

IN THIS EDITION OF PROBATION WORKS: Trilateral Meeting, Human Resources, Shared Services, Irish Research Council, Probation in Numbers, CEP, Europris, Profile: Siobhán Cafferty, Council of Europe, Review of Drug and Alcohol Treatment Services, Department of Justice and Equality Annual Conference.



A copy of this newsletter is available for download in the publications section of our website or by clicking on the "Probation Works" header below.

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**Newsletter of the Probation Service (Ireland)**

**January 2017**



I wish you all a Happy, Peaceful and Productive 2017. The New Year brings great promise and opportunities, as well as challenges, for all of us. The Probation Service, looks forward to all the opportunities that the coming year offers, in our own core probation work, as well as in our critical interagency partnerships. For the first time in several years, we are currently taking in new staff. These new resources will enable us to continue to deliver our unique interventions, particularly with offenders,



based on the best available research evidence, to achieve the most effective outcomes possible in helping to make Ireland safer and fairer. They will also enable us to grow those initiatives already started, as well as continuing to develop new ones, in response to client and stakeholder needs.

A key focus for us in 2017 will continue to be on how we can collaborate with our partners across the Justice sector and more widely in the statutory and NGO sectors. We now have well-established joint strategies and partnership working structures, with the Department of Justice and Equality, the Irish Prison Service, An Garda Síochána, and Irish Youth Justice Service, among others. Key targets for the coming year will include expansion of the Joint Agency Response to Crime (JARC) and focusing on high need client groups, including prolific and serious offenders, young people, and women, among others. On the international front, we will continue to work closely with probation and related services in our neighbouring jurisdictions and more widely in Europe, including through our ongoing work with the Council of Europe and Confederation of European Probation (CEP). In this way, we continue to both learn from the best examples of evolving practice available internationally, as well as proactively contributing ourselves to this collaborative practice development.

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

**Vivian Geiran, Director**

Twitter: [@VGeiran](#)



## Vivian Geiran Attends Trilateral Meeting with Heads of Probation in Northern Ireland, England and Wales



**Pictured above:** Pictured, L to R: Sonia Crozier, Cheryl Lamont and Vivian Geiran

Probation Service Director, Vivian Geiran, attended a trilateral meeting with the heads of probation in Northern Ireland and England and Wales last week. The meeting, in Belfast on Thursday 26th January, was hosted by Cheryl Lamont, Chief Executive of the Probation Board for Northern Ireland, and attended by recently-appointed Director of the National Probation Service of England and Wales, Sonia Crozier, as well as Vivian Geiran. The gathering, which was the first such event attended by the three chief executives, included discussion of existing co-operation between the three organisations and how this could be further developed, as well as exploring opportunities for mutual support and probation practice development, at an inter-jurisdictional level. The three CEOs committed to further contact and co-operation over the coming year.

## Human Resources

Following on from a Probation Officer competition advertised in the Spring of 2016, the appointment of new Probation Officers to the Service has commenced. Over recent weeks new Probation Officers have been assigned to Dublin, Limerick and Clare.

The Service is liaising with the Department of Justice and Equality on a regular basis with a view to filling the remaining posts as quickly as possible. The appointment of new Probation Officers also presents an opportunity for existing staff to broaden their skill sets and experience by facilitating a number of reassignments including some reassignments to geographical locations.

A competition for Community Service Supervisors was advertised in October with interviews held in November/December to fill a small number of critical posts across the country.

A number of new Clerical Officers have also been assigned to the Service to fill gaps arising from recent retirements and promotions. We welcome all our new staff and together we look forward to continuing to deliver high quality services throughout the country.

## Shared Services

In July 2015 the Probation Service IT moved to the Department of Justice and Equality Managed Service in line with a Government and Departmental Strategy to increase the number of Shared Services.

This has brought many benefits to the Probation Service, including an upgrade of security on the Probation IT Network, provision of new network equipment and new equipment to staff. The Justice Helpdesk is also available for longer periods and Probation staff have access to a bigger team of support personnel to troubleshoot any problems.

The Probation Service will now be included in all future developments as part of the wider Justice Department and this will bring other benefits in the future.



- [Review of Drug and Alcohol Treatment Services for Adult Offenders in Prison and in the Community](#)

### Employment Based Research Programme 2017

The Employment Based Programme for 2017 opened on Wednesday 14 December. Detailed information is available

at <http://www.research.ie/scheme/employment-based-programme-2017>

### Description of the Employment Based Programme

The Employment Based Postgraduate Programme is a unique national initiative. First piloted in 2012, it provides students in all disciplines an opportunity to work in a co-educational environment involving a higher education institution and an employment partner.

### Thinking about applying?

Please note that, for reasons of transparency and fairness for all applicants, the Council will not enter into email, written or telephone correspondence with any individual applicant about the assessment process or their eligibility to apply.

Applicants should review all available documentation on our website, in particular the Terms and Conditions, in order to answer any queries they may have.

If you do not find the answer to your query in the available documentation, you should contact the Research Office (i.e. the office of the Vice-President/Dean of Research/Head of Development, as applicable) in your proposed institution. The Research Office will be able to provide information and clarification on the call. Research Offices may send any queries they are unable to clarify to [schemes@research.ie](mailto:schemes@research.ie) with the subject 'Employment Based Programme 2017 FAQ'. A set of FAQs will then be posted on this webpage below.

All queries must be submitted through this FAQ process. Please do not telephone the office about the application process.

### What is an employment partner?

**Employment Partner** shall mean a business, a company, a registered charity, a social, cultural or not-for-profit civic organisation, a semi-state commercial organisation or eligible public body with a physical operational base located in Ireland that will employ the scholar for the duration of the award.

**Public Body** shall mean a public service body with specific scientific or cultural infrastructure that is integral to the conduct and completion of the proposed research.

**Eligibility:** If a public body or HEI is a research

- [Tackling Youth Crime: Youth Justice Action Plan 2014 – 2018, Progress Report 2014 / 2015](#)
- [Statement by the Tánaiste on the Re-appointment of the Director General of the Irish Prison Service](#)

## Probation in numbers



*This month (January 2017) there are:*

**8,423** Persons under Probation Service Supervision in the community;

**1,464** Prisoners receiving probation assistance in custody;

**2,225** People on Community Service

**1,226** Persons on various types of post-release probation supervision

**1,312** Women on probation Supervision in the community, and

**286** persons under eighteen years of age under probation supervision in the community

*The monthly Probation Service 'snapshot' statistical table is available below:*

<http://www.probation.ie/EN/PB//WebPages/WP17000001>



guideline documents will be made available here for applicants, supervisors, employment mentors, referees and Research Offices. Documentation in Irish will follow.



### **Transferring community sentences to other countries: does it work?**

Five years ago offenders were given the right to serve a community sentence, that was imposed in another European jurisdiction, in their own country. How does it work? We asked Gerry McNally, Assistant Director at the Irish Probation Service and since recently CEP President. "I believe that as more and more people in criminal justice systems in Europe get acquainted with the idea that transferring probation measures within Europe benefits both the individual offenders as the communities they live in, the Framework Decision 947 will be used more and more."

[Read more >>](#)



### **Conferences you shouldn't miss**

[CJP experts seminar on the Victims](#)

[Directive](#)

[\(23 February, Brussels\)](#)

On 23 February 2017 the partners of the

Probation Service and the Irish Prison Service in order to develop an interagency strategy and work plan for the development of social enterprise within the criminal justice sector in Ireland.

The practical experience of managing a community-based probation project for a number of years, Siobhán saw first-hand how life-changing securing employment can be for people with serious convictions, their families and the wider community as they become active citizens. In many cases however, multiple barriers prevented this from happening, as the clients of the Bridge Project still required some basic, yet essential supports to make this transition into the labour market.

Having completed a Masters on the topic of social enterprise and a dissertation on the role it can and does play in the employment of people with convictions, Siobhán firmly believes that the development of social enterprises can achieve real results with people both leaving prison and on Probation supervision in the community. In short, social enterprises are businesses with a social mission and in many cases directly employ those most excluded from the labour market.

As part of the wider justice group, the Probation Service and the Irish Prison Service are committed to exploring and developing the role social enterprise can play along the continuum of care for people with convictions. The next 12 months for Siobhán and the multiagency Social Enterprise Steering Committee will be very busy as they collectively work towards shaping the future direction for social enterprise within the criminal justice sector.



### **Council of Europe News**

Vivian Geiran, will chair the upcoming meeting of the Council of Europe's Council for Penological Co-operation (PC-CP) working group in Strasbourg this week. The PC-CP work programme for the coming year includes, *inter alia*, development of a practice guideline on Restorative Justice in probation and prisons in Europe. The PC-CP recently completed a revision of the European Rules on Community Sanctions and Measures, as well as a handbook on addressing radicalisation to violent extremism, for prison and probation services. These latter two documents are expected to be submitted soon, for approval, to the Committee of Ministers. The latest Council of Europe prison and probation statistics – SPACE I and II – are also expected to be published in the coming weeks. Those statistics will provide analysis of prison and probation statistics, in respect of jurisdictions in the Council of Europe area, for the year 2015. Papers related to the work of the PC-CP are available through the following

Criminal Justice Platform, EuroPris, EFRJ and CEP, organise an experts seminar on the implementation of the Victims' Directive Brussels. The common theme, bringing together the Victims' Directive and the interests of different organisations working in the criminal justice field, is 'Training of professionals and cooperation in the framework of Art 25 and 26 of the Victims' Directive'.

[Liase 2 seminar: Prevention of radicalisation in the context of probation and prison \(29 March, The Hague\)](#)

The third LIAISE 2 seminar, co-organised by Efus and the Confederation of European Probation (CEP) and hosted by the city of The Hague (NL), will address the existing challenges and opportunities for these partnerships between local authorities and judicial actors in the area of the prevention of radicalisation and reoffending.

[Technology in Corrections Conference \(15-17 May 2017, Prague\)](#)

CEP in co-operation with EuroPris and ICPA will organise the second conference on Technology in Corrections on 15-17 May 2017 in Prague, Czech Republic.

The theme of this year is: Challenges for the Future.

[Conference on Youth and Young adult offenders \(7-8 June Barcelona\)](#)

On 7-8 June 2017 CEP will organise a conference on Young adult offenders, as a follow-up of the very successful one in Lillestrom, Norway, 31 August-1 September 2016.

This time the event will take place in Barcelona and further explore issues that occur when working with youth and young adult offenders.

link:

[http://www.coe.int/t/dghl/standardsetting/prisons/PCCP\\_en.asp](http://www.coe.int/t/dghl/standardsetting/prisons/PCCP_en.asp)

## Review of Drug and Alcohol Treatment Services for Adult Offenders in Prison and in the Community

The Probation Service welcomed the recent publication of the "Review of Drug and Alcohol Treatment Services for Adult Offenders in Prison and in the Community", by The Tánaiste and Minister for Justice and Equality, Frances Fitzgerald TD.

Following the publication, Vivian Geiran, Director of the Probation Service said: *The publication of this review is an important milestone in identifying and improving the relevant drug and alcohol services available to offenders, which in turn improves overall outcomes for these individuals, assists in reducing recidivism; and in the long run makes our communities safer for all.*

The final report: "Review of Drug and Alcohol Treatment Services for Adult Offenders in Prison and in the Community", was presented to the Tánaiste in June this year at the launch of the second Joint Probation Service – Irish Prison Service Strategy 2015 to 2017.

In the interim a Working Group to develop an Action Plan in relation to the recommendations contained in the final report was established by the Irish Prison Service and Probation Service.

The final report includes a number of recommendations based on the evidence collected and an Action Plan is now in place in relation to those recommendations.

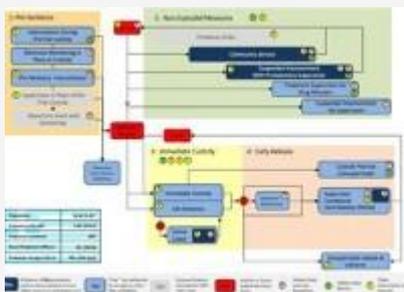
The "Review of Drug and Alcohol Treatment Services for Adult Offenders in Prison and in the Community" report is available at: [Review of Drug and Alcohol Treatment Services](#)

## Department of Justice & Equality Annual Conference: "*Leadership – why courage matters*".

## CEP Expert Meeting on the implementation of the Framework Decisions

As a followup to the expert meeting in August 2015, CEP invited Experts on Framework Decisions, Members of the European Commission, European policy makers, representatives of EU member States and other interested parties to discuss the state of play regarding FD 2008/JHA/947 and FD 2009/JHA/829 in order to support and promote the implementation of the Framework Decisions throughout Europe and make recommendations/actions on how to enhance their implementation: “what works, what doesn’t work and what needs to be done”.

[Read more >>>](#)



## System Maps – Uploading Underway

By Tony Grapes

Getting a quick fix on the probation arrangements in another European country can be a tortuous business. You could read the “Probation In Europe” chapter in the CEP handbook. But most span over 50 pages of text. You could look at the SPACE II Report. But you’d have to wade through 94 pages of tables and notes to get the data on just one country. The database of Alternative Sentences and Measures gives you an account of the available probation-type sentences, but it’s essentially a lawyers’ document, and the World Prison

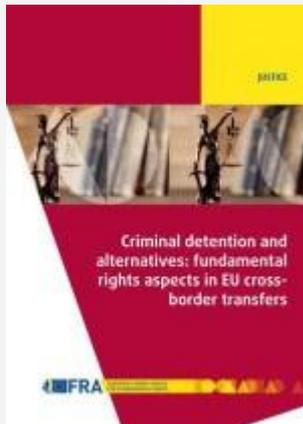


Following the success of the 2016 inaugural Department of Justice & Equality Annual Conference a second Annual Conference took place on 20 January 2017 in Dublin Castle. It brought together over 300 managers from across the Department and agencies/bodies. The conference theme this year was *Leadership – why courage matters*. The conference was facilitated by Mr Peter Ryan, Director of RA Consulting. The conference commenced with a welcome by Mr Noel Waters, Secretary General and an opening address by the Tánaiste and Minister for Justice & Equality, Frances Fitzgerald TD. Minister of State, Mr David Stanton TD also attended and participated in the first panel discussion. Over the course of the day the following keynote speakers addressed the leadership theme from a range of perspectives.

1. Professor Ciaran O Boyle Director of the Institute of Leadership and an RCSI Professor of Psychology. Presentation Title *“The Challenge of Leading in a Modern Age”*
2. Ms Brid Horan, 30 Per Cent Club, former Deputy Chief Executive, ESB. Presentation Title *“Nurturing Leadership, Building the Future”*
3. Mr John Mc Grane, Director General, British-Irish Chamber of Commerce. Presentation Title *“Leadership in the context*

Brief is a reliable snapshot, but only of prison populations. You can find out about Community Service, or electronic monitoring, but nowhere is there an easily-accessible general probation overview all in one place.

[Read more >>](#)



### **FRA Report: Criminal detention and alternatives: fundamental rights aspects in EU cross-border transfers**

EU Member States have largely implemented, and started applying, three instruments on transferring prison sentences, probation measures and alternative sanctions, as well as pre-trial supervision measures, to other Member States. The European Agency for Fundamental Rights (FRA) published a report that provides an overview of their first experiences with these measures, highlighting both best practices and shortcomings.

The report also scrutinises the use of detention in the EU, as well as available alternatives, including with respect to individuals in situations of vulnerability. Taking into consideration the rights of suspects, accused and sentenced persons and the rights of crime victims, as well as the interests of society as a whole, the report offers a timely and comprehensive assessment of the instruments' potential

*of Brexit"*

The content of the programme challenged us to reflect and assess our own individual leadership style and, in the broader context, how we lead overall as an organisation.

The programme included an "open space" session in which delegates discussed and agreed actions on key questions crowdsourced from participants. These sessions were chaired by a rapporteur at each table and a summary of findings and actions were presented by four designated rapporteurs in the afternoon session. There were many questions and comments arising from the keynote presentations which facilitated lively and active discussions throughout the day. Technology was utilised to maximise delegate input by using a simple tool called Slido which allowed easy submission of questions and expression of opinion by voting on live polls and questions discussed during the "open space" element of the conference.

There was also ample opportunity to connect and meet with colleagues over the course of the day.

It is envisaged that the questions and issues raised at the conference will feed into the Department's workplan for 2017 and also contribute in the development of our strategy which the Probation Service will be looking to prepare later this year.

By Valerie Callanan



**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'**

**Follow the Probation Service on**

from a fundamental rights perspective.

[Here you can download the report.](#)

[Here you can download the final report](#)

[from the FRA Conference on cross-border](#)

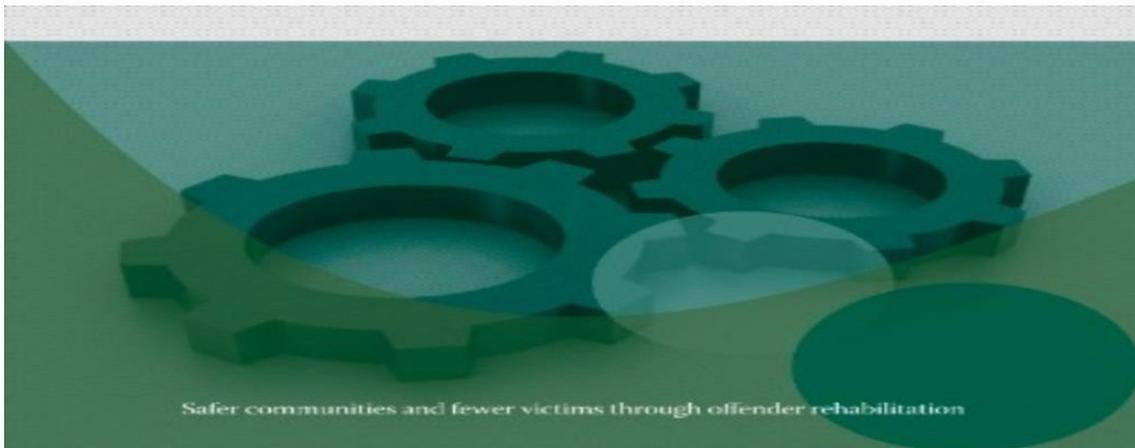
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