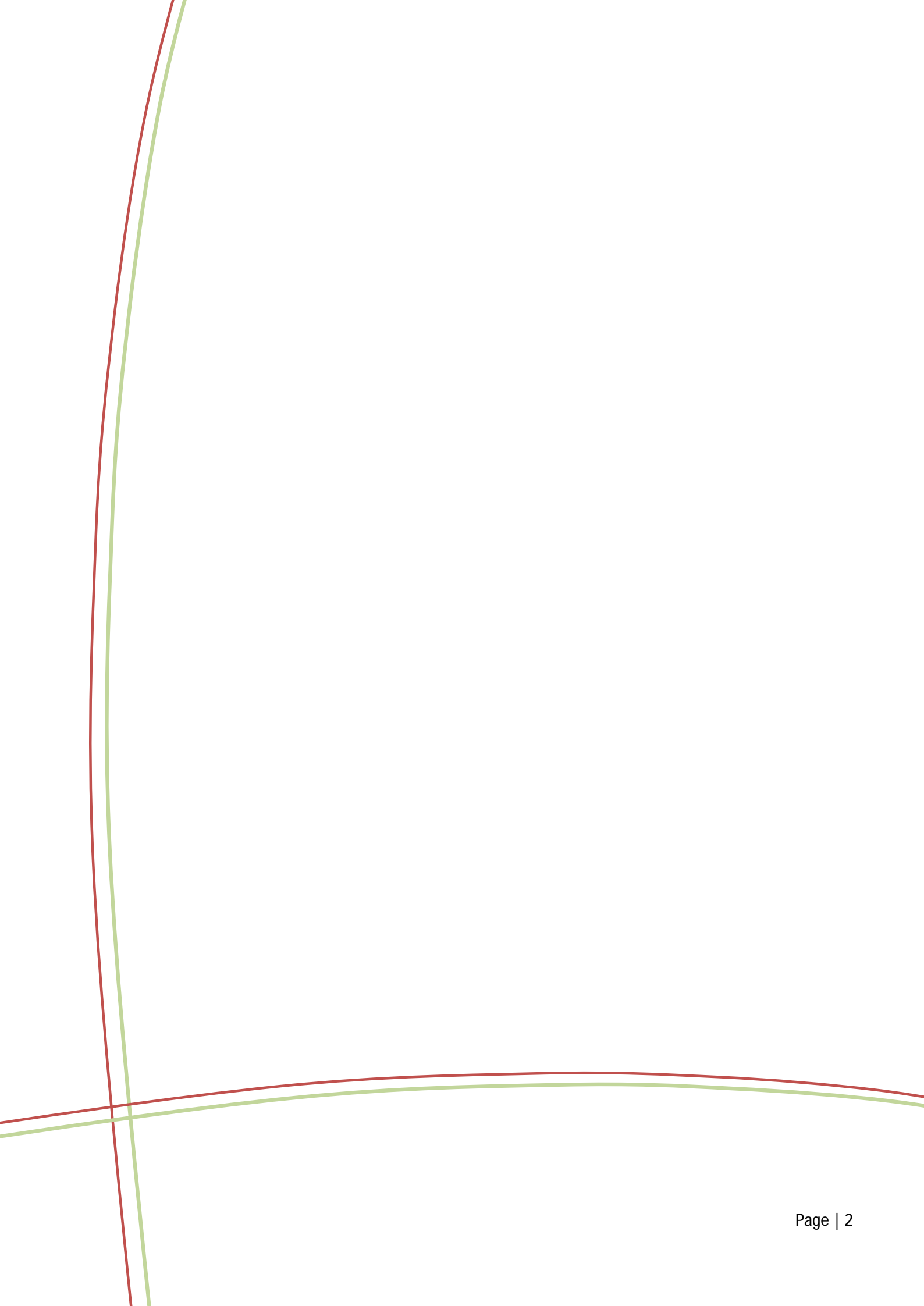




# Annual Report 2008



# Contents

Director's Message.....	4
Key Success Areas in 2008.....	5
Operations.....	6
Young Persons' Probation .....	8
Community Service .....	10
Funded Projects .....	12
High Risk Offenders .....	14
Interagency Work .....	16
Research, Training & Development .....	18
Corporate Services.....	20
<b>Appendices</b>	
Appendix 1 – Organisational Chart.....	23
Appendix 2 – Finance.....	25
Appendix 3 - Statistics .....	27
Appendix 4 – Funded Projects.....	31

# Director's Message

I am delighted to present the Probation Service's Annual Report for 2008 to Mr. Dermot Ahern, T.D., Minister for Justice, Equality & Law Reform.

This report documents the work of the Probation Service against the eight Strategic Goals/Objectives and Actions set out in our 2008 - 2010 Strategic Statement published in February 2008. It is presented in shortened form for publication on our website and internal portal.



The major reorganisation of services in 2006 and 2007 was further consolidated in 2008. It was also a year that saw a number of significant projects delivered, not least the -

- Establishment of our Head Office in Navan where we developed a centralised system for accessing criminal records nationally.
- Publication of a Value for Money and Policy Review on our Funded Projects and the commencement of a Value for Money and Policy Review on Community Service which will be published during 2009.
- Development of Risk Assessment Instruments for Sex Offenders under our supervision.
- Strengthening of the infrastructure to provide services to young people referred to our Young Persons Probation Division, in association/co-operation with the Irish Youth Justice Service and the delivery of new and innovative programmes such as the Strengthening Families programme.
- Continued delivery of relevant training programmes to meet the objectives set out in our Strategy, including the commencement of a dedicated Coaching programme for fourteen Managers.
- Ongoing commitment to effective cross-departmental and cross-sectoral partnerships in order to maximise public safety. Amongst these are our work with the CEP, with our colleagues in the Probation Board for Northern Ireland and many Government and Non-Governmental Agencies.

Our Strategy Statement provides us with a clear agreed work programme; it keeps us focused on the delivery of services to offenders in Ireland.

As part of the Criminal Justice family we continue to work shoulder to shoulder with our parent Department, the Courts Service, the Irish Prison Service, An Garda Síochána, the Irish Youth Justice Service and all the other statutory services as well as the Voluntary and Community Sector and our Funded Projects.

A handwritten signature in black ink, appearing to read 'Michael Donnellan', written over a horizontal line.

**Michael Donnellan, Director**

**May 2009**

# Key Success Areas in 2008

- We developed a centralised, computer based system for accessing criminal records nationally. It is proving to be both resource and time efficient, resulting in more streamlined communication between the services.
- We continued to support and facilitate interagency collaboration with An Garda Síochána, the Courts Service, the Irish Prison Service, the Irish Youth Justice Service and other key stakeholders.
- We participated in the introduction of a skills based “Strengthening Families” programme. Staff in Young Persons’ Probation promote and deliver this model with service users, in conjunction with and parallel to similar approaches by other agencies.
- We established a pilot Graffiti Removal Project in partnership with the local authority and communities in South Dublin. This initiative has brought tangible benefits for the local environment and increased opportunities for offender reparation.
- We set in place a strategy to implement the recommendations of the “Value for Money and Policy Review “of projects which are funded by the Department of Justice Equality and Law Reform through the Probation Service. This was commissioned in conjunction with the Department.
- We advanced the “All Island” approach to the assessment and management of sex offenders. Planning at cross jurisdictional, interagency and departmental levels was critical to the progress of this initiative.
- We introduced a part-time Masters programme, leading to a National Qualification in Social Work which is offered through University College Dublin. The benefits can be measured in terms of the continuing professional development of staff and the dedicated and related research which will inform initiatives for effective practice.
- We contributed to the Limerick Regeneration planning process, engaging with communities and agencies across the city. One particular focus was the provision of funded projects targeting marginalised youth and promoting social integration.

# Operations

## Introduction / Overview

In 2008 the Service continued to consolidate operational reorganisation, focusing on ensuring that appropriate levels of service were delivered consistently and efficiently in all areas of the country. This entailed targeting and prioritising identified categories of offender, including those presenting higher risk, sex offenders and young offenders, and deploying resources accordingly.

There were almost 10,000 new referrals to the Probation Service in 2008. A total of 7,034 Pre-Sanction reports were requested, compared to 6,445 in 2007. There was a significant increase in the number of victim impact reports prepared, from 34 in 2007 to 71 in 2008.

Existing comprehensive systems to assess risk of reoffending among young offenders and adults on probation supervision were augmented by the introduction of dedicated risk assessment instruments for sex offenders. These risk assessment systems inform the case management of all those to whom they are applied, with more resources being applied to those who present the higher levels of risk.

The Probation Service is actively engaged in the Irish Prison Service's introduction of Integrated Sentence Management (ISM), with both senior management representation at a national level and team involvement in both pilot sites (Wheatfield and Arbour Hill Prisons). The Probation Service has actively demonstrated its support for this initiative by committing resources to undertake structured risk assessments with identified categories of prisoners and by working with the Irish Prison Service to develop protocols for the management of information exchange between the two Services.

Case management procedures, interagency and multidisciplinary practice in the management of sex offenders in the community has been upgraded, in line with best international evidence, in order to maximise public safety and reduce risk of reoffending.

Tackling crime effectively and building stronger communities needs a multi-faceted approach. Building and maintaining relationships with other criminal justice agencies, as well as partnership with the community and voluntary sector, are key Probation Service activities. Joint training and working with An Garda Síochána, as well as with the Irish Prison Service, the Courts and the Irish Youth Justice Service, among others, are key elements of this approach, as is co-operation with our colleagues in the Probation Board for Northern Ireland

Data requirements for the development of the Management Information System have been updated in consultation with the Department of Justice, Equality and Law Reform and the Irish Youth Justice Service. This will facilitate management decisions on the deployment of resources and service delivery, based on the principle that more resources and higher priority be accorded to higher risk offenders.

File management has also been further streamlined and the systems for returning offenders who do not comply with probation supervision to court have been and continue to be made more efficient.

### **Key Successes in 2008**

Interagency links, including IT, referral systems, information sharing and co-operative and shared training with staff from partner agencies were further developed. Examples include the new centralised and streamlined system of accessing data from the Garda Criminal Records Office (to inform offender assessment), and improved collaboration with the Irish Prison Service on our work with prisoners who will be supervised by probation officers following release.

The availability of intensive supervision to categories of offenders presenting the highest risks of reoffending has been extended to younger offenders, as well as adults

The Value for Money and Policy Reviews of Funded Projects and Community Service were two major initiatives undertaken in 2008.

Further information on specific areas of the Operations Directorate's activities (YPP, Community Service, Funded Projects and High Risk Offenders) is given in the following sections.

## Introduction / Overview

In 2008 Young Persons' Probation (YPP) was further extended to provide a national service from bases in Dublin, Cork, Limerick, Waterford, Drogheda and Sligo. It continued to consolidate and develop, delivering on the commitments made in the Probation Service Strategy 2008 – 2010.

The Division provided 958 pre-sentence reports to the courts during 2008. A total of 760 supervised orders of the court were made in respect of young people.

Key priorities for 2008 were: provision of a quality service to the courts through pre-sentence reports and the supervision of community sanctions; effective engagement with the custodial institutions to increase opportunities for effecting change with young offenders in a through and after care capacity; development of effective partnerships with all relevant stakeholders.

In order to ensure the provision of high quality reports to Court, the following actions were undertaken:

- The revision and publication of the guidelines on the preparation of Pre-Sentence Reports on young people.
- The training of all new YPP staff in the administration of the Youth Level of Service (YLS) /Case Management Inventory (CMI), (a structured risk assessment tool) and its application with all referrals.

In response to the requirement to continually progress the promotion and efficacy of Family Conferencing a number of activities were undertaken:

- Training of all YPP staff in Family Conferencing
- Establishment of a Family Conferencing Forum
- Development of practice guidelines and standards
- Internal evaluation
- Promotion of Family Conferencing with stakeholders

During 2008 YPP worked with St. Patrick's Institution and the detention schools to facilitate the re-integration of young people into the community. Staff assisted in the development of "Positive Sentence Management" for offenders in St. Patrick's Institution, placing an emphasis on their preparation in prison for release back into the community. YPP worked with colleagues in the detention schools, advising on options for young offenders on release from the schools, either post assessment or post sentence. YPP staff supervised young offenders on release as set out under the provisions of the Children Act, 2001 (as amended). In 2008 the Probation Service agreed protocols with the Irish Prison Service in respect of the management of offenders under the Criminal Justice Act 2006 (section 99(4)) whereby offenders are under the supervision of the Service post custody.



YPP has aligned its strategy and actions with those of the Irish Youth Justice Service. The Irish Youth Justice Service (IYJS) Strategy 2008-2010 sets out a number of actions to be completed in partnership with YPP. There was ongoing co-operation with the IYJS to ensure that the operations and activities of YPP were compatible with the IYJS strategy.

The Judiciary is central to the successful implementation of community sanctions under the Act. YPP provided advice to the Office of the Minister for Children and the IYJS in their discussions with the Judiciary regarding the implementation of community sanctions. At local and regional levels managers of YPP formally engaged in information exchange with the Judiciary on a regular basis.

The Office of the Minister for Children is committed to implementing a strategy for the development of a multi-agency response to youth offending. YPP has demonstrated its commitment to this multi-agency approach through its involvement with the National Children's Services Steering Committee. Staff have also been active in four of the CSC pilots (Dublin city, Dublin South, Limerick and Donegal).

### **Key Successes in 2008**

To further strengthen the provision of services to young people referred to YPP we have implemented funding agreements with existing Funded Projects and continued the business planning process with them for 2009, in co-operation with the Funded Projects Unit and the IYJS. New programmes have been established with some existing funded Projects (e.g., Tallaght Probation Project, Candle Community Trust, Le Chéile Mentoring Project). New outsourced contracts have been entered into for delivery of some services (e.g. Barnardos, ISPCC).

During 2008 YPP officers continued to operate from a best practice and evidence based perspective and continued to develop approaches that respond to the challenges presented to us.

To ensure quality supervision of young offenders informed by the principles of the Children Act, 2001 (as amended), the Probation Service has published guidelines in relation to the management of the Probation Order. YPP adheres to these guidelines to ensure excellence in the delivery of service.

YPP has had a key role in the promotion, training and implementation of the "Strengthening Families" programme. This inter-agency initiative is a family skills training programme designed to allow parents and their children to build positive healthy relationships.

# Community Service

## Introduction / Overview

Community Service is a visible and effective form of direct recompense by offenders to communities and indirectly to victims for the harm and damage caused by their offending.

Community Service is a sentence imposed by the Courts as a direct alternative to custody. The Community Service Order consists of two elements:

1. The number of hours unpaid work to be performed by the offender and
2. The custodial sentence the offender will be required to serve should they not complete the ordered hours.

In 2008 the Probation Service budget provision for Community Service was €2,425,000. This covered Community Service Supervisor salaries as well as essential equipment provision and related costs.

In 2008 1,385 persons were made subject to Community Service Orders, providing for a total of 210,326 hours of Community Service work for the benefit of communities. Work carried out by offenders on Community Service Orders included maintenance, landscaping and environmental rehabilitation of community facilities such as public areas, graveyards, youth club premises and other work with community groups

Throughout 2008 the Probation Service assisted, facilitated and supported the independent Value for Money and Policy Review of Community Service, due for publication in 2009. It is anticipated that the Review will be an important driver for change and development in Community Service. Preparatory work commenced in 2008 and an Assistant Principal Probation Officer/Regional Manager was assigned to prepare for the development and management implementation of the recommendations.

In 2007 the Ministers for Justice, Equality and Law Reform and Environment, Heritage and Local Government expressed their desire to address the increasing problem of graffiti in Dublin. At the end of 2007 the Probation Service established a dedicated project team to co-ordinate all aspects of the project.

The London Probation Service provided valuable insight into the operation of a successful graffiti removal project and the Department of Justice, Equality and Law Reform provided advice and financial support.

In 2008 the Probation Service established a pilot dedicated Graffiti Removal Community Service Unit working in partnership with the local authority and communities in South County Dublin. This pilot project officially began in November 2008.

With a fully equipped graffiti removal vehicle, Community Service Supervisors and offenders subject to Community Service Orders from the Courts clean and remove graffiti in public areas from walls, buildings, benches and other public property and amenities.

Initial reports are that the graffiti removal project has had a positive impact on local environmental problem areas in the South Dublin area. It is cost effective and is providing an important and sustainable community service employment. Attendance levels of offenders are high and feedback is positive.

Central to the success of the pilot project is the close working relationship with South Dublin County Council, which provides all cleaning solutions/chemicals used on site and the close working relationships with the Garda Síochána and the local judiciary in Tallaght.

An evaluation is planned in 2009 to ascertain the efficiency and value of the Community Service graffiti removal initiative and to confirm potential for implementation in other areas.

The Probation Service commissioned a review of the safety management systems currently in operation for Community Service. The Report was delivered in March 2008 and made a number of short, medium and long term recommendations for the enhancement of Community Service Health and Safety provision across the country.

A Community Service Health and Safety Group was established with responsibility for the implementation of the recommendations of the review. This is as a sub-group of the Probation Service National Health and Safety Committee.

The implementation of the recommendations has progressed in accordance with the schedule and will complement the Value for Money and Policy Review Report on Community Service when it is published in 2009.

Throughout 2008 a series of consultations with staff, stakeholders, the Community Service reviewers and colleagues in Northern Ireland informed the development of improved data gathering models. These improvements will be implemented in 2009 in conjunction with the actions to implement the Value for Money and Policy Review Report on Community Service.

### **Key Successes in 2008**

Establishment of the graffiti removal project which is having a positive impact on a serious local environmental problem.

Enhancement of Community Service Health & Safety provision.

Appointment of a dedicated staff group to prepare for the implementation of the recommendations contained in the value for money / policy review

# Funded Projects

## Introduction / Overview

The network of projects plays an important role for the Service in relation to raising the Service profile in the community, supporting the reintegration of offenders into their community and adding a further dimension to what the Service can offer offenders and their communities in reducing re-offending and increasing public safety.

In 2008 €19,393,000, representing 36% of the gross expenditure by the Probation Service, was used to provide capital and operating funding to a range of community based projects working in partnership with the Service to support its work in the management of offenders. The key priorities in the allocation of this funding were to support and enhance the objectives and work of the Probation Service and to contribute added value in the management of offenders in the community.

As part of the re-organisation of the Probation Service a clear and more streamlined approach was established in relation to the management and development of projects. These tasks are carried out by dedicated staff working in the Funded Projects and Community Service Unit.

The Value for Money and Policy Review of Projects funded by the Department of Justice, Equality and Law Reform, through the Probation Service was published in 2008. The Review examined the management, governance and operations of funded projects.

The Service introduced funding agreements with projects, based on their business plans. Over 80% of projects completed the funding agreement in 2008. The business planning process for 2009 was completed on target.

The Department of Justice, Equality and Law Reform Internal Audit Division, in co-operation with the Probation Service, carried out a number of audits of funded projects. These audits focussed on Adult Probation Residential Facilities funded through the Probation Service. The aims were to review the management, governance and operation of these residential facilities, including the role of the Probation Service, and to make recommendations for the future.

The Report of the Review of Adult Probation Residential Facilities was published in October 2008. The findings and recommendations have informed Probation Service priorities and actions in working with the Adult Probation Residential Facilities. Following publication of the report Harristown House, Castlerea, Co. Roscommon and Kazelain, Sligo ceased operations. PACE/ Priorswood House and Tús Nua, both in Dublin, are working with the Service to develop their operations in accordance with the recommendations made in the Report.

Ongoing consultation with Department of Justice, Equality and Law Reform and the IYJS on data requirements informed the revision of the data reporting system for funded projects during 2008. The 2008 data was used to inform decisions on the 2009 Business Plan applications alongside consultation with Probation Service local managers, inspection and audit reports and strategic planning. The reporting and management information system will be further developed with IT input in 2009 to provide additional activity reports and analysis.

In 2008 a new project for training and employment placement of adult ex-offenders in Limerick city was developed by the Service with local partnerships. It was approved for funding and arrangements were put in place for full operation in 2009 to address identified gaps in service provision in the region.

A programme of governance training for funded projects and Probation Service managers was developed, based on identified need and recommendations of the Value for Money report for delivery early 2009.

### **Key Successes in 2008**

The Value for Money and Policy Review of Projects funded by the Department of Justice, Equality and Law Reform, through the Probation Service was published in 2008. The Review examined the management, governance and operations of funded projects. The Review has provided a solid analysis of the current services provided, funding arrangements and areas for improvement.

The Value for Money and Policy Review of Projects mapped, through a series of important time bound recommendations, a strategy that will provide better governance, better management information and more effective and efficient service delivery and benefits to the Probation Service, to the client group of the community based projects and to the safety and wellbeing of the community as a whole. The Probation Service has set in place arrangements to implement the key recommendations of the report within two years.

The Value for Money and Policy Review of Projects Report is available on the Probation Service website at [www.probation.ie](http://www.probation.ie)

Funding Agreements were introduced in 2008 for all projects in receipt of funding based on Business Plans. The funding agreement outlined budget, obligations and deliverables for each project.

The Final Report of the Review of Adult Probation Residential Facilities was published in October 2008 and is a critically important document in the development and implementation of Service priorities and action in relation to residential facilities and their contribution to the core work of the Service.

# High Risk Offenders

## Introduction/overview

The Prisoners Risk and Resettlement Region was established in late 2007 with a national remit. This national approach to prison based work was further developed in 2008 with a strong focus on service delivery to higher risk offenders, particularly those who will be under Probation Service supervision on release (20% of prisoners' approximately). This was aligned with the requirements of the Operations Directorate for the effective prioritising and targeting of resources.

Within the region, the High Risk Offender Management Team researched and developed responses to assist with the work of the Department of Justice, Equality and Law Reform High Level Group on the Management of High Risk Offenders. Through participation in the Department's High Level Group significantly enhanced relationships have been formed with An Garda Síochána and the Irish Prison Service.

Protocols have been agreed with the Irish Prison Service regarding the management of those sentenced under the Criminal Justice Act 2006, Section 99 (part suspended sentences). Work on the development of internal protocols for this category of offender for Probation personnel was ongoing at the end of the year. Similarly, revised guidelines for the management of Life Sentenced prisoners were also being prepared.

The High Risk Offender Management Team is also developing a model of effective supervision to engage with high risk sex offenders based on their experience in this area. A third community based treatment programme for sex offenders was established in conjunction with the Granada Institute. This is based in Cork.

Data management systems are in place for offenders sentenced under the Sex Offender Act 2001 and the Criminal Law Act 2006. Data management systems have been established for Parole Board cases and are at an advanced stage of development for life sentenced prisoners.

Work is at an advanced stage regarding pilot joint working structures with An Garda Síochána. Joint training with An Garda Síochána in sex offender assessment was implemented. The first phase of training for Probation Officers was completed, with approximately 120 Probation Officers accredited to deliver a static risk assessment instrument for sex offenders.

Work on development of protocols covering sex offenders with An Garda Síochána and the Irish Prison Service advanced in 2008. These protocols will incorporate effective practice developments and enhance the effective monitoring, management and treatment of sex offenders in the community.

The Probation Service contributed to the Irish Prison Service's consideration of service provision for sex offenders, including risk assessment, treatment and through care of sex offenders. Information transfer arrangements were prioritised in 2008 as it is crucial to accurate risk assessments, which inform risk management plans post-release.

Members of the Northern Ireland Sex Offender Strategic Management Committee (NISOSMC) gave a presentation on its work to the Department's High Level Group on the Management of High Risk Offenders.

An implementation plan for the introduction of an all island risk assessment system was prepared and circulated for consultation with relevant stakeholders. The proposed assessment system was piloted by the NISOSMC. The Probation Service is a member of the Advisory Committee established to oversee the full implementation of the system. This will ensure a joint approach to the introduction and validation of the system.

### **Key Successes in 2008**

Notable progress was made in 2008 in relation to management of sex offenders. Targets were advanced at Departmental, inter (Justice) agency, cross jurisdictional, and internal levels. The introduction of an all island approach to sex offender management is well advanced as is our role in the Homeless Agency's Multi Agency Group on Homeless Sex Offenders (MAG) development of accommodation options for homeless sex offenders.

During 2008 a Policy Development & Implementation Officer was recruited to co-ordinate and advance the objectives of the MAG group.



# Interagency Work

## Introduction/Overview

The Probation Service is committed to establishing effective cross departmental and cross-sectoral partnerships in order to maximise public safety. The establishment of national strategies is a priority commitment, ensuring the Probation Service can meet the needs of offenders from a risk management, desistance and social inclusion aspect.

All Service personnel work on a daily basis at local, regional and national levels to this agenda in areas such as drugs, homelessness, domestic and sexual violence. In this way the combined resources of the State, including the statutory, community and voluntary sectors, can work in partnership to achieve common goals aimed at creating a fairer and safer society.

A close working relationship continued in 2008 with the Department of Justice, Equality and Law Reform and other criminal justice agencies. Details are provided elsewhere in the report on important areas of co-operation with the Irish Prison Service, the Irish Youth Justice Service and An Garda Síochána.

At a national level, the Service was represented on the Department of Justice, Equality and Law Reform's High Level Group considering the Integrated Management of High Risk Offenders. Focusing initially on sex offenders, this group aims to advance public safety through enhanced interagency co-operation.

Drug and alcohol addiction continued to be contributory factors underlying offending behaviour. The Service was involved in the Inter Departmental Group for the implementation of the National Drugs Strategy and is represented on Regional and Local Drugs Task Forces nationally.

In the area of homelessness, the Service is represented at national level on the Cross Departmental Team on Homelessness and on the Board of the Homeless Agency. The Service is also represented on many local homeless fora. A project to develop accommodation pathways for homeless sex offenders was funded by the Department of Justice, Equality and Law Reform through the Probation Service in 2008. The Multi Agency Group on Homeless Sex Offenders (MAG) involves twelve partner agencies and operates as a thematic sub group under the Homeless Agency's Care and Case Management processes.

The Service also contributed to the development of a national strategy initiated by Cosc (the National Office for the Prevention of Domestic, Sexual and Gender based Violence) in 2008.

From a cross jurisdictional perspective, close working arrangements have been maintained with the Probation Board for Northern Ireland. Experience in common areas of interest, including effective practice, risk assessment and organisational development, is shared. In particular, through the Public Protection Advisory Group, established under the Inter Governmental Agreement, joint commitments were agreed for the Justice sector in the areas of sex offender assessment and multi-culturalism. The joint publication of the all Ireland Probation Journal has continued, encouraging and highlighting effective practice developments.



Relationships with other neighbouring jurisdictions have been enhanced with staff attending conferences and training on a broad range of issues.

From a European perspective the Service continues to participate on the Board of the CEP- the European Organisation for Probation - with a view to promoting pan European co-operation in the development and delivery of community sanctions and measures as well as the maintenance of high standards and best practice.

### **Key Successes in 2008**

The Probation Service in Limerick participated in the Regeneration planning process in 2008, in conjunction with other partners from the Justice sector, through the submission of a comprehensive Justice plan. With additional Probation resources in place, we are actively engaging with communities and agencies across Limerick in building responses to the many issues arising from social regeneration. Our funded projects, in particular, have been key to the planning of youth provision in areas such as Moyross and Southill

Toward the year end, the Minister established a Project Board to consider the introduction of Electronic Monitoring. This group is led by the Probation Service and includes representatives from An Garda Síochána, Irish Prison Service and the Department of Justice, Equality and Law Reform.

# Research, Training & Development

## Introduction / Overview

Staff are the Service's primary asset, its major resource for the achievement of Service goals. The Research Training and Development Directorate promotes a culture of continuous learning which supports a motivated, skilled and dynamic workforce to deliver a high quality service to both Service customers and the community at large. The activities undertaken in the Directorate during 2008 were developed and delivered by reference to the goals/actions identified in the Service Strategy Statement/Workplan. The training programmes provided, either directly or facilitated through attendance at external conferences / workshops stemmed from needs identified by the Service Management team, the PMDS process and Government / legislative requirements.

More than 78 training programmes were provided in 2008. These programmes targeted core areas of practice for Probation, Administrative and Community Service Staff. A high priority was afforded to the induction process: a generic 2 week induction programme was offered to 50 newly appointed Probation Officers; a customised programme "Leading and Learning" was provided over a period of 12 months to 30 recently promoted managers; a 2 day induction programme was provided for Executive Officers who were promoted in 2008.

Building on the achievements of the management training programme provided in 2007/2008, the Service launched a dedicated coaching programme for 14 managers. This programme will be completed in October 2009.

Fifteen of the Managers who had completed an in-service management programme registered to complete a Diploma in management. Three written projects were completed by all of these participants in 2008 and the final management report is due for submission in 2009.

For a fourth year an in-house addiction studies certificate course was provided in the Service's Haymarket offices. Four staff are completing this same programme regionally. The sixteen participants will receive their accreditation from the National University of Ireland, Maynooth in 2009.

The challenge in relocating the training unit from on site in Crumlin to Haymarket was met with energy and efficiency by the staff group. There were no interruptions to training programmes and the new facilities have been well designed to effectively meet the need of trainers and participants alike.

Work began on collating resources and developing the systems in the "Learning and Resource Unit". We look forward to seeing this resource operating to its full capacity by the summer of 2009.

Following successful negotiations with University College Dublin, 20 staff members commenced studies on a part-time Masters Programme which will lead to the "National Qualification in Social Work". The Research section of the Directorate will encourage participants to undertake dissertations that will seek to measure the effectiveness of our interventions and inform future strategies in relation to "best practice" with offenders.

Substantial work was completed on detailing the research design for a proposed study on “effective probation practice”. We plan to revisit this initiative in 2010 (subject to budget). However, the design content has the potential to inform proposals/approach in relation to more modest pieces of research (e.g. theses for Masters Degrees).

The Service prepared a submission to the National Commission on Restorative Justice and subsequently made a presentation. As a result of this and our ongoing participation in this process, the Service will be well placed to deliver on any relevant recommendations in the final report (due in June 2009).

The report of the Working Group on Victim Impact Reports was completed. The implementation of these guidelines in 2009 will be a cross-Directorate project.

### **Key Successes in 2008**

The introduction of a part-time, 4 year, Masters in Social Work programme, leading to the national Qualification in Social Work provides a real opportunity for staff to increase their knowledge, skills and qualifications. The research component of the course will support and inform the Service commitment to evidence based practice in offender management.

A dedicated coaching programme for managers was launched. This furthers the Service commitment to effective leadership and management in order to meet the current and future challenges.

# Corporate Services

## Introduction / Overview

The Corporate Services/ Human Resources Directorate has a central role in contributing to the development of a leading Probation Service and in supporting our staff on the front line to deliver a high quality service.

In 2008 the following four key priority areas were identified as fundamental to achieving this goal:

- Finance
- Human Resources
- Positive working environment
- Information

The Probation Service was allocated a budget of €54,019,000 for 2008. The Service continued to strengthen the provision of efficient and effective financial management, working with all sections of the Service and with the financial divisions in the Department of Justice, Equality and Law Reform and Financial Shared Services.

In conjunction with the Human Resources division of the Department of Justice, Equality and Law Reform competitions for Senior Probation Officer, Probation Officer and Locum Probation Officer were held in 2008. The panels arising from these will remain in place for a 2 year period.

The Designated Contact Person scheme, established in 2007 to support the Probation Service Dignity at Work Charter, continued to be available to all staff in 2008. All designated contact persons have completed certified training and the group participated in a “refresher” training event this year. In launching this scheme a commitment was given to review its operation and effectiveness after twelve months. This review was completed in autumn/winter 2008.

The Service Customer Charter was updated and made available on the website.

The Probation Service Partnership Steering Committee met on 3 occasions during 2008. The fourth progress report under our Towards 2016 Action plan was agreed. Partnership subgroups established to address multi-cultural and environmentally friendly issues completed their tasks and made recommendations for future action.

As part of a comprehensive Service communications strategy all internal and external communications are co-ordinated through Corporate Services. In 2008 a dedicated FOI and Data Protection Unit was established in order to facilitate prompt and efficient responses to requests for information about the Service and its work. A total of 40 requests were received under FOI legislation. There were 137 other requests for information which included parliamentary questions and press queries.

A dedicated Information Unit was established on 1st November 2008. It consists of one Statistician on secondment from the Central Statistics Office and two Executive Officers who have specialised knowledge of the business processes of the Service and of the computerised Case Tracking System. The goal of the Unit is to implement systems to collate and produce relevant statistical information to inform and support activities in all areas of the Service.

Significant developments took place in the area of Health and Safety within the Service. The National Safety Statement was updated; office specific safety statements were put in place; risk assessments were completed for all offices; Health & Safety Guidance notes and Standard Operating Procedures were developed. A dedicated section for health and safety was created on the new Probation Service Intranet.

Work on the development of our estate, continued throughout 2008, in co-operation with the Office of Public Works. Amongst other significant developments the Service was proud to officially open our new Head Office in Athlumney House, Navan, Co. Meath and the new Haymarket office in Smithfield, Dublin. The Navan office fulfils the commitment made by Government to decentralise functions to Navan and both new premises provide improved customer facilities and an enhanced working environment.

**The Probation Service owes much to the commitment, dedication, hard work and varied talents of all its staff.**

### Key Successes in 2008

During 2008 the Service developed a centralised system for accessing criminal records nationally. This was established in our head office in Athlumney House, Navan, where Probation Service contact with the Garda Vetting Unit is co-ordinated. The process went live on 15th September 2008 on a pilot basis for the Probation Service Assessment teams. This system is proving to be highly effective and efficient, resulting in more streamlined communication between services with the records available within significantly reduced timeframes.

On Friday, 18th July 2008 more than one hundred staff were relocated from the old premises in Smithfield. The new Haymarket building is an impressive landmark location for service delivery in Dublin in the heart of the Courts/legal quarter. This was a significant undertaking in terms of the logistics required for the transfer of equipment, records and personnel whilst still maintaining service. It is to the credit of all involved that the office was fully operational on Monday 21st July 2008.



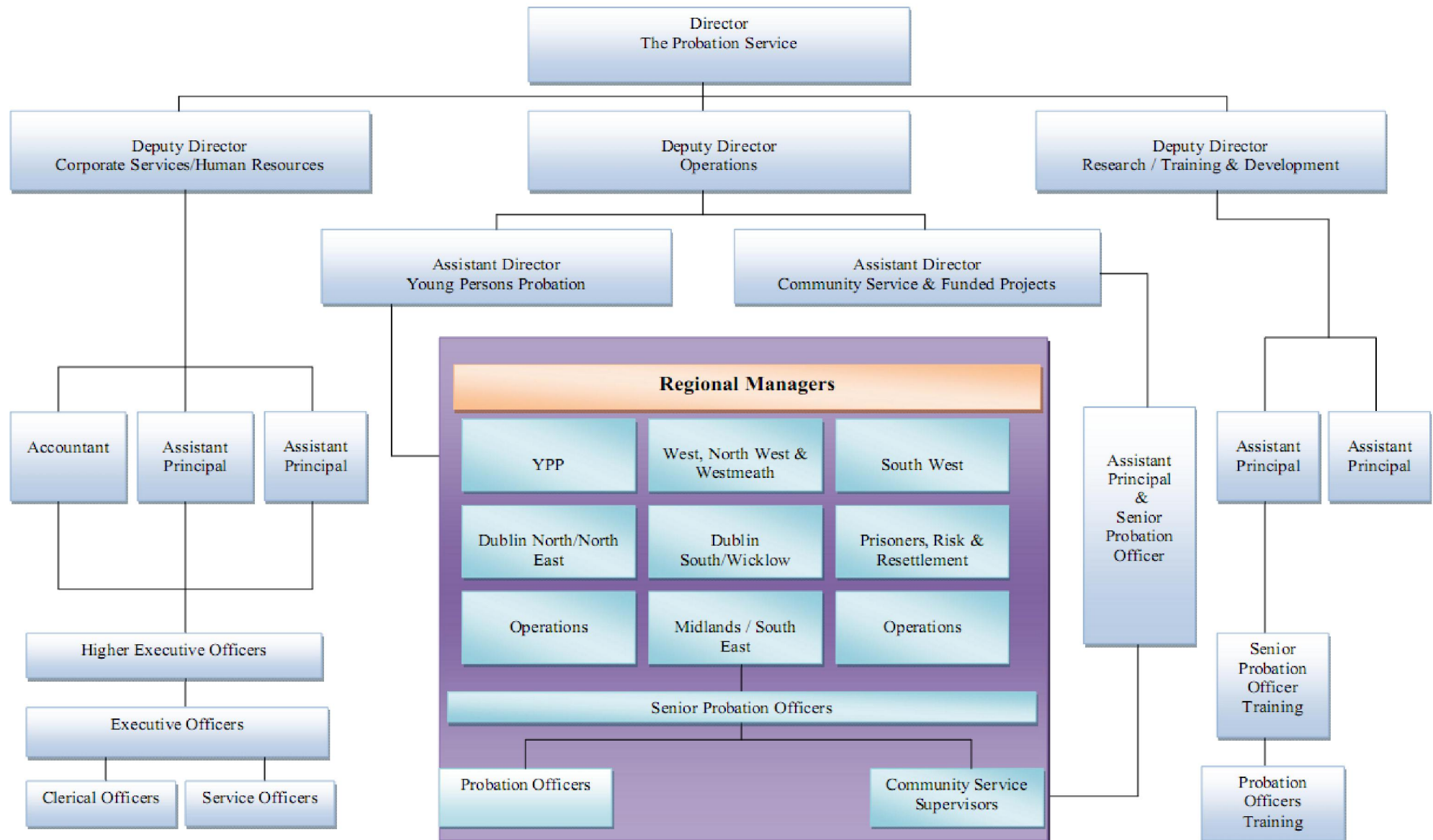
1 tot 5000  
add 250  
28 tot 10100  
332 3600  
add 500  
930 tot 3550  
1932 4500



# APPENDICES

# Appendix 1 – Organisational Chart

**The Probation Service Organisational Structure December 2008**



SANCTIONED STAFF NUMBERS IN THE PROBATION SERVICE 2006, 2007 & 2008.				
CATEGORY	GRADE	2006	2007	2008
<b>Professional Staff</b>				
	Director	1	1	1
	Deputy Director	3	3	3
	Assistant Director	2	2	2
	Assistant Principal Probation Officer	9	12	12
	Senior Probation Officer	48	57	57
	Probation Officer	235	266	266
	Probation Service Assistant		10	10
<b>Administrative Staff</b>				
	Assistant Principal		2	2
	Accountant		1	1
	Higher Executive Officer	2	7	7
	Executive Officer	5	12.5	12.5
	Clerical Officer	65.5	67	67
	Service Officer	4	4	4
<b>State Industrial Staff</b>				
	Community Service Supervisor	55	55	55



## Appendix 2 – Finance

FINANCIAL STATEMENT INCOME & EXPENDITURE 2008					
		BUDGET PROVISION	PROVISIONAL OUTTURN	SAVINGS	EXCESS
		€000	€000	€000	€000
<b>VOTE 19</b>	<b>JANUARY- DECEMBER 2008</b>				
<b>H1</b>	<b>Salaries, Wages and Allowances</b>	25,635	24,879	756	
<b>H2</b>	<b>Operational (Travel, Postal &amp; Telecom, Office Premises, Office Machinery)</b>	6,566	7,869		1,303
<b>H3</b>	<b>Services to Offenders</b>				
	Assistance to Voluntary Bodies (Current)	14,393	14,872		479
	Probation Centres (Capital)	5,000	1,778	3,222	
<b>H4</b>	<b>Community Service Order Scheme</b>	2,425	2,587		162
<b>TOTALS</b>		<b>54,019</b>	<b>51,985</b>	<b>3,978</b>	<b>1,944</b>

FINANCIAL STATEMENT INCOME & EXPENDITURE 2007 <i>(taken from 2007 Annual Report)</i>					
		BUDGET PROVISION	PROVISIONAL OUTTURN	SAVINGS	EXCESS
		€000	€000	€000	€000
<b>VOTE 19</b>	<b>JANUARY- DECEMBER 2007</b>				
<b>H1</b>	<b>Salaries, Wages and Allowances</b>	21,772	21,179	593	
<b>H2</b>	<b>Operational (Travel, Postal &amp; Telecom, Office Premises, Office Machinery)</b>	6,678	6,910		232
<b>H3</b>	<b>Services to Offenders</b>				
	Assistance to Voluntary Bodies (Current)	14,731	12,700	2,016	
	Probation Centres (Capital)	6,865	1,659	5,221	
<b>H4</b>	<b>Juvenile Offending Initiatives</b>	6,982	2,252	4,730	
<b>H5</b>	<b>Community Service Order Scheme</b>	2,295	2,616		321
<b>TOTALS</b>		<b>59,323</b>	<b>47,316</b>	<b>12,560</b>	<b>553</b>

**Note:**

<b>Probation Centres (Deferred Capital)</b>	<b>1,272</b>	<b>1,044</b>	<b>228</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 2008:

### (a) 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.

### (b) Late Payments

Late Payments		
Invoice Amount	No. of Invoices	Amount of Interest Paid
Under €317	6	€43.23
Over €317	84	€2,451.28
<b>Total</b>	<b>90</b>	<b>€2,494.51</b>

(c) Overall percentage of late payments to total payments and total interest paid. The overall percentage of late payments to total payments was 1.2 %.

The total amount of interest paid with respect to late payments was €2,494.51

## Appendix 3 - Statistics

The reported statistics have been expanded to include a number of new categories. Where applicable, the comparable figures for 2007 are included.

Overall	2007	2008
Total court referrals to the Service	9,451	9,999
Number of persons referred from courts	-	7,977

Total Court Referrals to the Service (9,999 ) in 2008 consists of Pre-Sanction Reports (7,034), Community Service Reports (1,419), Pre-Sanction Reports with Community Service (525), Referrals for Direct Supervision (986), Family Conference (35).

Offender Assessment Reports Requested	2007	2008
Pre-Sanction Reports	6,445	7,034
Community Service Reports	1,598	1,419
Pre-Sanction Reports to consider Community Service	406	525

The overall number of Assessments represents an increase of just over 6% on the 2007 figure.

Offender Assessment Reports – Prisoners Completed	2007	2008
Parole Board - Assessment and Home Circumstances Reports	80	83
Repatriation Reports provided to the Department (DJELR)	16	22

Other Reports	2007	2008
Victim Impact Reports - Total number of reports Completed	34	71

Supervision	2007	2008
Probation Orders	2,756	2,676
Orders for Supervision During Deferment of Penalty	-	2,045
Community Service Orders	1,519	1,413
<ul style="list-style-type: none"> <li>Total number of Community Service Hours ordered in lieu of custodial sentence</li> </ul>	-	210,326
<ul style="list-style-type: none"> <li>Total alternative sentence in years that would otherwise have been served</li> </ul>	-	637
Part Suspended Sentence Supervision Orders Made	-	141
Number of life sentence prisoners supervised in the community during 2008	62	68
Number of sex offenders supervised in the community during 2008	158	147

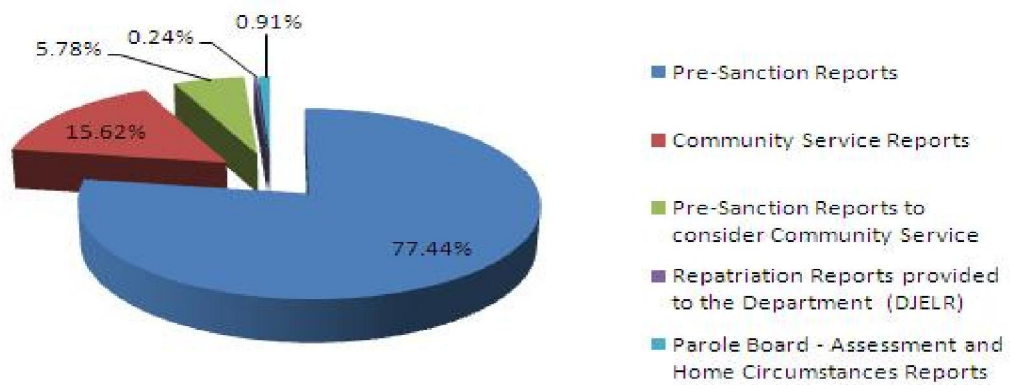
Orders for Supervision during Deferment of Penalty: This refers to cases in which the courts require the offender to engage with the Probation Service in advance of a final decision on the case.

The Primary Supervision orders (Probation and Community Service) show a slight decrease (4.5%) year on year.

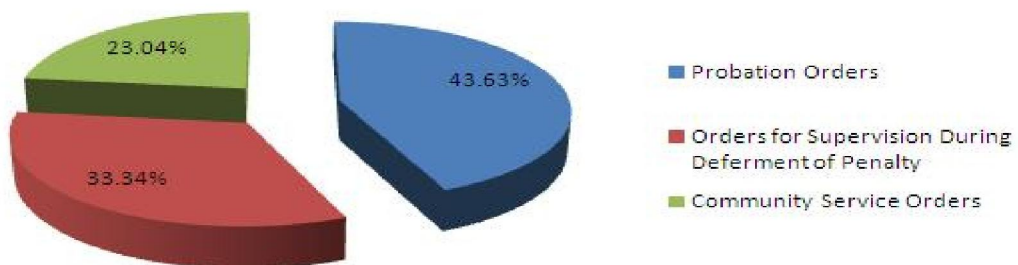
Young Persons Assessment Reports Requested (also included in overall figure)	2007	2008
Pre Sanction Reports	-	912
Community Service Reports	-	36
Pre-Sanction Reports to consider Community Service	-	10
Supervision of Young Persons (also included in overall figure)	2007	2008
Probation Orders	-	380
Community Service Orders	-	41
Orders for Supervision during Deferment of Penalty	-	304
Family Conference Referrals	-	35

Community Service Orders: Offenders must be 16 or over to have a Community Service Order made upon them. Therefore this category refers to 16 and 17 year olds only.

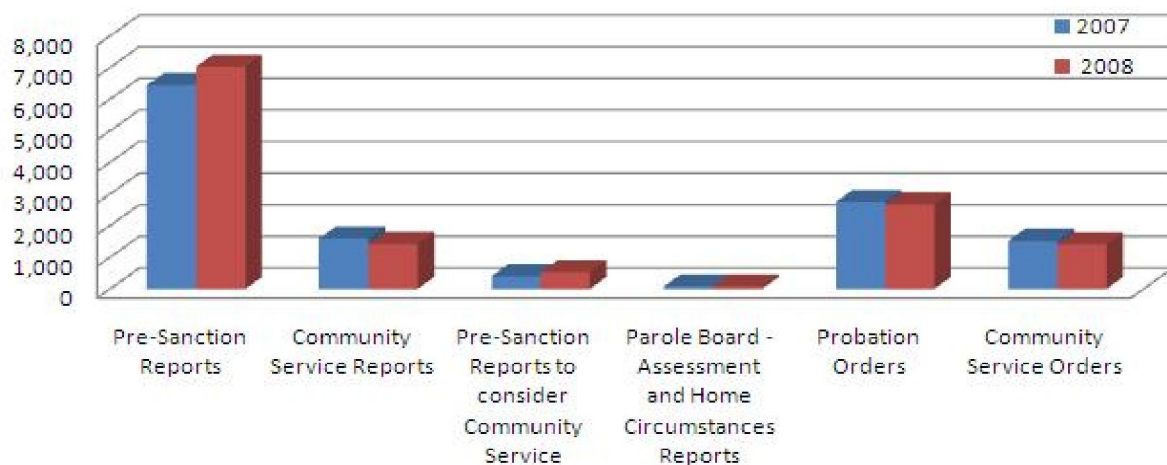
## Offender Assessment Reports 2008



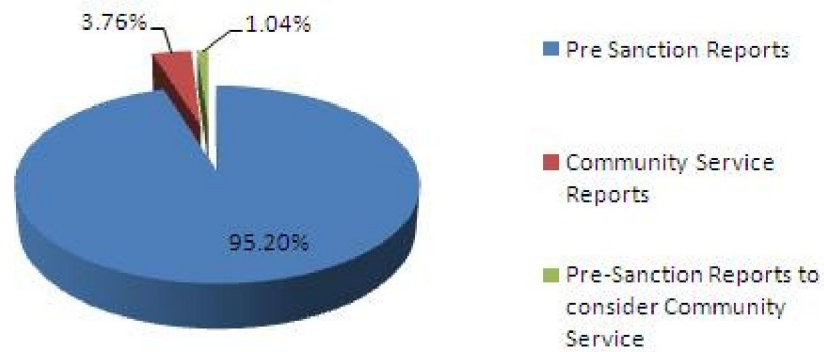
## Court Orders 2008



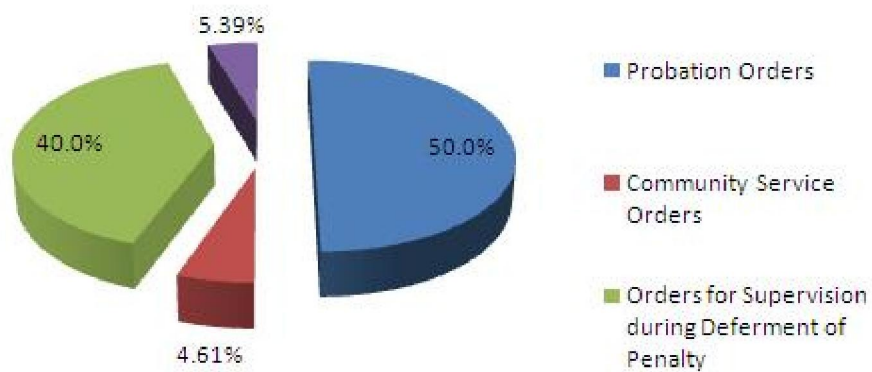
## Comparison 2007 vs 2008



### Offender Assessment Reports 2008 Young Persons



### Court Orders 2008 Young Persons



## Appendix 4 – Funded Projects

### **Adventure Sports Project**

The project provides an adventure sports and youth work programme for young people.

School on Stilts, Rutland Street, Dublin

Telephone: (01) 836 39 65 Email: asp08@eircom.net

### **Aftercare Recovery Group**

An abstinence day programme for those in recovery from drug addiction.

48 Seville Place, Dublin 1 Telephone: (01) 855 76 11 www.acrg.ie

### **Aiseiri Cahir**

Aiséirí provides a residential treatment programme for drug, alcohol and other addictions.

Townspark, Cahir, Co Tipperary Telephone: 052 41166 www.aiseiri.ie

### **Aiseiri Wexford**

Aiséirí provides a residential treatment programme for drug, alcohol and other addictions.

Roxborough, Wexford Telephone: 053 914 18 18 www.aiseiri.ie

### **Aislinn**

Aislinn provides a twelve step abstinence based residential programme for adolescents and young people for the treatment of alcohol, drug and or gambling problems.

Ballyragget, Co Kilkenny Telephone: 056 883 37 77 www.aislinn.ie



### **Ana Liffey Project**

Provides counselling, support and other services, based on a harm reduction approach, for drug users in the community and in prison, and for their families

48 Middle Abbey Street, Dublin 1 Telephone: (01) 878 68 99 www.aldp.ie

**Athy Alternative Project**

Training centre providing programmes to address anti-social attitudes and behaviours. The programme offers groupwork, anger management, carpentry, literacy, computers, soccer training, etc

Community Service Centre, Nelson Street, Athy, Co Kildare

Telephone: 059 863 23 54 email: billyaap@eircom.net

**Ballinasloe Training Workshop**

Multi-disciplinary training centre providing programmes to address anti-social attitudes and behaviours and working to re-integrate ex-offenders as full participants in the life and work of the local community

Canal House, Harbour Road, Ballinasloe, Co Galway

Telephone: 090 964 32 31 email: canalhouse@eircom.net

**Ballymun Youth Action Project**

A community based addiction recovery support service providing therapeutic advice and services for young people and community education on drug abuse.

Horizons Centre, Balcurris Road, Ballymun, Dublin 11

Telephone: (01) 842 80 71 email: info@byap.ie

**Bridge Project**

An interagency initiative developed by the Probation Service to deliver programmes and interventions to address serious offending behaviour by higher risk offenders under Probation Service supervision in the Dublin area.

125 Parnell Street, Dublin 1

Telephone: (01) 878 0901 email: info@bridge.ie

**Bushypark (Clarecare)**

Residential Treatment centre offering treatment for addictions including alcohol and drugs.

Bushypark House, Bushypark, Ennis, Co Clare

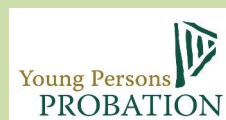
Telephone: 056 684 09 44

**Candle Community Trust**

Training centre providing programmes to address anti-social attitudes and behaviours. Services include; a training workshop, a drop in day centre (12-15 and 15-21 age group), educational and personal development programmes and one to one counselling

PO Box 1145, Lynch's Lane, Ballyfermot, Dublin 10

Telephone: 01 626 91 11 Email: candlecommunitytrust@eircom.net





### **Ceim ar Cheim**

Training centre providing programmes for young people from 15-25 yrs who may be clients of the Probation Service or at risk of offending to address anti-social attitudes and behaviours.

Unit 5 Shannon Development Units, Knockalisheen Road, Moyross, Limerick

Telephone: 061 322 122 email: [ceimarcheim@eircom.net](mailto:ceimarcheim@eircom.net)



### **Ceim Eile (Aiseiri)**

Aiséirí provides residential treatment for drug, alcohol and other addictions. Ceim Eile provides a progression route.

Dominic Place, Waterford Telephone: 052 411 66 [www.aiseiri.ie](http://www.aiseiri.ie)

### **Churchfield Community Trust**

Training centre providing programmes to address anti-social attitudes and behaviours. Individual programmes are tailored to need, ability and capacity and include woodwork, horticulture, painting, computers, cookery, metal work, mechanics, literacy, sport and leisure

109 Knockfree Avenue, Churchfield, Cork Telephone: 021 421 03 48 [www.cctrust.ie](http://www.cctrust.ie)

### **Clonmel Youth Training Ltd.**

A community training workshop for young people (16-25 years) with additional provision for Probation Service referrals who need help to change anti-social behaviour as well as achieve access to employment and further education.

Sli Nua, The Wilderness, Fethard Road, Clonmel

Telephone: 052 240 11 [www.clonmelyouthtraining.com](http://www.clonmelyouthtraining.com)

### **Coolmine Therapeutic Community**

Long established provider in Greater Dublin area of residential and non-residential drug rehabilitation programmes for males and females. Coolmine TC also provides family support service and day induction centre, educational outreach service, prison in reach, assessment, and counselling and aftercare services.

19 Lord Edward Street, Dublin 2 Telephone: 01 679 48 22 [www.coolminetc.ie](http://www.coolminetc.ie)

**Cork Alliance**

Provides individual and group counselling, resettlement and referral support to offenders and families of ex-offenders.

Robert Scott House, 6 Patrick's Quay, Cork

Telephone: 021 455 78 78 email: [corkalliancecentre@eircom.net](mailto:corkalliancecentre@eircom.net)

**Cox's Demesne**

A multi-disciplinary centre providing programmes including intervention and support to address behavioural, anti-social attitudes and education problems among young people at risk and/or out of school.

15-16 Oakland Park, Dundalk Telephone: 042 933 04 32

email: [coxscycp@iol.ie](mailto:coxscycp@iol.ie)

**Cornmarket Project**

A multi-disciplinary centre providing programmes to address anti-social attitudes and behaviours including intervention and support programmes, one to one counselling, group work and a structured day programme.

9 Mallin Street, Cornmarket, Wexford Telephone: 053 912 39 94  
[www.wexfordpartnership.ie](http://www.wexfordpartnership.ie)

**Crinan**

A community based drug treatment facility and multi-disciplinary support service providing multi-disciplinary treatment and rehabilitation for under 21 year olds.

72 Sean McDermott Street, Dublin 1 Telephone: 01 855 80 58 email: [info@crinanyp.org](mailto:info@crinanyp.org)

**Cuan Mhuire Athy**

Cuan Mhuire is a voluntary organisation, run by the Mercy Order, providing respite, detoxification and rehabilitation services for persons with alcohol and drug problems

Milltown, Athy, Co Kildare Telephone: 059 863 14 93 [www.cuanmhuire.ie](http://www.cuanmhuire.ie)

**Cuan Mhuire Bruree**

Cuan Mhuire is a voluntary organisation, run by the Mercy Order, providing respite, detoxification and rehabilitation services for persons with alcohol and drug problems

Bruree, Co. Limerick Telephone: 063 908 70 [www.cuanmhuire.ie](http://www.cuanmhuire.ie)

**Cuan Mhuire Coolarne**

Cuan Mhuire is a voluntary organisation, run by the Mercy Order, providing respite, detoxification and rehabilitation services for persons with alcohol and drug problems

Turloughmore, Co Galway

Telephone: 091 79 71 02 email: [cuanmhuiregalway@eircom.net](mailto:cuanmhuiregalway@eircom.net)

### **Cuan Mhuire Farnanes**

Cuan Mhuire Farnanes is part of a larger voluntary organisation, run by the Mercy Order, providing respite, detoxification and rehabilitation services for women with alcohol and drug problems

Farnanes, Co Cork Telephone: 021 733 59 94 [www.cuanmhuire.ie](http://www.cuanmhuire.ie)

### **Daughters of Charity Community Services**

A multi-disciplinary centre providing a wide range of children and young persons' programmes and services including a pre-school nursery for young children, a school for older children at risk, a community training workshop for early school leavers and an adult and community education project for adults seeking to return to learning.

9 Henrietta Street, Dublin 1 Telephone: 01 887 41 00 [www.doccs.ie](http://www.doccs.ie)

### **Dochas don Oige**

A community based training project working with young adults in the Galway city. The training centre providing programmes to address anti-social attitudes and behaviours catering primarily for the needs of young people at risk and offenders in west side of Galway city

Liosban Industrial Estate, Tuam Road, Galway

Telephone: 091 77 08 99 email: [dochasgalway@eircom.net](mailto:dochasgalway@eircom.net)



### **Educational Trust**

The Educational Trust is a cross border initiative providing educational advice and guidance for ex-prisoners.

C/o PACE, 7 Upper Leeson Street, Dublin 4 Telephone: (01) 660 28 70

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

### **Fellowship House**

A support service for addicts in early recovery

Spur Hill, Doughcloyne, Togher, Cork

Telephone: 021 454 58 94 email: [fellowshiphouse@eircom.net](mailto:fellowshiphouse@eircom.net)

### **Fusion CPL**

Prison Links project working with offenders with addictions in custody and in the community

Cherry Orchard Health Centre, Cherry Orchard Grove, Dublin 10 Telephone: 01 623 14 99

Email: [info@fusioncpl.ie](mailto:info@fusioncpl.ie) [www.fusioncpl.ie](http://www.fusioncpl.ie)

### **GROW**

A community based mental health self-help, support and care organisation providing in-reach services in prisons.

National Support Office, 6 Forrest Mews, Forrest Road, Swords, Co Dublin

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

### **Guild of St Philip Neri**

The Guild of St. Philip Neri is a conference of the Society of St. Vincent de Paul dedicated to befriending and providing personal support for prisoners and ex-prisoners in the Dublin area.

St Vincent De Paul, 91-92 Sean McDermott Street, Dublin 1 [www.svp.ie](http://www.svp.ie)

### **Grattan House Project**

A multi-disciplinary initiative developed by the Probation to deliver programmes and interventions to address serious offending behaviour by higher risk offenders under Probation Service supervision in the Cork area. Grattan House Project has a skills training centre and provides addiction counseling, assessment and referral service for Probation Service clients.

St Nicholas Church, Cove Street, Cork Telephone: 021 483 67 00

### **Grattan House Prison Links**

Prison Links project working with offenders with addictions in custody and in the community.

C/o Grattan House, St. Nicholas' Church, Cove Street, Cork Telephone: 021 483 67 00

### **Job Sampling Initiative**

Provides education and training, mentoring, work preparation and personal development to males and females aged 18 to 23 years on Probation Service supervision or at offending risk.

St Brigid's Family and Community Centre, 37 Lower Yellow Road, Waterford

Telephone: 051 371 830 email: [gbarry@wap.ie](mailto:gbarry@wap.ie)

### **Kerry Adolescent Counselling**

A counselling and support service for adolescents at risk and their parents.

Balloonagh, Tralee, Co Kerry

Telephone: 066 718 13 33 email: [kfrcs@eircom.net](mailto:kfrcs@eircom.net)



### **Kilkenny Employment for Youth**

A community training workshop for young people (16-25 years) with additional provision for Probation Service referrals who need help to change anti-social behaviour as well as achieve access to employment and further education.

Garden Row, High Street, Kilkenny Telephone: 056 776 27 74 email: [key1@eircom.net](mailto:key1@eircom.net)

### **Le Cheile**

Le Chéile is a nationwide project working in partnership with the Young Persons' Probation division of the Probation Service providing mentoring for young people in trouble with the law. Le Chéile recruits, trains and supports volunteers from the community to act as mentors to young people who are under the supervision of the Probation Service.

Ocean House, Arran Quay, Smithfield, Dublin 7

01 873 30 53 email: [info@lecheile.ie](mailto:info@lecheile.ie) ; [www.lecheile.ie](http://www.lecheile.ie)



### **Lighthouse Programme** Granada Institute

A partnership between the Probation Service and the Granada Institute, the Lighthouse Programme delivers community based treatment programmes for sex offenders in Dublin and Cork to reduce risk and re-offending.

Crinken House, Crinken Lane, Shankill, Co Dublin

Telephone: (01) 272 10 30 Email: [granadainstitute@sjog.ie](mailto:granadainstitute@sjog.ie)

### **Linkage Programme**

The Linkage Programme is a nationwide highly successful joint initiative between Business in the Community Ireland and the Probation Service delivering job placement, work experience, employability and on the job training, education and apprenticeship placement services for ex-offenders and persons referred through the Probation Service, providing a benefit to individual, to employers and to the wider community.

32 Lower O'Connell Street, Dublin 1

Telephone: (01) 874 7232 [www.bitc.ie](http://www.bitc.ie)

### **MAG**

Policy development and service co-ordination for sex offenders at risk of homelessness in both prison and the community.

Email: [Karen.Charnley@fingalcoco.ie](mailto:Karen.Charnley@fingalcoco.ie)

### **Matt Talbot Adolescent Services**

Residential addiction treatment for young adult males with substance misuse problems working with Probation Service (YPP) referrals.

Rockview, Trabeg Lawn, Douglas, Co Cork

Telephone: 021 489 64 00 email: [mtas@eircom.net](mailto:mtas@eircom.net)



### **Matt Talbot Community Trust**

Adult training centre providing programmes to address anti-social attitudes and behaviours. Participants benefit from key worker support and access to training/education (FETAC), personal development, drug addiction courses, communication skills. All participants must be drug free.

Rear of Assumption Church, Kylemore Road, Dublin 10

Telephone: 01 626 48 99 email: [mtcommtrust@eircom.net](mailto:mtcommtrust@eircom.net)

**Merchants Quay Project**

Established provider of residential and non-residential drug rehabilitation programmes for males and females. Merchants Quay Project works on the harm reduction model of practice and needle exchange and medical services, accommodation and family support services.

10 Newmarket, Dublin 8 Telephone: 01 679 00 44 [www.mqi.ie](http://www.mqi.ie)

**MOVE**

A 12 step intervention programme to assist men to address their domestic violence behaviour and related problems provided through locally based volunteer groups across the country.

Move Ireland, Carmichael House, North Brunswick Street, Dublin 7

Telephone: 065 684 8689 email: [moveireland@eircom.net](mailto:moveireland@eircom.net) [www.moveireland.ie](http://www.moveireland.ie)

**Nenagh Community Reparation**

A restorative justice initiative developed between the local community and the Probation Service with the objective to minimise repeat offending by confronting the offender with the impact of the crime on others and in particular, the victim.

Connolly Street, Nenagh, Co Tipperary

Telephone: 067 415 65 email: [ncrp@eircom.net](mailto:ncrp@eircom.net) [www.nenaghreparation.com](http://www.nenaghreparation.com)

**North Clondalkin Probation Project**

Training centre providing programmes to address anti-social attitudes and behaviours, personal development and skills training for young people on probation supervision or at risk of offending in the Clondalkin area.

St Mark's Lane, Neilstown Road, Clondalkin, Dublin 22

Telephone: (01) 623 62 30 email: [towerprogramme@eircom.net](mailto:towerprogramme@eircom.net)

**PACE**

PACE Training for Employment Project provides an education and training project for adult male offenders leaving custody and offenders on Probation Service supervision.

PACE Priorswood House provides accommodation and related services for adult men with specific needs and risks leaving custody or on Probation Service supervision.

7 Upper Leeson Street, Dublin 2

Telephone: (01) 660 28 70 [www.paceorganisation.ie](http://www.paceorganisation.ie)

## **PALLS**

A newly established centre providing programmes for ex-offenders referred through the Probation Service to address anti-social attitudes and behaviours and progress to employment in partnership with the Limerick Regeneration.

Theatre Court, 15 Lower Mallow Street, Limerick

Telephone: 061 206 320

## **Restorative Justice Services**

Developed in partnership with the Probation Service and the local community, RJS provides a range of restorative justice programmes to Courts, the Probation Service and the wider community in pre and post sentence interventions.

Village Green, Tallaght, Dublin 24

01 451 50 22 email: rjsi@eircom.net

## **Ruhama**

Ruhama works with women involved in prostitution.

Senior House, All Hallows College, Drumcondra, Dublin 9

Telephone: (01) 836 02 92 www.ruhamia.ie

## **SAOL Project**

Provides a community based training, education, skills and resettlement programme for women in the North Inner City community in treatment for drug addiction.

58 Amiens Street, Dublin 1

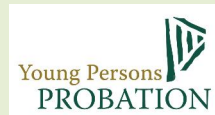
Telephone: (01) 855 3391 email: saol@saolproject.ie

## **Southill Outreach**

An innovative outreach training and education initiative for young people involved in truancy, at risk and anti-social behaviour and substance abuse in the Southill community.

Unit 16 Kilmallock Road Enterprise Centre, Kilmallock, Co Limerick

Telephone: 061 421 09 00 email: info@southilloutreach.ie



## **St. Patrick's Welfare Association**

Church group befriending and providing personal support for prisoners and ex-prisoners at St. Patrick's Institution.

### **Stepping Out Athlone**

Multi-disciplinary training centre providing programmes devised to meet the needs of persons referred by the Probation Service who have been engaged in offending, or drug and alcohol abuse, in preparation for training and open employment.

National Learning Network, Belhavel, Golden Island, Athlone, Co Westmeath

Telephone: 0906 44 12 67 email: [steppingout@eircom.net](mailto:steppingout@eircom.net)

### **Tabor Lodge**

Offers treatment for a range of addictions including alcohol, drugs, gambling and food.

Ballindeasig, Belgooly, Co Cork

Telephone: 021 488 71 10 [www.taborlodge.ie](http://www.taborlodge.ie)

### **Tallaght Probation Project**

A multi-level and multi-disciplinary training centre providing programmes for adults and young people to address anti-social attitudes and behaviours. Tallaght Probation Project programme includes FETAC modules, key working, supported progression, taster activities and outdoor pursuits, groupwork, a broad range of certified educational modules and personal development.

Courthouse Square, Westpark, Tallaght, Dublin 24

Telephone: (01) 427 06 00 email: [project@tpp.ie](mailto:project@tpp.ie)

### **Tivoli Training Centre**

Tivoli TC is a newly rebuilt and redeveloped multi-level and multi-disciplinary training centre providing programmes for adults and young people to address anti-social attitudes and behaviours. Tivoli TC will include FETAC modules, key working, supported progression, outdoor pursuits, groupwork, a broad range of certified educational modules, personal development and will host a range of other services.

Tivoli Terrace, Dunlaoghaire email: [project@tpp.ie](mailto:project@tpp.ie)

### **Trail**

Accommodation service provider for high risk offenders.

C/o PMVT

29 Mountjoy Square, Dublin 1

### **TREO**

A community based training project working with young adults in the Waterford area. TREO offers educational, social and vocational support to its participants while challenging their offending behaviour.

34 Tycor Business Centre, Tycor, Waterford

051 379 740 email: [treoportlairge@eircom.net](mailto:treoportlairge@eircom.net)



## **Trust**

Services for the homeless in Dublin City Centre

Bride Road, Dublin 8 Telephone: (01) 454 37 99 email: [info@trust.ireland.ie](mailto:info@trust.ireland.ie)

[www.trust-ireland.ie](http://www.trust-ireland.ie)

## **Tuam Community Training Workshop**

A training centre providing programmes to address anti-social attitudes and behaviours  
Provides training and education for ex-offenders in preparation for employment or further training in the area.

Vicharschoraland, Tuam, Co Galway Telephone: 093 28 115 email: [tctc@eircom.net](mailto:tctc@eircom.net)

## **Tus Nua (De Paul Trust)**

Tus Nua, managed by DePaul Trust, provides residential accommodation, resettlement and support service for female ex-offenders with particular needs leaving custody at the Dochas Centre or on Probation Service supervision.

136 North Circular Road, Dublin 7

01 453 71 11 email: [info@depaultrust.net](mailto:info@depaultrust.net) [www.depaultrust.ie](http://www.depaultrust.ie)

## **WHAD**

WHAD deliver programmes to 14-18 year old males at risk or on probation, focusing on crime and its consequences, and drug misuse. The programme offers social skills training, individual key worker support, and activities (social and outdoor) as alternatives to criminal behaviour.

Cherry Orchard Equine and Training Centre, Cherry Orchard, Dublin 10

Telephone: (01) 620 91 60 email: [whad@cherryorchard.ie](mailto:whad@cherryorchard.ie)



## **WRENS**

WRENS is an innovative community based outreach programme providing a range of support, development and related services for women and families of offenders or with members at risk of offending in the Killinarden area.

Killinarden Enterprise Park, Killinarden, Tallaght, Dublin 24

Telephone: (01) 466 42 75 email: [info@kdppg.ie](mailto:info@kdppg.ie)

## **Waterford Area Partnership**

WAP is an inter-agency initiative to support the re-integration of ex-prisoners and ex-offenders back into employment and community life in Waterford.

Westgate Park, Tramore Road, Waterford

Telephone: 051 841 740 email: [info@wap.ie](mailto:info@wap.ie) [www.wap.ie](http://www.wap.ie)

**Wexford Centre Project**

A residential centre in Wexford providing social, recreational, training programmes and facilities for youth from the Dublin North Inner City at risk of further offending.

57 Amiens Street, Dublin 1

Telephone: (01) 888 10 75 email: wexfordcentre@eircom.net

**Young People at Risk**

A multi-agency social, recreational, training intervention initiative for youth from the Dublin North Inner City at risk of offending.

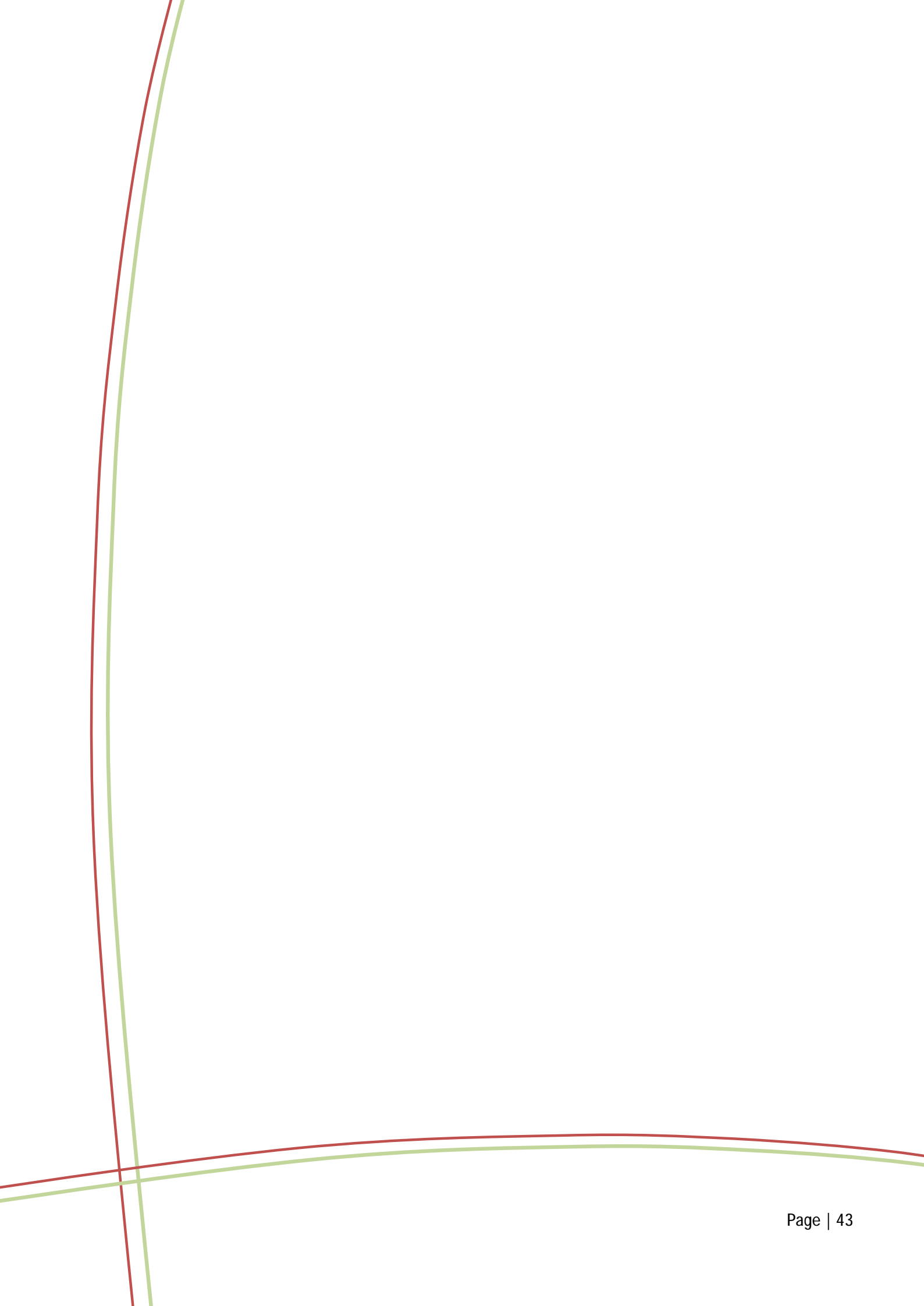
C/o HSE, 44 North Great Georges Street, Dublin 1


**WYTEC**

A community based FAS training project supported the the Probation Service and VEC targeting young people in the 15-26 age group at risk of poor achievement and offending. All courses receive certification through progressions routes ie FETAC, City and Guild etc.

Ballinaneasagh, Cork Road, Waterford

Telephone: 051 87 33 58 email: wytec@eircom.net





Teach áth Luimnigh, Baile Sheáin, An Uaimh, Contae na Mí  
Head Office, Athlumney House, Johnstown, Navan, Co. Meath  
*Tel: +353-(0)46 - 9090900 Fax: +353-(0)1-9090992*

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