

Annual Report

2016



**Safer communities and fewer victims through offender rehabilitation**



An tSeirbhís Phromhaidh  
The Probation Service

**SAFER COMMUNITIES**

**AND**

**FEWER VICTIMS**

**THROUGH**

**OFFENDER REHABILITATION**

**[WWW.PROBATION.IE](http://WWW.PROBATION.IE)**

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# Section 1

## Introduction and Context



## INTRODUCTION

I am very pleased to present the Probation Service Annual Report for 2016 to Ms Frances Fitzgerald TD, Tánaiste and Minister for Justice and Equality. In 2016, we delivered an ambitious workplan and this Report sets out the work and the performance of the Service against our key objectives and priorities.



Rehabilitating offenders to achieve and maintain positive change is at the core of our work. We believe that offenders can change their behaviour and through rigorous assessment and effective supervision, we can help make positive changes so as to avoid further offending. We also believe that offenders must accept responsibility for their behaviour and where possible make good the harm they do. Equally, we are committed to respecting the rights of victims of crime in our work with offenders.

Probation practice continues to be delivered, informed and underpinned by social work practice and our dedicated staff have a specific expertise in intervening with offenders and in assessing and managing risk. Our Annual Report sets out the various ways we do this, through our range of targeted interventions and programmes.

2016 saw the commencement of a recruitment process for new Probation Officers and further recruitment of Community Service Supervisors. This development, I believe will help us go from strength to strength in further developing and expanding the Service, ensuring we continue to deliver a high quality service in the assessment and supervision of offenders nationwide.

Reducing offending is a societal challenge and needs a whole-of-society response. That co-ordinated response has to start with a whole-of-criminal-justice system approach in the first place. One key to the success of the work that the Probation Service does is the nature of our interagency and multi-disciplinary approach to what we do, especially with our Justice partners, namely the Department of Justice and Equality, the

Irish Prison Service, An Garda Síochána, the Courts Service and the Irish Youth Justice Service. During the year, we continued to work with our criminal justice partners in the on-going delivery and further development of a number of initiatives. Together with the Irish Prison Service, we continued to deliver on our shared targets. Progress is reported in this Annual Report. Working with our justice partners we also continued to develop the *Joint Agency Response to Crime* (J-ARC). In addition to the expansion of J-ARC to three locations outside Dublin, the development of *The Joint Strategy on the Management of Offenders 2016 – 2018*, formally launched by An Tánaiste and Minister for Justice and Equality, further supports and evidences our commitment to joint agency working. The Probation Service looks forward to continuing to work with all our partners on the shared goals and priorities identified.

The Probation Service is, and has always been a community-facing organisation, and community based organisations are a key group of partners for us in our work. We channel €15 million, funding from the Department of Justice and Equality, every year, to community and voluntary organisations that partner with us, across the country, in providing essential services to help reduce offenders' risk of offending and facilitate their reintegration in their communities. These organisations continue to provide a diverse range of services that help address offender need – including training, education and employment, accommodation, addiction treatment, resettlement and mentoring, among others - adding value to the work of the Probation Service.

Finally, I would like to acknowledge the dedication and commitment of our staff in delivering the service and look forward to working with them and all our partners in further progressing our shared goals in 2017.

A handwritten signature in black ink that reads "Vivian Geiran". The signature is written in a cursive, flowing style.

Vivian Geiran, Director

## CONTEXT: THE ROLE AND WORK OF THE PROBATION SERVICE

The Probation Service is an agency of the Department of Justice and Equality, committed to working for safer communities and fewer victims through offender rehabilitation.

The Service is an organisation with a national remit whose role is to contribute to public safety through the management of community sanctions and measures. Our primary goal is improving public safety through the rehabilitation and reduction in offending of those in our care. The Service has 363 staff located in over 35 community-based offices in every county in Ireland, as well as having staff based in all 14 prisons. We are a national service, delivered locally, providing services to courts, custodial institutions and communities across the country.

The Probation Service manages orders of the Criminal Courts, through the supervision of offenders in the community. This is achieved through the effective assessment and management of offenders and by working closely with a wide range of statutory, community and voluntary organisations to deliver services.

All of those who work in the Criminal Justice System share the goal of helping to create a safer and a fairer Ireland. Interagency co-operation with our Justice partners, particularly the Courts Service, the Irish Prison Service, An Garda Síochána, the Irish Youth Justice Service, and the Parole Board, is central to everything we do. The Probation Service, as an integral part of the justice system, has a significant contribution to make to the Department of Justice and Equality's commitment to build a coherent, strategic approach to reducing offending.

**The Probation Service dealt with almost 15,000 offenders in the Community in 2016**

A detailed breakdown of statistical data is available in the appendices at the end of this document.



The Probation Service contributes to a safer and fairer Ireland by:

- Ensuring court ordered supervision is implemented
- Reducing the likelihood of reoffending and risk of harm to the public
- Making good the harm done by crime (reparation and restorative justice)

The principal areas in which the Probation Service delivers services are:

- Offender Supervision and Sentence Management;
- Community Service and Community Return;
- Young Persons Probation (YPP);
- Community Partner Initiatives, (including Community Based Organisations in receipt of funding).

The work of the Probation Service broadly falls into two categories (1) offender assessment and (2) offender supervision and management.

### **(1) Offender Assessment:**

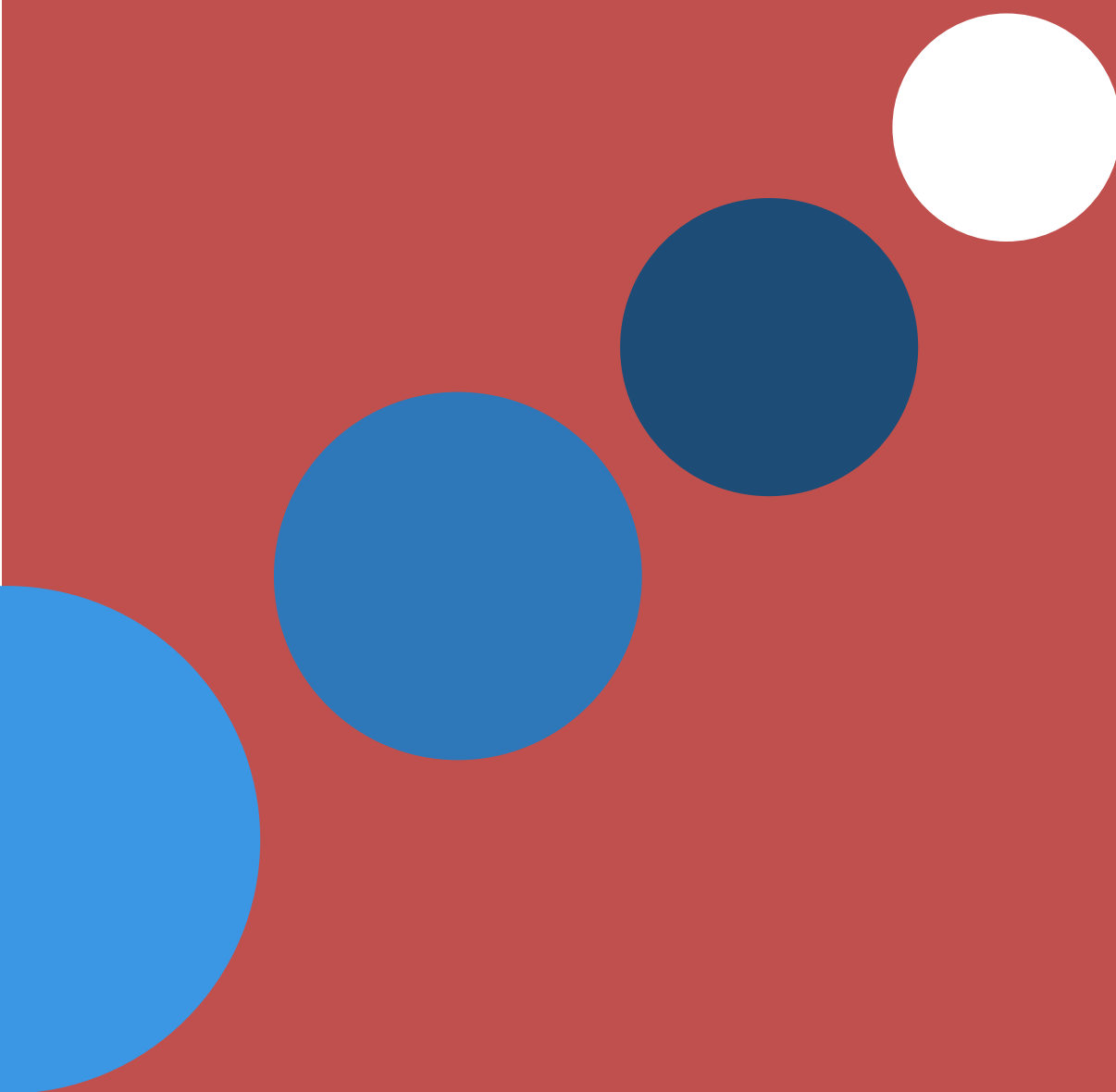
Probation Officers provide assessment reports for the courts, the Department of Justice and Equality, the Irish Prison Service, the Parole Board and other bodies as required. Offender assessment underpins the work of the Service. It informs sentencing decisions including an offender's suitability for a community sanction as well as the interventions, we engage in with offenders to promote change and facilitate reintegration.

### **(2) Offender Supervision and Management:**

Offenders placed under our supervision by the courts are assigned a Probation Officer who, following a thorough assessment, works with the offender to address the underlying issues related to their offending. The supervision is done in a structured way, built around a comprehensive case management plan, addressing the factors that have contributed to the offending behaviour.

# Section 2

## Delivering Services in 2016





## ASSESSMENT AND SUPERVISION OF OFFENDERS

Our work with offenders is designed to reduce re-offending, promote positive change in offending behaviour and enable reintegration into communities. We work to reduce the risk of re-offending and harmful behaviour through high quality assessment and effective supervision.

At the core of what Probation staff do across all our work is to *motivate* offenders to change, help them increase their *ability* to change and facilitate improved *opportunities* for change.

Probation staff engage with individual offenders, and establish a positive professional relationship with clear role boundaries, aimed at motivating them and helping them to make positive changes in their lives, so as to avoid further offending.

We hold offenders to account for their behaviour and challenge any behaviours or attitudes that might signal a return to offending ways. We achieve our goals through a range of innovative interventions and targeted programmes, based on those shown by research to be effective.

We supply a range of high quality reports to assist the courts, at all levels, nationwide in their decision-making functions. These reports provide a thorough assessment of the offender and promote where appropriate the use of a range of community sanctions and measures. The Probation Service also undertake other reports for the Parole Board, the

### FAST FACT

**In 2016, we managed over 2,000 Community Service Orders, totalling 326,967 hours work, in lieu of 1,006 years in prison.**

**This equated to €3 million of unpaid work for the benefit of the community.**

A detailed breakdown of statistical data is available in the appendices at the end of this document.



Department of Justice and Equality, the Irish Prison Service and other bodies as required.

**In 2016 we completed over 10,000 Probation (Pre-Sanction) Reports and over 2,300 Community Service Assessments for Courts nationwide**

A detailed breakdown of statistical data is available in the appendices at the end of this document.



Probation Officers utilise a wide range of established and validated risk assessment instruments in their assessment of offenders. These risk assessment instruments, in conjunction with the officers' social work training, allow us to assess offenders' needs related to risk of reoffending and / or risk of causing future harm. Many offenders under our supervision have complex needs such as alcohol or drug problems, literacy issues, and social skills deficits. These offenders require a broad range of support and assistance in the community if they are to make better choices for themselves and their communities. These factors are taken into account in how we organise and deliver services, the additional supports utilised and the ongoing development of our practice.

## COMMUNITY SERVICE AND COMMUNITY RETURN

In 2016, the Service continued to implement the community service scheme, a cost effective direct alternative to imprisonment. Community Service provides offenders with the opportunity to pay back in the community in a positive way for the damage caused by their offending and to avoid a custodial sentence.

Similarly, as part of the second *Joint Irish Prison Service and Probation Service Strategic Plan 2015 – 2017* the Service continued to implement the highly successful community return scheme with 270 persons subject to temporary release completing the programme in 2016.

## COMMUNITIES BENEFITTING FROM COMMUNITY SERVICE

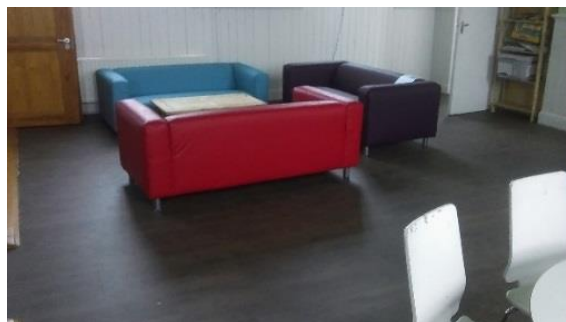
In addition to offenders being afforded the opportunity to undertake unpaid work in the community, in lieu of a prison sentence, communities across the country benefited from the contribution of community service/community return work. In 2016 this work included the maintenance of a number of community gardens and recreational facilities, youth clubs and community resource centres.

Examples of work undertaken in 2016 includes:



## REFURBISHMENT WORK UNDERTAKEN BY COMMUNITY SERVICE PARTICIPANTS, DUBLIN SOUTH INNER CITY.

A Youth Project located in the South Dublin inner city has been serving the community for over 30 years. In 2016 under the guidance of a Community Service Supervisor, participant skills were developed to fit new timber floors, tile kitchen areas and are in the process of designing and constructing a new art studio for the Youth Project. The completion of this work will further enhance the services that the Youth Project offers young people in the local community.



## WORKS COMPLETED ON THE GROUNDS OF A SCHOOL BUILDING.

One School Principal commended the excellent work completed by the community service/community return scheme:

*“I am writing to thank the Probation Service on the service they provided our school and to commend the excellent work that was carried out over the summer... Following the work that the Community Service Supervisor and his team did this summer we have seen a wonderful improvement in the grounds and building. The improvements have been commented on by pupils, parents and staff in our school community. The grounds have been transformed and several classrooms were painted professionally. The team put much pride in their work and took great ownership of the project. They were very committed to the project... I would hope that this relationship can continue in the future.”*

A secondary benefit of the community service/community return schemes is the opportunity it creates for offenders to learn valuable work and life skills, supporting the change process and their reintegration. This is evident from some of the participants' feedback:

*"... gives my day structure and I am learning new skills on site. It is like a support, it gets me out of the house".*

*"Community Return provides me with a good routine, it means I get up early rather than staying in bed. It gives me a reason to get up. It is hard though, having to go to the Garda station and sign on all the time but it is better than being locked up and you get used to it"*

Community Service/Return participants

### **INTEGRATED COMMUNITY SERVICE PILOT**

Following on from the recommendation of the Strategic Review of Penal Policy (2014), in 2016 the Probation Service introduced on a pilot basis an integrated model of Community Service. In contrast to the traditional approach, the integrated model, formally recognises the rehabilitative and reintegration potential in undertaking Community Service.

Integrated Community Service allows for up to one third of Community Service Order hours to be used to facilitate a participant's attendance at programmes and support services, to address issues connected to his / her offending. For example, attendance at counselling, drug / alcohol treatment or educational/ vocational programmes.

Integrated Community Service was established in three pilot sites, in key locations nationwide. The pilot will be evaluated in 2017.

### **FINES (PAYMENT AND RECOVERY) ACT 2014**

The Fines (Payment and Recovery) Act 2014 was commenced in January 2016. This Act provides for a number of changes to the way in which fines may be paid, including by instalment, by attachment or recovery orders where appropriate, or by the undertaking of Community Service Orders of between 30 and 240 hours in place of the fine. Throughout 2016 the Probation Service has worked steadily in preparation for full implementation of the Fines Act and in collaboration with other stakeholders, including the Courts Service.

*"We achieve whatever we do, through the professionalism, skill, dedication, perseverance, and social work values of our staff, engaging with our clients to co-produce positive change, and working closely with our partner organisations."*

Vivian Geiran, Director

## WORKING WITH WOMEN OFFENDERS

Women in the criminal justice system face unique issues in addressing and reducing their risk of reoffending. Therefore, the rehabilitation and reintegration of female offenders requires a different approach. Female pathways into criminal behaviour are different. The experience of the Probation Service is, in general, that female offenders pose a lower risk to society and have a higher level of need. A female responsive approach requires a holistic response which includes particular focus on parenting, trauma and victimisation.

The Probation Service works with approximately 1,500 women offenders on any given day either assessing them or supervising them on a range of probation type orders, community service or post release supervision. The Probation Service acknowledges this reality and has put in place a number of responses to take these gender issues into account in both the assessment and supervision of offenders, as well as developing policies and operational procedures to support our staff. These include gender informed assessments and supervision frameworks, female-responsive community service projects, peer mentoring, and supportive accommodation programmes.

The Probation Service offers a distinct response when working with female offenders, focusing on a model which is underpinned by social work values and approaches. While we use similar risk assessment tools and supervision methods as with men, our overall approach has a particular focus on relationships, trauma, victimisation, and parenting, delivered through a co-ordinated multi-agency response.

### FAST FACT

**In 2016 the Probation Service worked with almost 1,500 women offenders, representing almost 17% of all new Court referrals**

A detailed breakdown of statistical data is available in the appendices at the end of this document.



### FAST FACT

**Female Offenders represented 10% of all those on Community Service Orders in 2016**

A detailed breakdown of statistical data is available in the appendices at the end of this document.



## PROBATION SERVICE RESPONSE TO WOMEN OFFENDERS - A SNAPSHOT



### Community Based Peer Led Initiative

In 2016, the SAOL women's project (Dublin), with support from the Probation Service, developed the BRIO programme - Building Recovery Inwards and Outwards. A two-year pilot programme providing women with an opportunity for peer led experiential training in education, facilitation skills and delivery. It has been offered to all female service users in Dublin as well as some women in the Womens Prison, the Dochas Centre, who have been approved temporary release to attend. The first year of the programme proved very successful with 25 active participants by year end.

### Supporting Accommodation needs for Women Offenders

In 2016, the Probation Service continued to support the Abigail Centre (Tus Nua) for women in Finglas. It is one of the few accommodation and "wrap around" supported options for women leaving the Dochas Centre on release from custody. Tus Nua offers women supported accommodation for six months, key working, on site education and counselling, aftercare and progression routes with other services. The Tus Nua project facilitated 37 women over the course of 2016.

### Women and Community Service

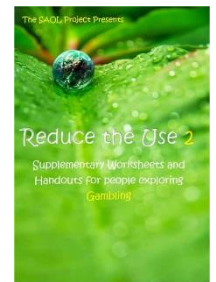
Female offenders represented 10% of all community service referrals in 2016. When placing a woman on Community Service or Community Return programmes, opportunities are sought to place the women in a woman centric environment, either an individualised placement or female only group setting. Using our network of community based resources, female offenders are usually accommodated on individual work placements, such as charity shops and community resource centres.

In one local community where a number of females presented for community service in 2016, the Service responded by establishing a community service project for these women. The work included working alongside other women in the community in maintaining two local amenities. The project proved very successful and the feedback from the project host, participants themselves and Probation Service staff was positive. The women found the experience constructive as they undertook and successfully completed the order of the court while paying back to their community.

### Working with Women Prisoners in the Dochas Centre

Throughout 2016, Probation Service staff both in community based teams and the Dochas Centre delivered a number of targeted group work programmes to female offenders.

Some were delivered in collaboration with our community based partners and included: *Reduce the Use* and the *Recover Me* Programmes, which both focus on various stages of addiction, relapse prevention and recovery.



Acknowledging that a large proportion of the population of the women in prison have experienced domestic abuse and/or trauma at some point in their lives, for the first time the Probation Service, again in collaboration with our community based partners, delivered the *Solas Sa Saol* programme in the Dochas Centre, August 2016. This programme provided the women with an opportunity to explore issues of domestic / intimate partner violence and trauma, providing greater awareness of domestic violence and by doing so start rebuilding confidence and self-esteem.

Other community based group work programmes, focusing on the needs of female offenders, were facilitated in a number of locations including Tallaght Probation Project, Stepping Out, Athlone, Cork Probation/Cork IASIO /Churchfield Community trust, the Tivoli Training Centre Dun Laoghaire and by the Probation team in Cork St, Dublin 8.

## SUPPORTING SENTENCE MANAGEMENT AND REHABILITATION OF THOSE WHO SERVE PRISON SENTENCES

While the majority of our work is based in communities nationwide, Probation Officers have a long history of working in prisons. There is a team based in each of the country's fourteen institutions.

Our work in prisons is based on the importance of rehabilitation from pre to post imprisonment in order to reduce reoffending and support reintegration of offenders back into their communities. To this end, the Probation Officers work as part of the multi-disciplinary prison team to manage prisoners' sentences and assist in reintegrating them back into the community.

In any one year the Service is dealing with over 2,500 people in prisons and places of detention.

As part of our work in prisons in 2016, the Probation Service completed 62 Assessments and Home Circumstances Reports for the Parole Board.

A range of programmes were also delivered in a number of prisons and place of detention. The *Choice and Challenge* group work programme was delivered in Wheatfield, Mountjoy and Cork prisons, while the *Living with Life Programme* was delivered in Wheatfield, Mountjoy, Portlaoise, Cork and Limerick prison. In partnership with our community based organisations, *Reduce the Use* and the *Recover Me* programmes focusing on the various stages of addiction relapse prevention and recovery were delivered in the Dochas Centre ( womens prison). 2016 also saw the introduction of *Solas Sa Saol* Programme for women, focusing on issues of domestic violence and trauma, in the Dochas Centre.

### FAST FACT

**In 2016, we dealt with 2,518 prisoners over the year.**

A detailed breakdown of statistical data is available in the appendices at the end of this document.



### FAST FACT

**In 2016 we completed:**

**62 Assessment and Home Circumstances reports for the Parole Board**

**75 reports on Life Sentence Prisoners for the Irish Prison Service**

A detailed breakdown of statistical data is available in the appendices at the end of this document.



## YOUNG PERSONS PROBATION

Young Persons Probation (YPP) is a specialised division of the Probation Service established to work with children and young persons who come before the courts or who are in the Children Detention Campus, Oberstown, Co Dublin.

The YPP division applies an evidence based, holistic and interagency approach in the assessment and supervision of young people who are referred by the Children Courts under the Children Act 2001. Interventions range from the provision of family conferences to task and therapeutic oriented community supervision to through care and aftercare engagement with children who have been in detention.

Work with young persons is underpinned by the key principles of diversion, restoration and collaboration.

In 2016 the Service supervised 595 young persons subject to court ordered supervision, as well as contributing to the multi-disciplinary team work with young persons in the Children's Detention Campus and Wheatfield Prison.

### International Conference: Working with young adult offenders (Norway)

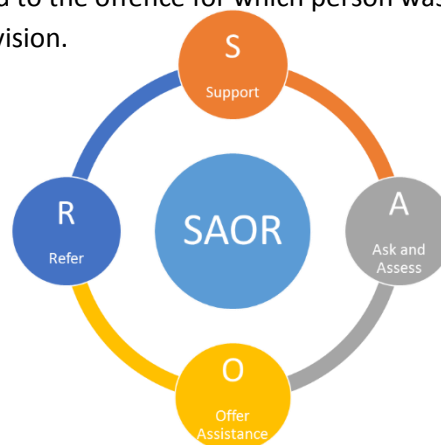
Acknowledging that young adulthood is a critical time for change, three delegates from the Probation Service attended the Confederation of European Probation (CEP) conference in Lillestrøm, Norway on the 31<sup>st</sup> August- 1st September 2016. The theme of the conference was *Working with Young Adult Offenders* – in the age category of 16 to 25 years old. The programme, with representations from many different countries, included a broad spectrum of issues including transitions between juvenile and adult penal settings, working with juvenile extremist offenders, working with young adult female offenders, practical outreaching work with young adult offenders and entrepreneurship as a way of reducing re-offending.

The Probation Service continued to contribute to the implementation of the *Tackling Youth Crime, Youth Justice Action Plan, 2014-2018* and to working with

the key stakeholders in producing the workplan for 2016. Progress reports are available on the Irish Youth Justice website [www.iyjs.ie](http://www.iyjs.ie)

## RESPONDING EFFECTIVELY TO SUBSTANCE MISUSE

The correlation between substance misuse and offending is well established in the research literature. This was also reflected in the Probation Service Drugs and Alcohol survey conducted in 2011 which demonstrated that 89% of the adult offender population on probation supervision had misused substances. Alcohol was identified as the substance most commonly misused and in 71% of cases, where alcohol misuse was an issue, the misuse was directly related to the offence for which person was subject to supervision.



As part of the Service response to these findings we began to implement the SAOR model, which is an innovative, evidence based model for the delivery of Screening and Brief Intervention (SBI) to clients with alcohol related problems.

In 2016 a total of eighty three staff were trained in using SAOR which combines screening, brief intervention and onward referral. Two staff members were also trained as trainers in the programme.



As part of our ongoing supervision of offenders, substance misuse was also addressed through targeted individual and group work programmes in 2016.

In 2016 the Probation Service Programme Development Unit, within the Bridge Project, produced and published an alcohol and offending group work programme, for use by our staff. The

programmes are delivered over eight two hour sessions and are designed to be delivered by Probation staff on their own or in conjunction with staff from Probation funded community based organisations. These developments further support staff in responding effectively to the presenting issues of substance misuse.



## RESTORATIVE JUSTICE

Restorative practice has been a part of probation work for many years. In the assessment and supervision of offenders we seek to increase victim awareness and empathy within a process which holds the offender accountable for the harm caused. The Probation Service recognises Restorative Justice as one distinct approach within an overall strategy which works to achieve safer communities and fewer victims through effective offender rehabilitation. Restorative Justice engages offenders, victims and the community in addressing the consequences of crime. This approach complements rather than replaces existing sanctions / interventions.

### Probation Service marks Restorative Justice Week

International Restorative Justice Week is recognised globally each year on the third week in November. To mark International Restorative Justice Week 2016, the Probation Service held an event in Haymarket, *Restorative Justice 2016: Established Models/Bespoke Interventions*. This event provided an opportunity for Probation colleagues, staff from community based organisations and representatives from the Department of Justice and Equality to network, share experiences and celebrate progress made over the years. In his opening address the Director said that Restorative Justice now had a real foothold in the traditional justice system.

A DVD, recently made in collaboration with a partner Community Based Organisation, Restorative Justice Services, was also launched on the day. Based on a case enactment, it carefully illustrates the various stages of an Offender Reparation Panel and the process of Victim Offender Mediation.



**Pictured above:** Probation Officers Declan Donnelly and Eloise Gillespie, speaking at the "Restorative Justice 2016: Established Models/Bespoke Interventions" event in Haymarket, Dublin.

## SUPPORTING VICTIMS OF CRIME

### Responding to Victims Concerns

The Probation Service is committed to reducing the number of victims of crime through the successful rehabilitation of offenders. Victim concerns are central to all our engagement with offenders in pre-sentence reports, individual offender supervision plans, individual and group work programmes and all risk management work.

In addition, when requested by the Court, the Service prepares Victim Impact Reports. These reports acknowledge the special needs of victims and seek to enable them reflect their circumstances to the Court. In 2016 the Service completed 64 Victim Impact Reports for the Court.



### **National Victim's Service's Team**

The Probation Service at all times endeavours to respond in a prompt, sensitive and helpful manner to any requests from victims of crime for information or assistance. In 2016, the National Victim Services team continued to respond to a range of queries from victims. We also continued to collaborate with the Victims of Crime Office in the Department of Justice and Equality and other relevant agencies within the criminal justice system to give effect to the EU Directive and Victims Bill.

### **Pilot Victim - Offender Mediation**

A pilot programme to provide a Victim - Offender Mediation service for victims of sexual crime, approved by the Minister for Justice and Equality, commenced in September 2015. In 2016, the Probation Service's national Victim Services Team continued to co-ordinate and oversee the delivery of the pilot through a core group of Probation Staff with specialised mediation skills. This pilot will be reviewed towards the end of 2017.

### **Supporting Victims of Domestic Violence**

Holding the perpetrators of domestic violence to account is integral to the work of the Probation Officer. The needs and rights of victims are central to that process of accountability. In practice, every effort is made to ensure the safety of victims and to ensure that victims are linked with appropriate support services.

Probation Officers refer offenders to MOVE Ireland, SEDVIP and NEDVIP domestic violence programmes where available and participate on the organisations' steering groups.

Under the *Probation Service Domestic Violence Strategy 2015 – 2017* another development to support staff in the assessment and supervision of offenders during 2016 was the roll-out of the Spousal Assault Risk Assessment (SARA V2) training, which enables staff to use a validated risk assessment instrument for assessing perpetrators of domestic violence. The SARA V2 training, and the revised Service Guidelines for Working with Perpetrators of Domestic Violence, will support the work of the

Probation Service in helping to keep those who experience domestic violence safe.

Our *Domestic Violence Strategy 2015 - 2017*, the recently revised Practice Guidelines for working in the area of domestic violence, and the SARA training will further enhance our capacity to meet our commitments to public safety and protecting victims. In undertaking this work the Probation Service is contributing to the overall national strategy on domestic violence, *Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021*.

#### **FAST FACT**

In 2016 the Service completed 64 Victim Impact Reports for Court. When completing these reports the Service recognises the special needs of victims and seeks to enable them to reflect their circumstances to the Court.





## SERVICE USER EXPERIENCE

“My name is Tony\* and I have recently completed my two years post release supervision order with Probation. I was sentenced to ten years, partially suspended on condition I keep the peace upon release and remain under the supervision of The Probation Service for two years. I received this sentence for possession of drugs (cocaine) for the purpose of sale and supply and for robbery of a shop, armed with a knife.

At time of the offence I had a chronic addiction to heroin, crack cocaine and benzodiazepines. I was abusing illicit drugs for a number of years and engaged in criminality to finance my drug use. Because of my addiction and criminality I came to the adverse attention of Gardaí a number of times and was incarcerated in Ireland, England and Northern Ireland. I have had Probation supervision in the past but did not really co-operate. On this occasion I engaged with Probation throughout my sentence in preparation for my release. Previously I viewed Probation as something I had to do but this time I used Probation as a tool to initiate change in my life. I explored various options with Probation while incarcerated and decided that attending the Bridge project and being under intensive supervision was my best option.

Prior to my release from Mountjoy Prison a plan was devised by Probation based in the prison. I met with my community based Probation Officer while incarcerated and we agreed collectively what I needed to do to reduce my risk of re-offending. A care plan specific to my needs was implemented and I had to


work hard to overcome my risk factors. Upon release I attended Bridge on a daily basis. What impressed me most was having support from a team of professionals. I attended a community employment scheme for nineteen hours per week providing me with structure and routine enabling me to develop skills beneficial for the employment market. I also attended my Probation Officer for regular individual supervision and completed two offence focused group work programmes. Also I was afforded the opportunity to attend accredited programmes and provided with the platform to use skills learned there.

I found the supervision process a positive experience. Although I was initially directed to Probation by the Courts I felt my positive engagement with Probation has benefited me in a number of ways. Attending Bridge and having intensive Probation supervision has not only assisted me to make positive change with my addiction and offending behaviour but I have also learned new skills which has made vast improvements to my life. As already mentioned my Probation supervision was successfully completed. My life has positively changed now and I am reaping the rewards. I am illicit drug free and stable on a low dose of methadone maintenance. My health has improved and I am employed on a full time basis in the construction industry. My relationship with family, friends, neighbours and Gardaí has improved and I have no new convictions or outstanding charges. I look forward to the next chapter of my life and I am optimistic about my future.”

\*Not person's real name

# Section 3

## Working with Communities



*“Developing partnerships within communities is vitally important to reducing offending and ensuring that community sanctions are available as an alternative to custody. We should also strive to cultivate progressive initiatives such as social enterprise and related employment focused initiatives for offenders.”*

Vivian Geiran, Director

## OUR WORK IN AND WITH COMMUNITIES

It is recognised that many offenders come from challenging backgrounds and have complex needs such as alcohol or drug problems, literacy skills and social skills deficits and require a broad range of support and assistance if they are to make better choices. Engagement in education and training, and access to behaviour management and treatment services can be crucial to the successful rehabilitation and reintegration of an offender. The Probation Service on its own cannot address all of the multiple needs of offenders and therefore engages with a range of community based organisations, supporting and enabling them develop and deliver services across communities which enhances the work of the Service in changing offending behaviour.

In 2016, the Probation Service provided €10.7 million directly to 45 Community Based Organisations working with adults while the Irish Youth Justice Service provided €5m through the Probation Service to 16 projects working alongside Young Persons Probation.

These organisations provide a diverse range of services, addressing offender need in the following areas.

Probation Service Funded Projects include -	
Education and Training	Restorative justice
Accommodation Supports	Counselling
Drug and Alcohol Treatment	Employment Placement
Mentoring	Offence focused Programmes
High Risk Offender Programmes	Women Specific Programmes
Peer Support	Resettlement

*“There is a value in working with individuals who have caused harm to improve their lives but I think we should always be asking how can we work with and improve communities as well, to ensure people have better options”*

Darren Broomfield, Senior Probation Officer

**FAST FACT**

During 2016, the Probation Service provided **€10.7** million to Community Based Organisations working with adults, and the Irish Youth Justice provided €5m through the Probation Service to the Young Person Probation projects.



## THE BRIDGE PROJECT

### *25 Years Supporting the Probation Service*

The Bridge Project is a community based organisation, which aims to reduce recidivism rates for high-risk offenders from the greater Dublin area. Established in 1991, the Bridge Project aims to bring about sustainable change for offenders through a range of evidence based, structured programmes delivered by Probation Officers as part of a multi-disciplinary team, including Probation Officers.

Bridge has a long history of supporting the Probation Service in developing innovative practices, including piloting the introduction of risk assessment in the 1990s, the implementation of the behavioural group work programmes, programme development, supporting the management of prolific offenders and progressing the area of Social Enterprise for people with criminal convictions.

Bridge plays a key role in rolling out and delivering the Joint Agency Response to Crime (J-ARC) initiative in the Dublin area, work that is both rewarding and challenging when working intensively with a group of offenders who have often caused great harm to individuals and the wider community. To support this critical work, in 2016 Probation Officers assigned to the Bridge Project travelled to the UK to train in the delivery of the *RESOLVE* programme - a 29 session groupwork programme for violent offenders. The programme has since been delivered with a number of offenders from across Dublin.

The Bridge Project, originally located in Parnell Street, relocated to its new permanent premises on Francis Street, Dublin 8. On the 21st November 2016 the project combined a celebration of 25 years in existence with the official opening of its new premises and the official launch of its Strategic Plan *Unlocking Potential; Sharing Innovation Strategic Plan 2016-2019*.



The occasion was marked by the attendance of the Tánaiste and Minister for Justice and Equality, Frances Fitzgerald T.D. In her speech, the Tánaiste acknowledged the important work of the Bridge project, its staff and its participants over the last 25 years.



**Pictured above:** David Williamson SPO, John a successful Resolve programme participant, Niamh Dooley PO and Tánaiste and Minister for Justice and Equality Frances Fitzgerald, TD

The event was attended by the Directors of the Probation Service and the Irish Prison Service, the Assistant Garda Commissioner, as well as a range of people from other agencies and stakeholders.

The Probation Service looks forward to continuing this collaborative work in 2017.



“

*The heart of our work is challenging as we support our clients to achieve their potential and play a more productive role in our society with a benefit for all. We do it directly in our Change Works programme in Dublin, aimed at violent offenders as part of the Joint Agency Response to Crime (J-ARC). We do it indirectly in our Programme Development Unit, by creating structured interventions to meet a series of client needs and making these available to Probation Service professionals nationwide.*

Sean Quigley, Chairman, Bridge Project

*My life's a lot better now through what I've done since I got out of prison, through doing the Community Employment Scheme, linking in with Probation properly, keeping all my appointments. I'm no longer dependent on drugs, they've left the door open for me, when my probation is finished now in two months that I can still go and see them..... they will still have an interest in you when you're finished.*

Service User - Probation Service

*Along with our colleagues in Bridge we work in an exciting environment, one which offers huge potential for creative working... In Bridge it's not 9 to 5 and its nothing if not a place with steep learning curves but it brings fantastic opportunities.... There's a lot to be said for it.*

David Williamson, Senior Probation Officer, Bridge Project.

”



## EXCITING TIMES IN WATERFORD AS TREO MOVE TO NEW PREMISES

January 2016 saw the official opening of the new Treo Centre, Waterford. The Treo project was first established in 2000 and currently works with over 100 young persons. The project provides a variety of programmes and activities including offending behaviour, community service and restorative justice interventions to young offenders in Waterford City. Since 2012 Treo has also provided initiatives for stabilised drug users and disengaged young people in the Dungarvan area. The refurbishment of the new premises was funded by the Probation Service and local philanthropies. The Probation Service Community Service team provided invaluable assistance in decorating the building.

opportunities and better outcomes overall. Trainees achieved certificates for completing the Probation Service's *Alcohol and Offending Behaviour* programme, having taken part in the Probation Service's *Alcohol Awareness* programme previously.



Pictured above: Canal House, Ballinasloe, Co. Galway.

## BENEFITTING FROM EUROPEAN SOCIAL FUNDING

The European Social Funding Programme for Employability, Inclusion and Learning 2014-2020, which is supported by the Irish Government, continues to fund five of our partner Community Based Organisations.

The five projects are:

- **Tus Nua** which is a specialised service supporting homeless women upon their release from prison or women with an offending background whose main aim is to facilitate resettlement and reintegration in the community.
- **Le Cheile** which is a nationwide volunteer mentoring and family support service.
- **Céim ar Chéim** and **Southill** projects targeting educational needs and promoting pro social lifestyles.
- **Dochas don Óige** which provides educational and training needs for young people.



Pictured above: Maeve Brett, Regional Manager, Probation Service.

Officially opened by Maeve Brett, Regional Manager, Probation Service, the opening of the Centre was attended by a number of other distinguished guests, including Probation Service personnel, representatives from An Garda Síochána, the judiciary, and other local agencies.

The Probation Service looks forward to continuing its positive working relationship with the TREO project, working together to meet the needs of young persons and bring about positive changes to their lives.

## CANAL HOUSE TRAINEES ACHIEVE SUCCESS

Canal House was established in 1977 and, next year, will celebrate 40 years of working with the Probation Service to reduce re-offending and increase the opportunities for participants to gain employment, life



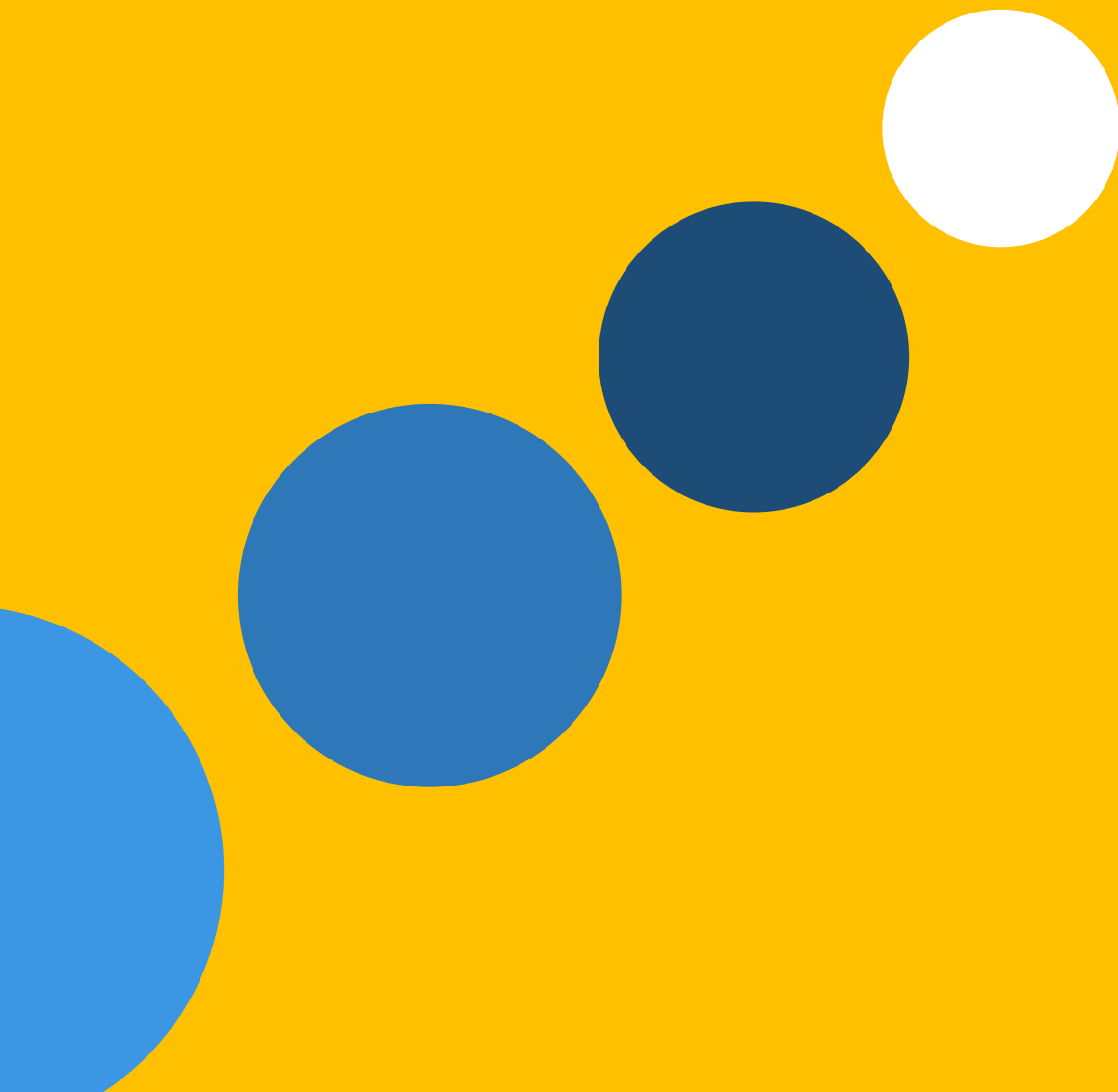
*The above projects are part supported by the Irish Government and the European Social Fund as part of the ESF Programme for Employability, Inclusion and Learning 2014-2020.*





# Section 4

## Our Partners Home and Abroad



## COLLABORATION WITH OUR CRIMINAL JUSTICE PARTNERS

Each organisation in the criminal justice system brings its own unique contribution, however working together in a collaborative and co-ordinated way, our collective efforts maximises outcomes for our service users and other stakeholders. The Probation Service is fully committed to working in an interagency and multi-disciplinary way, to achieve our shared goals. Acknowledging the need to continue building on existing excellent interagency co-operation, to help offenders achieve and maintain desistance from crime, the Probation Service continued to be involved in significant interagency developments during 2016.

## EXPANSION OF J-ARC AND LAUNCH OF THE JOINT STRATEGY ON THE MANAGEMENT OF OFFENDERS 2016-2018



**Pictured above:** The Tánaiste and Minister for Justice and Equality, Frances Fitzgerald TD, launched the 'Joint Strategy on the Management of Offenders, 2016-2018' on Thursday 22nd September 2016,

The Joint Agency Response to Crime (J-ARC), established in 2015, aims to provide a strengthened and visible interagency approach in the management of a range of identified prolific and high impact offenders reduce offending. In September 2016, this joint interagency initiative was formally launched by the Tánaiste and Minister for Justice and Equality, Frances Fitzgerald TD and building on its success J-ARC was extended to a further three locations – Limerick City, Waterford City and Louth in 2016.

*The Joint Strategy on the Management of Offenders 2016 – 2018* sets out a range of commitments and actions to be undertaken by the Department of Justice and Equality, Probation Service, Irish Prison Service

and An Garda Síochána. The strategy acknowledges that a joint approach to our work is vital and sets out to build on existing multi-agency responses to those who are convicted and sentenced in our courts. It reinforces our existing commitment to joined-up interagency working across the criminal justice system, helping to combine and build on the added value that each agency brings to offender management. It also puts us all in a stronger position to build further synergies in reducing victimisation by helping offenders – even those who have long histories of offending – to turn their lives around.



## DELIVERING ON THE JOINT STRATEGY WITH THE IRISH PRISON SERVICE

In 2016, the Probation Service in collaboration with the Irish Prison Service continued to deliver on the commitments and priorities identified in the second *Joint Irish Prison Service and Probation Service Strategic Plan 2015 – 2017* and the *Joint Probation Service-Irish Prison Service Strategy 2014 – 2016: An Effective Response to Women Who Offend*.

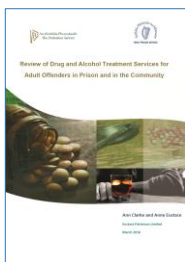


The work was overseen by a Joint Oversight Committee, comprising of Senior Management representatives from both the Probation Service and the Irish Prison Service.

A progress report is contained in Section 6 of this report.

## REVIEW OF DRUG AND ALCOHOL TREATMENT SERVICES FOR ADULT OFFENDERS IN PRISON AND IN THE COMMUNITY

The Probation Service and the Irish Prison Service recognise that substance misuse remains a significant contributing factor to offending behaviour. A survey conducted by the Probation Service (2011), detailed that 89%



of adult offenders on probation supervision had misused drugs and/or alcohol. Against that backdrop, the Tánaiste and Minister for Justice and Equality, Frances Fitzgerald TD, gave approval to the commissioning of a Review of Drugs and Alcohol Services to Offenders. The report, commissioned in late 2015, was published in December 2016.

The *Review of Drug and Alcohol Treatment Services for Adult Offenders in Prison and in the Community* completed by Eustace Patterson examined the current provision of drug and alcohol treatment services and provides recommendations based on evidence collected. The report also sets out a model of effective practice for the treatment of adult offenders which facilitates a continuum of care from prison to the community. A Joint Action Plan to progress the recommendations contained in the final report was developed by both Services.

## ESTABLISHMENT OF THE CRIMINAL JUSTICE SOCIAL ENTERPRISE STEERING COMMITTEE

Recognising that the development of a vibrant social enterprise sector has the potential to enable people with convictions to secure sustainable employment, which in turn can lead to active citizenship and safer communities, a Social Enterprise Steering Committee was established in March 2016 as a joint initiative between the Probation Service and Irish Prison Service. The Committee comprises representatives from both agencies as well as the Department of Justice and Equality, private sector entrepreneurs as well as Social Enterprise Task Force members. The overall objective of the initiative is to develop and implement a strategy to increase employment opportunities for ex-offenders through social

enterprise and other related activities. In doing so, engagement with multiple stakeholders and supporting them to work together to develop social enterprises for ex-offenders is critical to the successful outcome of the initiative.

In November 2016, a project manager, supported jointly by the Probation Service and the Irish Prison Service, was recruited to oversee the development of social enterprise initiatives across the Irish criminal justice system and support the Steering Committee in preparing a Strategic Action Plan. Committed to trialling new ways of working, and encouraging entrepreneurship and innovation, scoping out and developing the Strategic Action Plan is the identified priority for the initial twelve month period.



**Pictured from L to R:** Siobhán Cafferty (Social Enterprise Project Manager), Tánaiste and Minister for Justice and Equality, Frances Fitzgerald TD, Eddie Mullins (Governor, Loughan House), and Olivia Boyle, Probation Officer at the opening of the new social enterprise café and shop at

## STRATEGIC REVIEW OF PENAL POLICY

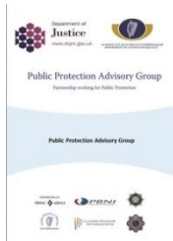
Following the publication of the Strategic Review of Penal Policy (2014) the Department of Justice and Equality established an *Oversight Group* to oversee the implementation of its recommendations. Acknowledging that the work of criminal justice cuts across a number of areas, *The Interagency Group on Co-operation for a Safer and Fairer Ireland*, chaired by Dr Ruth Barrington, was subsequently established to improve interdepartmental and interagency coordination in the integration and rehabilitation of offenders. The Probation Service participates on both groups.

## WORKING WITH OUR PARTNERS ABROAD

In 2016 the Probation Service continued to work closely with our Northern Ireland and European Justice partners.

## CROSS BORDER PUBLIC PROTECTION ADVISORY GROUP (PPAG)

The seventh annual cross border Public Protection Advisory Group (PPAG) seminar took place on Wednesday 23<sup>rd</sup> November 2016, at Probation Service Headquarters, Dublin. The annual gathering is a significant event and provides a unique opportunity for criminal justice agencies, policy makers, managers and practitioners, from both jurisdictions on the island to come together to share information and learning on areas of mutual interest. The theme and focus of this year's presentations was *Partnership Working in Public Protection –Keys to Success*.



**Pictured above:** Vivian Geiran Director of the Probation Service and Cheryl Lamont CEO Probation Board Northern Ireland.

Each presentation showcased the ground breaking and collaborative developments which are led by the probation, prison and policing services within each jurisdiction. These included presentations on the recent Sex Offender Risk Assessment and Management (SORAM) evaluation, Child Protection Disclosure Arrangements in Northern Ireland, innovative approaches to Community Service, North and South, as well as very interesting presentations on developments in the area of social enterprise.



**Pictured above:** Brian Dack, Assistant Director, Probation Service presenting at the PPAG Seminar.

## IRISH PROBATION JOURNAL 2016 (VOLUME 13)

The thirteenth edition of the Irish Probation Journal was launched at the cross-border Public Protection Advisory Group (PPAG) Seminar. Irish Probation Journal has, since 2004, been jointly published each year by the Probation Service and the Probation Board for Northern Ireland (PBNI). It is an authoritative and respected forum for contributors and readers interested in Probation policy, research, practice, and related criminal justice matters. Irish Probation Journal seeks to ensure that each edition features a range of research studies, practice reports, policy commentaries and book reviews of relevance and interest to practitioners, policymakers, academics, legislators and students in the broad criminal justice and social policy fields.



The 2016 edition of the Journal highlights the importance of research in criminal justice and features original and significant papers on criminal justice themes and issues. These papers examine the development of social enterprise in criminal justice, offenders' experiences, young people and community-based restorative justice in Northern Ireland, service user involvement in service planning and post-custody supervision in Ireland, in among many other important themes and subjects.

## NORTH-WEST EUROPE PROBATION FORUM



**Pictured above:** Probation Service Directors along with Professor Fergus McNeill at meeting of the North West European Forum

Directors of Probation in Northern Ireland (Cheryl Lamont and Paul Doran), Guernsey (Anna Guilbert) and Jersey (Brian Heath) joined Irish Probation Service Director, Vivian Geiran, with Deputies Ita Burke and Una Doyle, and their Assistant Directors, Gerry McNally and Brian Dack, for the inaugural meeting of the North West Probation Forum, hosted in Probation Service Headquarters, in June 2016. The meeting also had the benefit of an input from Professor Fergus McNeill, of the Scottish Centre for Criminal Justice.

Sharing a similar history, legislative base, and social work foundation for our work, the meeting provided an ideal opportunity for the senior management of the four services to discuss shared challenges and ways in which we might foster greater cross-jurisdictional co-operation, particularly in the area of professional practice, evidence-informed policies and developing and implementing effective services in offender rehabilitation. It is intended that the forum would become an annual event, with inter-service contact taking place between meetings.

## COUNCIL OF EUROPE

Vivian Geiran, Director, commenced his role as Chair of the Council of Europe (CoE) working group on penological (probation and prisons) co-operation (the PC-CP) from the start of 2016, having been elected to that position at the end of 2015, for a two year term. Vivian was initially elected by the CoE Member States to the nine-member PC-CP working group at the end of 2013. The PC-CP carry out a range of functions on behalf of the Council of Europe, particularly in the development and implementation of appropriate

practice standards in various aspects of probation and prison work. This includes reviewing and updating existing standards, generating new ones as required, and assessing and promoting the implementation of probation and prison rules and standards, as well as commissioning the annual penal statistics (SPACE I and II) of the Council of Europe, and undertaking specific projects (e.g. on prison overcrowding), as mandated by the Council of Europe.

The PC-CP work programme in 2016 included the completion of high level practice guidelines on radicalisation to violent extremism in prisons and probation, which were approved by the CoE Committee of Ministers. A practice handbook, to accompany the guidelines on radicalisation, and updated Rules on Community Sanctions and Measures, were also completed, for consideration by the Committee of Ministers in 2017. Work continued on generating responses to the (2016) CoE White Paper on Prison Overcrowding. The annual SPACE statistics report (in respect of the year 2014) was published, and the annual Conference for Directors of Prison and Probation Services was held, in the Netherlands. Two ex-prisoners/probationers from Ireland presented, on their 'journey' through the Justice system, including through prison and back to their communities, at this conference.

More information on the PC-CP and its work is available on the [Council of Europe](http://www.coe.int) website.



## CEP 2016 GENERAL ASSEMBLY AND CONFERENCE

The Probation Service was well represented at the Confederation of European Probation (CEP) General Assembly and Conference held in Bucharest, Romania, October 2016.

As well as the attendance of Vivian Geiran, Director, and Gerry Mc Nally, Assistant Director, Laura Cotter, Probation Officer, co-presented at a workshop on working with mental illness and offenders. The presentation and subsequent discussions demonstrated the commonality of issues presented in working in this complex area as well as the value of shared learning.

## IRELAND SCOOPS RUNNER-UP PRIZES IN INAUGURAL CEP AWARDS

The Probation Service came runner-up in the inaugural CEP awards for offender rehabilitation at the 2016 General Assembly conference, a further endorsement of our community return scheme while Le Chéile (young persons mentoring) project received a similar placing in the social inclusion category.



**Pictured above:** Gerry McNally, Laura Cotter, June Kelly and Vivian Geiran, receiving the runner -up award for the Community Return programme, in the inaugural CEP European Probation Awards

## GERRY McNALLY ELECTED PRESIDENT OF THE CEP

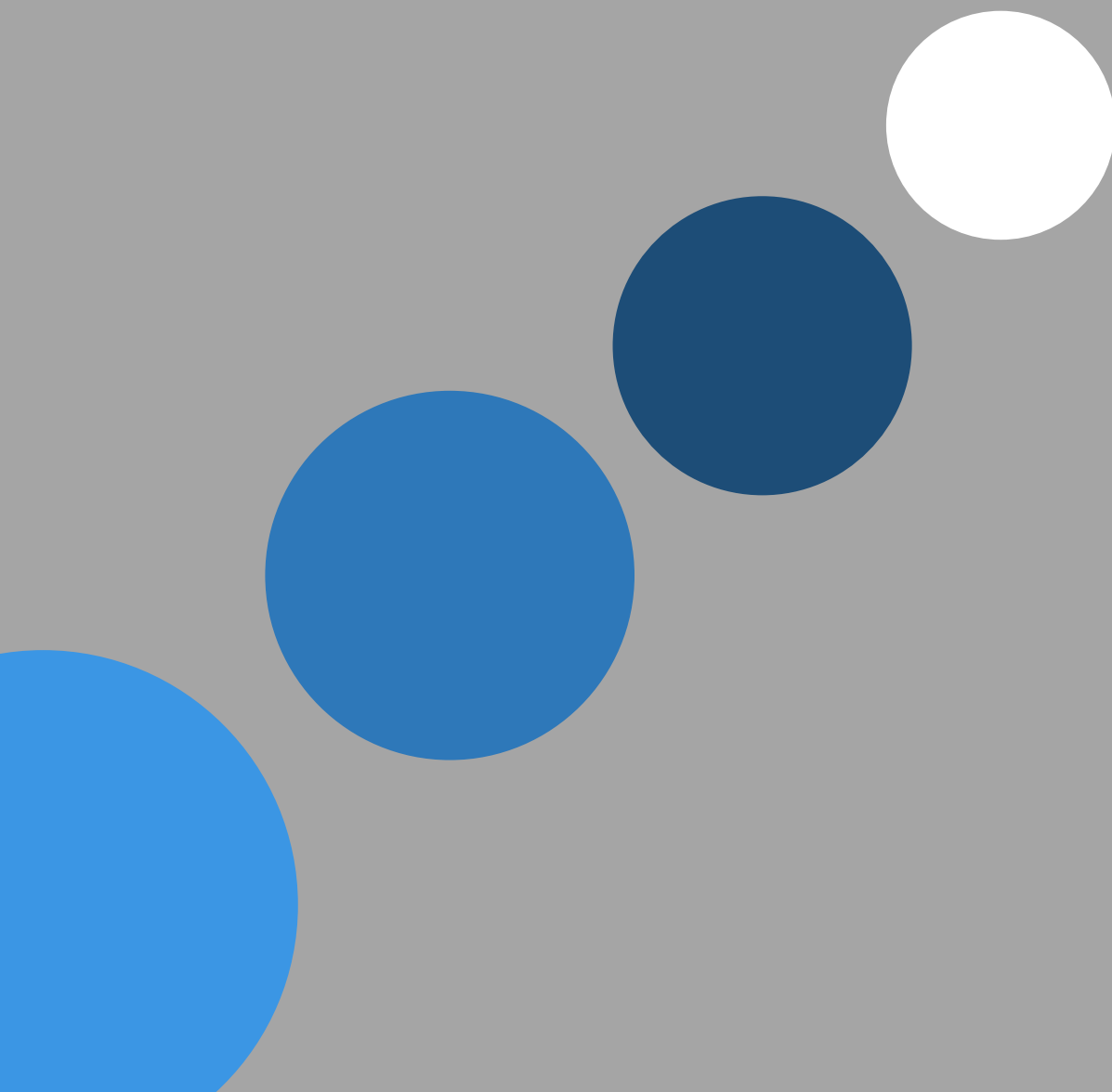
Gerry McNally, Assistant Director, Probation Service was elected as President of the CEP, in October 2016. Gerry's term as President will run from now until the next CEP general Assembly, in 2019. The appointment is a great honour for both Gerry and for the Probation Service. It reflects our collective commitment to the development of European probation over many years, as well as Gerry's longstanding dedication to probation work in Ireland and internationally.



**Pictured above:** Gerry McNally (R) with outgoing CEP President, Marc Ceron, following Gerry's recent election as CEP President

# Section 5

## Supporting Service Delivery



## **HUMAN RESOURCES TRAINING AND STAFF WELLBEING**

During 2016, the Service continued to align resources to maximise front line delivery and ensure adequate management structures were in place. Our staff have a specific expertise in interviewing offenders and in assessing and managing risk. We continuously work to ensure our staff remain skilled and have an up to date knowledge base through the provision of internal staff training and development opportunities provided for all grades. A positive working environment for all our staff remained a priority for 2016.

## **HUMAN RESOURCES**

At all times the Probation Service is committed to maximising our capability to provide the best service that we can to all our customers and ensuring ability to respond to changing priorities and demands.

The proactive management of our staff resources is a key priority for us. Having come through challenging times with the moratorium on public service recruitment, 2016 opened a new chapter for the Probation Service in terms of staff recruitment and expansion. In March of 2016, the eagerly awaited Probation Officer competition was advertised by the Public Appointments Service. Interviews were conducted in April 2016 and panels established soon afterwards. The initial intake commenced in September 2016, with a total of 7 new Probation Officers appointed by year end with further appointments on stream for early 2017.

Sanction was also received to conduct a Community Service Supervisor Competition to fill priority vacancies identified in key locations nationwide. The advertisements were published in local newspapers in the various locations with interviews held in November 2016. It is envisaged that appointments to these posts will take place in early 2017.

A number of promotions to Senior Probation Officer from the panel set up from a competition in 2015 were approved to fill vacancies arising from resignations and retirements. In 2016, newly promoted Senior Probation Officers were assigned to

the Limerick/Ennis Region, Haymarket, Young Persons Probation and the Dublin North team.

During 2016 there was a number of opportunities for Clerical Officers to avail of promotional opportunities to other Government Departments and Agencies across the country, and also geographical transfers under mobility schemes. This in turn has resulted in the assignment of new Clerical Officers to some regional and local offices as well as to Headquarters in Haymarket.

Two Higher Executive Officers retired, with one replacement in place by year end, the second to be in place in early 2017.

The Human Resource Unit in the Probation Service liaises with Human Resources in the Department of Justice and Equality on an on-going basis. Work force planning is a key human resource priority. To this end in August 2016 the Probation Service contributed to the Department of Justice and Equality Workforce Plan, identifying and forecasting our workforce requirements in continuing to deliver and develop the Probation Service over the next three years.



**LOOKING BACK , LOOKING FORWARD: VIEWS  
FROM STAFF ACROSS THE SERVICE**

*“I was looking for the opportunity to work in a social work field, working in partnership with service users to assist them in overcoming challenges they face.”*

*Claire Barry, Probation Officer 2016 Intake*

*“In my twenty years as a Clerical Officer in the Probation Service, I have seen a lot of changes in both personnel and practices. It has been an interesting time, every day is different. The variety of work that I do keeps the job fresh. New initiatives, involving different agencies, like SORAM (Sex Offender Risk Assessment and Management) and community projects create new learning opportunities for us all.*

*I have enjoyed learning and the Probation Service allowed me to complete my Degree in Administrative Justice, accredited by UCD, with the IPA. The course covered all aspects of Justice, including Restorative Justice, which I found an extremely innovative way of dealing with offenders.*

*Working as part of a Probation team gives me a great insight into people and their personalities, why they do what they do. Seeing how each Probation Officer deals with their clients is very interesting and when the client does well, and achieves positive outcomes, it makes the job feel worthwhile for us all. “*

*Carol Long, Clerical Officer Midlands South East Region*

*“I joined the Probation Service as an Executive Officer in 2008, getting the opportunity to return to my home town. Initially, I worked with an administrative team in the Director’s office in Athlumney House until 2012, relocating to the Meath team office in Kilcarn where I continued to work in Corporate Affairs as well as taking on some duties for the Meath probation team.*

*My work is varied and includes requesting and sending reports to the Parole Board, managing the Lifer Unit, processing criminal record requests for pre sanction reports, and processing vetting applications for community based organisations funded by the Probation Service. In my work, I deal with colleagues in prisons and the community, as well as the Parole Board, the Gardaí and the Irish Prison Service. I was not familiar with the work of the Probation Service before I came to work here, and have learned a lot over the past nine years. I enjoy the customer service aspect of the work, which includes making clients feel welcome on arrival at the office for their appointment. I particularly like the ethos of the Probation Service, with the focus on rehabilitation and giving people a “second chance”.*

*Eileen King, Executive Officer*

**TONY SWAINE**

**Newly Appointed Probation Officer,  
Assessment Team Dublin**

Since my graduation with a Masters in Social Work from UCD, I have worked in a range of social work settings with the Child and Family Agency, Dublin. This includes a period working in the area of child protection and welfare as well as over seven years as a social worker with the Adoption Services. This experience provided an opportunity to develop a range of knowledge and skills that I have brought with me to my new role as a Probation Officer, including assessment and report writing skills which are central to my current assignment with the Probation Service.



From the time as an undergraduate I have had an interest in the criminal justice system. As part of my sociology studies I studied the sociology of crime. Probation has always been an area of work that I wanted to gain experience in. After over eight years in the area of children and families I was seeking a new challenge so when the Probation Service launched it's recruitment campaign in early 2016, I was keen to apply. While probation has always been a desirable field of practice for social work graduates, the range of work within the Service as well as the opportunity to move teams and gain a breadth of experience was particularly appealing.

Before joining the Service, I had some knowledge and insight into the work, as fellow students had either completed placements or already worked in the Service. I knew that Probation Officers worked with offenders in various settings, including the provision of reports for court to assist with decision making, working with offenders on supervision in the community and engaging with offenders in prisons.

My experience with the Probation Service so far has been very positive. I commenced work with the Service in December 2016. My initial assignment is on the Assessment Team, Dublin. This role involves providing Pre Sanction and Community Service Reports for the District Court. The role involves me carrying out assessments of offenders referred by the District Court. Central to the assessments is the risk of re-offending and the needs of offenders. These factors inform proposals to the court.

I hope to gain a range of experience in different areas within the Probation Service. The reassignment of staff throughout the Service allows for such career development and I look forward to growing in knowledge and skills in the coming years.



*Staff Profile*

## PROBATION SERVICE ANNUAL FUNCTION FOR RETIRED STAFF



The annual function for retired Probation Service colleagues took place on Tuesday the 12th April 2016. As usual there was a great attendance on the day with former colleagues travelling quite some distances to be here. Our retired colleagues look forward to the gathering each year, not only to meet up with one another, but also to meet with staff currently working in the Service. At this function we were fortunate to have a short performance from the choir – *Just Sing*, which went really well and was very much appreciated by all.



## STAFF LEARNING AND DEVELOPMENT

The Probation Service continued to support the work of staff throughout 2016 by providing a range of internally delivered training courses. In total, there were fifty-two internal training events, which were attended by 633 participants, covering a range of topics including Understanding Victims' Perspectives when Working with Offenders, Assessment Report Writing, Case-management Planning, Risk Assessment Instruments, One-to-One Facilitation, Pro-Social Modelling to name a few.

External training attended included NOTA conferences, training in working with adolescents who experience sexual trauma, working with young adults (18 years to 24 years) and the Changing Face of Addiction.

In addition, newly promoted managers attended induction training delivered by the Corporate Learning Unit in the Department of Justice and Equality along with their colleagues from across the Department. A number of managers were also facilitated with attendance at training on Protected Disclosures facilitated by the Department of Justice and Equality Internal Audit Unit. The Probation Service looks forward to building on this collaborative arrangement in 2017.

Of particular note in 2016 was the further development of our practitioner trainers model through the expansion of our "train the trainer" programme. In 2016 alongside our learning and development staff, Senior/Probation Officers trained as trainers in

- SARA (Domestic Violence) Risk Assessment
- Stable and Acute (Sex Offender) Risk Assessment
- SAOR (Alcohol Misuse) Model

These developments have enabled us reach and upskill a significant number of staff over a relatively short period of time. In 2016 this included for example:

- Five, two day, training events in the use of SARA were delivered and which a total of 68 Probation officers attended. Four briefing sessions were delivered to Senior Probation officers in the same timeframe.
- 83 staff trained in SAOR.

## WELL BEING

The Probation Service recognises that a positive working environment is important to the health and wellbeing of all our staff. To this end, in 2016 the Service continued to make a number of supports available to staff, including the Civil Service Employee Assistance Service, a counselling service with 24 hour telephone access and the contact persons scheme which provides an early intervention option. These services are available and are delivered to all staff who require them, all of which are confidential services.

During 2016, we continued to create awareness and promote healthy lifestyles among staff. Within Head Office there were a number of initiatives on-going. Pilates was held at lunchtime on Tuesdays, while basketball enthusiasts met on Thursdays. In addition, there was football locally and on Wednesday lunchtimes the “Just Choir” which mainly includes Probation Service staff meet for practice in St Mary of the Angels Church, Church Street, Dublin 7.



Pictured above: Members of the “Just Sing” choir

### WELLBEING FACT

Did you know: Singing in a choir can boost our mental health.



## DEPARTMENT OF JUSTICE AND EQUALITY CULTURE CHANGE TEAM



Pictured above: Members of the Department of Justice and Equality Culture Change Team with Secretary General, Noel Waters (front row centre).

The Department of Justice and Equality Culture Charter was published in April 2016 to support and embed the culture and values referenced in the Culture Charter throughout the Department. Following on from this a 'Culture Change Team' was established. Participants were chosen with the aim of being as representative as possible of the diversity in grades, divisions, agencies and gender of those who applied. The Probation Service is very well represented with three of our staff, Geraldine O'Dwyer, Graham Mooney and Claire Delahunt among the membership.

## PROMOTING EVIDENCE-INFORMED PRACTICE AND RESEARCH



### Recidivism Study

The Probation Service has, with the Central Statistics Office (CSO) and the Irish Prison Service (IPS), an established research co-operation agreement to conduct research on recidivism and related issues. In December 2016 the fourth Probation Recidivism Study report was published by the Central Statistics Office on offenders subject to Probation Service supervision or on Community Service in 2010.

The results show that almost 63% of offenders given one of these alternative sanctions by the Courts in 2010 had not re-offended after a three year period.

This compares well with the previous study, while the overall recidivism rate increased marginally from 37.3% to 37.5%.

Summary findings include:

- Over 62% of offenders on Probation Service supervision had no conviction for a further offence committed within three years of the imposition of a Probation or Community Service order.
- Re-offending rates were lower for females than males, with almost 70% of females not reoffending in the follow-up period.
- Recidivism rates, in most cases, were seen to decrease as the offender's age increased.
- Public order offences are the most common original offences, with public order and theft being the most common offences on reconviction.

Commenting on the publication of the report, Vivian Geiran, Director said:

*“The results show that almost 63% of offenders given one of these alternative sanctions by the Courts in 2010 had not re-offended after 3 years. This compares well with the previous study...”*

The fourth Probation Recidivism Study report is available on the CSO website [www.cso.ie](http://www.cso.ie).



## SUPERVISIBLE - WHAT'S IT LIKE BEING ON PROBATION?

Supervisible is a European project which uses photography to understand the lived experience of being on probation. Dr. Deirdre Healy from the Institute of Criminology, University College Dublin and Dr. Wendy Fitzgibbon from the Department of Criminology, University of Leicester are leading the project in Ireland.



**Pictured above:** Gerry Mc Nally, Dr Deirdre Healy, Dr Wendy Fitzgibbon, and Tomás Mac Cárthaigh (Tallaght Probation Project)

During the summer of 2016 the Probation Service, in conjunction with its partner organisation Tallaght Probation Project, was delighted to engage with with Dr. Healy in facilitating participants from the Tallaght Probation Project to use the photo-voice method.

Using disposable cameras, the eight participants, all of whom were male, went out in to their local area and took a total of eighty photographs. They subsequently met with researchers to discuss the reasons for the choices they had made. An invited audience had the opportunity to see thirty six of those photographs which were on display in Tallaght Probation Project and later in Probation Service Headquarters. Images were varied, ranging from training activity, religion and family to urban decay and rubbish.

Commenting on the photographs, Dr. Healy noted the positivity, growth and change reflected in the photographs taken by Irish probationers.

The Probation Service looks forward to a full report on the project early in 2017 and welcomes the opportunity it provides to better understand the service users perspective and to inform and shape our interventions into the future.

## IRISH CRIMINAL JUSTICE AGENCIES CONFERENCE

The third annual Irish Criminal Justice Agencies Conference was held in Dublin Castle on 28 June 2016, on the theme: Putting Research into Practice in Criminal



Justice. This year, the Probation Service was the lead conference partner for the conference, which was organised by the Association of Criminal Justice Research and Development (ACJRD). The conference, which was closed by the Tánaiste and Minister for Justice and Equality, Frances Fitzgerald TD, was a great success and great credit and appreciation goes to all Probation Service staff involved in planning and the preparation for the conference, those who worked at the venue on the day, ensuring everything went well and the delegates who had an enjoyable and fruitful day. Papers from the conference are available on the ACJRD website: [www.acjrd.ie](http://www.acjrd.ie)

## OPEN POLICY DEBATE ON ELECTRONIC MONITORING

An Open Policy Debate and Workshop was convened on Friday, 30<sup>th</sup> September 2016, to reflect on the current situation with regard to electronic monitoring in Ireland, to consider the international experience and to discuss potential issues in the expansion of electronic monitoring, with a view to drawing conclusions to inform policy development in Ireland.



Above: Participants pictured at the half day Open Policy Debate and Workshop on Electronic Monitoring on Friday 30<sup>th</sup> December at 51 St. Stephen's Green, Dublin 2.

Organised by the Department of Justice and Equality and the Probation Service, the event had the benefit of a presentation by Professor Mike Nellis, University of Strathclyde, Scotland, as well as inputs from An Garda Síochána, Irish Prison Service and the Department of Justice and Equality.



Above: Participants pictured at the half day Open Policy Debate and Workshop on Electronic Monitoring on Friday 30<sup>th</sup> December at 51 St. Stephen's Green, Dublin 2.

## STRUCTURES, SYSTEMS AND SUPPORTS

### Information Management

The Probation Service continued to develop systems for the management and analysis of data. During the year key management meetings were supported with appropriate statistical data whilst point in time statistics continued to be published on the Probation Service website at the beginning of each month.

Management Information is used to inform decisions with regard to both service delivery requirements and resource management. Systems were again strengthened for capturing data on Ethnicity and Nationality, which in itself will inform our operational business and enhance service delivery.

### Information and Communications Technology (ICT)

Following a decision to migrate the Probation Services Information and Technology system to the Department of Justice and Equality Managed Service, the project began in earnest in the first quarter of

2016. Following a comprehensive project plan, which involved ongoing liaison and working together with the IT Department, Department of Justice and Equality, all IT support services transferred from the Probation Service IT Section to the Department of Justice and Equality in July. To facilitate the continuity of services, two members of the Probation Service IT Team moved to the Department's IT Unit. The migration has strengthened the support structure available for our IT.

Other IT development during the year focused on the Service's core applications: Case Tracking, Community Projects and the Community Service applications, supporting changing business processes and incorporating them into the various databases.

Within the Service, the APEX (expert Probation IT users) group and Business Process Group continued to meet on a regular basis to discuss and evaluate the need for IT development and enhancement of business processes.

### Information Requests

Information and Communication requests continued to be co-ordinated through our Corporate Affairs Unit.

Information Access Requests Received 2016	
Freedom of Information	24
Data Protection	7
Requests from other Agencies	7
FOI Appeals	2
Total	40

Information Requests coordinated centrally	
Press Queries	14
Dáil Questions	58
Other*	161
Total	233

\*(Includes responses to representations from public representatives, requests for input to policy documents etc.)

### Communication and Media

In 2016 the Service continued to proactively drive its communication programme.

Twelve newsletters were published, six *Probation Works*, external newsletters and six *Probation Press*, internal newsletters. We also published both the Department of Justice and Equality's Newsletter and the Court Service News on our internal portal alongside the Confederation of European Probation (CEP) Newsletter. Issues of *Probation Works* (external newsletter) are also available on our website [www.probation.ie](http://www.probation.ie)



In 2016 the Service received fourteen media queries, all of which were responded to in a timely fashion. The queries which covered a broad spectrum of the work of the Service included items on Reducing Reoffending – Young Persons, Women Offenders, Community Service, Sex Offenders and Homelessness.

There were a number of media interviews with the Director and staff throughout the year, as well as the Service participation in the *Would You Believe* documentary *Beyond Redemption*, highlighting the programmes available for sex offenders including Circles of Support and Accountability.

The Service's communication group continued to meet on a regular basis, and drafted a new Communications Strategy for the Service which was circulated to staff for their input with a view to publishing it in early 2017.

As part of our overall communications strategy, a strategy directed specifically for our engagement with the Judiciary was also developed. It is intended that this strategy will support our proactive and ongoing engagement with the judiciary to further strengthen the service we provide to the courts.

## Health and Safety

Health and Safety remains a priority for the Probation Service. During 2016 the Service continued to promote health and safety awareness with information sessions being held on Health and Safety on a number of occasions. The Health and Safety portal is kept up to date at all times with staff having easy access to Health and Safety protocols and standard operating procedures.

Health and Safety committees met regularly throughout the year, whilst Health and Safety was included on the agenda for all National, Regional and Team meetings.

Two weeks, one in May and the other in November, were designated as Health and Safety weeks as a means to encourage and raise awareness on statutory checks and office risks assessments.

The Service continued to maintain links with the State Claims Network and attended the various Network meetings during the year.

During 2016 the Probation Service continued to facilitate the provision of Health and Safety training courses to our staff. One hundred staff were trained in a range of health and safety training courses including manual handling, first aid, fire warden, safe pass and mobile access. We also facilitated training for a further five staff from other agencies and divisions within the Department.

## Estate and Facilities

Throughout 2016 the Estate and Facilities Unit continued to liaise with the Office of Public Works and with Probation Service Regional Managers on the management of Probation Service Estate and Facilities. Work commenced on the refurbishment of the proposed new Probation Office for Newbridge, Kildare, which, when opened will greatly assist the Service in responding to the growing population in the Newbridge and surrounding county area.

A site has been identified for a new Probation Office alongside the new Prison Building for Mulgrave Street Limerick and initial design plans drawn up. Liaison is ongoing with the Office of Public Works and The Irish Prison Service.

The Probation Estate and related needs are kept under review on an ongoing basis. The Estate Implementation Group, Chaired by the Director, continued to meet regularly to co-ordinate progress on the overall Estate Review Implementation plan.

## Energy Awareness

The Service continued to promote Energy Awareness in 2016. All required data was submitted to the SEAI (Sustainable Energy Authority of Ireland) on time. By the end of 2016 we achieved a savings of 17.8% on the 2009 baseline figure. We continued to work with the office of Public Works in managing our energy consumption for our Haymarket Office.



## Procurement

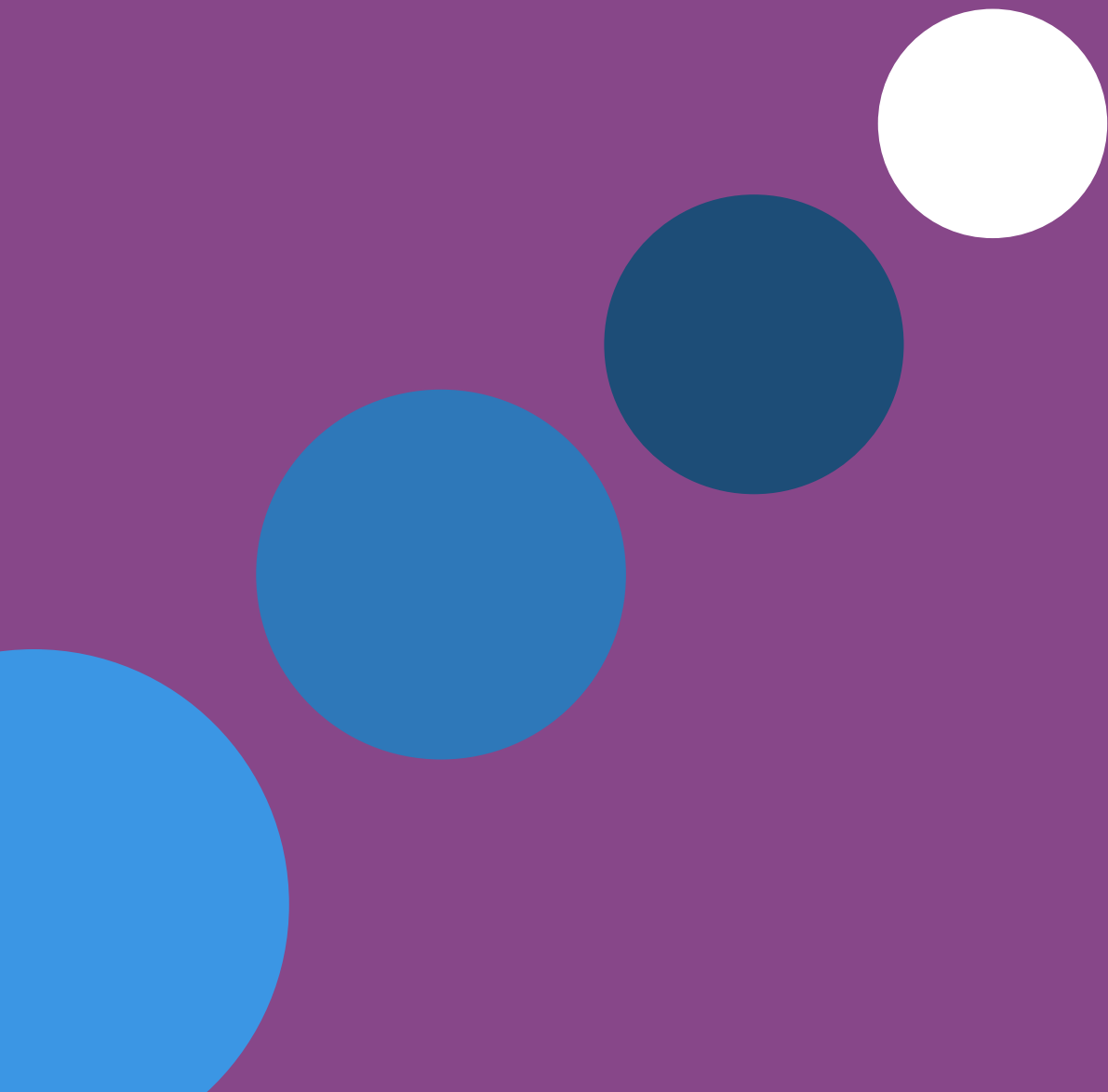
The Probation Service continues to monitor purchasing expenditure, review purchasing requirements and consolidate the purchasing of goods and services to ensure better value for money.

During 2016 the Service continued to avail of contracts placed centrally by the Office of Government Procurement, centralised framework agreements and tender arrangements made available by the Department of Justice and Equality and its Agencies as well as other Departments.



# Section 6

## Targets



Throughout the year the Service measured its performance against its strategic goals outlined in the Service Strategy Statement 2015 – 2017 and against the programme of work mapped out in the Service workplans. The following outlines progress in some of the key areas for 2016:

GOAL	PROGRESS
<b>PROMOTION AND DELIVERY OF COMMUNITY SANCTIONS AND OFFENDER REHABILITATION.</b>	<ul style="list-style-type: none"> <li>➤ Commenced the extension of the Joint Agency Response to Crime (J-ARC) to 3 additional sites (Louth, Waterford city and Limerick city) outside of the Dublin Region.</li> <li>➤ E-JARC pilot commenced and is operational in two areas.</li> <li>➤ Integrated community service pilot commenced in Dublin Limerick and Cork.</li> <li>➤ Continued implementation of womens strategy and development of gender informed practice for female offenders.</li> </ul>
<b>STRENGTHEN OUR SERVICE TO COURTS.</b>	<ul style="list-style-type: none"> <li>➤ A range of high quality assessments provided to the courts nationwide.</li> <li>➤ Judicial national communications strategy completed and disseminated.</li> <li>➤ Ongoing engagement with the Judiciary at national regional and local levels, includes presentation at three judicial conferences.</li> <li>➤ Ongoing preparation for implementation of Fines (Payment and Recovery) Act 2014.</li> <li>➤ Review of national community service bus fleet and purchase of three community service buses.</li> </ul>
<b>COLLABORATION WITH OUR CRIMINAL JUSTICE PARTNERS.</b>	<ul style="list-style-type: none"> <li>➤ Continued delivery on priorities identified in Joint IPS/PS strategy and Joint Womens strategy.</li> <li>➤ The Joint Strategy on the Management of Offenders 2016-2018 developed.</li> <li>➤ Drug and Alcohol Review of treatment services completed and published in December 2016. Completion of Joint Drug and Alcohol Review action plan.</li> <li>➤ Continued contribution to the development of the Youth Justice Action Plan 2014 – 2018 and to the development of the annual workplan.</li> <li>➤ Fourth Recidivism Study in collaboration with the Central Statistics Office completed and published in November 2016.</li> <li>➤ Commitments under the National Strategy on Domestic Sexual and Gender-based Violence 2016 – 2021 delivered.</li> <li>➤ Criminal Justice Social Enterprise Committee established March 2016 and Social Enterprise Manager appointed.</li> </ul>

<p><b>DEVELOPING A MORE VICTIM-SENSITIVE RESPONSE.</b></p>	<ul style="list-style-type: none"> <li>➤ Probation Service Restorative Justice Strategy Implementation Plan 2015-2017 progressed.</li> <li>➤ Model of bespoke Restorative Justice interventions provided to courts across the country.</li> <li>➤ Ongoing management and support of Victim Services Team continued.</li> <li>➤ Restorative Justice seminar held in November 2016 and launch of Restorative Justice DVD.</li> </ul>
<p><b>ENGAGING WITH THE COMMUNITY.</b></p>	<ul style="list-style-type: none"> <li>➤ Continued to work with network of CBOs towards the delivery of Probation Service strategic priorities.</li> <li>➤ Bridge project held an event to launch 25th anniversary, strategic plan and office opening of Francis Street premises by Tánaiste and Minister for Justice and Equality, Frances Fitzgerald T.D.</li> <li>➤ Commenced a number of new service user pilot initiatives for example SAOL BRIO, Care after Prison and extended delivery of Red Cross programmes.</li> <li>➤ Ongoing engagement with other government departments, agencies and the voluntary sector in offender reintegration and rehabilitation.</li> <li>➤ National operational focus on community service underway.</li> </ul>

# Update on Year 2 of the Joint Probation Service/Irish Prison Service Strategy

## 1 Rehabilitation and Community Reintegration

### IN FACILITATING THE REHABILITATION AND COMMUNITY REINTEGRATION OF SENTENCED PRISONERS, WE HAVE:

- completed the *Review of Drug & Alcohol Treatment Services for Adult Offenders in Prison and in the Community* which was published in December 2016. Completed the Joint Drug and Alcohol Review action plan.
- continued oversight and governance of joint funding arrangements.
- engaged jointly in the Building Better Lives programme in the Midlands Prison.

## 2 Community Return

### FOLLOWING ON THE PUBLICATION OF THE EVALUATION OF COMMUNITY RETURN, WE HAVE:

- released just over 1800 prisoners to date back in to the community in a structured manner and with a compliance rate of almost 90% by the end of 2016.
- continued to review the assessment and outcome processes for the Community Return Programme.
- engaged with other Departments, including the Department of Social Protection, with a view to making improvements in line with the evaluation of community return.

## 3 Supports for Short Term Prisoners

### IN THE PROVISION OF SUPPORT FOR SHORT SENTENCED PRISONERS, WE HAVE:

- expanded the Community Support Scheme to the Midlands Campus.
- authorised 439 structured releases to the Community Support Scheme in 2016.

## 4 Reduce Risk of Re-offending

### IN ENGAGING WITH SERVICE USERS TO REDUCE THEIR RISK OF RE-OFFENDING, WE HAVE:

- continued the project to engage ex-offenders as peer mentors with persons on temporary release.
- delivered the Red Cross programme, "A Culture of Non-Violence", with clients in community bases in Dublin, Cork and Limerick. Females participated on the community based programme for the first time during 2016.
- grant funded Community Based Organisations who employ ex-offenders, for example, providing support for short term prisoners, peer mentoring and assisting with the horticultural initiative in Thornton Hall.

5

Pre-Release  
Planning

**IN ENHANCING PRE-RELEASE PLANNING FOR PRISONERS, WE HAVE:**

- in partnership with the Department of Housing, the Local Government Management Agency, the County & City Managers Association and the Department of Social Protection, the Irish Prison Service has implemented a joint protocol to improve links between persons exiting custody and the local authorities with the overall aim of reducing homelessness on exit from custody.

6

Promoting  
social inclusion

**TO PROMOTE SOCIAL INCLUSION, WE HAVE:**

- established a dedicated Social Enterprise Steering Committee to oversee the development of a joint social enterprise strategy. Project Manager appointed in the final quarter of the year to drive out the strategy and support social enterprises as an alternative approach to securing employment for people with convictions.
- completed Year 2 of the “Travellers in Prison Initiative” in partnership with St Stephens Green Trust. Research undertaken on women travellers in prison and ethnic identification of travellers in prison ongoing.
- engaged with relevant stakeholders in relation to further developing Young Offenders strategy.
- sought expressions of interest regarding the establishment of a step down facility for women offenders.

7

Joint integrated  
responses to  
crime

**TO PROMOTE JOINT INTEGRATED RESPONSES TO CRIME, WE HAVE:**

- commenced the extension of the Joint Agency Response to Crime (J-ARC) to 3 additional sites (Louth, Waterford city and Limerick city) outside of the Dublin Region.
- delivered inter-agency training modules to staff involved in the delivery of J-ARC programmes.
- scoped the potential expansion of the J-ARC initiative to incorporate Youth offenders (Y-JARC) in 2 new geographical areas.

8

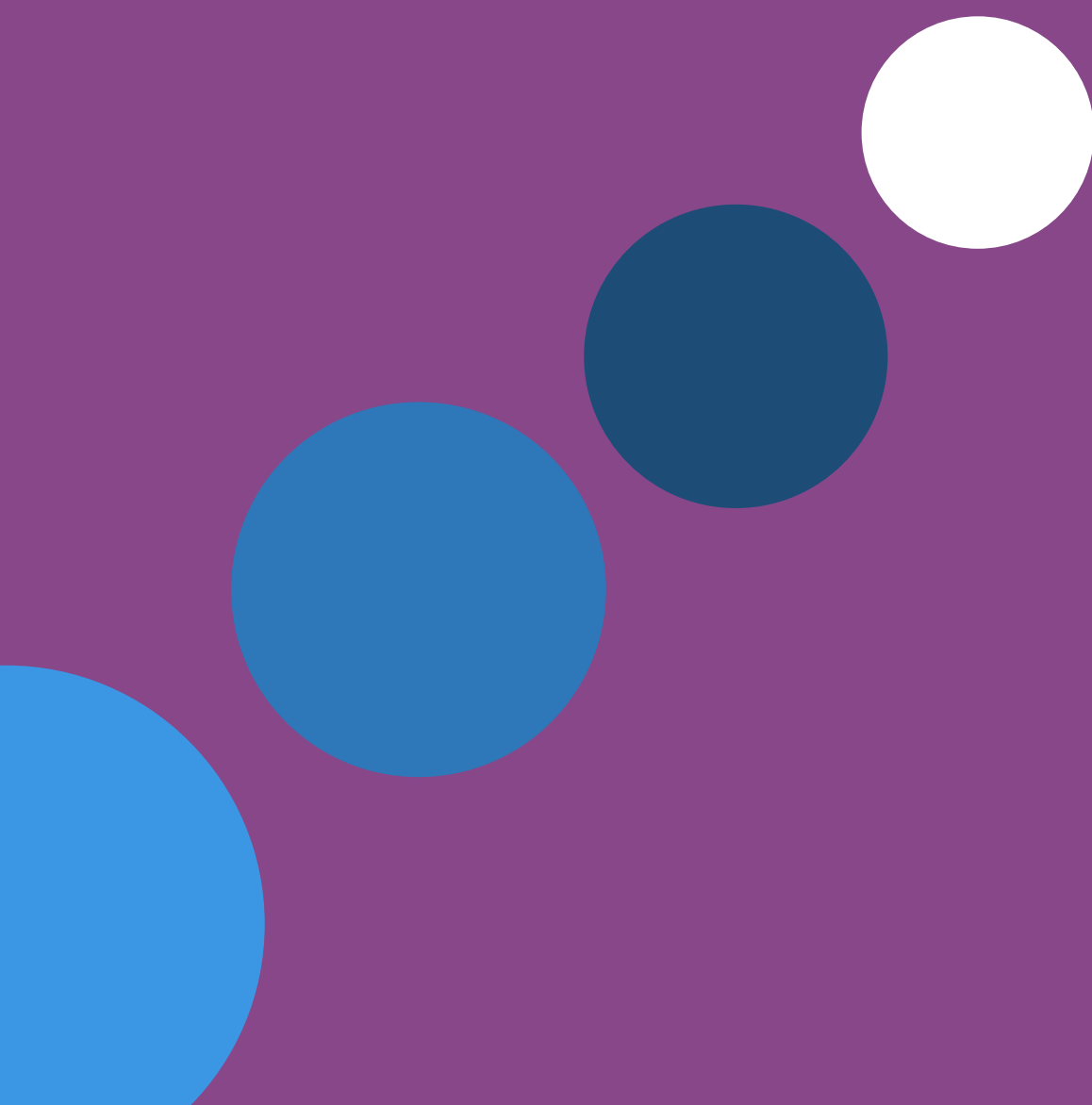
Responding to  
Victims

**IN RESPONDING TO VICTIMS, WE HAVE :**

- contributed to training/information seminars in order to inform victim sensitive practice.
- jointly collaborated to provide an effective response to victim requests.
- contributed to advisory groups to inform the Criminal Justice (Victims of Crime) Bill to give effect to the requirements of European Directive 2012/29/EU.

# Section 7

## Appendices



# Glossary of terms

## ASSESSMENT

Probation Officers deliver an offender assessment service to Courts to assist in sentencing decisions, particularly where probation supervision or community service is being considered. There are two main types of offender assessment report:

**PRE-SANCTION REPORT (PSR)** These are also known as ‘probation reports’, assessing suitability for a community sanction and issues relevant to reducing reoffending. Building on the findings of structured risk assessment, probation reports outline the underlying factors in the offending behaviour, the offender’s attitude to the crime and motivation to change, and action to be taken to help prevent further offending.

**COMMUNITY SERVICE REPORT (CSR)** These reports assess suitability of an offender to do unpaid work in the community instead of going to prison.

## SUPERVISION

**PROBATION ORDERS:** Probation Orders are one of a range of options open to courts when sentencing individuals found guilty of criminal behaviour. Offenders give an undertaking to the court that they will be of good behaviour; avoid further crime; adhere to the conditions of the order and to follow the directions of a supervising Probation Officer, who will monitor and help them to stay out of further trouble.

**COMMUNITY SERVICE ORDERS:** Instead of a prison sentence, convicted offenders over 16 years of age may, instead, be given the opportunity by the Court to perform unpaid work for the community. The legislation for Community Service Orders allows a Judge to sentence an offender to between 40 and 240 hours work. Any Order made must be completed within a year. Community Service is a direct alternative to a prison sentence and an Order will only be made by the Judge where a custodial sentence has first been considered.

**COMMUNITY RETURN:** The Community Return Programme is an incentivised scheme introduced in line with the recommendations of the Thornton Hall Project Review Group which provides for earned temporary release under which offenders who are assessed by the Irish Prison Service are offered early temporary release in return for supervised community service. Officers of the Probation Service assess offenders as to suitability and motivation to complete the community work.

The scheme is applicable to suitably assessed prisoners who are serving sentences of more than one and less than eight years. Those participating are granted renewable temporary release having served at, or after, the 50% stage of their sentence with a condition of their release to undertake community service supervised by the Probation Service.

**SUPERVISION DURING DEFERMENT OF PENALTY:** Supervision during deferment of penalty is a judicial practice whereby the Court does not proceed to determine the appropriate penalty but instead postpones the decision to a further date, on condition that the offender complies with the supervision of a Probation Officer and avoids reoffending.

**POST RELEASE SUPERVISION:** Under the Sex Offenders Act, 2001, Judges can sentence sex offenders to a period of probation supervision following their release from prison. Such offenders are monitored closely. During supervision, the Probation Officer focuses on the offence committed and its implications for public safety, helping the offender to see the past offending behaviour as a problem, identify risk factors and develop strategies and supports to ensure there is no repeat offending.

**CONDITIONAL SUSPENDED OR PART-SUSPENDED SENTENCES:** Judges can deal with a case by way of a suspended or part-suspended sentence with conditions of probation supervision. This means the Judge may:

- Issue a prison sentence of a number of months or years; and
- Suspend all or part of the sentence for a period of time, conditional on the offender remaining under the supervision of a Probation Officer for the specified time for which the custodial sentence is suspended.

**SUPERVISED TEMPORARY RELEASE:** The Probation Service supervises some prisoners on temporary release from custody (as provided for in the Criminal Justice Act, 1960 and the Criminal Justice (Temporary Release of Prisoners) Act, 2003) in the community with specific conditions aimed at helping with their reintegration in the community and to avoid further offending. Life sentence prisoners on release in the community are obliged to co-operate and comply with Probation Service supervision as a condition of temporary release. Such prisoners, in the normal course, remain subject to supervision for the remainder of their lives.

**FAMILY CONFERENCE:** In addition to the above, there are a variety of disposals managed by the Probation Service specific to young persons who offend, as outlined under the Children Act 2001, as amended. These include Family Conferencing. A Family Conference is based on principles of restorative justice which, in essence, means healing the harm done to victims, while holding the offender accountable for his or her actions. The aim of the Family Conference is to divert the young person who has accepted responsibility for his/her behaviour from court, conviction and custody, and from committing further offences.

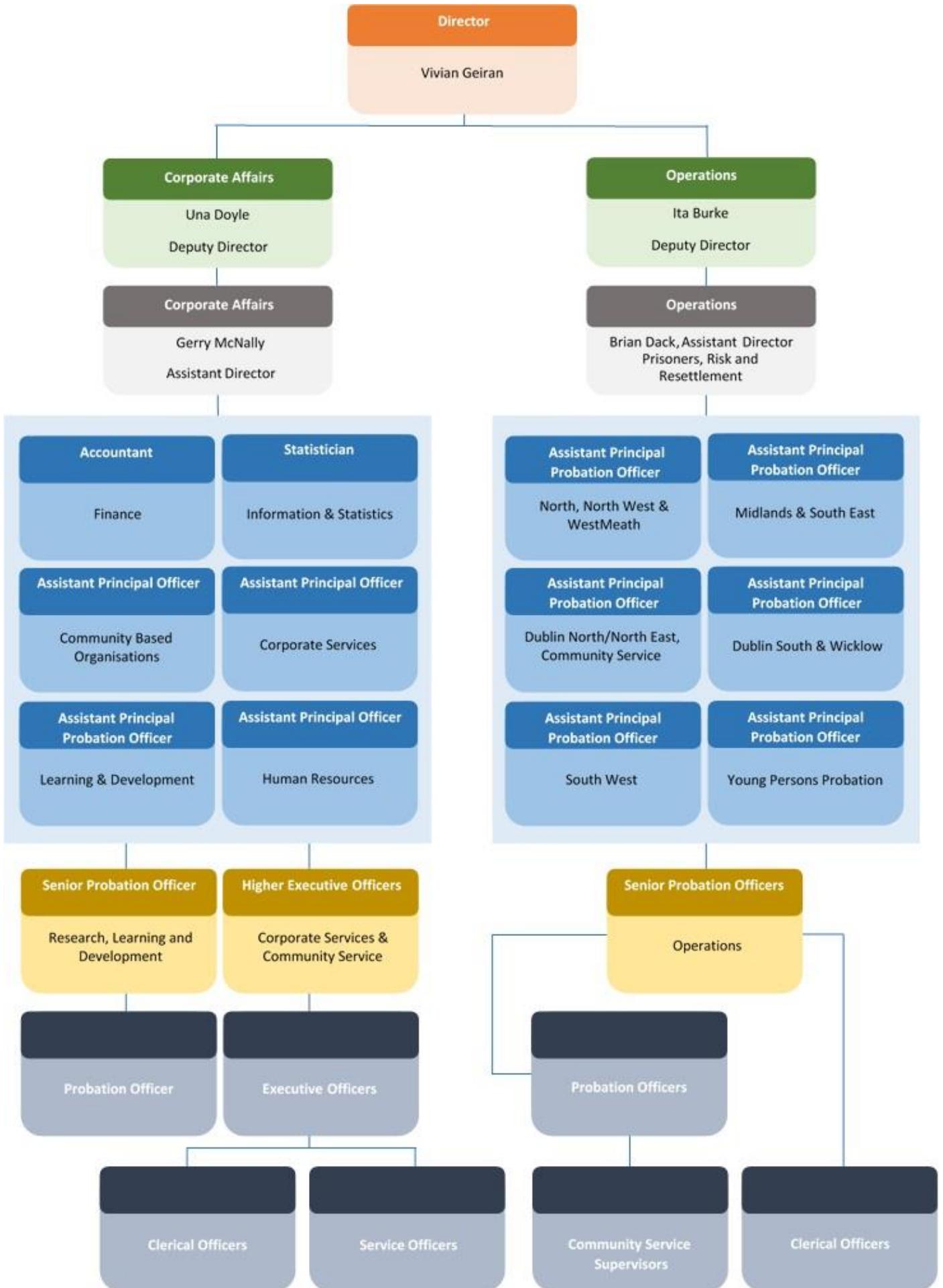
**ACTION TAKEN IN CASES OF NON-COMPLIANCE WITH COURT ORDERS:** In cases where offenders on supervision fail to comply with the terms of any of the above supervision orders, they are returned to the relevant court to face the consequences. This can include imposition of an alternative penalty, up to and including a custodial sentence.

**JOINT AGENCY RESPONSE TO CRIME (J-ARC):** J-ARC is a joint strategy developed and agreed by An Garda Síochána, the Probation Service and the Irish Prison Service in 2015. It aims to provide a strengthened and visible inter agency approach in the management of identified recidivist offenders in order to reduce crime and increase public safety.

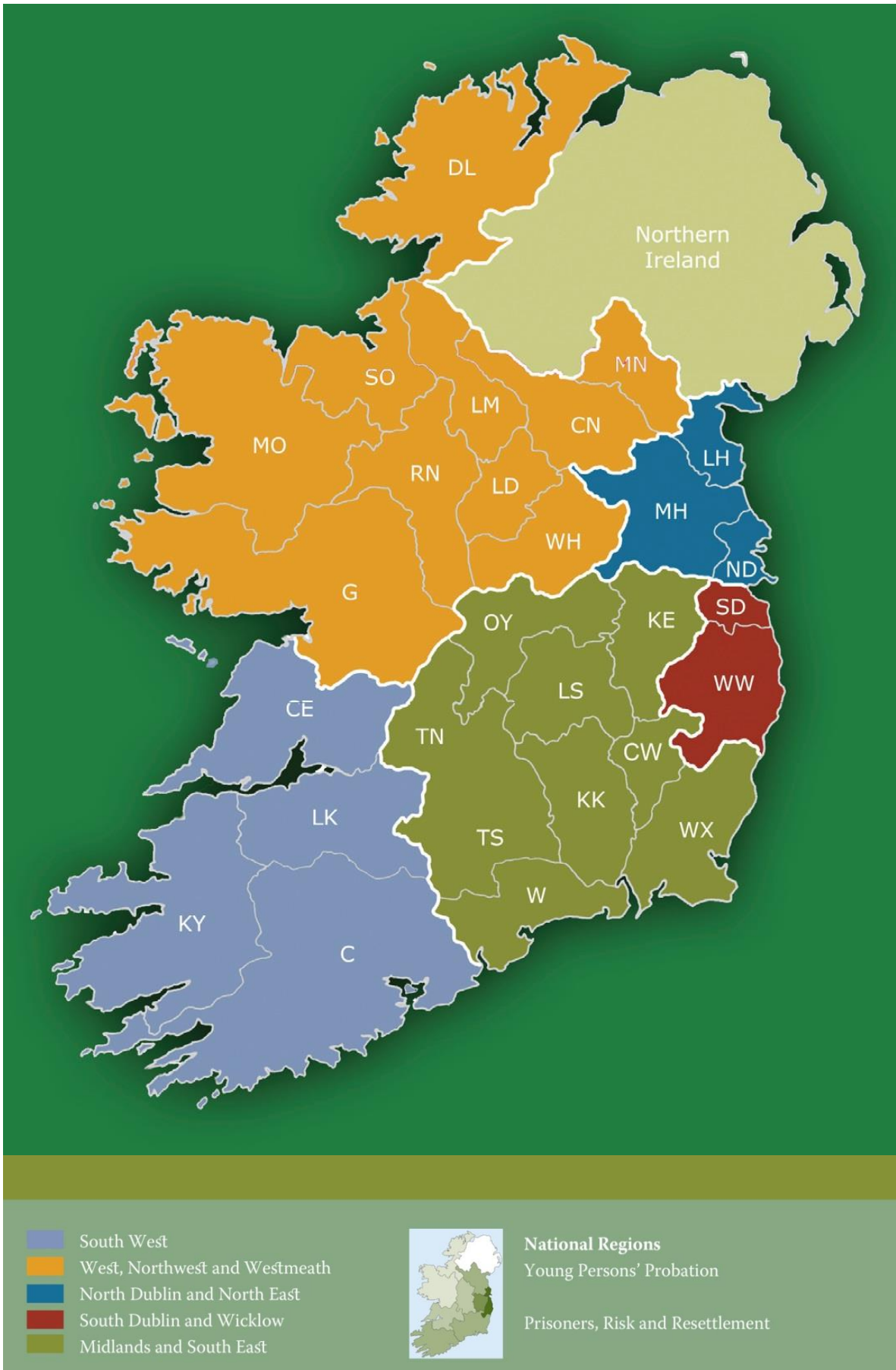
**SORAM:** The Sex Offender Risk Assessment and Management (SORAM) model is a structured system for sharing information and expertise on those offenders subject to supervision requirements of the Courts, and Garda notification under the legislation, and managed on a multi-agency basis.



# Organisational Chart

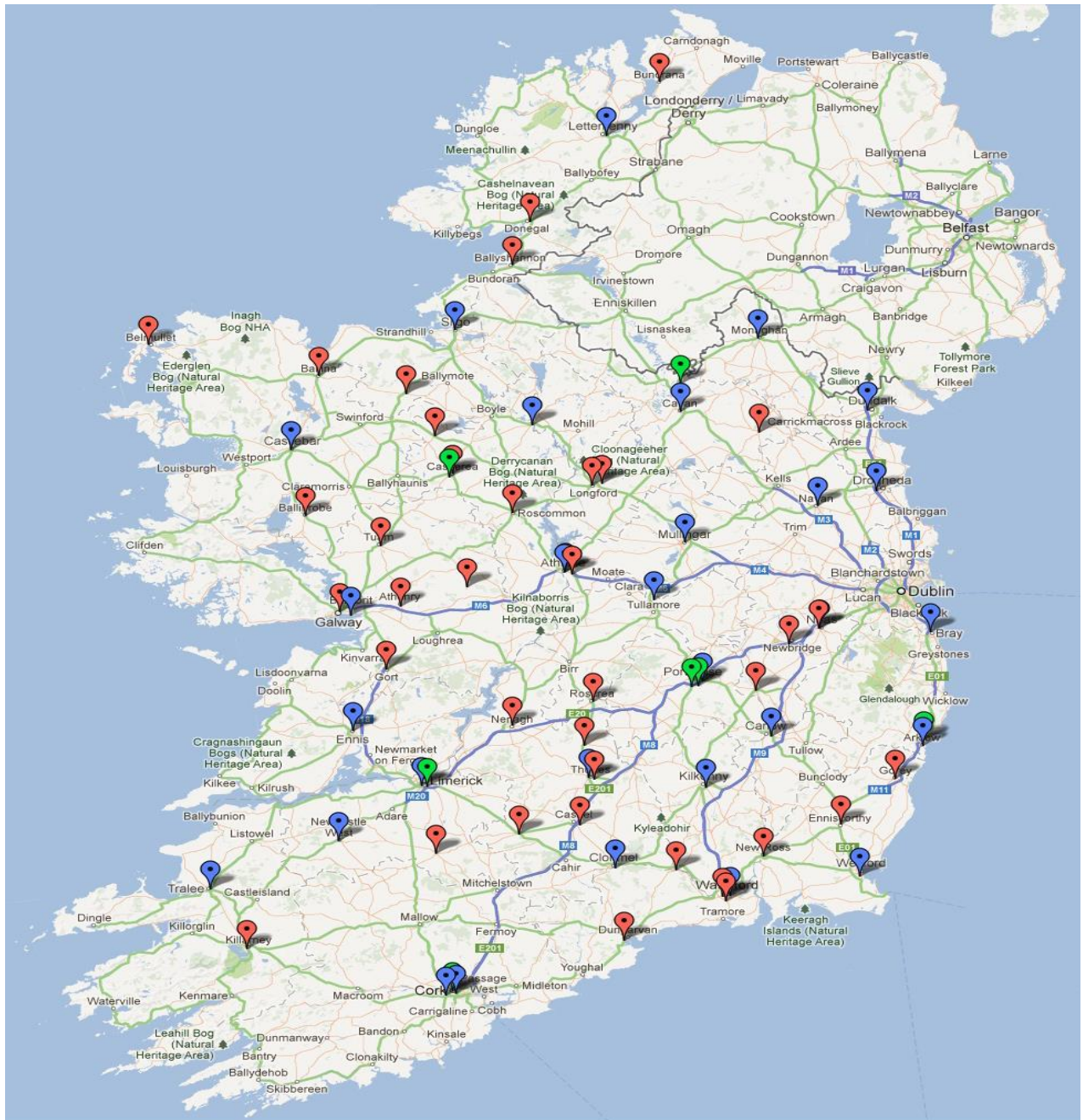





# Regional Map



# Main Probation Service Delivery Locations 2017

(Probation Service Offices, Prisons and Court Offices)



-  Probation Service Offices
-  Probation Service Contact Offices
-  Prisons and Court Offices

## Finance

FINANCIAL STATEMENT INCOME & EXPENDITURE 2016					
		BUDGET PROVISION	PROVISIONAL OUTTURN	SAVINGS	EXCESS
		€000	€000	€000	€000
VOTE 24	<b>JANUARY- DECEMBER 2016</b>				
B.4	Salaries, Wages and Allowances	22,834	19,643	3,191	
B.5	Operational (Travel, Postal & Telecom, Office Premises, Office Machinery)	3,275	3,371		96
B.6	Services to Offenders Assistance to Voluntary Bodies (Current)	10,732	12,365		1,633
B.7	Community Service Order Scheme	2,122	1,953	169	
	<b>TOTALS</b>	<b>38,963</b>	<b>37,332</b>	<b>3,360</b>	<b>1,729</b>

FINANCIAL STATEMENT INCOME & EXPENDITURE 2015					
		BUDGET PROVISION	OUTTURN	SAVINGS	EXCESS
		€000	€000	€000	€000
VOTE 24	<b>JANUARY- DECEMBER 2015</b>				
B.10	Salaries, Wages and Allowances	22,252	20,773	1,479	
B.11	Operational (Travel, Postal & Telecom, Office Premises, Office Machinery)	3,275	2,946	329	
B.12	Services to Offenders Assistance to Voluntary Bodies (Current)	10,732	9,784	948	
B.13	Community Service Order Scheme	2,067	1,999	68	
	<b>TOTALS</b>	<b>38,326</b>	<b>35,502</b>	<b>2,824</b>	

### **Prompt Payment of Accounts Act 1997**

The following information is provided in accordance with the Act within the guidelines issued by the Department of Enterprise, Trade and Employment. The Probation Service has procedures in place to ensure that all invoices are paid within the statutory time limit. While the procedures have been designed to ensure compliance with the Act, they only provide reasonable and not absolute assurance against material non-compliance with the Act.

These procedures operate in the financial period under review and, in the case of late payments, the relevant suppliers were notified and the interest due was paid to them.

In accordance with the prompt payment of Account Act, 1997, the following information is provided in respect of the financial period ending December 31st 2016:

### **Payment Practices**

The Probation Service makes payment to suppliers in accordance with the terms specified in the respective invoices or conditions specified in individual contracts, if appropriate. Since 2002 the standard terms are 30 days.

### **Late payments:**

Invoice Amount	No. of Invoices	Amount of Interest Paid €
Under €317	1	40.54
Over €317	1	40.08
<b>Total</b>	<b>2</b>	<b>80.62</b>

# Statistics – Annual Report - 2016

## Statistics – Overall

Overall	2014	2015	2016
Total number of Offenders dealt with in Community over year*	15,134	14,927	14,885
Total court referrals to the Probation Service	8,482	8,466	8,847
Total number of persons referred from courts to the Service.	7,416	7,265	7,638

New Referrals From Court	2014	2015	2016
Referral for Probation (Pre-Sanction) Reports	4,817	5,072	5,342
Referral for Community Service Reports	1,943	1,702	1,773
Pre-Sanction Reports to consider Community Service	649	719	783
Orders without prior report	1,037	936	929
Family Conference	36	37	20
Total Court Referrals	8,482	8,466	8,847

Completed Reports	2014	2015	2016
Probation (Pre-Sanction) Reports**	9,818	9,707	10,157
Community Service Reports (Standard)**	1,665	1,502	1,532
Community Service Reports (Same Day)	812	732	778
Parole Board - Assessment and Home Circumstances Reports	84	72	62
Repatriation Reports provided to the Department	18	20	8
Victim Impact Reports - Total number of reports Completed	53	47	64
Reports on Life Sentence Prisoners to IPS	71	70	75
Total Completed Reports	12,521	12,150	12,676

\*This includes offenders being dealt with at the beginning of the year in addition to new referrals made during the year.

\*\*Please note that this includes all progress reports requested from court in addition to initial assessment reports. In the case of Community Service this does not include Same Day reports.

## Statistics – Supervision

Supervision (Orders)	2014	2015	2016
Orders for Supervision during year (Probation Orders)	1,716	1,851	1,850
Orders for Supervision During Deferment of Penalty	1,585	1,419	1,667
Community Service Orders	2,197	1,938	2,067
Fully Suspended Sentence with Supervision	798	670	591
Part Suspended Sentence Supervision Orders	586	490	437
Post Release Supervision Orders Made	40	36	48
Other Orders	170	189	89
Total Supervision Orders made during year	7,092	6,593	6,749
Number of life sentence prisoners supervised in the community*	73	80	83
Number of sex offenders supervised in the community*	321	354	375

\* Figure for life sentence prisoners and sex offenders are the total supervised over the year.

## Statistics – Community Service

Community Service	2014	2015	2016
Referral for Community Service Reports	1,943	1,702	1,773
Pre-Sanction Reports to consider Community Service	649	719	783
Total Reports considering Community Service	2,592	2,421	2,556
Community Service Reports (Same Day)	812	732	778
Community Service Orders made	2,190	1,937	2,067
Total number of Community Service Hours ordered in lieu of custodial sentence	327,730	291,197	326,967
Total alternative sentence in years that would otherwise have been served	995	987	1,006

## Statistics – Community Return and Prisons

Community Returns		2014	2015	2016
Number of offenders on Community Return on December 31 <sup>st</sup>		149	55	66
Number of offenders that commenced over the year		455	323	301
Number of successful completions over the year		461	352	270
Prisons		2014	2015	2016
Number of prisoners on PSSSO's in prison on December 31 <sup>st</sup>		685	687	626
Number of sex offenders in prison on December 31 <sup>st</sup> that have been in contact with the Probation Service		294	307	329
Number of new prisoners in contact with Probation Service		578	467	436
Total number of prisoners dealt with over the year		2,922	2,658	2,518

## Age / Gender breakdown of new court referrals

Age_Category	Gender			%
	Female	Male	Total	Female
12-17	43	555	598	7.2%
18-24	352	2,389	2,741	12.8%
25-34	547	2,480	3,027	18.1%
35-44	322	1,211	1,533	21.0%
45-54	141	530	671	21.0%
>54	67	210	277	24.2%
Total	1,472	7,375	8,847	16.6%



## Statistics – Female offenders

<b>New Referrals From Court</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
Referral for Probation (Pre-Sanction) Reports	845	912	1,013
Referral for Community Service Reports	202	173	201
Pre-Sanction Reports to consider Community Service	71	63	105
Orders without prior report	144	136	150
Family Conference	2	2	1
<b>Total Referrals Female Offenders</b>	<b>1,264</b>	<b>1,286</b>	<b>1,470</b>
<b>Supervision (Female Offenders)</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
Probation Orders	350	416	428
Orders for Supervision During Deferment of Penalty	222	225	266
Community Service Orders	191	175	215
Fully Suspended Sentence with Supervision	109	99	82
Part Suspended Sentence Supervision Orders	36	31	17
Other Orders	9	17	7
<b>Total</b>	<b>917</b>	<b>963</b>	<b>1,015</b>

## Statistics – Young Persons

New Referrals From Court		2014	2015	2016
Referral for Probation (Pre-Sanction) Reports		775	805	671
Referral for Community Service Reports		15	12	11
Pre-Sanction Reports to consider Community Service		9	10	8
Orders without prior report		26	25	15
Family Conference		36	36	20
Total Referrals Young Persons		861	888	725
Supervision		2014	2015	2016
Probation Orders		242	273	210
Orders for Supervision During Deferment of Penalty		370	306	264
Community Service Orders		20	30	24
Fully Suspended Sentence with Supervision		8	15	12
Part Suspended Sentence Supervision Orders Made		7	10	3
Deferment of Detention Orders			4	5
Detention & Supervision Orders			49	27
Other Orders*		93	124	50
Total Supervision Orders Young Persons		740	811	595

\*Other Orders includes various disposals under the Children Act, 2001.

## Statistics – 18 to 21 year olds

New Referrals From Court		2014	2015	2016
Referral for Probation (Pre-Sanction) Reports		1,028	1,015	1,045
Referral for Community Service Reports		347	259	226
Pre-Sanction Reports to consider Community Service		127	128	135
Orders without prior report		181	172	145
Family Conference		0	2	0
Total Referrals Young Persons		1,683	1,576	1,551
Supervision		2014	2015	2016
Probation Orders		400	363	372
Orders for Supervision During Deferment of Penalty		373	280	362
Community Service Orders		418	320	274
Fully Suspended Sentence with Supervision		149	124	106
Part Suspended Sentence Supervision Orders Made		22	25	12
Other Orders		28	29	21
Total Supervision Orders Young Persons		1,390	1,141	1,147

## Flow of Persons on Supervision during 2016

Order Type	Active Jan 1 2016	Orders Commenced	Orders Closed	Active Jan 1 2017
Probation_Order	1,655	1,708	1,544	1,819
Community Service Order	1,844	1,971	1,721	2,094
Fully Suspended Sentence with Supervision	957	588	588	957
Part Suspended Sentence with Supervision	864	425	380	909
Community Return	55	301	290	66
Life Sentence Prisoner Supervision	78	6	7	77
Temporary Release Supervision	5	8	12	1
Post Release Supervision	118	44	38	124
Family Conference	21	20	30	11
Deferment of Penalty	353	1,576	1,387	542
Other	188	74	197	65
<b>Total</b>	<b>6,138</b>	<b>6,721</b>	<b>6,194</b>	<b>6,665</b>

## Offence Breakdown of all Referrals and Orders made 2016

Offence Category	Referrals During 2016
Theft	23.3%
Assault Offences	15.3%
Drug Offences	15.0%
Public Order Offences	12.2%
Burglary	8.4%
Road Traffic Offences	7.3%
Dangerous Acts	3.7%
Property Offences	3.7%
Robbery	3.4%
Weapons & Explosives	2.8%
Sexual Offences	1.7%
Offences against Justice	1.4%
Fraud Offences	1.0%
Miscellaneous Offences	0.3%
Kidnapping	0.3%
Homicide Offences	0.2%
Total	100%

Probation Type Supervision	Community Service Orders
25.3%	22.3%
15.1%	12.4%
15.3%	14.1%
11.7%	14.4%
10.7%	5.0%
3.8%	17.4%
3.1%	5.4%
3.7%	3.0%
3.3%	0.3%
3.3%	2.6%
2.4%	1.0%
1.1%	0.3%
0.8%	1.3%
0.0%	0.0%
0.2%	0.4%
0.2%	0.1%
100%	100%

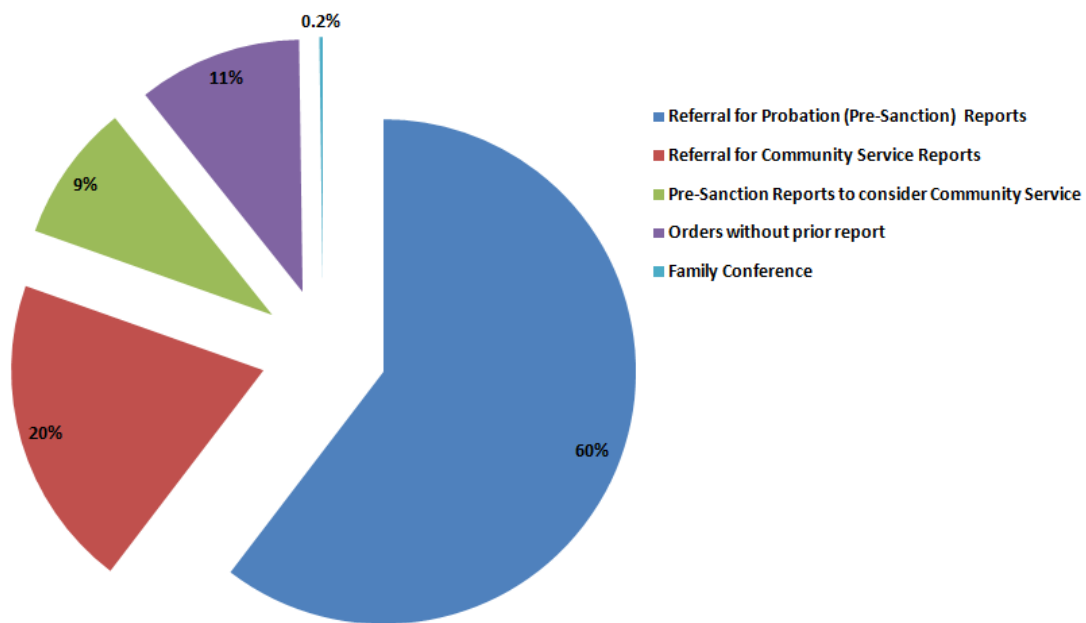
## Referrals by Court Venue – 2016

	Jurisdiction			
	Circuit Court and Higher Courts	Circuit Court Appeals from District Court	DC District Court	Total
Dublin (CCJ)	610	82	1081	1773
Tallaght	.	.	222	222
Smithfield	1	.	214	215
Blanchardstown	.	.	160	160
Swords	.	.	143	143
Dunlaoghaire	1	.	134	135
Chancery Street (Bridewell)	.	.	94	94
Drug Treatment Court	.	.	64	64
CloverHill	.	1	37	38
Balbriggan	.	.	25	25
Four Courts	.	.	22	22
<b>Total Dublin (City and County)</b>	<b>612</b>	<b>83</b>	<b>2196</b>	<b>2891</b>
<b>Cork</b>	<b>146</b>	<b>8</b>	<b>890</b>	<b>1044</b>
Limerick	47	1	368	416
Waterford City	42	18	146	206
Trim	54	2	139	195
Galway City	43	11	136	190
Portlaoise	29	4	157	190
Dundalk	44	1	133	178
Kilkenny	18	3	151	172
Ennis	30	13	124	167
Letterkenny	32	1	133	166
Carlow	29	.	128	157
Midleton	1	.	156	157
Bray	1	.	154	155
Cavan	23	1	129	153
Naas	48	11	88	147
Wexford	34	2	95	131
Tullamore	19	7	99	125
Mallow	.	.	111	111
Mullingar	53	8	41	102
Drogheda	.	.	93	93
Nenagh	21	.	71	92
Wicklow	28	7	54	89
Fermoy	.	.	72	72
Castlebar	35	2	30	67
Carrickmacross	1	2	63	66

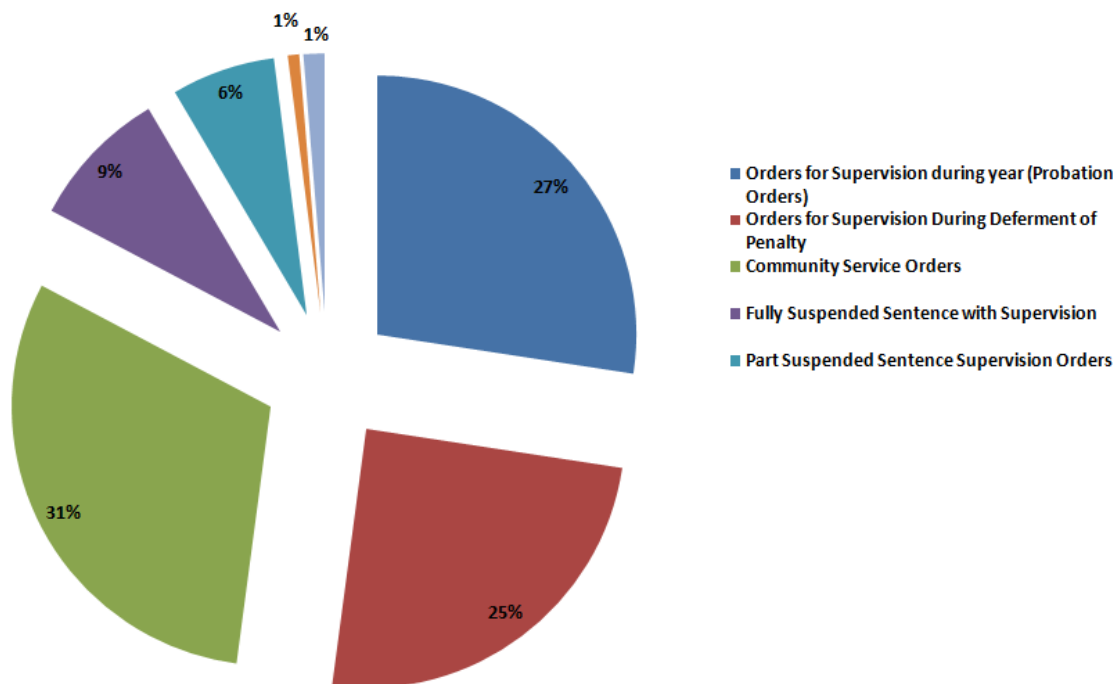
	Jurisdiction			
	Circuit Court and Higher Courts	Circuit Court Appeals from District Court	DC District Court	Total
Sligo	24	.	41	65
Gorey	.	.	65	65
Monaghan	18	1	41	60
Virginia	.	.	56	56
Longford	18	1	33	52
Roscommon	21	3	28	52
Thurles	.	.	52	52
Clonmel	13	2	36	51
Athlone	.	.	50	50
Arklow	.	.	49	49
Newcastlewest	.	.	46	46
Bandon	.	1	39	40
Tralee	33	3	2	38
Ballinasloe	.	.	38	38
Navan	.	.	37	37
Tipperary	.	.	37	37
Dungarvan	1	5	25	31
Bantry	.	.	30	30
Carrick-on-Shannon	7	.	18	25
Loughrea	.	4	18	22
Athy	.	1	20	21
Tuam	.	.	20	20
Clonakilty	.	.	20	20
Cashel	.	.	20	20
Macroom	.	.	19	19
Kilrush	.	.	19	19
Donegal	8	3	7	18
Ballina	.	1	16	17
Youghal	.	.	16	16
Buncrana	.	1	14	15
Ardee	.	.	15	15
Ballaghaderreen	.	.	14	14
Carrick-on-Suir	.	.	14	14
Castlerea	.	.	14	14
Ballyshannon	.	.	13	13
Kinsale	.	.	12	12
<b>Overall Total</b>	<b>1575</b>	<b>213</b>	<b>7059</b>	<b>8847</b>

All other courts have made 10 or less referrals in 2016. The total figures include all referrals, some not shown in table.

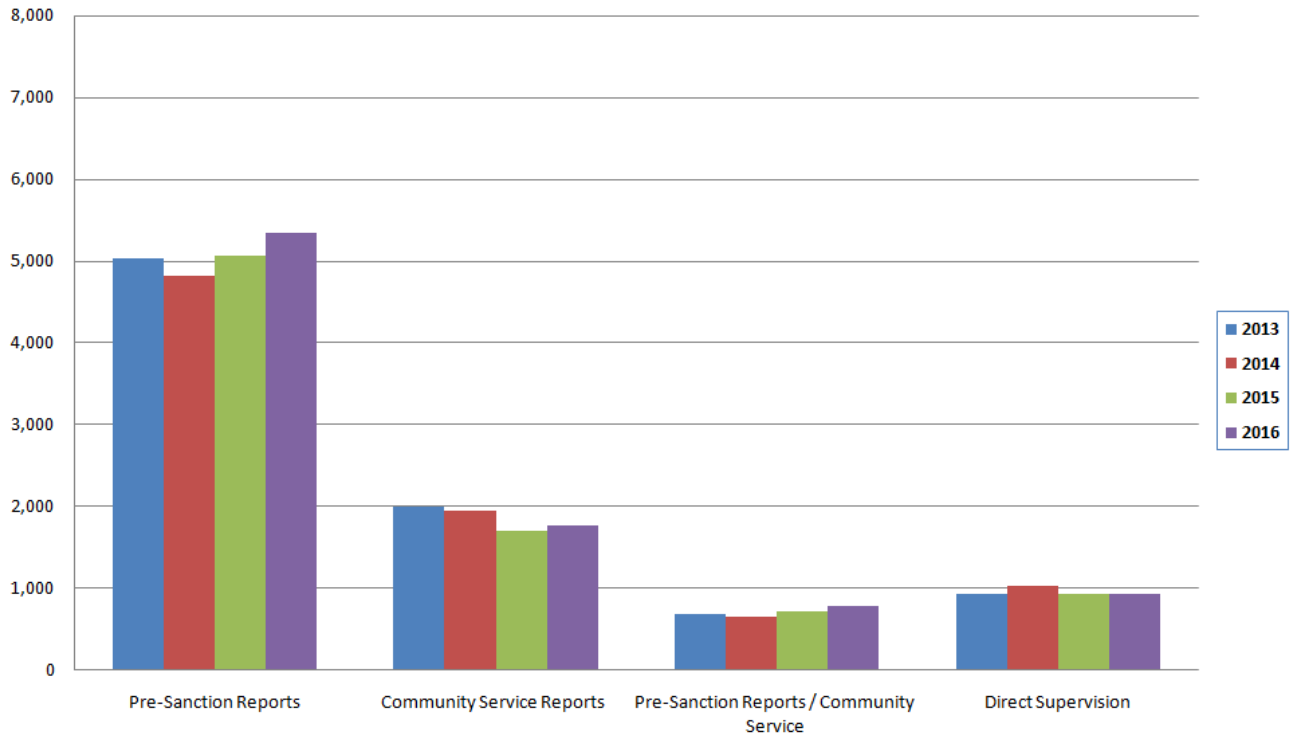
### Breakdown of New Referrals (2016)



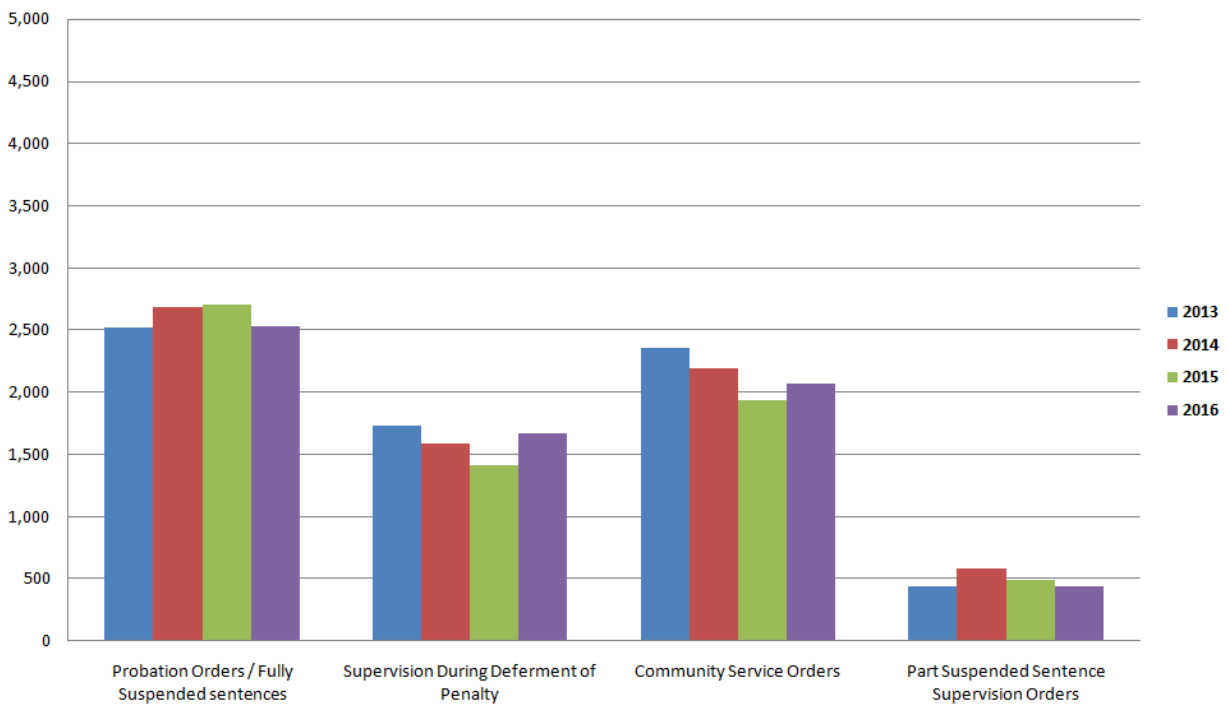
### Breakdown of Court Orders (2016)



Trend of Offender Assessment Reports Requested  
2013 to 2016

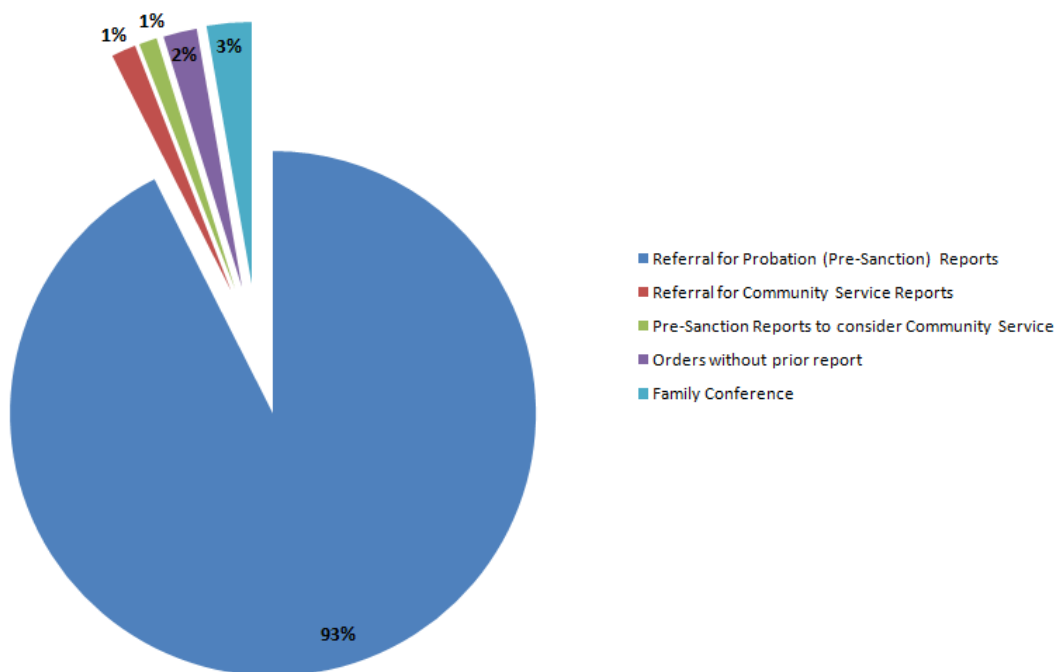


Trend of Orders Made by Year  
2013 to 2016

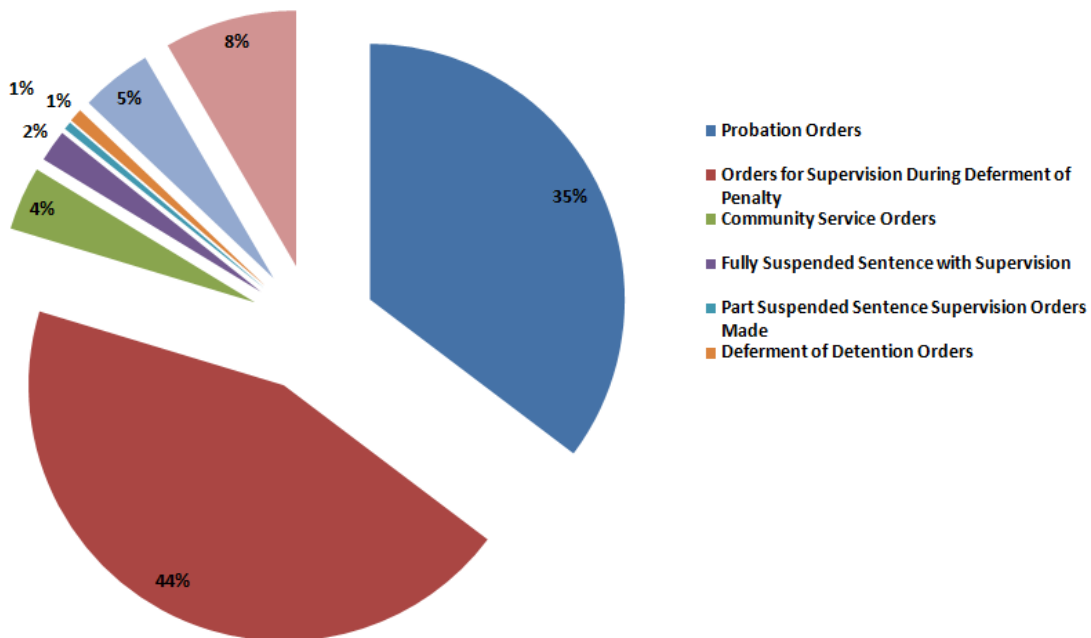




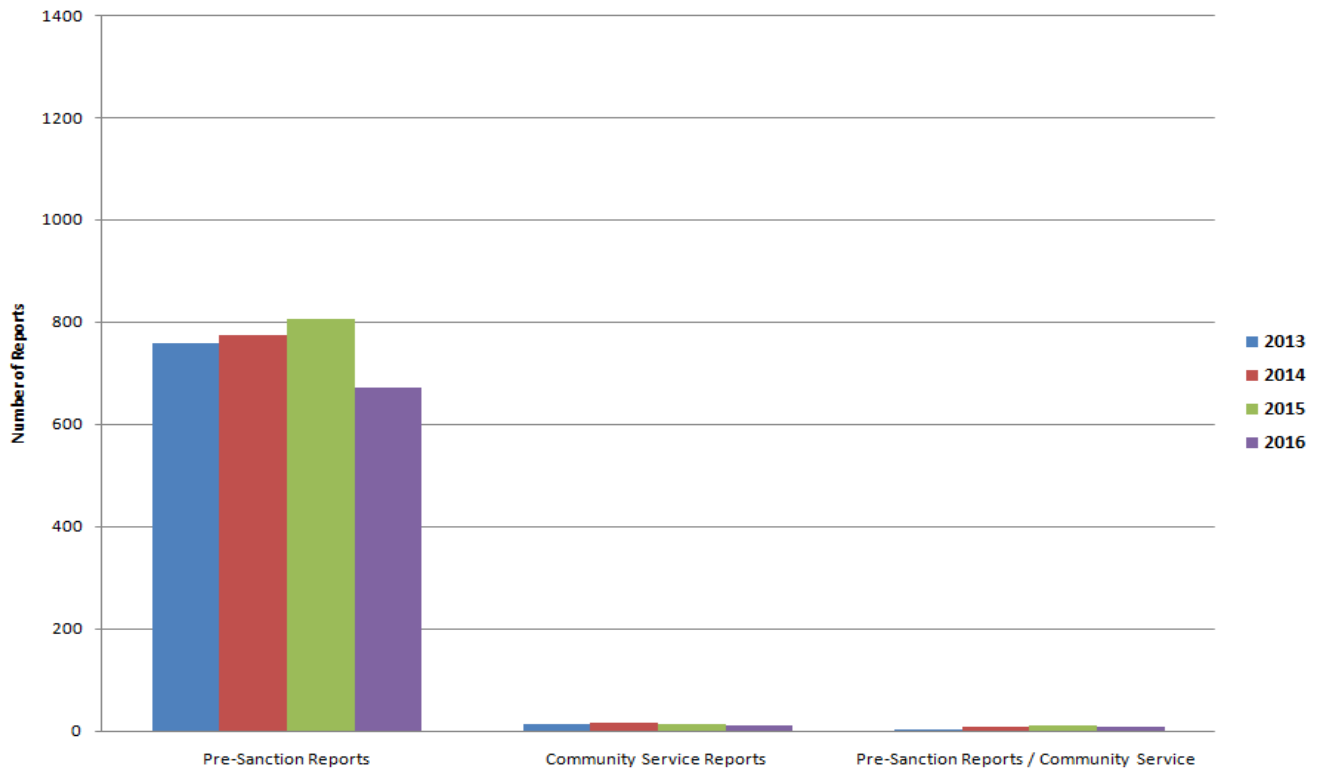
### New Referrals (Young Persons) 2016



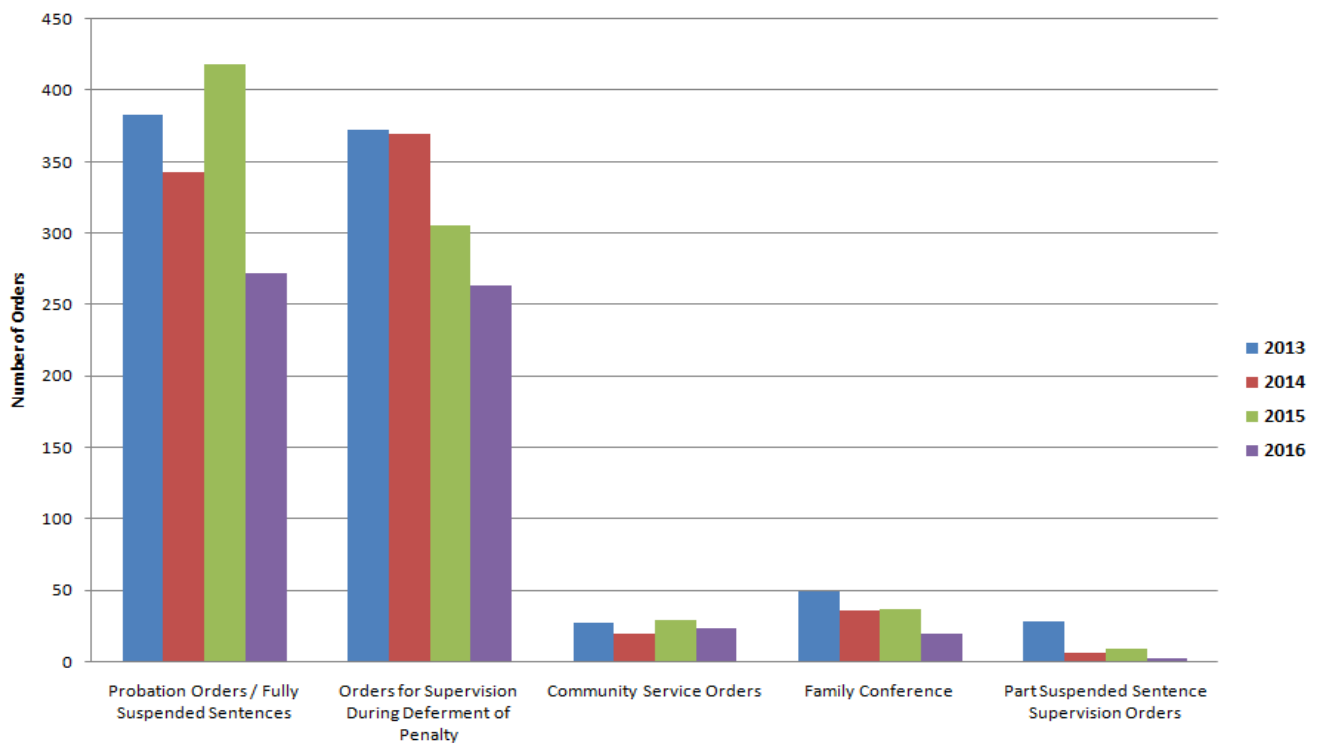
### Court Orders (Young Persons) 2016



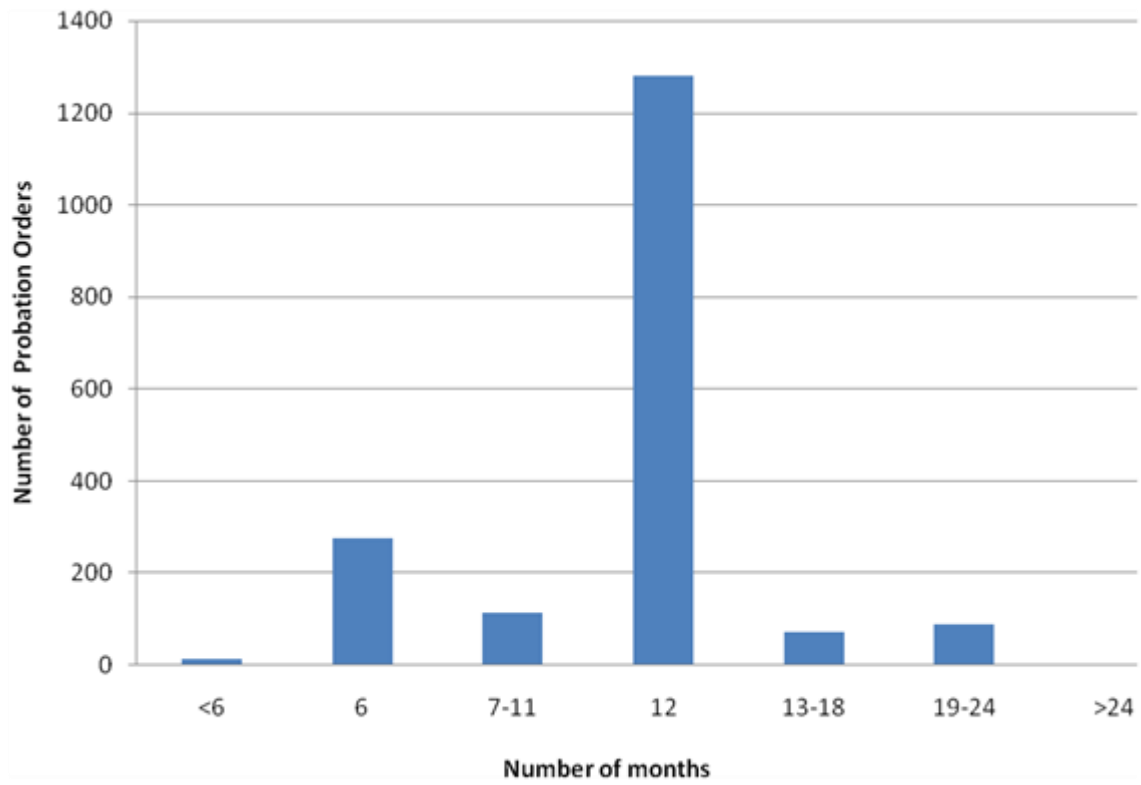
### Trend of Assessment Reports Requested (Young Persons) 2013 to 2016



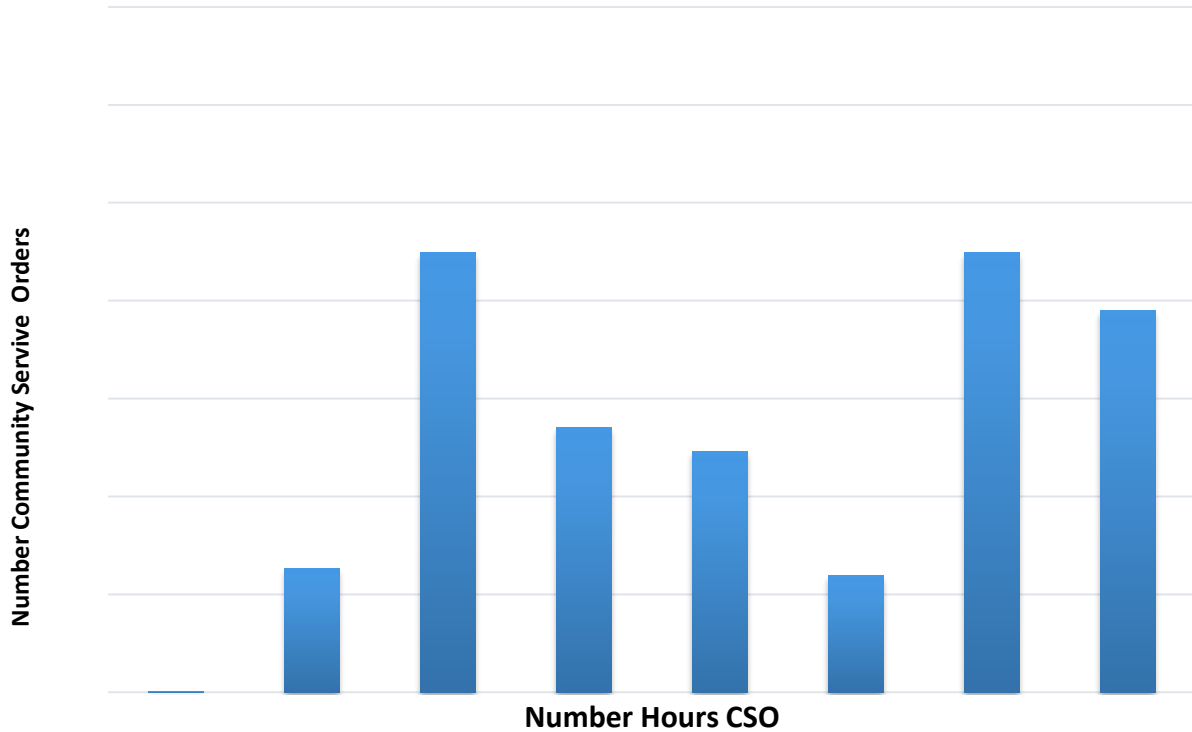
### Trend of Orders Made by Year (Young Persons) 2013 to 2016



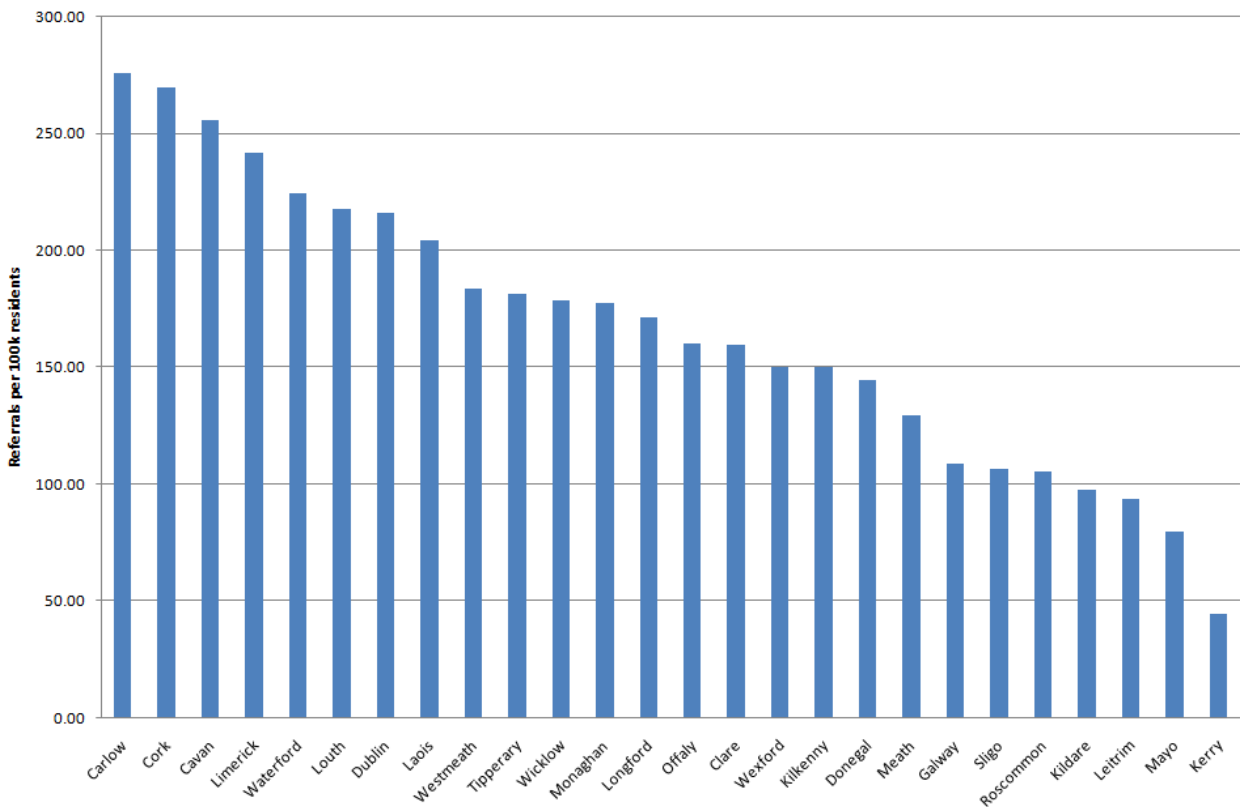
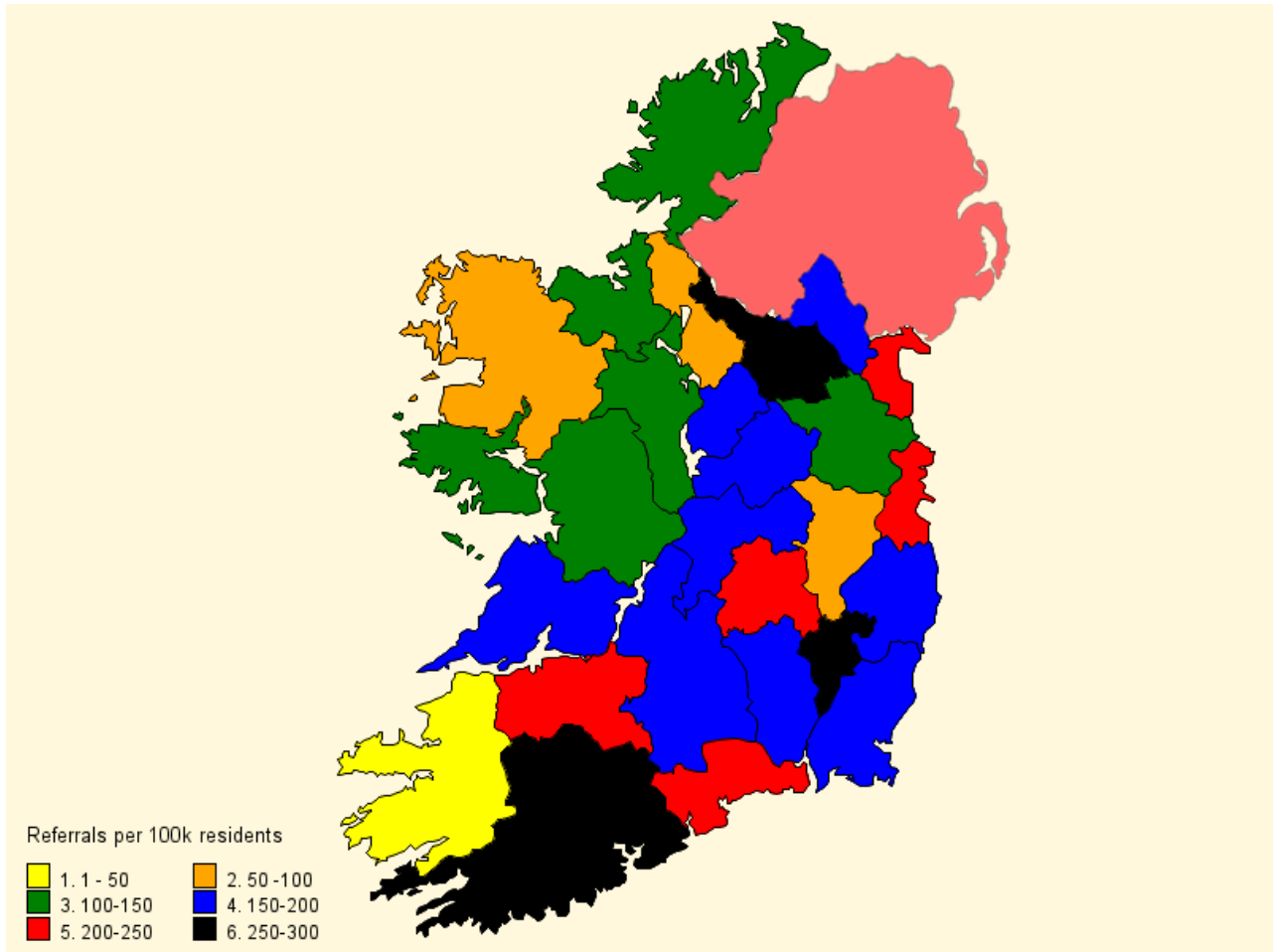
### Distribution of Probation Orders made in 2016



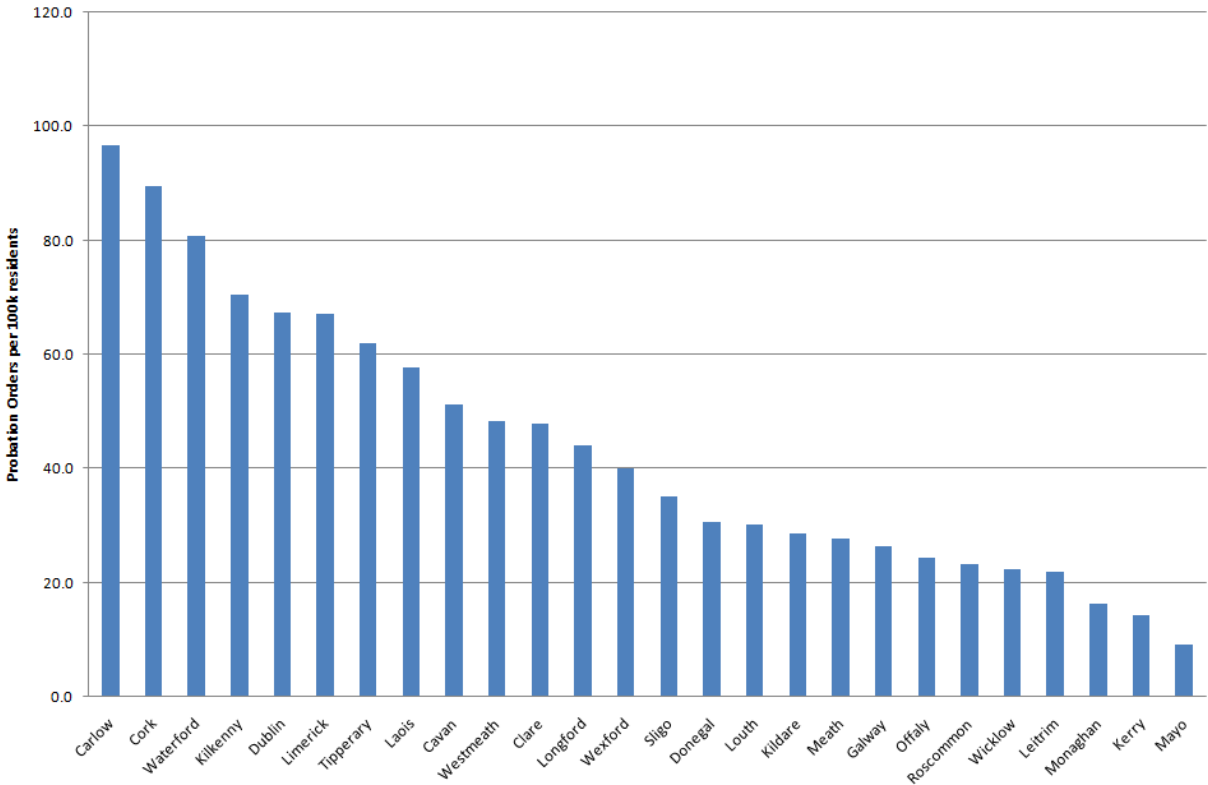
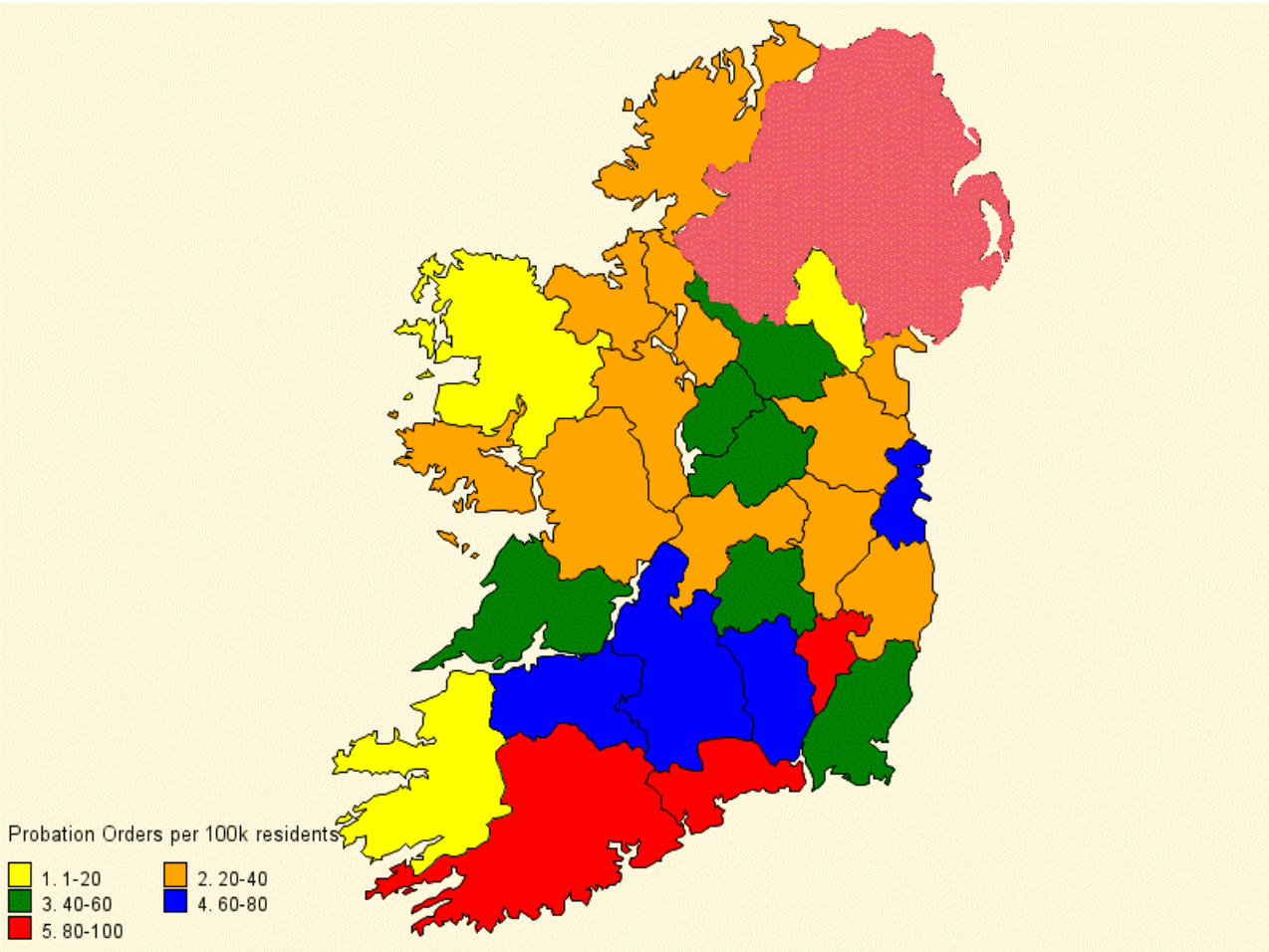
### Distribution of Community Service Orders made in 2016



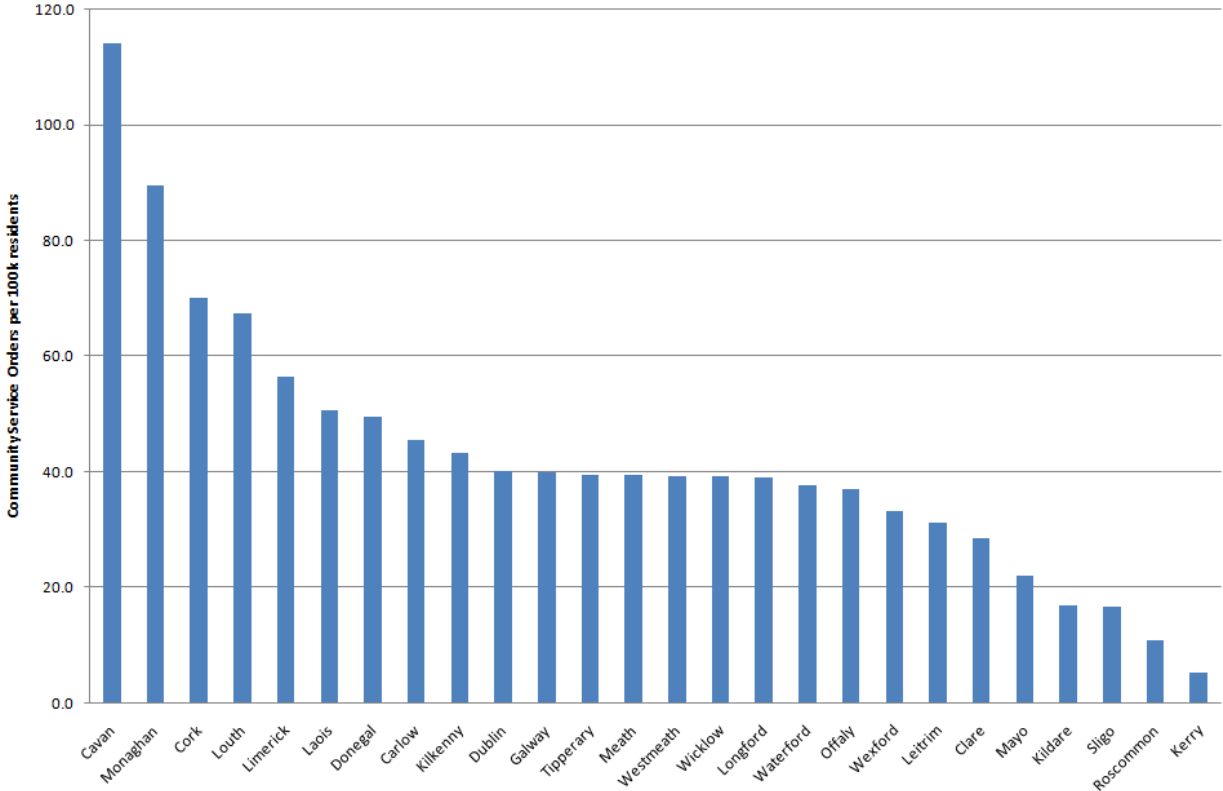
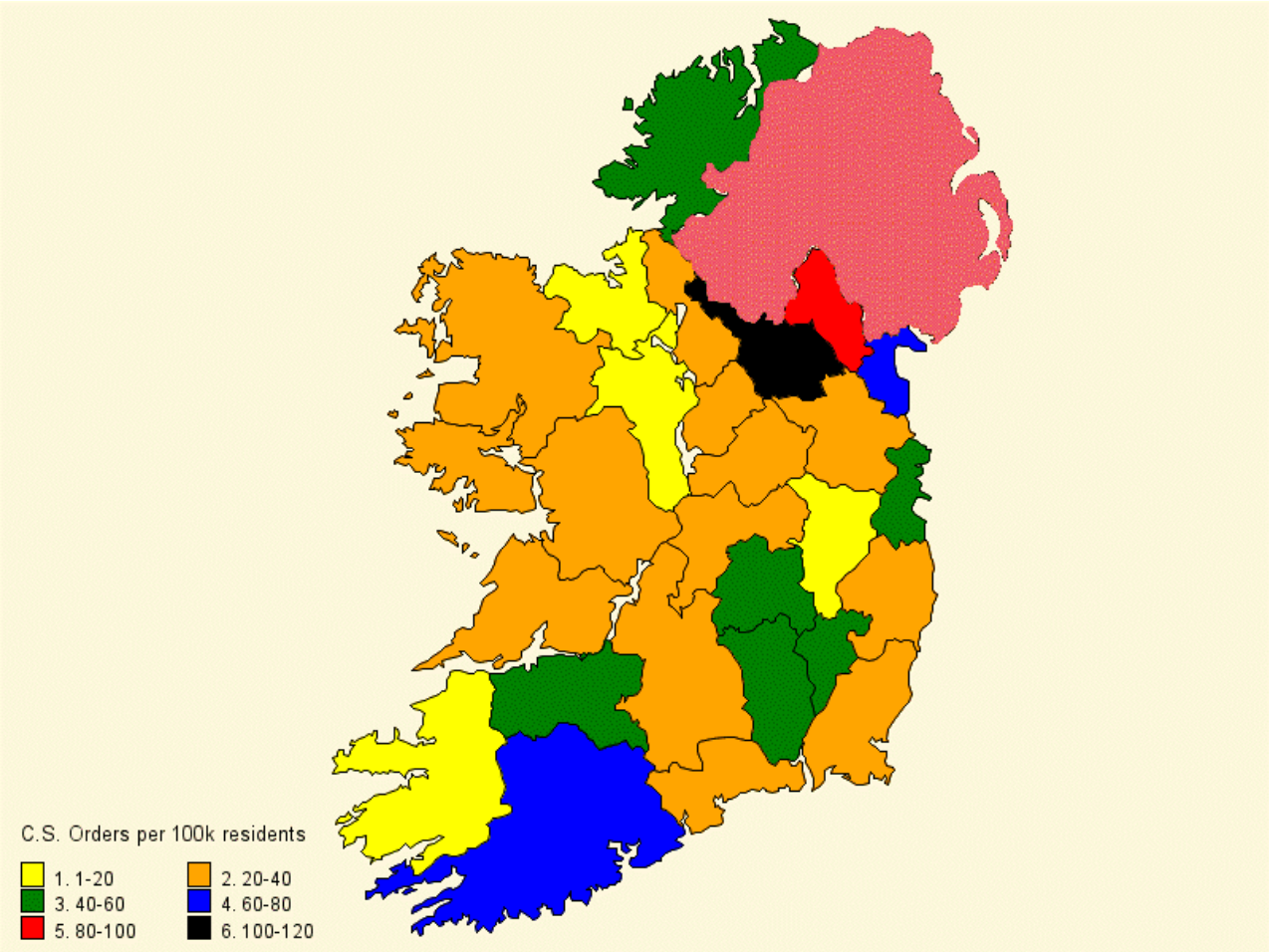
## New Referrals in 2016 per 100,000 residents



# Probation Orders in 2016 per 100,000 residents



# Community Service Orders in 2016 per 100,000 residents



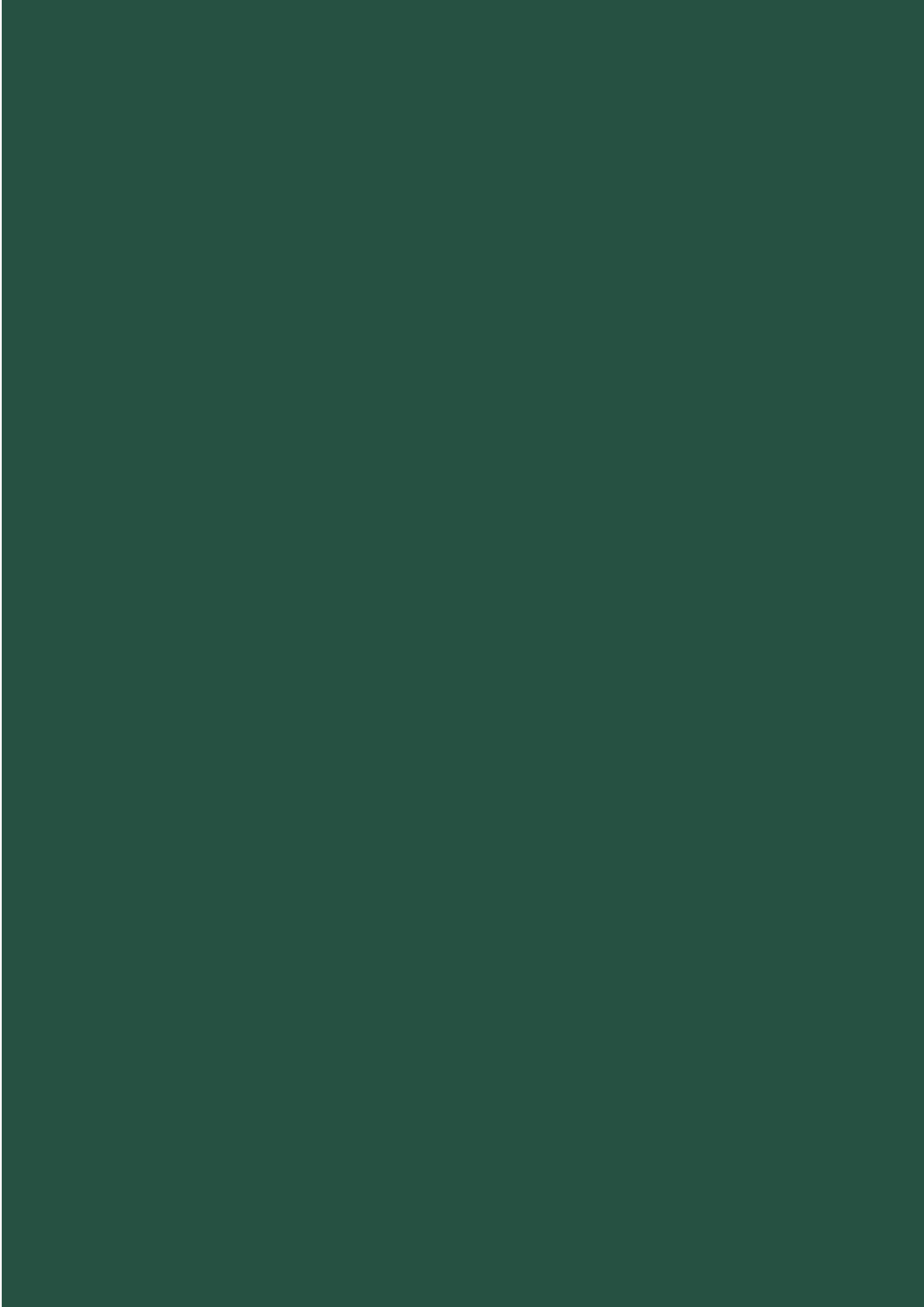
## Community Based Organisations

### in receipt of funding support through the Probation Service

- (1). Adventure Sports Project (YPP), School on Stilts, Rutland Street, Dublin 1
- (2). Aftercare Recovery Group, 48 Seville Place, Dublin 1
- (3). Aiseiri Cahir, Townspark, Cahir, Co Tipperary
- (4). Aiseiri Wexford, Roxborough, Wexford, Co. Wexford
- (5). Aislinn(YPP), Ballyragget, Co Kilkenny
- (6). Ana Liffey Project, 48 Middle Abbey Street, Dublin 1
- (7). Athy Alternative Project, Community Service Centre, Nelson Street, Athy, Co Kildare
- (8). Ballinasloe Training Workshop, Canal House, Harbour Road, Ballinasloe, Co Galway
- (9). Ballymun Youth Action Project, Horizons Centre, Balcurris Road, Ballymun, Dublin 11
- (10). Bridge Project, Unit 3, 131-133 Francis Street, Dublin 8
- (11). Bushypark (Clarecare), Bushypark House, Bushypark, Ennis, Co Clare
- (12). Candle Community Trust (YPP), PO Box 1145, Lynch's Lane, Ballyfermot, Dublin 10
- (13). Care After Prison, 56 Aungier Street, Dublin 2.
- (14). Ceim ar Cheim (YPP), Unit 5 Shannon Development Units, Knockalisheen Road, Moyross, Co Limerick
- (15). Ceim Eile (Aiseiri), 1 Glencarra, Ballybeg, Waterford, Co Waterford
- (16). Churchfield Community Trust, 107-109 Knockfree Avenue, Churchfield, Cork City, Co Cork
- (17). Coolmine Therapeutic Community, Ashleigh House, The Stables, Damastown, Dublin 15
- (18). Cork Alliance Centre, Robert Scott House, 6 Patrick's Quay, Cork City, Co Cork
- (19). Cornmarket Project – Wexford Local Development, Old County Hall, Spawell Road, Wexford, Co Wexford
- (20). Cox's Demesne (YPP), The House, 15-16 Oakland Park, Dundalk, Co Louth
- (21). Crinan, 72 Sean McDermott Street, Dublin 1
- (22). Cuan Mhuire Athy, Milltown, Athy, Co. Kildare
- (23). Cuan Mhuire Bruree, Bruree, Co Limerick
- (24). Cuan Mhuire Coolarne, Coolarne, Turloughmore, Co Galway
- (25). Cuan Mhuire Farnanes, Farnanes, Co Cork
- (26). Daughters of Charity Community Services (YPP), 8/9 Henrietta Street, Dublin 1
- (27). Dochas don Oige (YPP), Liosban Industrial Estate, Tuam Road, Galway, Co Galway
- (28). Educational Trust, c/o Block 3, Grove Court, Grove Road, Blanchardstown, Dublin 15
- (29). Fellowship House, Spur Hill, Doughcloyne, Togher, Cork City, Co Cork
- (30). Fusion CPL, Cherry Orchard Health Centre, Cherry Orchard Grove, Dublin 10

- (31). GROW, National Support Office, 6 Forrest Mews, Forrest Road, Swords, Co Dublin
- (32). Guild of St Philip Neri, St Vincent De Paul, 91-92 Sean McDermott Street, Dublin 1
- (33). Job Sampling Initiative, St Brigid's Family and Community Centre, 37 Lower Yellow Road, Waterford, Co Waterford
- (34). Kerry Adolescent Counselling (YPP), Balloonagh, Tralee, Co Kerry
- (35). Kilkenny Employment for Youth, Garden Row, Off High Street, Kilkenny, Co Kilkenny
- (36). IASIO (Linkage Programme), Block 3, Grove Court, Grove Road, Blanchardstown, Dublin 15.
- (37). Le Cheile (YPP), 24 Tivoli Terrace South, Dun Laoghaire, Co. Dublin
- (38). Matt Talbot Adolescent Services (YPP), Rockview, Trabeg Lawn, Douglas, Co Cork
- (39). Matt Talbot Adolescent Services (YPP), Cara Lodge Residential Treatment Centre, Ahiohill, Enniskeane, Co Cork
- (40). Matt Talbot Community Trust, Rear of Assumption Church, Kylemore Road, Dublin 10
- (41). Merchants Quay Project, 4 Merchants Quay, Dublin 8
- (42). Restorative Justice in the Community, Connolly Street, Nenagh, Co Tipperary
- (43). PACE, Block 3, Grove Court, Grove Road, Blanchardstown, Dublin 15.
- (44). PALLS, Unit 2, Docklands Business Park, Dock Road, Limerick, Co Limerick
- (45). Restorative Justice Services, Village Green, Tallaght, Dublin 24
- (46). SAOL Project, 58 Amiens Street, Dublin 1
- (47). Southill Outreach (YPP), The Factory, Southside Youthspace, Galvone Industrial Estate, Limerick, Co Limerick
- (48). Stepping Out Athlone, National Learning Network, Belhavel, Golden Island, Athlone, Co Westmeath
- (49). Tabor Lodge, Ballindeasig, Belgooly, Co Cork
- (50). Tallaght Probation Project, Courthouse Square, Westpark, Tallaght, Dublin 24
- (51). Tivoli Training Centre, 24 Tivoli Terrace South, Dun Laoghaire, Co Dublin
- (52). Tower Programme, Cusack House, St Mark's Lane, Neilstown Road, Clondalkin, Dublin 22
- (53). Trail, 12-13 Berkley Street, Dublin 7.
- (54). TREO, Unit 2, Block 4, Lacken Road Business Centre, Kilbarry, Waterford.
- (55). Tuam Community Training Workshop, Vicharschoraland, Tuam, Co Galway
- (56). Tus Nua, Abigail Centre, Kildonan Road, Finglas, Dublin 11
- (57). U-Casadh Project, Solas Building, Belmont Park, Ferrybank, Co Waterford
- (58). Westview Day Centre (YPP), Westview House, 17 Audley Place, Cork
- (59). Wexford Centre Project (YPP), 5/7 Upper O'Connell Street, Dublin 1
- (60). WHAD (YPP), Orchard Community Centre, Cherry Orchard Grove, Dublin 10
- (61). WRENS (YPP), Killinarden Enterprise Park, Killinarden, Tallaght, Dublin 2







An tSeirbhís Phromhaidh  
The Probation Service

[www.probation.ie](http://www.probation.ie)

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