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[@probation_irl](#) / www.probation.ie

Newsletter of the Probation Service (Ireland)

September 2017



Message from Director

In the past few weeks, we have commenced the consultation process which will contribute to the drafting of our new strategic plan, 2018–2020. That plan, when finalised, will inform what we do and how we do it, for the next three years. We are also currently in the process of preparing a new Probation–Prison Services' joint strategy on the management of offenders. A significant part of both strategies, from a Probation Service perspective, will be how we implement our unique contribution to offender rehabilitation and desistance, consistently and effectively across all our interventions, to ensure the best outcomes for all our clients and stakeholders. While the learning from research evidence regarding 'what works?' in offender supervision is relatively clear, Implementation Science shows us that we must pay attention to a lot of relevant factors, including staff engagement and training, and supporting frontline staff and managers, to ensure fidelity and consistency in implementing evidence–informed practice. Part of this is also allowing for creativity in developing practice–informed evidence. For that reason, we will continue to grow our links with academic research, particularly in the fields of social work and criminology, as well as continuing to engage and involve our staff at all stages of the implementation process.



In the next week or so, we will partner the Incorporated Law Society in their Annual Human Rights Conference (see item below). This conference serves, among other things, to remind us too, of the centrality of our human rights and social work values, to the importance and the success of what we do. We must remind ourselves that respecting human rights is not just about *not* doing harm, which in itself *is* important. Being conscious of our values and respecting human rights is about actively promoting the wellbeing of our clients, victims (and potential future victims) of crime and the wider community, in what we do every day. Rather than being an 'add-on,' this awareness and driver of our work will only serve to increase the effectiveness and improved outcomes for all those we serve, specifically in fostering and improving desistance from reoffending.

The next edition of *Probation works* will be published in November 2017.

Vivian Geiran

Director

Twitter: @VGeiran



World Congress on Probation 2017



Pictured above: Vivian Geiran presenting at the World Congress in Tokyo

The Third World Congress on Probation was held in Tokyo, Japan, earlier this month, and was attended by over four hundred delegates from across the globe. The theme of the conference was: *Development of Probation and the Role of Community*. Director Vivian Geiran presented a paper – available on the Probation Service website – on the subject of the international development of probation practice standards. Dr. Frank Porporino, Prof. Peter Raynor and Prof. Todd Clear delivered inspiring plenary session papers on what works in probation, and translating research evidence into practice. Various workshop ‘streams’ and sessions gave participants a wide range of opportunities to explore aspects of probation practice in numerous jurisdictions and settings, using diverse and innovative approaches and methods. The importance of the valuable role that volunteers and the wider community play in community justice was emphasised and evidenced throughout. As well as the formal presentations and workshops, the Congress afforded participants the opportunity to undertake study visits; to probation offices, volunteer probation officers’ homes, offender community accommodation and rehabilitation facilities, and prisons, and to

Annual Human Rights Conference



The fifteenth Annual Human Rights Conference, hosted by the Incorporated Law Society, in partnership with the Probation Service, will be held in Dublin on Saturday 7th October 2017. The theme for this year’s conference is: ***Inside Out: the human rights implications of imprisonment***. The conference will be opened by Minister for Justice and Equality, Charlie Flanagan TD, and will include presentations by Probation Service Director Vivian Geiran, Dr. Mary Rogan (Trinity College Dublin), John O’Keeffe (criminologist), Deirdre Malone (Irish Penal Reform Trust), and two former prisoners.

The aim of this year’s conference is to critically explore the role of prison in the Irish criminal justice system, whilst examining the impact that prison has on offenders, their human rights and society as a whole. The Conference offers an important assessment of the function of prison and the social justice issues it may raise, including cyclical problems of poverty, unemployment and drug abuse. The objective of the Conference is to provide an incisive analysis of these issues from both social and legal perspectives. It will also allow the audience to engage with the rights considerations around same.

The conference brochure is available at:

<https://www.lawsociety.ie/globalassets/documents/lsept/>

network with, and share experiences with, colleagues from other countries.

Copies of papers and presentations are to be uploaded to the Conference webpage in due course:

<http://www.moj.go.jp/HOGO/WCP3/>

The inaugural World Probation Congress was held in London in 2013, with the second being hosted by Los Angeles, California, in 2015. The fourth World Congress is scheduled for Sydney, Australia, in 2019.



Picture above: Gerry McNally's input, on behalf of the Confederation of European Probation (CEP), in the organisation of the World Congress, is acknowledged by Japan's Justice Ministry.

North-South Probation-Prisons Meeting



Pictured above, from L: Michael Donnellan, DG, Irish Prison Service; Cheryl Lamont, CEO, Probation Board for Northern Ireland; Ronnie Armour, DG, Northern Irish Prison Service; and Vivian Geiran

[2017/web-brochure-annual-human-rights-conference-2017-ml-10.08.17.pdf](http://www.moj.go.jp/HOGO/WCP3/)

More information on the 2017 Human Rights Conference (#HumanRights17), including registration, is available at the following link:

<https://www.lawsociety.ie/productdetails?pid=1166>

Probation in numbers



This month (September 2017) there are:

7,925 Persons under Probation Service Supervision in the community;

1,504 Prisoners receiving probation assistance in custody;

2,078 People on Community Service

1,233 Persons on various types of post-release probation supervision

1,135 Women on probation Supervision in the community, and

214 Persons under eighteen years of age under probation supervision in the community

The monthly Probation Service 'snapshot' statistical table is available as:

<http://bit.ly/2xLkCo9>

Director, Vivian Geiran, met his Chief Executive counterparts from prison and probation services, North and South, in Dundalk, recently. The four discussed ongoing interagency and cross-border co-operation, including the upcoming annual Public Protection Advisory Group seminar, involving police, prisons and probation services, North and South, as well as future opportunities for co-operation development in a range of areas.

Important North-South Probation Information Sharing Protocol Signed



Pictured above: Cheryl Lamont and Vivian Geiran sign the North-South Probation information sharing protocol.

Vivian Geiran, and Probation Board for Northern Ireland CEO, Cheryl Lamont took the opportunity of the recent North-South meeting of prisons and probation CEOs, in Dundalk (see above) to sign-off on an updated information sharing protocol on the cross-border management of sex offenders. This protocol is an important part of the co-operative practice frameworks for the management of sex offenders who may move between our two jurisdictions, and is focused on public protection, based on sound practice and clear, timely and effective information sharing.

Restorative Justice – Podcast

ACJRD Brexit Conference



The Brexit Impact on Criminal Justice Co-operation in Ireland

The 20th Annual Conference of the Association for Criminal Justice Research and Development, “*The Brexit Impact on Criminal Justice Co-operation in Ireland*” will take place on **Friday, 6th October, 2017**, at The Spencer Hotel, Excise Walk, IFSC, Dublin 1.

A programme of plenary speakers and workshop presenters will include national and international representatives from the criminal justice sector.

To view the full Conference Programme and get more information visit www.acjrd.ie

Opportunities will be provided throughout the day for delegates to share information, exchange views and network with colleagues who engage in similar or complementary areas of expertise.

This conference will appeal to policy makers, those working in government agencies, professionals, practitioners, academics and those involved in community and civil society groups from a wide range of disciplines within the Criminal Justice System.

CONFERENCE FEES FOR ACJRD MEMBERS:

Member €99 / Student member €30

CONFERENCE FEES FOR NON-MEMBERS:

Non-member €120 / Student non-member €45

Probation Works Video Launch



Pictured above: Ian Marder, University of Leeds

An interview with Vivian Geiran, covering Restorative Justice and related themes, in Ireland and more widely in Europe, has been broadcast by Ian Marder of the University of Leeds, and founder of the Community of Restorative Researchers. Ian is the external expert currently contracted by the Council of Europe to work on the drafting of a standards recommendation document regarding the practice of restorative Justice in probation and prison settings.

The interview podcast is available at:

<https://m.mixcloud.com/restorative-researchers/vivian-geiran-director-irish-probation-service/>

Council of Europe News



Vivian Geiran chaired the meeting of the PC-CP working group, on 20-22nd September, in Strasbourg. The meeting agenda, as part of the PC-CP work programme for this year, includes, *inter alia*, guidelines on practice regarding children of prisoners, development of a practice guideline on Restorative Justice in probation and prisons in Europe, and revision of the commentary to the European Prison Rules. Work on these three projects was significantly advanced at this month's meeting. The Group also began planning for next year's (23rd) annual Conference of Directors of Prison and Probation Services, which will be hosted by Estonia.



Last week we launched our **Probation Works campaign**; a series of short videos which have been produced to showcase the positive work of the Service and our partner organisations.

Highlighting the key areas and impact of our work, the participants in the videos are Probation Service employees as well as number of external partners. The Probation Works campaign consists of five videos, with varied themes relating to our work. These will be released weekly (each Monday), commencing Monday 18 September and running until Monday 16 October 2017.

The first video is, '[Introduction to the Probation Service](#)'.

We would encourage you all to take a few minutes each week to look at the videos as they are released. They can be accessed through the following:

Twitter: [Introduction to the Probation Service](#) / #probationworks

Probation Service

Website: <http://www.probation.ie/EN/PB//WebPages/WP17000042>

YouTube: <https://youtu.be/oF1HtLSCSSo>

**'A New Way Forward' - Social Enterprise
Creating Real Employment for People with
Convictions**

More information, including documents related to the work of the PC-CP are available through the following link:

<http://www.coe.int/en/web/prison/home>

Confederation of European Probation (CEP) Newsletter

The most recent edition of the CEP (August 2017) newsletter – is available at the following link:

<http://createsend.com/t/t-32B57152B2FD620C>



The image shows a preview of the CEP newsletter. At the top is the CEP logo with the text 'Confederation of European Probation'. Below this is a blue banner with the headline 'Four new nominations for CEP Honorary Membership'. Underneath the banner is a smaller CEP logo with the word 'NEWS' and a 'Read more >>' link. Below the banner is a section titled 'Conferences you shouldn't miss!' with three sub-sections: 'Third World Congress on Probation (12-14 September 2017, Tokyo Japan)', '7th CEP conference for Directors General in Probation', and 'CEP and EuroPris workshop on Mental Health in Prison and Probation'. A small image of a group of people is visible on the right side of the conference section.

Europris Newsletter



The July 2017 Europris newsletter is available at:



September 14th 2017 was a day of new beginnings for the Probation Service and community based projects alike; as the first ever meeting of the Social Enterprise Manufacturing Network took place. Stemming from a collaboration with a newly established social enterprise (SE), We Make Good, the initiative aims to address the lack of employment opportunities for people with criminal convictions as well as other at-risk individuals.

We Make Good, in conjunction with the Social Enterprise Project Manager, connected with four Prison – Probation funded community based organisations who have emerging SEs with award winning Irish designers who are finding it difficult to get their products made in Ireland. Each of these four SEs have the capacity to become manufacturing sites i.e. they currently have the space, equipment and manufacturing expertise to make products but haven't necessarily identified the right products or how to access the market places. We Make Good then support the manufacture of these products to the required quality, market them and continue to build market places for the products (using retail and wholesale – including online platforms, markets, and direct marketing). PALLS, PACE, Solas and U-Casadh are the first four manufacturing sites signed up to work in collaboration with We Make Good in order to create paid employment for their clients.

The Manufacturing Network was established to give these emerging SEs the opportunity to name potential gaps and blocks to the process, both strategic and operational, share learning as well as provide support for what is largely uncharted territory. Despite the newness of SE to the sector, those who attended the Network meeting were very excited about being involved at this early stage and more so, for the potential this innovative approach can have for their client group.

Margaret Griffin, Manager of PALLS, had this to say about their emerging SE.

'The introduction of the SE in PALLS has given the overall project a clearer structure and purpose with the training and key working elements of the project working to prepare the men for the employment element in the SE. As a result, we have devised a new phased assessment, engagement and progression process which assesses

<http://campaign.r20.constantcontact.com/render?ca=04b08ac4-ba47-4e8a-a3f4-22595ee424bb&preview=true&m=1110081848856&id=preview>



SUMMER NEWSFLASH

July 2017

Summer time, and the living is easy..... and we hope you enjoy your well-deserved holidays.

From September the activities will start again and with this Newsflash we want to tell you about the upcoming activities in the second half of the year, so you can mark your agenda and start registering. We hope you find them of interest and look forward to welcoming you at one of the events.

We would also like to invite you to **contact us if you would like to present your experiences** at the workshops on **Prison Work** and on **Mental Health**.

Further information and registrations will be posted on the website of EuroPris coming days and weeks.

EuroPris Events

Risk and Needs Assessment Workshop

12-13 October, Brussels

The workshop will deal with general questions, such



Young Ireland Programme

The Probation Service is delighted to acknowledge the success of Laura Byrne, Clerical Officer, Castlebar Office, who has been selected to represent the Department of Justice and Equality at the Young Ireland Programme 2017 in Troon, Scotland.

This innovative programme aims to develop talent in the workplace and the community by developing communication skills, building confidence, stretching minds and broadening horizons.

The programme takes the form of an intensive three-day residential course in which delegates from a wide mix of occupations exchange ideas and experiences, debate the big issues of the day, and present their own papers on subjects of current interest or controversy.

We look forward to hearing from Laura on her experience at the programme on her return.

each participant in terms of a number of variables that allows us to identify those most suitable for progression into the social enterprise and those who need additional supports and training before moving up the progression ladder into the SE.

There is now potential for a real internal progression path for Probation Service clients seeking to secure employment, with the first step on this journey in the sheltered environment of our SE. There is a noticeable change in the confidence and self-esteem of the individual involved in the SE. Their time management, social skills and collective sense of place and purpose is very evident. There is also a noticeable change in the participants' motivation and a strong sense of satisfaction from their work.'

This is echoed further by one of their clients, Seamus, who was kind enough to share his experiences of being involved in the PALLS SE.

'Since the social enterprise has started I really feel like I am working and doing something worthwhile. Tony the tutor has been brilliant with us. Even though we have to get work done, he always takes time out to show us how to do things. Before I started with the SE, I wasn't able to use a measuring tape properly. We spent time together as a group doing this and learning to use the metric system and now Tony can ask us to do things without having to stand over us. I know for a fact that if I hadn't started in the SE, I would not be working right now and I would still be getting in trouble. I hope that the social enterprise takes off, and that there is a future for me in it. It feels like it would be my reward for all the work I have put in to myself and to PALLS.'

In order to support the continued growth of SEs in the criminal justice sector, the Probation Service will soon be announcing the launch of a 'Social Enterprise Kick Start' fund. This fund will assist organisations to either create or expand their social enterprise activity as a mechanism of increasing employment for people with criminal convictions.

Any queries on this article or if you feel you can support SEs within this sector, please contact the Social Enterprise Project Manager, Siobhán Cafferty, on Siobhan@bridge.ie.

**Issues Paper on Suspended Sentences
published by The Law Reform
Commission**

CEP Expert Meeting on Framework
Decision 947 and 829 in Brussels on
26th September at the French House of
Justice (Probation) headquarters



The CEP expert meeting on supporting and progressing the implementation of Framework Decisions 2008/JHA/947 & 2009/JHA/829 was held on 26th September 2017. Framework Decision (FD) 947 provides for the mutual recognition to judgments and probation decisions with a view to the supervision of probation measures and alternative sanctions. In plain language it enables the transfer of probation supervision among all EU jurisdictions who have transposed the FD. Apart from Ireland, almost all EU countries have completed implementation. Transposing into Irish legislation is expected to be completed shortly. Framework Decision (FD) 829 provides for the transfer of pre-trial supervision among all EU jurisdictions who have transposed the FD.

These two FDs are particularly important instruments enabling offenders to return to their home countries in the interests of rehabilitation, resettlement and reducing offending, while being appropriately supervised.

The meeting brought together national and international experts, led by CEP President, Gerry McNally and CEP organisers, to develop actions and strategies to progress the implementation in practice of the FDs, support networks and promote their use in practice. The meeting was very successful, developing important actions for the coming year and further strengthening Euro-wide co-operation and support among probation and criminal justice partners.

The Law Reform Commission has published an *Issues Paper on Suspended Sentences* seeking views on a range of issues, concerning both the principles that apply in imposing suspended sentences, and also, the procedures that apply to them. The suspended sentence is an important sentencing option available to the Criminal Courts in Ireland, and has particular relevance and importance in the work of the Probation Service. The Law Reform Commission is seeking views as to whether the general sentencing principles discussed in the *Issues Paper on Suspended Sentences* are being applied appropriately in the case of suspended sentences, and whether this area would benefit from the development of further sentencing guidance.

A suspended sentence enables a Court to mark the gravity of an offence while, at the same time, allowing for the specific circumstances of the offender to be taken into account. A suspended sentence means that a Court specifies a term of imprisonment it considers appropriate for the offence of which an offender has been convicted, and then suspends the operation of the sentence, wholly or in part, on certain conditions for a specified period. The most important of these conditions is that the offender should not commit any further offence during the operational period. Typical conditions are that the person must agree to be under the supervision of the Probation Service. Additional conditions can be case-specific, addressing, for example, issues in the case before the Court. Failure to comply with these conditions means that the offender is brought back to the Court, where the sentence can be activated and the offender can be imprisoned.

Sentencing data suggests a percentage decrease in the use of suspended sentences in recent years, but it is not clear the precise reasons for this. On the question of the procedures for imposing the suspended sentence, the Commission notes that a number of important changes have recently been enacted in the Suspended Sentences Act 2017 in response to a High Court decision in 2016 that the activation process for the suspended sentence was unconstitutional. The Commission seeks views as to whether further reforms are required in relation to the procedures concerning suspended sentences, including the activation process.

The Law Reform Commission invites submissions/comments, before close of business on 20th October 2017.

The Law Reform Commission *Issues Paper on Suspended Sentences* can be read and downloaded at <https://lnkd.in/d6JpSRp>

Detailed information on the Framework Decisions and probation, reports on the expert meetings and work on developing a Europe-wide network to facilitate supervision transfers can be accessed at cep-probation.org or emailing secr@cep-probation.org



Justice for all: Let's talk about juvenile justice

The Law Society of Ireland's Diploma Centre, with the guidance of Judge John O'Connor, has designed a new [Certificate in Juvenile Justice](#) commencing on Saturday 30 September 2017.

The certificate will detail for practitioners the steps to be employed in all proceedings under the Children Act, 2001 as amended, so as to ensure that such proceedings fully comply with a young defendant's Constitutional rights as well as international standards for juvenile justice.

Topics covered include:

- International standards and the UN Convention on the Rights of the Child
- The European Convention on HR and the ECHR Act 2003
- The Garda Diversion Programme
- Children in care / children in special care
- The Children Court – the defence role
- The Children Court – the prosecution role
- Conflict with rights vs welfare – the Judge's role
- The role of the Probation Service and the process involved
- The role of the CFA and the Children Act

Customer Service

In accordance with the Probation Service ongoing commitment to quality Customer Service, a Customer Service Survey was held in June 2017. The survey was carried out in four Regional Offices – Cork, Waterford, Athlone and Bray – over a five day period – 12th to 16th June 2017. The survey was also held in Haymarket on one day, Thursday 15th June.

All clients visiting these offices were invited to participate. In Haymarket, we enlisted the support of the Community Project SAOL, and in particular, participants in its Education and Training Programme, BRIO, who encouraged and assisted clients in completing the survey. This was a very positive experience for all concerned, and the four participants who assisted on the day enjoyed the interaction with both staff and clients.

Overall, the outcome of the survey is a positive one for the Probation Service. Outcomes show that the Service has improved in some areas since the last survey was held. 78% of clients were happy with the service at all times. However, we do acknowledge that there are areas in which we could do better. The areas for improvement have been identified and will be incorporated into Customer Service Training that will be organised by our Learning and Development Unit over the coming months.

Civil Service Employee Engagement Survey



Ancillary services – probation & welfare services

For further information

visit www.lawsociety.ie/diplomacentre or

contact us by

email: diplomateam@lawsociety.ie or telephone:

01 672 4802

The Civil Service Employee Engagement Survey (CSEES) is being implemented under Action 25 of the Civil Service Renewal Plan. The purpose of the CSEES is to measure and evaluate employee engagement, well-being, coping with change and commitment to the organisation.

Participation in the survey is an important opportunity for staff to have their voices heard. The results of the CSEES will also help to inform strategic management decisions and delivery of the Civil Service Renewal Plan. The Survey is open for completion by staff from the 18th September until the 29th September.



Links below to information on upcoming Irish Association of Social Worker CPD events:

<https://www.iasw.ie/events.aspx>

<https://www.iasw.ie/events.aspx?mode=other>

Let us have your feedback and ideas.
Any suggestions for the next edition of the Probation Works newsletter?

Leave us your feedback by emailing us at
'news@probation.ie'

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[Twitter](#)





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