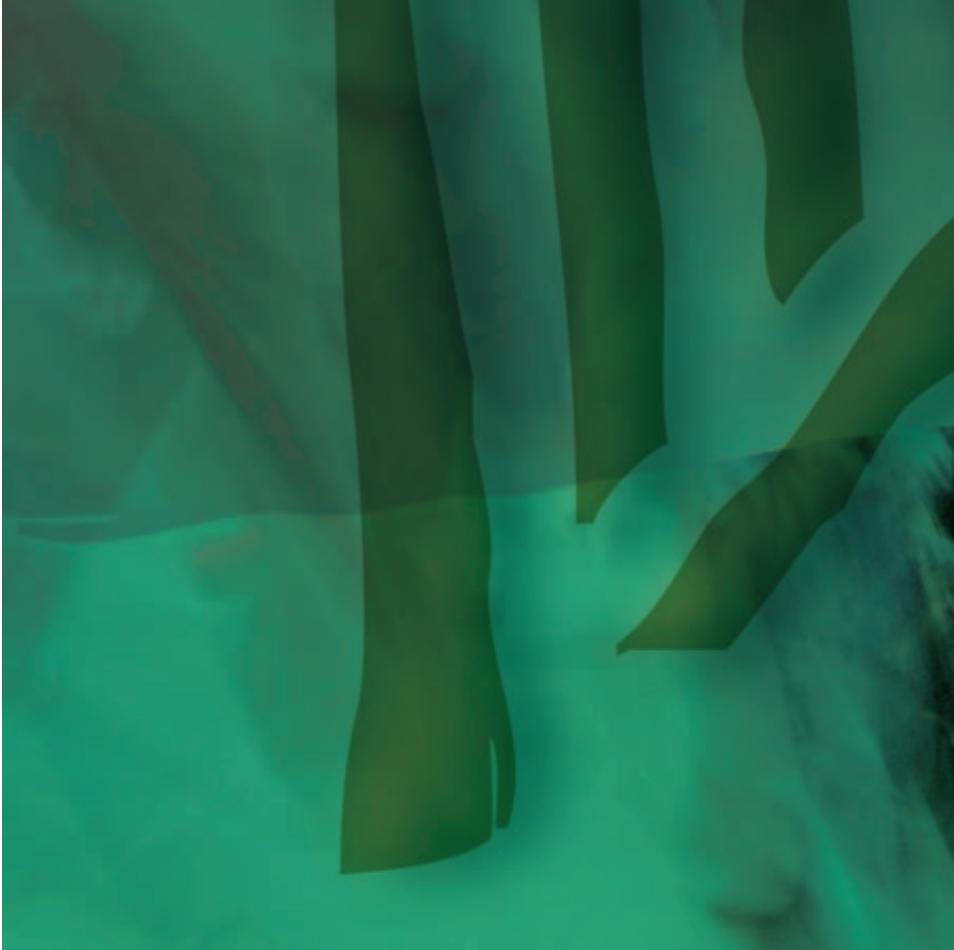


THE PROBATION PRESS

Newsletter of The Probation Service

October 2007



Changing for the Better Probation Service Update

October 2007

PROBATION SERVICE RESOURCES ARE FINITE. AND YET, THERE IS AN EXPANSIVE VOLUME AND VARIETY OF DEMANDS ON OUR SERVICES, FROM THE COURTS, PRISONS AND OTHERS. THE CHALLENGE FOR US HAS ALWAYS BEEN HOW TO MAXIMISE OUR EFFECTIVENESS AND EFFICIENCY, WITHIN AVAILABLE RESOURCES.

Our goal is to provide the best offender assessment and supervision that we can, to the Courts and Prisons, and to prioritise what we do on the basis of how we can most improve public safety and reduce re-offending.

To achieve this goal, we realised we had to change as an organisation, but needed to clarify “what?” and “how?” Last year, we commissioned an independent audit of all our operations nationally. The present report is an update on changes made as a result of the audit findings. These changes, which are also in line with the Department of Justice, Equality & Law Reform’s and Probation Service’s strategy statements include:

1. Structural

Three separate directorates have been established within the Service: (i) Operations, (ii) Corporate Services & Human Resources, (iii) Research, Training & Development.

- Each Directorate is headed by a Deputy Director. Young Persons Probation, (National) under an Assistant Director.
- An Assistant Director responsible for Community Service and Projects Strategic Management.
- Regional Manager (National) assigned responsibility for all our services to prisoners and adult offender (funded) accommodation, as well as high risk offenders.
- Five geographical regions, (each under a Regional Manager) for adult offenders referred by the Courts. These each comprise a number of counties and their coverage is based on population, crime levels and numbers of referrals to the Service.
- Team boundaries have been redrawn by reference to county administration boundaries.

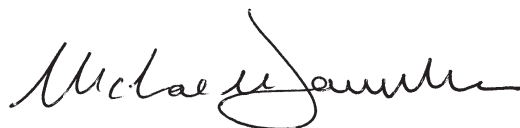
2. Practice & Procedures

- Established dedicated offender assessment teams in Limerick, Cork and Dublin.
- Re-prioritise allocation of Service resources on the basis of assessment of risk (of re-offending or of harm).

3. Consolidation

- Strengthening existing initiatives such as work with the (Dublin) Drug Treatment Court and Homeless Offenders teams.
- Establishment of enhanced Court liaison structures, including dedicated Service personnel for this purpose.

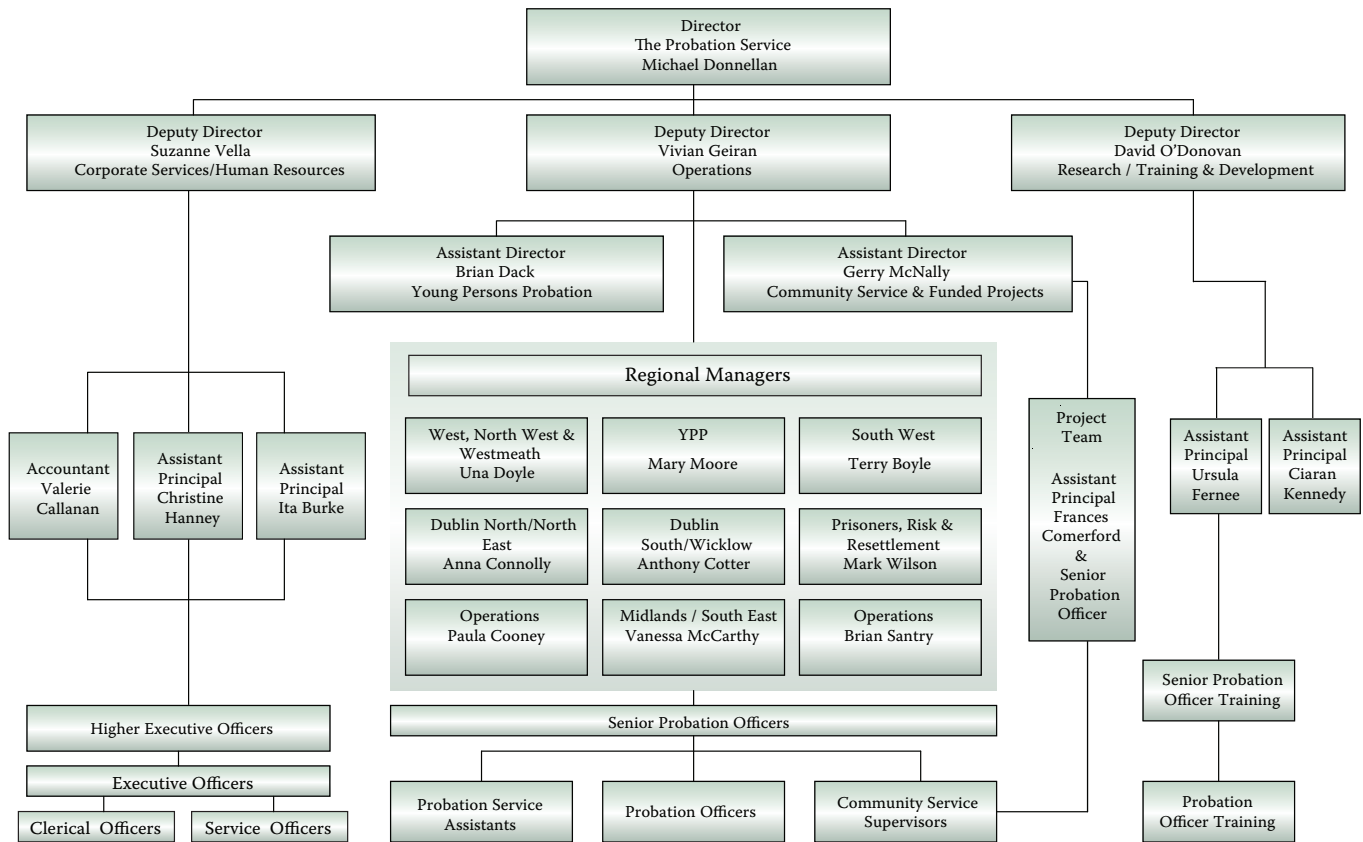
The changes outlined will enable us to provide greater clarity, as well as efficiency, in our service provision to the Courts, Prisons and others. What we do will also be more firmly linked to our legislative and policy mandate and our strategic objectives as an agency of the Department of Justice, Equality & Law Reform. Failure to make changes as described would lead to stagnation, inefficiency and poorer outcomes for Courts, Prisons, communities and offenders and their families.



Michael Donnellan
Director

The Probation Service

Organisational Management Structure



Update on changes in the Probation Service

One of the strategic objectives for the Department of Justice, Equality and Law Reform in its 2005-2007 Strategy Statement was to further advance the structural and service reforms of an Garda Síochána, Courts, Prisons and Probation Service to enable those agencies implement their mandates in the most effective and efficient way possible.

It is in this context that the Probation Service, in consultation with the Department embarked on a major change process as outlined in the launch of its 2006-2007 Strategy Statement *'Supporting and Delivering Change'*.

As part of the change process the Service commissioned an audit of its services nationally, to collate information to assist and inform the Service's restructuring and redeployment of resources. The audit report was published in January, 2007 and made a number of recommendations towards improving service delivery. Amongst these were:

- the reorganisation of Service regions
- the alignment of teams on a county basis
- the delivery of more efficient services to the Courts and Prisons.

The following is an outline of the main elements of the Service Restructuring currently being implemented. These changes are designed to enhance effective service delivery to all stakeholders and to facilitate greater equity and efficiency in the distribution of resources at both regional and team level.

- Existing regions are being realigned – **7 New Operational Regions** are established as follows;

- 1. Dublin North / North East**
- 2. Dublin South / Wicklow**
- 3. South West**
- 4. Midlands/South East**
- 5. West, North West & Westmeath**
- 6. Prisoners, Risk and Resettlement Region (National)**
- 7. Young Persons Probation (National)**

- Each region is managed by a **Regional Manager** reporting to the Director of Operations.
- Individual teams now cover geographical areas within **county boundaries** in most instances.
- New teams are established in Counties **Kildare (Newbridge), Wicklow (Bray) and Cavan/Monaghan/Leitrim.**

Regional Map

- South West
- West, North West & Westmeath
- North Dublin & North East
- South Dublin & Wicklow
- Midlands & North East



Update on changes in the Probation Service *continued*

- Dedicated **Assessment Teams** are established in Dublin, Cork and Limerick. Their function is the preparation of Pre-Sanction Reports, (PSR) and Community Service Reports, (CSR) for the Central, Circuit and District Courts on all new adult referrals (of offenders not currently on supervision). This will improve the quality of service to the Courts.
- There are **two assessment teams in Dublin based in Smithfield**, covering the North and South sides of the city. These teams take referrals on offenders with addresses in Dublin County i.e. in the four local authorities administrative areas: Fingal, Dun Laoghaire/Rathdown, South Dublin and Dublin City.
- There is **one assessment team in Cork** taking referrals from all of Cork city and county.
- There is **one assessment team in Limerick** taking referrals from the greater Limerick city area.
- Offender Supervision resulting from the assessment teams cases will transfer to **Community Supervision teams**. Prioritisation of supervision will be on the basis of risk as identified through application by Probation Officers of appropriate risk assessment instruments and any other measure as deemed appropriate, with higher risk offenders receiving supervision priority and lower risk cases receiving commensurate levels of contact.
- A **Courts Liaison Team** is established, based in Smithfield, to facilitate enhanced communication between the two services.
- As part of the multi-disciplinary response currently in place, a dedicated service will continue to be provided to the **Dublin Drug Treatment Court**.
- All referrals in relation to homeless offenders in Dublin and referrals on those remanded in custody to Cloverhill Prison will be prepared by a dedicated team, incorporating the **Homeless Offenders Team** based in Smithfield. The establishment of this team is guided by the Government National Strategy on homelessness.
- A **National Prisons Region** (covering probation work in all Prisons) is now established to facilitate greater equity in services to prisoners nationally with one Regional Manager heading this division.
- An Assistant Director, heading a small project team within the Operations Directorate, has been assigned responsibility for strategic management and development of Community Service and funded offender projects and programmes.
- In responding to the Government's initiative on Youth Justice and Child Protection (April 2007), a specialist team addressing the supervision and management of **sex offenders** and other **high risk offenders** is now established based in Smithfield, Dublin. This team will provide both a Service resource and a dedicated contact point within the Service. It will also have a developmental role in relation to the introduction of more formalised risk assessment and risk management for these offender groups. In particular, an all-island approach to sex offender risk assessment is being developed in collaboration with the Probation Board for Northern Ireland (PBNI), as well as the Garda Síochána.
- As part of the Government's commitments as articulated by the Office of the Minister for Children and the Irish Youth Justice Service, the **Young Persons Probation (YPP – National)** is established as a specialised division within the Probation Service. This division will work with children and young people aged 12 to 18 who come before the Courts or who are in Children Detention Schools.
- The **YPP** teams will implement the relevant sections of the **Children Act 2001** as directed by the Courts, in particular family conferencing, parenting orders and the various supervised community sanctions.
- In **Dublin and Cork**, specialised Court Liaison teams are established to provide a service to the **Juvenile Courts**.
- There are **dedicated YPP community teams** in Dublin, Cork Waterford, Limerick, Sligo and Drogheda.
- There are two specialist YPP teams addressing **intensive supervision** being established in Dublin and Cork with similar developments to follow in Limerick.
- The Service is currently developing and enhancing links with other jurisdictions particularly Northern Ireland and Britain, for improved management of offenders who move between jurisdictions.
- The Services I.T. based **Case Tracking System** is being updated to facilitate improved service delivery.
- Specialised and targeted **training** for Probation staff is being delivered in support of the initiatives outlined, (e.g. various types of offender assessment).
- An independent nationwide review of **Community Service** practices is currently underway.
- The development of Service policies and procedures for the effective governance and management of **Department of Justice funded projects** (e.g. community based programmes for alcohol and drugs) focusing on enhanced efficiency is ongoing. This has involved the development, in partnership with projects, of improved funding, management, assessment, reporting and evaluation structures.
- Where offenders on Probation Supervision or Community Service **fail to co-operate**, measures and procedures to have them returned to Court are being strengthened.

Further details of the above initiatives, as well as on other developments in our reorganisation, will be made available, as and when appropriate.

Regional Managers (Operations) - Contact Details

<p>DUBLIN NORTH / NORTH EAST</p> <p>This area covers all the North side of Dublin as well as counties Louth and Meath.</p> <p>In Dublin there are four community supervision teams, one assessment team (preparing all new Pre-Sanction and Community Service reports) and an Intensive Probation (Bridge) team.</p> <p>In Louth and Meath there are two generic teams covering all cases in the counties.</p>	<p>Anna Connolly</p>	<p>The Probation Service, 2nd Floor Office Block, Donaghmede Shopping Centre, Grange Road, Donaghmede, Dublin 13.</p>	<p>Tel. No. 01 -8166800</p> <p>amconnolly@probation.ie</p>
<p>DUBLIN SOUTH / WICKLOW</p> <p>This area covers all the South side of Dublin and County Wicklow.</p> <p>In Dublin there are four community supervision teams, one assessment team (preparing all new Pre-Sanction and Community Service reports) , the Courts Liaison/Drug Court team and the 'Homeless Offenders' team.</p> <p>There is a generic team in Wicklow covering all cases.</p>	<p>Anthony Cotter</p>	<p>The Probation Service, 390 - 396 Clonard Road, Crumlin, Dublin 12.</p>	<p>Tel. No. 01-4925625</p> <p>aycotter@probation.ie</p>
<p>SOUTH WEST</p> <p>This area covers all Cork City and County, all Limerick City and County, Counties Kerry and Clare.</p> <p>In Cork there are two community supervision teams and one assessment team (preparing all new Pre-Sanction and Community Service reports).</p> <p>In Limerick, Kerry and Clare the teams are as follows; Limerick Assessment / Clare team (preparing all new Pre-Sanction and Community Service Reports for the Limerick City area and all cases in Clare), Limerick City supervision team and Limerick County and Kerry team covering all cases.</p>	<p>Terry Boyle</p>	<p>The Probation Service, St. Nicholas' Church, Cove Street, Cork.</p>	<p>Tel. No. 021-4836700</p> <p>trboyle@probation.ie</p>
<p>MIDLANDS / SOUTH EAST</p> <p>This area covers Counties Waterford, Wexford, Laois/Offaly, Carlow/Kilkenny, Tipperary and Kildare.</p> <p>All of these counties have generic teams covering all referrals (including reports and supervision).</p>	<p>Vanessa Mc Carthy</p>	<p>The Probation Service, 3 Catherine Street, Waterford</p>	<p>Tel. No. 051 872 548</p> <p>vamccarthy@probation.ie</p>
<p>WEST, NORTH WEST & WESTMEATH</p> <p>This region covers Counties Sligo/Mayo, Donegal, Cavan/Monaghan/Leitrim, Galway and Longford/Westmeath/Roscommon.</p> <p>All of these counties have generic teams covering all referrals (including reports and supervision).</p>	<p>Una Doyle</p>	<p>The Probation Service, 1st Floor, 3 Castle Street, Sligo</p>	<p>Tel: 071-9141616</p> <p>ugdoyle@probation.ie</p>
<p>PRISONERS, RISK AND RESETTLEMENT REGION</p> <p>This region covers Probation services to all prisons nationwide and includes the Sex Offender /High Risk Management team, as well as Probation Service funded residential services for adult offenders.</p>	<p>Mark Wilson</p>	<p>The Probation Service, Smithfield Chambers, Smithfield, Dublin 7.</p>	<p>Tel: 01-8173600</p> <p>mjwilson@probation.ie</p>
<p>YOUNG PERSONS PROBATION, NATIONAL REGION</p> <p>There are two community YPP teams in Dublin covering the North and South sides of the city respectively. There are YPP teams based in Cork, Limerick, Waterford, Sligo and Drogheda covering young persons cases from their respective areas.</p>	<p>Brian Dack (Assistant Director)</p> <p>Mary Moore (Assistant Principal)</p>	<p>The Probation Service, Smithfield Chambers, Smithfield, Dublin 7.</p>	<p>Tel. No. 01-8173600</p> <p>bjdack@probation.ie mmmooore@probation.ie</p>
<p>COMMUNITY SERVICE AND FUNDED PROJECTS</p> <p>A small project team, headed by the Assistant Director, responsible for strategic development and management of Community Service and Funded Projects on behalf of Operational Management nationally.</p>	<p>Gerry McNally (Assistant Director)</p> <p>Frances Comerford (Assistant Principal)</p>	<p>The Probation Service, Smithfield Chambers, Smithfield, Dublin 7.</p>	<p>Tel. No. 01-8173600</p> <p>gpmcnally@probation.ie ftcomerford@probation.ie</p>

Breakdown of Operational Region by Individual Team

<i>Team</i>	<i>Geographical Area</i>	<i>Senior Probation Officer</i>	<i>Office Location</i>
DUBLIN NORTH/NORTH EAST REGION			
Dublin North East	Donaghmede, North County Dublin	Judith Leetch	Donaghmede Tel. No. 01-8166800
Dublin North Central	Finglas / Ballymun	Ann Ansboro	Finglas Tel. No. 01-8644011
Dublin City North Inner	Dublin 1 & 3	Mary O'Sullivan	Dublin 1 Tel. No. 01-8146759
Dublin West	Dublin 7 & 15	Cathal O'Sullivan	Smithfield Tel. No. 01-8173600
Northside Assessment Team	All 1st PSR & CSR's for District & Circuit Courts	Maria Gibbons	Smithfield Tel. No. 01-8173600
Louth	County Louth	Mary McDonald	Dundalk Tel. No. 042-9370900
Meath	County Meath	To be assigned	Navan (temporarily in Drogheda) Tel: 041 9801580
Intensive Probation Supervision Bridge	Intensive Probation Supervision (Dublin)	Brian Horgan	Dublin. Tel. No. 01-8780901
DUBLIN SOUTH / WICKLOW			
Dublin South West	Greater Tallaght area	Ciara O' Connor	Tallaght Tel. No. 01-4623033
Dublin South East	Greater Dun Laoghaire area	Jim King	Dun Laoghaire Tel. No. 01-2301860
Dublin South Inner city	Dublin 2,4,6,8 and 12	Pat Jennings	Dublin 8 Tel. No. 01-7093530
Dublin South Central	Clondalkin and Ballyfermot	Nuala Macken	Ballyfermot Tel. No. 01-6233666
Homeless Offenders Team	Homeless offenders in Dublin area and in-reach services to Cloverhill Prison	Gerry Benson	Smithfield Tel. No. 01-8173600
Southside Assessment Team	All first PSRs and CSRs for District and Circuit Courts	Tony Foley	Smithfield Tel. No. 01-8173600
Wicklow	Wicklow County	Paul Linnane	Bray
Court Liaison Team	Dublin	Emer Hanna	Smithfield Tel. No. 01-8173600
SOUTH WEST			
Cork North Community Supervision Team and Intensive Probation Supervision	All North Cork area	John Corcoran	St Nicholas Church, Cork Tel. No. 021-4836700
Cork South Community Supervision Team and Community Service	All South and West Cork areas	Dermot O' Connell	St Nicholas Church, Cork Tel. No. 021-4836700
Cork Assessment Team	All first PSR's and CSR's for Cork city and county from District and Circuit Courts	Sinead O'Connell	St Nicholas Church, Cork Tel. No. 021-4836700
Limerick City Assessment and Clare Team	All County Clare cases. First PSR's and CSR's for Limerick City Area	Janice Kelly	Limerick Office Tel. No. 061-416125
Limerick City Supervision Team	Limerick city	Margaret Griffin	Limerick Office Tel. No. 061-416125
Limerick County and Kerry Team	County Limerick and County Kerry	Norma Keane (Hedvig Coughlan until early 2008)	Newcastlewest Tel. No. 069-66288 and Tralee Tel. No. 066-7122666
MIDLANDS / SOUTH EAST			
Waterford	County Waterford	Jane Keen	Waterford Tel. No. 051-872548
Wexford	County Wexford	Michele Weir	Wexford Tel. No. 053-9142076
Laois/ Offaly	Counties Laois and Offaly	To be assigned	Portlaoise Tel. No. 057-8622644
Carlow/Kilkenny	Counties Carlow and Kilkenny	Billy Kavanagh	Kilkenny Tel. No. 056-7765201
Tipperary	County Tipperary	Della Deveraux	Clonmel Tel. No.052-23880
Kildare	County Kildare	Helen Redmond	Newbridge htredmond@probation.ie Tel. No. 086 8281288

Breakdown of Operational Region by Individual Team

Team	Geographical Area	Senior Probation Officer	Office Location
WEST / NORTH WEST & WESTMEATH			
Sligo/ Mayo	Counties Mayo and Sligo	Helena Morrin	Castlebar Tel. No 094 9028404/05
Donegal	County Donegal	Josephine Devine	Letterkenny Tel: 074-9125264
Cavan/ Monaghan/Leitrim	Counties Cavan, Monaghan and Leitrim	Carmel Donnelly	Cavan (Office to open Oct 2007) cbdonnelly@probation.ie Interim Tel. No. 041 9801580
Galway	County Galway	Margaret Prendergast	Galway Tel: 091-565375
Longford / Westmeath and Roscommon	Counties Longford, Westmeath and Roscommon	Alma Gavin	Athlone Tel: 0906 483500

YOUNG PERSONS PROBATION

<i>All young person cases</i>			
YPP North side Dublin	Northside of city	Mary McGagh	Donaghmede Tel: 01-8166880
YPP South side Dublin	Southside of city	Liz O'Donoghue	Crumlin Tel: 01-4925625
YPP Cork	Cork city and county	Catherine Gill	Cork Tel: 021-4836700
YPP, North East	Counties Louth, Meath, Cavan & Monaghan	Kerry Quinn	Drogheda Tel: 041 9801580
YPP, Waterford	Counties Waterford, Carlow, Tipperary and Kildare	Mary Goode	Waterford Tel: 051-872548
YPP, Limerick	Limerick city and county	John Brosnahan	Limerick Tel: 061-416125
YPP, Sligo	Counties Donegal, Sligo, Mayo, Leitrim, Longford & Westmeath	John Mannion	Sligo Tel: 071-9145203
YPP Intensive Probation, Cork	Cork	To be assigned	Cork Tel: 021-4836700
YPP St. Patrick's Institution and Special Detention Schools	Dublin / National	Rosemary Cronin	St. Patrick's Institution Tel: 01 - 8062941
YPP Intensive Supervision and Children Courts Liaison, Dublin	Dublin	Claire Brennan	Smithfield Tel: 01 - 8173600

PRISONERS, RISK AND RESETTLEMENT

Team	Senior Probation Officer	Office Location
Mountjoy Complex (Male)	David Williamson	Mountjoy Tel: 01- 6236235
Mountjoy Complex (Female)	Gerri Skeeahan	Mountjoy Tel: 01 - 8858912
Wheatfield/ Shelton Abbey	Neville Dalton	Wheatfield Tel: 01 6209437
Castlerea/ Loughan/ Harristown House/ Kazelain	Maeve Brett	Castlerea Tel: 094 9028404/5
Cork / Limerick Prisons	Deirdre Coakley	Cork Tel: 021-4836700
Midlands / Portlaoise Prisons	Deirdre Matthews	Portlaoise Tel: 057-8622644
Arbour Hill / Training Unit	Donal O'Sullivan	Arbour Hill Tel: 01 6719519
High Risk Offender Management Team	Ann Reade	Smithfield Tel: 01 8173600

The Probation Service

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