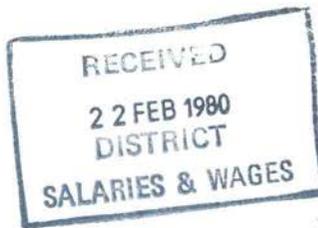
MW

T.C. C.T. E.O. LGA.

4

McGrath file

KIN-1222

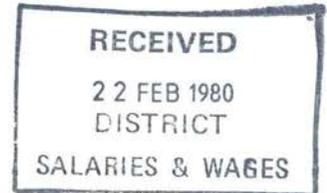


188 Upper Newtownards Road,

BELFAST BT4 3ES

18 February 1980

Chief Salaries & Wages Officer,
Salaries & Wages Department,
Forster Green Hospital,
110 Saintfield Road,
BELFAST BT8 4HD



Dist. 13 Unit 351 Block 02 Staff No. 0005

Dear Sir,

I intend to take advantage of the Job Release Scheme to take effect as from my 64th. birthday which is the 11th. December 1980. Please let me have the relevant Forms. The Department of Manpower Services has been informed of my decision.

I would be grateful if you would also let me know if my Superannuation is payable from above date or do I have to wait till I am 65 before payment commences.

Sincere thanks.

Yours faithfully,

William McCreath

William McCreath.

East Belfast and Castlerough District

To: Mr. J. Mains, Mr. R. Semple,
Mr. W. McGrath,
Kincora Boys' Hostel

Purdysburn Hospital, Saintfield Road,
Belfast BT8 8BH
Tel: Belfast 643191

District Social Services Officer:
Clive W. Scouler, Cert.S.W.
our ref: CWS/IR.

your ref: -

4th March, 1980.

Dear Sir,

I refer to my interview with you today and am writing to confirm to you the decision which was conveyed to you.

The Disciplinary Authority has been made aware of serious allegations affecting the young persons residing in the Home in which you are employed as a Senior Officer.

The Disciplinary Authority has given very serious consideration to this situation and has decided in the circumstances that you should be subject to precautionary suspension in accordance with paragraph 6 of the Disciplinary Procedure, a copy of which is enclosed. During the period of suspension you will continue to receive full normal remuneration.

At present it is not possible to give an indication of the period of your suspension and, in view of this, it will be necessary for me to write to you again to indicate further action to be taken.

The effective date of this precautionary suspension is the 4th March 1980.

Yours faithfully,

DISTRICT SOCIAL SERVICES OFFICER

KIN-1224

188 Upper Newtownards Road,

BELFAST BT4 3RS

March 5 1980.

Clive W. Scoular, Esq.,
District Social Services Officer,
Purdycuburn Hospital,
Saintfield Road,
BELFAST BT8 8BH

Dear Sir,

I write to inform you that some time ago I arranged with the Department of Manpower Services to take advantage of the Job Release Scheme, as from my 64th. birthday, which is 11th. December 1980. I also informed your Salaries and Wages Department of my intention.

Whatever the outcome of the present investigations it is my desire to carry through the above arrangement as my wife and I have planned for a number of years.

Yours faithfully,

W. McGrath

William McGrath.



351/02/0005.

2nd December, 1980.

Mr. W. McGrath,
188 Upper Newtownards Road,
Belfast 4.

Dear Sir,

I write to confirm that the Department of Manpower Services has approved your application for Job Release Allowance from and including 12th December 1980. I am, accordingly, to advise you that your name will be removed from the payroll of this District on 11th December, 1980 and you will receive your Income Tax form P45, together with any salary to which you may be entitled, in due course.

Yours faithfully,

J. Thompson
District Personnel Officer.

JT/ME.

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 15

Kincora Boys' Hostel

236, Upper Newtownards Road, Belfast

This Hostel was opened by the Belfast Welfare Authority in January, 1958. It was established for working boys aged 15 - 18 years and has continued to be used for this age group, though on occasions younger boys may be accommodated for very short periods if there are no vacancies in other Children's Homes.

The boys in the Hostel are either in care on a voluntary basis having been received into care under Section 103 of the Children and Young Persons Act (Northern Ireland) 1968 or have been committed to care by a Juvenile Court. In the latter case it has been decided by the Court that either the boys are in need of care, protection or control or have committed offences, and a Fit Person Order has been made to the Social Services Department.

A Fit Person Order gives the Social Services Department the rights and responsibilities of parents for the boys until they reach the age of 18 years unless the Order is revoked by Juvenile Court prior to them reaching this age.

There are consequently offenders and non offenders accommodated at the Hostel.

The Residential Child Care staff who are responsible for running the Hostel and caring for the boys are -

Mr. J. Mains, Officer-in-Charge

Mr. R. Semple, Deputy Officer-in-Charge

Mr. W. McGrath, Housefather

The domestic staff who undertake cooking, laundry and cleaning are -

Mrs. E.J. McCullough

Mrs. E. Smith

Only Mr. Mains and Mr. Semple undertake "sleeping-in" duty at the Hostel.

The Residential Child Care and Ancillary Staff in the Hostel are supported and supervised by the management staff in the District.

Under the Children's Homes Regulations the District Management staff have a statutory responsibility to visit at least once a month and a report of the visits are sent to the Director of Social Services.

In addition there is a statutory responsibility for members of the Personal Social Services Committee of the Board to visit every quarter and a report of the member's visit is submitted to the Personal Social Services Committee and to the Board.

Every boy in the home has a Social Worker who visits at least once a month to discuss any problems the boy might have and to keep up links with his family and relatives. These Social Workers are from the boy's home area.

Corporal punishment is not allowed and discipline and control must be achieved through personal relationship by way of example and when necessary by withdrawing privileges.

The boys are encouraged to find and keep employment or to undertake further education or training. They are encouraged to be independent and to get involved in community activities.

They must keep reasonable hours and are expected to be in by 10.30 p.m. except at weekends when they may get a late pass.

Boys are not allowed to stay out overnight unless they are with a known friend, relative or parent.

Any difficulties or problems with boys are expected to be reported to the District management staff and to the boys' Social Workers.

There is a formal review of the boys progress every six months in which all the staff involved participate.

Kincora Hostel Staff

Officer-in-Charge Mr. Joe Mains d.o.b. 31.7.29 - Single

Has been in charge of the Hostel since it opened in 1958 and was resident there until 1st July, 1970. Prior to this had been Assistant to the Housemother in charge of Park Lodge Boys' Home, 700 Antrim Road, Belfast, from 1st January, 1956 and an Attendant at Abbeydene Old People's Home from 18th February, 1957. All these posts were in Belfast Welfare Authority homes and he entered the employment of that Authority on 1st January, 1956 with good references from his former employer, Purdysburn Hospital and former School Principal Mr. T. Holland.

He carried out his duties in a satisfactory manner and there were no complaints or allegations from staff or boys regarding his behaviour until September, 1967 when complaints were made by two boys. These were investigated by Mr. Mason, City Welfare Officer and Mr. Moore, Children's Officer and the matter was referred to the Town Clerk.

There was nothing further until August, 1971 when a boy wrote a letter alleging misconduct by Mr. Mains. This was investigated again by Mr. Mason, City Welfare Officer and Mr. McCaffrey, Assistant Children's Officer and the matter was referred to the Town Solicitor. It is not known what action, if any, was taken.

All the correspondence regarding these allegations was given to Detective Constable Cullen in 1976.

Mr. Mains has never made any complaints regarding his colleagues in the Hostel.

Deputy Officer-in-Charge Mr. Raymond Semple d.o.b. 6.1.22 - Single

[REDACTED]

Appointed Deputy Officer-in-Charge of Kincora on 8th September, 1964. He resigned on 28.2.66 to take up a better paid job and to have more time to look after his parents. He re-applied for the post and was re-appointed on 10th June, 1969. He has continued in this post until the present. He was known to Mr. Mains prior to 1964 as they were both Divisional Officers in the St. John's Ambulance Brigade. Mr. Mains was one of Mr. Semple's referees for the job and the St. John's Ambulance Brigade the other.

There have never been any allegations made against this member of staff and his work has always been felt to be satisfactory.

Mr. Semple has never made any complaints regarding his colleagues in the Hostel.

Housefather Mr. William McGrath d.o.b. 11th December, 1916 - Married.
188, Upper Newtownards Road, Belfast.

Appointed Housefather on 22nd June, 1971. Prior to appointment was a self employed carpet importer. Good references from two Methodist Ministers - Sunday School Teacher.

No complaints or allegations about Mr. McGrath until 23rd January, 1974 when an anonymous phone call was received by Mr. C. McKay then Assistant Principal Social Worker in the Holywood Road Social Services Office. The person alleged that Mr. McGrath had made improper suggestions to the boys.

Mr. McKay referred this to Mr. B. Todd then Assistant Principal Social Worker, Residential and Day Care Services, who informed Mrs. M. Wilson then Principal Social Worker, Residential and Day Care Services. Mrs. Wilson discussed this phone call with Mr. Mains and Mr. McGrath. Mr. McGrath said that he was an official in the Orange Order and had received a copy of an anonymous letter which had been sent to that organisation saying that he was a homosexual and had made improper suggestions to boys in the Hostel. He said that this was just someone being vindictive as he was involved in politics and sometimes had to speak out against people. He stressed that he did not bring his outside political activities into his work.

The Police were aware of the allegations and had contacted Mr. Mains. The Police have been involved since this time in discussions regarding Hostel staff and problems regarding some of the boys committing offences.

Mr. McGrath has never made any complaints regarding his colleagues in the Hostel.

Domestic Mrs. E. McCullough d.o.b. [REDACTED] - Married.

[REDACTED]
Commenced employment as a Domestic in the Hostel on 13th July, 1958.
References good - Work record satisfactory.
No complaints ever made against this member of staff.
She has never made any complaints against other members of staff.

Domestic Assistant Mrs. E. Smith d.o.b. [REDACTED] - Married.

[REDACTED]
Commenced employment in the Hostel on 15th November, 1966.
Work record satisfactory.
No complaints ever made against this member of staff.
She has never made any complaints against other members of staff.

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 16

PERSONAL

KIN-1231

Mr. C. W. Scoular,
District Social Services Officer.
9/E.1.
CWS/MR. 5th March, 1980.

Mr. E.S. Gilliland,
Director of Social Services.

-
Copy: Miss L.M. McGrath, Mr. P. Gibson

Staff at Kincora Boys' Hostel

Following our discussions on the 3rd and 4th March 1980, I signed three letters addressed to Messrs. Semple, Mains and McGrath making them the subject of precautionary suspension with effect from the 4th March 1980.

I interviewed these members of staff individually around 7.30 p.m. on the 4th March 1980 and there was no aggressive reaction. Each accepted what I said and by 10.15 p.m. all three had left the Hostel. At that time I brought in Mrs. C. Malone who will act as Officer-in-Charge.

I interviewed the boys and made them aware of what the situation was and asked them to be as co-operative as possible.

Mr. S. Hanna, Craft Instructor, will be a member of staff as well and I am hopeful of confirming a third person.

Needless to say, I am most anxious to hear the eventual outcome of this case. I cannot have these three members of staff at Kincora for an undue length of time and, if there is going to be any delay, I feel I will have to take on some other temporary staff. However, I will work this out as the time goes along. I will keep the relevant Social Worker and other interested Senior Officers advised of the names of the new temporary staff.

DISTRICT SOCIAL SERVICES OFFICER

KIN-1232

Letter to: Mr. J.E. Fulton, District Social Services Officer,
North Down and Ards District,
Mr. W.R. Sharpe, District Social Services Officer,
North and West Belfast District,
Mr. P. McHugh, Acting District Social Services Officer,
Ballymena and Antrim District.

PERSONAL

Copy to: Miss L.M. McGrath, P.S.W., Mr. P. Gibson, S.S.W.

9/E.1. CWS/MR.

5th March, 1980.

Dear

Staff Changes at Kincora Boys' Hostel

I wish to inform you that Mrs. C.C. Malone will be Acting Officer-in-Charge at Kincora for the time being.

I should be grateful if you would arrange for Social Workers from your District to make immediate contact with Mrs. Malone at Kincora in order to discuss the present situation in regard to the boys from your District. I should be glad if contact was made by the Social Workers within the next three working days.

Yours sincerely,

DISTRICT SOCIAL SERVICES OFFICER

KIN-1233

PERSONAL

Mr. C.W. Scoular,
District Social Services Officer.
9/E.1.
CWS/MR. 6th March, 1980.

Mr. E.S. Gilliland,
Director of Social Services.
ESG/PK.
Copy: Miss L.M. McGrath, Mr. P. Gibson.

Staffing at Kincora Boys' Hostel

I refer to my memorandum of the 5th March 1980 and I can now confirm that the third member of staff who will be employed in a temporary capacity is Mr. Ronald Barr who presently works full-time at Dee Street Social Education Centre.

The new staff are settling fairly well and I am glad to report that there have been no repercussions since the action I took on Tuesday last.

DISTRICT SOCIAL SERVICES OFFICER

PERSONAL

Mr. C.W. Scoular,
 District Social Services Officer.
 9/E.1.
 CWS/MR. 7th March, 1980.

Mr. W.R. Sharpe, Mr. B. Coulter,
 Mr. J.E. Fulton, Mr. R. Prytherch,
 Mr. R.S. Ferguson,
 District Social Services Officers.
 Mr. E.S. Gilliland, Director of S.S.
 Miss L.M. McGrath, Mr. P. Gibson

Copy:

Staff Changes at Kincora Boys' Hostel

I wish to inform you that there have been changes in the staff at Kincora Boys' Hostel with effect from the 4th March 1980. The Acting Officer-in-Charge is Mrs. G.C. Malone and the other two acting staff are Mr. S. Hanna and Mr. R. Barr. I will keep you informed of any other changes.

I have already informed staff who have boys in the Hostel at present and have asked them to make contact with the new staff as quickly as possible.

DISTRICT SOCIAL SERVICES OFFICER

KIN-1235

9th April, 1980

Mr. S. Hanna


Dear Sir,

I am informed you ceased to act at Kincoora Boys Hostel as Deputy Officer-in-Charge on 30th March, 1980.

You will accordingly revert to your former grade and salary with effect from 31st March, 1980.

Yours faithfully,



District Personnel Officer

COPY TO: District Social Services Officer. ✓

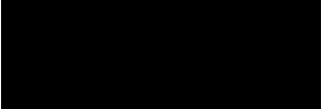
TAW/HB

KIN-1236

COPY TO: District Social Services Officer ✓

9th April, 1980

Mr. R. Barr,



Dear Sir,

Further to my letter dated 7th March, 1980, I am informed that you have been acting-up as Deputy Officer-in-Charge at Kincora Boys Hostel since 31st March, 1980.

During the period you act in this role you will be remunerated on the appropriate salary scale for the post, i.e. £5067 - £5547 non-resident, and placed at £5067 p.a. with effect from 31st March, 1980.

Yours faithfully,



District Personnel Officer.

MEMORANDUMFrom Mr. H. Connor, A.P.S.W.To Mr. C. W. Scoular, D.S.S.O.

Ref. HC/CH

Ref.

15th May, 1980

Mrs. J. Knight,
Craft Instructor,
Mt. Oriel Day Centre

As you will know the above named lady has kindly agreed to work in Kincora from Monday, 19th May until Thursday, 3rd July, 1980. I have discussed with Miss McGrath the question of payment for Mrs. Knight and we would recommend that Mrs. Knight be paid on the seventh point of the unqualified houseparent scale, i.e., £4302 p.a. At present Mrs. Knight is being paid £3789 p.a. which is the equivalent of the second point of the houseparent scale. We feel that such a small increase would in some way compensate her for her kindness. Might I also remind you that from the 19th May, Mr. G. Kinkaide will become the Deputy Officer in Charge. Perhaps you would be so kind as to alert personnel and salaries & wages of both of these changes.



ASSISTANT PRINCIPAL SOCIAL WORKER

Mr. C.W. Scouler,
District Social Services Officer.

9/E.1.

GWS/MR.

19th May, 1980.

Mr. J. McCallum,
District Personnel Officer.

-

Copy: Mr. P. Donaldson; Mr. H. Connor.

Temporary Staff at Kincora

Mr. R. Barr will be leaving Kincora on the 18th May 1980 to take up his new post at Dee Street. I have arranged for Mrs. June Knight, presently a Craft Instructor at Mount Oriel, to become the Third Officer from 19th May 1980 to 3rd July 1980. Please place Mrs. Knight for this period on the seventh point of the unqualified Houseparent scale, i.e. £4,302.00 per annum.

Also I would ask you to upgrade Mr. G. Kincade to temporary Deputy Officer-in-Charge from the 19th May 1980 at the appropriate rate.

DISTRICT SOCIAL SERVICES OFFICER

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 17

Mr. G. Higham, A.P.S.W.

Miss D. Carmichael, Supervisor
Mrs. White, Supervisor
Miss O'Donnell, Supervisor
Mr. J. Mains, Supervisor ✓
Mr. J. Smyth, Supervisor

GH/CH

3rd December, 1976

RE: Talk by Mr. R. Browne, D.W.O.

Mr. Browne will be giving a talk at 10.30 a.m. in Kincora Hostel on Tuesday, 14th December. I hope you will be able to attend and perhaps raise any matters which you feel should be aired.

Gordon Higham
Assistant Principal Social Worker

EASTERN HEALTH AND SOCIAL SERVICES BOARD

MEMORANDUM

From: Miss S. Jennings, ADSS

To: Mr. J. King, Personnel,
Londonderry House.

Ref. SJ/SC

Ref. Copy to: D.S.S.O., East Belfast
and Castlereagh.

6/A2 (166)

"Planning for Children"
Staff Development Courses in Scotland

I attach herewith leave sheet in respect of Mr. Joseph Mains, Officer in Charge, Kincora Boys Hostel, for whom approval has been given to attend the above course.

Sb. pp S. Jennings
Assistant Director of Social Services

20th October, 1976

encl.





Central Council for Education
and Training in Social Work

Clive W. Scoular, Esq.,
District Social Services Officer,
Eastern Health & Social Services Board,
Purdysburn Hospital,
Saintfield Road,
BELFAST, BT8 8BH.

9 South St. David Street, Edinburgh EH2 2BY
Telephone 031 556 2953

15th November, 1976.

Staff Development Courses in Scotland

Dear Mr Scoular,

"Planning for Children"
10th - 12th February, 1976.
Marine Hotel, North Berwick.

With reference to your letter of 4th November we are pleased to accept Mr J. M. Maybin and Mr Mains application forms for the above named course.

We shall send out the programme and other details to you as soon as possible.

Yours sincerely,

L. Amos.

Lesley Amos
Secretary to Miss Cunningham



Copy sent to: Miss M.E.E. Kyle, P.S.W.
✓ Mr. S.G. Higham, A.P.S.W.
Mr. J.M. Maybin, A.P.S.W.
Mr. J. Mains, Kincora Boys' Hostel.

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 18

1. Elizabeth Smyth (Domestic at Kincora)
 ✓ Wilhelmina F Tomson (Assistant Principal Social Worker)
 R Margaret Robinson (former Social Worker)
 ✓ Eddis Nicholl (Principal Social Worker)
 R John E Ewing (Retired Welfare Officer)
 ✓ Eleanor Simpson (Senior Social Worker)
 C Eric Witchell (Officer in charge)
 ✓ Hilary Neill (part-time social worker)
 ? Marilyn Jackson (Senior Social Worker)
10. Elizabeth A Beattie (Social Worker)
 R James C R Benson (Retired Social Worker)
 ✓ Florence R Goddard (Senior Social Worker)
 ? Dorothy Roberts (Social Worker)
 ? Kay Johnston (Social Worker)
 ? Carole Harvey (Retired Social Worker)
 ✓ John W Smyth (Senior Social Worker)
 R Sharon R Grey (Retired Social Worker)
 ✓ Ronald A Orr (Assistant Principal Social Worker)
 ? Eileen F O'Donnell (Senior Social Worker)
20. ✓ Ruth Morrison (Social Worker)
 ? Ciaran Conlon (Social Worker)
 Scotland Anna Hyland (Senior Social Worker)
 ✓ Peter H Martin (Senior Social Worker)
 ✓ Niall Young (Senior Social Worker)
 ✓ Colin E Wilmont (Assistant Principal Social Worker)
 ✓ Terence J Smyth (Social Worker)
 ? Alan Armstrong (Social Worker)
 ? Pauline P Curran (Social Worker)
 C Raymond Semple (Deputy Officer)
30. C Joseph Mains (Warden)
 R Henry Mason (Head of Admin)
 ✓ Robert Moore (Director of Social Services)
 ✓ Charles A McCaffrey (Senior Social Worker)
 R Mary J Wilson (Retired Social Worker)
 ✓ Colin W B McKay (Retired Social Worker)
 ✓ Robert J Bunting (Assistant Director)
 ✓ Edward S Gilliland (Director of Social Services)
 ✓ Clive W Scoular (District Social Services Officer)

40. ✓ Alan Chard (Principal Social Worker)
 ✓ Stanley G Higham (Assistant Principal Social Worker)
 ✓ Lorna M McGrath (Principal Social Worker)
 ? Robert L Conway (Social Worker)
 ✓ Helen P Gogarty (Social Worker)
 ✓ David P Morrow (Senior Social Worker)
 ✓ Judith M Kennedy (Senior Social Worker)
 ✓ Robert Blair (Principal Social Worker)
 ✓ William R Sharpe (District Social Services Officer)
 ? Frederick C Dodd (Deputy Officer)
 ? Joseph E Turkington (Assistant Principal Social Worker)
50. ✓ Ian R Hinds (Assistant Principal Social Worker)
 ✓ Mary E E Kyle (Principal Social Worker)
 ✓ Brian A Todd (Assistant Social Worker)
 ✓ Marion Reynolds (Senior Social Worker)
 ? Elizabeth Fiddis (Health Visitor)
 R Hilary Reid (Retired Social Worker)
 R John L O'Kane (Assistant Director of Social Services)
 James Q Coey (District Personal Officer)
 ? John Compton (Senior Social Worker)
 ? John E Emerson (Senior Social Worker)
60. ✓ Peter H Gibson (Senior Social Worker)
 ✓ Michael O Hall (Student Social Worker)
 ✓ Judith Herriott (Social Worker)
 ? Donald D Jackson (District Fire Preventional Officer)
 R Jack Jackson (Assistant District Admin Officer)
 ✓ Samuel D Johnston (Social Worker)
 R Sandra Kerr (Retired Social Worker)
 Elizabeth McCullough (Domestic at Kincora)
 ? Noel O V McGuigan (Social Worker)
 ? Willaim W Magowan (Senior Admin Officer)
70. ✓ Kenneth Robertson (Assistant Principal Social Worker)
 R Thomas Shannon (Senior Social Worker)
 ✓ Robert S Stinson (Assistant Principal Social Worker)
 R John K Smyth (Officer in charge)
 ? Kate Dornan (Social Worker)
 ? Geraldine McDowell (Assistant house parent)
 ✓ Robert Smyth (Deputy Officer in charge)
 ? Keith Walsh (Social Worker)
 ✓ John J McManus (Officer in charge)
 } William John Drake (House parent)

80.	✓ Elizabeth Millen	<i>N/W</i>	(Social Worker)
	? Briget McGarrity		(Social Worker)
12	Edward J Malone		(Retired District Social Services)
	R. Judith S Malone		(Principal Officer)
	✓ Robert McF Bingham	<i>N/W</i>	(Principal Social Worker)
	✓ Noel D McCreedy	<i>N/W</i>	(Social Worker)
	✓ Paul M Ryan	<i>N/W</i>	(Assistant Principal Social Worker)
	✓ GERALYN AINSWORTH	<i>N/W</i>	(Social Worker)
<u>Revised</u>	William Kerr		(Senior Social Worker)
	✓ Elizabeth Kavanagh	<i>N/W</i>	(Social Worker)
90.	✓ Bernadette A Campbell	<i>N/W</i>	(Deputy Officer in charge)
<u>Packet</u>	✓ Michael H Challen		(Res Social Worker)
	? Patrick H Harris		(Deputy Officer in charge)
	? Stella Morgan		(Retired Social Worker)
	8 Mary Murray		(Reserved Social Worker)
	✓ Margaret McAlpine		(House mother)
	✓ Catherine McGarvey	<i>N/W</i>	(Social Worker)
	✓ Frances Connelly	<i>N/W</i>	(Social Worker)
	✓ Anne M Garvin	<i>N/W</i>	(Social Worker)
	✓ Patricia J Perry	N/W <i>E/C/R</i>	(Senior Social Worker)
100.	? Collette McCavera		(Social Worker)
	✓ Dorothy I Gallagher	<i>N/W</i>	(Social Worker)
	by Ronald Smyth		(Deputy Officer in charge)
	? Phyllis Montgomery		(House parent)

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 19

COPY

MINISTRY OF HOME AFFAIRS,
STORMONT,
BELFAST, 4

14th December, 1959.

T. 589
Your Ref: F.1/2

Sir,

I am directed by the Minister of Home Affairs to refer to your letter of 25th November, 1959 and to say that the Ministry has noted that the weekly charges for accommodation at the under-mentioned Children's Homes for the year ended 31st March, 1959, have been fixed as follows:-

Bawnmore	...	...	...	...	£6.12.10. per child.
Brefne	...	...	...	...	£7. 8. 6. per child.
Williamson House -					
		Girls	...	...	£4.14. 9. per child.
		Boys	...	...	£5. 0. 3. per child.
Kincora	...	...	...	...	£5. 0. 6. per child.

It is further noted that these costs are based on the estimated cost of operating the Homes at full capacity and will apply only to children and young persons received from other Welfare Authorities in Northern Ireland, the full cost being charged to other bodies.

I am, Sir,
Your obedient Servant,

M. JOHNSTON,

for Secretary.

The Welfare Officer,
Belfast County Borough Welfare Authority,
16 College Street,
Belfast, 1.

N.I. Welfare Authorities' Hostels and Family Group Homes

1964/65

Cost per child-week

	<u>Total</u>			<u>Added Costs</u>			<u>Gross</u>			
	<u>Net</u>			<u>For Central</u>		<u>Notional</u>		<u>Cost</u>		
	<u>Payments</u>			<u>Admn.</u>		<u>Rent i.r.o.</u>				
	<u>(B)</u>			<u>(10% of B)</u>		<u>Capital Exp.</u>				
	£	s.	d.	s.	d.	s.	d.	£	s.	d.
<u>Belfast Co. Borough</u>										
Kincora Working Boys' Hostel, 236 Upper Newtownards Road.	7:	13:	2	15:	4	3:	2	8:	11:	8
Ettaville Working Girls' Hostel, 4 Kirkliston Drive.	9:	6:	11	18:	8	6:	3	10:	11:	10
Family Group Home, New Barnsley Parade.	8:	14:	-	17:	4	1:	3	9:	12:	7
Family Group Home, Tyndale Park.	7:	14:	5	15:	5	1:	5	8:	11:	3
Family Group Home, Ballysillan Park.	9:	1:	10	18:	2	1:	6	10:	1:	6
Family Group Home, Highland Parade.	5:	6:	1	10:	7		11	5:	17:	7
Family Group Home, Monagh Parade.	6:	14:	-	13:	5	*	5: 4	7:	12:	9
<u>Antrim Co.</u>										
Family Group Home, Carrickfergus.	6:	18:	3	13:	10		- 0	7:	12:	1
Family Group Home, Larne.	7:	6:	3	14:	7		- 8	8:	-:	10

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

Rule 9 – KINCORA

Exhibit 20

EASTERN HEALTH AND SOCIAL SERVICES BOARDDIRECTOR OF SOCIAL SERVICESJOB DESCRIPTION

<u>REPORTS TO:</u>	-	Area Board on professional management matters
	-	Area Executive Team on corporate matters
<u>SUPERVISES:</u>	-	Assistant Directors of Social Services
	-	Social Services Unit Managers

BASIC FUNCTION

The Director of Social Services is responsible for the professional management of the social service staff in the Area, the contribution of social services staff to the planning of programmes of care in the Area, and for advising the Board, its committees and sub-committees on matters of social care. As a member of the Area Executive Team he shares responsibility for decisions taken within the delegated responsibility of the Team for the strategic management planning, resource allocation, monitoring and co-ordination of services throughout the Area.

MAJOR RESPONSIBILITIES(1) Corporate Management Responsibilities

1. Provides the social services contribution to the strategic management and corporate decision-making of the Area Executive Team
2. Co-ordinates the contribution of social services staff to all programmes of care throughout the Area
3. Participates in the development of objectives, goals and plans for programmes of care in the Area through the Board's Committee Structure and the Area Executive Team
4. Assists in the assessment of priorities for revenue and capital estimates in the Area
5. Assists in monitoring the effectiveness of services in meeting the stated objectives and goals of programmes of care in the Area
6. Participates in the development of management services in the Area where appropriate

7. Participates in the development of management techniques to improve cost effectiveness and management information systems
8. Collaborates with other members of the Area Executive Team to ensure the sound expenditure of revenue and capital in accordance with policies laid down by the Department and the Area Board
9. Liaises with the Chief Administrative Officer in the co-ordination of the public relations activities
10. Co-ordinates the work of his staff with other staff and with outside organisations as required, and utilises the staff support available from other departments when necessary
11. Provides professional advice to other members of the Area Executive Team

(2) Professional Management Responsibilities

12. Co-ordinates the provision of social services between Units of Management
13. Provides professional advice and direction to the Unit Social Services Managers and Assistant Directors of Social Services
14. Participates with the Department, training bodies, Planning Teams and other professional social services officers in developing training objectives and goals
15. Participates in the development of professional standards amongst social services staff in the Area
16. Controls the overall expenditure of the social services' budget to meet the Area Board's stated objectives and goals
17. Liaises with the professional officers in the Supplementary Benefits Commission, Education, Housing, Probation Service and District Councils to secure complementary social policy
18. Controls the execution of the Board's statutory commitments to providing care for children
19. Participates in the identification and implementation of preventive social work consistent with policies laid down by the Area Board
20. Liaises with voluntary social services in providing co-ordinated services
21. Advises the ~~Personal Social Services~~ ^{The Board} Committee on social services matters and issues of social policy
22. Co-ordinates action to cope with the emergency provision of temporary social care

23. Ensures the provision of temporary accommodation for families in need of temporary social care

(3) General Management Responsibilities

24. Reviews individually at least annually the performance of immediately subordinate staff, provides guidance on personal development requirements and advises and initiates where appropriate further training
25. Ensures that the review of performance identified in 24 above is performed for all levels of staff for whom he has professional management authority
26. Maintains staff relationships and morale among the staff reporting to him
27. Reviews the organisation plan and establishment level of the service for which he is responsible to ensure that each is consistent with achieving objectives, and recommends changes when appropriate
28. Delegates appropriate responsibility and authority to staff within his control consistent with effective decision-making, while retaining overall responsibility and accountability for results
29. Participates in the selection and appointment of staff reporting to him in accordance with procedures laid down and approved by the Department

HEALTH AND SOCIAL SERVICES BOARDASSISTANT DIRECTORS OF SOCIAL SERVICES

RESPONSIBLE TO:

Director of Social Services

MINIMUM QUALIFICATIONS:

Candidates -

- (1) must have had wide experience at senior level in the personal social services
- (2) should preferably hold a professional qualification in social work.

BASIC FUNCTION:

The Assistant Directors of Social Services will be responsible for the contribution of Social Services to Programme Planning and co-ordinating and liaising where necessary with other public services.

MAJOR RESPONSIBILITIES:

1. Co-operates with members of other professions in the identification of Client needs and the planning of programmes of care to meet these needs.
2. Liaises with District Social Services Officers in order to facilitate and advise on the implementation of these programmes of care.
3. Advises the Director of Social Services on the setting up of programmes of care.
4. Assists in evaluating and monitoring the effectiveness of programmes of care.
5. Other duties as may be assigned by the Director of Social Services from time to time.

POLILCY, PLANNING AND PERFORMANCE OF A
DISTRICT SOCIAL SERVICES OFFICER

As far as Residential Units in the District are concerned, the District Social Services Officer has the overall responsibility.

Like all other Children's Units, I visited Kincora from time to time on different days and at different times.

My Principal Social Worker (Residential and Day Care) has the overall line responsibility for Children's Units, but an Assistant Principal Social Worker has day to day responsibility. The Assistant Principal Social Worker has (or had, in the case of Kincora) the following responsibility:

- (1) regularly visits the Unit two to four times per month and has quite a bit of contact by telephone
- (2) writes short monthly reports, highlighting items of interest. This report is sent to Headquarters.
- (3) gets involved in new admissions.

Fieldwork Social Workers have the following responsibilities:

- (1) they visit residents at least once monthly
- (2) they write reports on residents and write up their files following visits.
- (3) they have reviews concerning their children in care, which involve the staff of the Unit, their Senior Social Worker (Teamleader) and any other interested party, e.g. teacher, employer, youth leader etc.
- (4) they complete a 6-monthly review C 11 form, and this is read by their team leader and A.P.S.W. (Fieldwork), before being sent to District Headquarters by the Principal Social Worker (Fieldwork).

Residents are

- (1) visited by their Social Worker
- (2) seen occasionally by the Principal Social Worker and District Social Services Officer
- (3) visited by
 - a) Parents
 - b) Relatives
 - c) Other friends, youth leaders etc.

PHOTOCOPIED FOR FBI
4-12-2008
KAPUC

Parents

Contact is often encouraged with parents and they are encouraged to visit the Children's Unit or the children are encouraged to visit the parental home.

However, there are occasions when the parental visits are not encouraged, usually because of a past history of family desertion, parental inability to cope or bad family habits which prevent the return of the child to the home.

The District Social Services Officer

would discuss the facilities with the relevant member of staff from time to time and keep abreast with day to day developments in the facilities.

WITNESS NAME: HEALTH AND SOCIAL CARE BOARD

DATE: 23 May 2016

The Inquiry into Historical Institutional Abuse 1922 to 1955

Fionnuala McAndrew

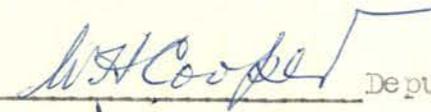
Rule 9 – KINCORA

Exhibit 21

Welfare Committee.

Report of the Deputy Chairman (Alderman Cooper)
and Councillor Mrs. Barter on their visit to
Bawmore, Brefne, Williamson House and Kincora.

We visited the above-mentioned homes on 16th
June, 1958, and found them working efficiently and the
children well cared for. This was the first occasion
on which Kincora had been visited and we were much
impressed by the facilities provided there. The older
children from Brefne had left that morning for their
summer holiday in Bangor.


Deputy Chairman.


Councillor.

20.6.58.

29th November 1958.

The Town Clerk
City Hall
Belfast.



Dear Sir,

During the present month we inspected the following homes.

WILLIAMSON HOUSE -Boys -- The House was clean and tidy. The Dining Room wall was chipping and is badly in need of repair. The Esse stove was not working satisfactorily and needs attention.

WILLIAMSON HOUSE - Girls -- The children were enjoying the amusements provided for them and seemed happy and very contented. The Esse stove was unsatisfactory. We think it could be caused by different qualities of fuel. Better results are obtained where one quality only is used.

BREFNE -- We saw the older children at play and they gave us a wonderful welcome. We inspected the Home and saw the younger children in their cots, all well and cheerful. The Home was very clean and well kept and we have no complaints to make.

BAWNMORE -- Tea was being prepared and looked appetising and well cooked. We were pleased with the prevailing continuance of good humour and the happiness and enjoyment of the children. The dormitories were clean and tidy.

KINCORA -- A lovely home and a very good atmosphere. The boys here we consider are getting the benefits of a very good upbringing with all the amenities of a good family home. They are all apprenticed to business, and home then in the evenings to enjoy home comforts with the added advantage of recreation suitable to their age-group.

We commend the good work being done in these Homes and are satisfied good results should follow.

Yours faithfully,

Florence E. Breakie
.....
Joseph J. Cairns
.....

Report of Councillor Duff on his
visit to Bawnmore, Brefne, Williamson
House and Kincora.

I have to report that I visited the above-
mentioned Homes on 25th February, 1959 and found
them working efficiently and the children happy
and well cared for.

Edward H. Duff Councillor.

Welfare Committee.

3rd March, 1959.

59

KIN-1261

29th June 1959.

The Town Clerk
City Hall
Belfast.

Dear Sir,

We inspected the following Homes today:--

WILLIAMSON HOUSE -- The garden needs some attention. We suggest that more recreational facilities might be provided for use by the children. The boys are badly in need of a cricket pitch and cricket equipment; and the girls might have swings and other amenities.

BREFNE -- The children were clean and tidy and appeared very happy. Everything in excellent condition and the children enjoying the open air. Two were in sick bay.

BAWNMORE -- We consider the children need a little more discipline. The Home very nice and well kept. Food in course of preparation looked good.

KINCORA -- A very friendly and happy atmosphere. Clean and homely. The graining on the front door, done by one of the boys, looked excellent.

Yours faithfully,

TOWN CLERK'S OFFICE
30 JUN 1959
W 14676
BELFAST

Florence E. Breakie
.....
Joseph Hanna
.....

28th January 1960

The Town Clerk
City Hall
Belfast 1.

Dear Sir,

We inspected the following Homes on Thursday
21st January 1960:--

BAWNMORE -- Very pleased with conditions in this Home. Discipline good and children happy and enjoying their games. Home neat and tidy. Kitchen conditions satisfactory. Miss Mawhinney making every effort to keep children occupied and happy.

BREFNE -- Received a wonderful reception from the children and Mrs Wilson. Arrived at a good time when the children enjoying their playtime. The Home was very clean and the children well. Two of the babies were recovering from colds. Conditions very satisfactory.

WILLIAMSON HOUSE (GIRLS) -- Received by Miss McCandless. The children seem to be very fond of Miss McCandless and happy in their games.

WILLIAMSON HOUSE (BOYS) -- Received by Miss Ingram. A large proportion of the children listening to the T.V., and appeared to be enjoying it, immensely. The smaller ones enjoying games in large room. A very homely atmosphere prevailed.

KINCORA HOME -- Mr Mains met us and escorted us around. Most of the Boys were not home from their school or training. The Home looked very clean and comfortable. Conditions satisfactory.

4 NEW BARNSELY PARADE -- Perhaps not quite up to usual standard but with a little more experience should be very satisfactory. The idea of a family home is good.

4 ROCK GROVE -- We looked for this Home for 30 minutes and very much regret we were unable to find it. It is not well known yet.

Yours faithfully,



Florence E. Breakie

Florence