

IN THIS EDITION OF PROBATION WORKS:

Message from the Director, Probation in Numbers, The Offender Supervision Framework, Cornmarket Project Celebrations, Dormant Account KickStart Social Enterprise Round 2, Probation Supervision Reoffending Study and more!

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*Newsletter of the Probation Service (Ireland)*

*January 2020*



## Message from Director

As we embark on a new decade for the Probation Service there is a sense of excitement that comes with new beginnings. The Irish Times last week published the advertisement, on behalf of the Public Appointments Commission, for the position of Director of the Probation Service. Alongside this, an advertisement for Probation Officers was also displayed, we are particularly delighted to partner with Grafton Recruitment to manage this latter competition. Their expertise and professionalism is eagerly anticipated.

Our outgoing Director, Vivian Geiran, returned to Haymarket for his retirement function at the end of January. A large crowd gathered to honour and wish him well on his retirement. The event was ably managed by Corporate Services and M.C.'d by Gerry McNally. There was a large crowd in attendance with staff, retired staff, and senior management from the Department of Justice and Equality alongside colleagues from the Irish Prison Service, Courts Service, Probation Board Northern Ireland and other partners in attendance. Tributes were paid to Vivian by Deputy Secretary General, Oonagh McPhillips on behalf of the Department and the broader criminal justice family and by myself on behalf of the Probation Service. Vivian, in his response, spoke passionately about his career, significant people, events and his respect for the work of the Service and the people in it. Vivian's wife, Paula and family were present for the event and afterwards in a well-known local hostelry where celebrations continued late into the night. We wish Vivian well in this new phase of his life. Although retired, ever committed to the Probation Service, Vivian continued to spread the message that Probation works during an interview last Sunday on national radio, highlighting the importance and added value of community sanctions.

Preparation for the implementation of the Offender Supervision Framework by our Learning and Development Unit progresses apace. Geraldine Broderick from the Unit will be on the road with an information update for all regions. The Centre for Effective Services have been contracted in working with us to assess the organisation's 'readiness to change' and preparation for implementation. CES will be in the regions talking to focus groups to inform their work. By the middle of the year we are expecting to see tangible progress towards ensuring our implementation of effective practice and ultimately better outcomes for all.

The Probation Services 'Wellness in the Workplace' initiative has successfully launched the "Fitbit Challenge". Teams around the country are clocking up steps by walking and running around the workplace and in the evenings and weekends. Currently there are 11 teams and the competitiveness of the teams is something to behold. With the visible stretch in the evenings the numbers will only rise!

The next edition of Probation works will be published in March 2020.

*Ita Burke*  
Acting Director

## Probation in Numbers



*This month (January) there are:*

**9,378** *Persons under Probation Service Supervision in the community;*

**1,614** *Prisoners receiving probation assistance in custody;*

**2,382** *People on Community Service*

**1,413** *Persons on various types of post-*

## Former Director Vivian Geiran's Retirement



Pictured: Ita Burke, acting Director paying tribute to former Director Vivian Geiran at his retirement function.

A large crowd gathered in Haymarket last Friday to celebrate the retirement of our outgoing Director of the Probation Service, Vivian Geiran.

release probation supervision

**1,460** Women on probation Supervision in the community, and

**215** Persons under eighteen years of age under probation supervision in the community

The monthly Probation Service 'snapshot' statistical table for January 2020 is available at:

[Click Here](#)

Probation Service: Monthly Offender Population Report

Caseload	Community Regions (Point in Time January 1 2020)*				In Custody	Total (Persons)
	Eastern	Midlands and South East	South West	West and North West		
<b>Total</b>	<b>4,119</b>	<b>1,826</b>	<b>1,596</b>	<b>1,737</b>	<b>1,614</b>	<b>10,992</b>
<b>Of Whom:</b>						
Female	567	281	281	263	68	1,460
Male	3,552	1,645	1,315	1,474	1,546	9,532
<b>Under 18</b>	<b>117</b>	<b>38</b>	<b>33</b>	<b>27</b>	<b>0</b>	<b>215</b>
<b>18 and over</b>	<b>4,002</b>	<b>1,888</b>	<b>1,563</b>	<b>1,710</b>	<b>1,614</b>	<b>10,777</b>
<b>Totals:</b>						
					<b>Total Caseload, in community:</b>	<b>9,378</b>
					<b>Total Caseload, in custody:</b>	<b>1,614</b>
					<b>Grand Total, national Probation Service caseload:</b>	<b>10,992</b>
<b>The following are the major community supervision categories.</b>						
					<b>Probation Type Supervision**:</b>	<b>3,712</b>
					<b>Community Service:</b>	<b>2,382</b>
					<b>Supervision in the Community Post Release from Custody***:</b>	<b>1,413</b>
					<b>Community Return****:</b>	<b>87</b>
					<b>Life sentence prisoners on supervision in the community****:</b>	<b>99</b>
					<b>Sex offenders on supervision post release from custody****:</b>	<b>179</b>

**\*Regions**

**Eastern:** Dublin, Meath, Louth, Wicklow  
**Midlands and South East:** Kildare, Laois, Offaly, Carlow, Kilkenny, Tipperary, Waterford, Wexford  
**South West:** Cork, Clare, Limerick, Kerry  
**West and North West:** Galway, Mayo, Sligo, Leitrim, Longford, Roscommon, Cavan, Monaghan, Donegal, Westmeath

**\*\*Probation Type Supervision** includes Probation Orders, Fully Suspended Sentence Supervision Orders, and Supervision During Deferment of Penalty.

**\*\*\* Supervision in the community post release from custody** includes Part Suspended Sentences, Temporary Release Supervision, Community Return, Life Sentence Prisoners on supervision in the community and Sex offenders on supervision in the community post release from custody.

**\*\*\*\*** Already included in the total of supervision in community post release from custody.

Colleagues who attended were across a variety of areas including: the Probation Service both in-service and retirees; colleagues from the Dept. of Justice & Equality and the Criminal Justice agencies; The Probation Board of Northern Ireland; the voluntary partners; and academia. They gathered to mark this special occasion and pay tribute to the remarkable contribution Vivian has made during his distinguished career of over 40 years of public service. Deputy Secretary Oonagh McPhillips and Acting Director Ita Burke led the tributes to Vivian on the night.

Vivian joined the Probation Service as a Probation Officer in 1987 and worked in various assignments and roles in the Dublin area. In 2002 he was promoted to Assistant Principal Probation Officer. Vivian was joint editor of the first Irish Probation Journal published in 2004, with the Probation Board of Northern Ireland, a publication that has gone from strength to strength, and indeed collaboration with colleagues north of the border flourished under Vivian's leadership over the following years.



Pictured: Ita Burke; acting Director, Oonagh McPhillips; Deputy Secretary General, Ailish Glennon; Deputy Director, Vivian Geiran; former Director, Paula Geiran; Vivian's wife and Una Doyle; Deputy Director.

## Cornmarket Project Celebrations



Pictured: Vivian Geiran with Wexford Mayor, Cllr. George Lawlor, Cornmarket Project Manager, Paul Delaney, Wexford Local Development Chair, Brian Kehoe, Michele Weir and her team, at the Cornmarket anniversary event

In 2006 he was promoted to Deputy Director of Operations, certainly our collaborative work with the Irish Prison Service and with An Garda Síochána had its' genesis in his influence. The strengthening of the relationship of the Probation Service with the Dept. of Justice & Equality was often mediated through initiatives that started with Vivian. Phrases like 'Managing community sanctions' and 'community integration and rehabilitation' became common parlance over the past decade, in no small way because of Vivian's contribution.

Vivian was appointed as Director of the Probation

The Cornmarket Project in Wexford celebrated their twentieth anniversary recently. Former Director Vivian Geiran spoke at the organisation's third anniversary event of 2019, held recently in Wexford, which was opened by Mayor of Wexford, Cllr. George Lawlor. The event also heard presentations by Cornmarket Manager, Paul Delaney, and Sadie Grace, CEO of the National Family Support Network

## Raja Namala Probation Officer, a Personal Profile



It takes less than four hours to travel from Kilcock to Killarney but that route was the defining stretch of an adventurous journey for Probation Officer Raja Nemala on December 9th last. That was the day Raja, along with 2000 people with nationalities spanning over 100 countries, became an Irish Citizen. On the morning of the ceremony in Kerry, Raja was sent many messages of good luck from her friends in the Probation Service, who were all keen to mark this significant occasion.

Raja comes from South India and her family is steeped

Service in August 2012, and continued to build on inter-agency co-operation, and also championed the core statutory work of the Probation Service in the Courts introducing various programmes to provide excellence in our service to the Courts. He regularly addressed the Judiciary about our work, building good working relations and a mutual understanding of challenges faced.



Pictured: Oonagh McPhilips, Deputy Secretary General making a presentation to Vivian Geiran; former Director at his retirement function.

As Director, Vivian was a strong advocate for probation, both nationally and internationally. He served as a member of the Parole Board, and represented Ireland on the Penal and Penitentiary Foundation (IPPF). During 2016–2017, Vivian chaired the Council for Penological Co-operation (PC-CP) of the Council of Europe. Since the commencement of CORU and registration of Health and Social Care Professionals, Vivian has been a registered social worker. He has championed the importance of promoting social work values and ethics as well as principles of good practice for probation officers in the Probation Service.

During his tenure as Director of the Probation Service, Vivian's professional ethics, leadership qualities and values have been evident. He has promoted the work of the Probation Service in the public and international arena. This has been evident in his links with colleagues in Probation Services both in Europe and further afield, and is held in high regard both at home in Ireland and internationally.

Vivian has been a strong advocate and active leader in promoting joint partnership with the Justice agencies. He has also participated as a valued member of the Penal Policy Review Group. In an age where prison figures are a topic of conversation, Vivian has been a

in service to the Indian State. Raja's mother had taught her the values and culture of India. Her father is the Inspector General of the Indian Police Service for the South India. Raja always had an interest in working in criminal justice. So it was with a heavy heart that Raja gave up her Indian citizenship but in doing so she was delighted to embrace her Irishness.

Raja came to live in Ireland in April 2006, she had just graduated from University and got married. Raja had worked as a medical Social Worker in Beaumont Hospital. Raja discovered the Irish Probation Service. After a google search she managed to contact the Service and spent a day with Bridge project to gain an understanding of the work. Raja liked what she saw and applied to join the Probation Service. Unsurprisingly she was successful.

Raja commenced work with the Service in 2007 and her first and favourite post thus far was in the Dochas Centre. Raja's current post is based in Cork Street and she is proud of her work with the ACER team. Her colleagues in Cork Street have become firm friends.

When Raja's son was born in 2010 she took time out from work. Her husband's job brought them to Arizona. Raja spent over two years between Arizona and India. However, she missed Ireland intensely and was delighted to return in 2013. This was when a major realisation crystallised for Raja; Ireland had become home. Raja says this is where she has raised her son, and what's more her future and her dreams are all anchored here. While India will always be her homeland, becoming an Irish citizen has been deeply meaningful for her. India's loss is unquestionably Ireland's gain.

strong advocate for the promotion of non-custodial sanctions, and for promoting the reintegration of offenders back into communities. He has always upheld the needs of victims and the duty that the criminal justice service has to support victims of crime.

On behalf of the Probation Service, we want to wish Vivian and his family our very best wishes for the future. Vivian will be missed but he won't be forgotten!



Pictured: Vivian Geiran; former Director, Liz Byrne; Service Officer and Paula Geiran; Vivian's wife.

## Probation Chief Awarded CBE for Services to Criminal Justice



Pictured: Cheryl Lamont

The Probation Service would like to Congratulate **Cheryl Lamont, Chief Executive of the Probation Board for Northern Ireland (PBNI)**, who has been named a **Commander of the Order of the British Empire**.

The probation chief was recognised in the New Year

## The Offender Supervision Framework



Pictured: members of the Centre for Effective Services Team

The Probation Service are preparing to implement a newly designed Offender Supervision Framework. This framework, designed in collaboration with Velia Ltd in 2019 proposes a new design for the Irish Probation Service's work with offenders, building on existing practice and drawing on empirical evidence, supported by research.

Next steps involve preparing the organisation to move towards its implementation. The Centre for Effective Services, were recently appointed to support this process. CES is a non-profit, all island organisation who have worked with organisations across a wide range of sectors including education, health and children to support them in implementing change within their organisations. Their website can be accessed [here](#).

Over the next six months, the focus will be on assessing the organisation's "readiness to change", examining all of the practicalities involved across all sections of the Probation Service.

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Honours list for services to criminal justice.

Ms Lamont was [appointed to the role in 2016](#) after three years as its acting director, taking charge of the delivery of all probation services to communities throughout Northern Ireland.

She has worked for the Probation Board for over 35 years in total and is widely renowned across the criminal justice and social work fields.

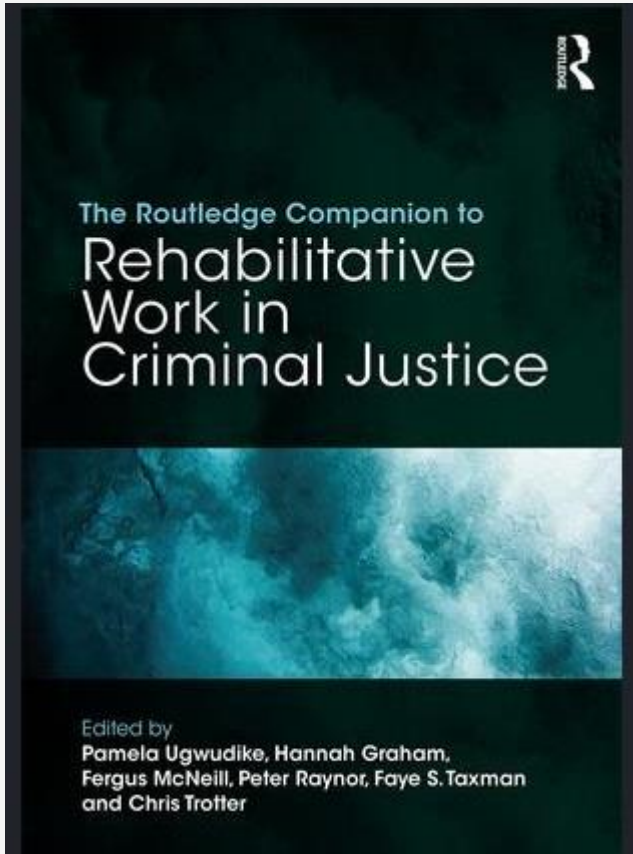
As chief executive, Ms Lamont has helped to develop and promote effective probation assessments and interventions, alternatives to short prison sentences, a problem solving approach to justice and direct work with victims of crime.

Prior to her appointment to the top role, she introduced the first approved programme for perpetrators of domestic violence in Northern Ireland and led in significant innovative initiatives including the modernisation of probation practice through the introduction of IT systems, and the development of the Victim Information Scheme. Her work with victims also shaped her contribution to the multi-agency **Public Protection Arrangements NI (PPANI)**, which she led as chair for three years.

The CBE is a higher award for prominent national or regional roles and to those making distinguished or notable contributions in their own specific areas of activity.

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"Motivational Interviewing;  
application to practice in a  
probation context"



Pictured: "The Routledge Companion to Rehabilitative Work in Criminal Justice" (2020) Edited by Pamela Ugwu-dike, Hannah Graham, Fergus McNeill, Peter Raynor, Faye S Taxman and Chris Trotter.

Covering a variety of contexts, settings, needs and approaches and drawing on theory and practice, the Companion brings together over 90 entries, offering readers concise and definitive overviews of a range of key contemporary issues on working with offenders.

Chapter 24 "Motivational Interviewing ; application to practice in a probation context" by **Sheena Norton, Probation Officer, Louth** was a contribution on behalf of the Probation Service to Section 4 of the Companion – Direct work with offenders. It looks at the skills of Motivational Interviewing employed by probation officers in one-to-one supervision contexts. It explores how motivational interviewing "fits" with probation work and can be applied to rehabilitation of offenders and in particular outcomes for non-voluntary clients in judicial systems.

## Dormant Accounts KickStart Social Enterprise Round 2



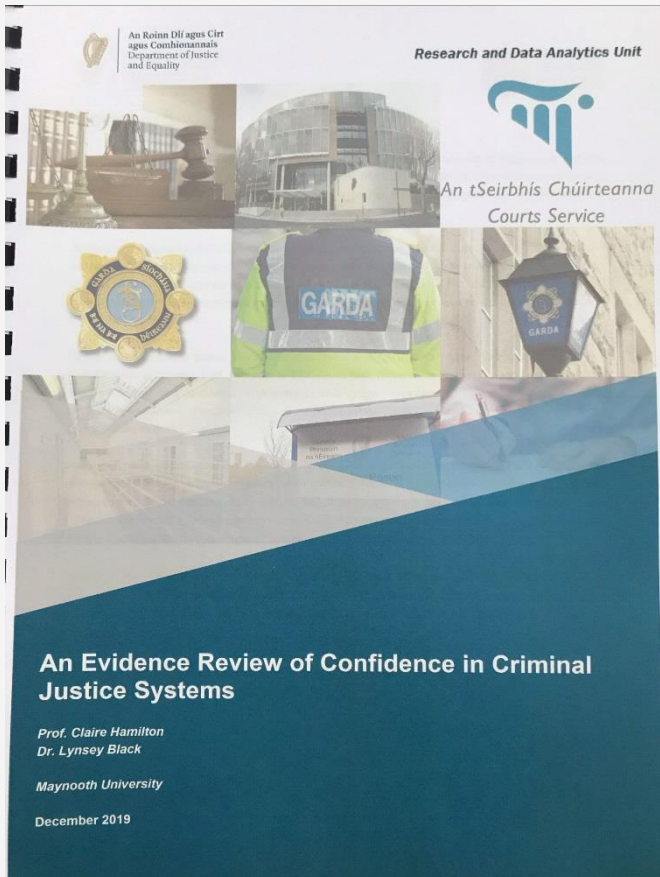
On January 20<sup>th</sup> The Probation Service and Pobal announced the launch of Round Two of the Dormant Accounts Funded 'KickStart' Start-up, Development and/or Job Creation Fund available to Social Enterprises.

**A budget of €1m** has been approved for the Probation Service measure to research or enhance greater employment opportunities in the social enterprise sector for those with a criminal conviction who find it difficult to access the labour market, supported by the Dormant Accounts Fund (DAF) Action Plan for 2020.

Welcoming the announcement, the Minister for Justice and Equality Charles Flanagan T.D. said *"I welcome this initiative as part of my Department's new Social Enterprise strategy. This strategy will hopefully lead to greater employment opportunities for those who have found a way out of a life of crime and wish to re-enter the workforce."* *"These rehabilitative measures benefit society as a whole."*

The full press released can be accessed [here](#).

## An Evidence Review of Confidence in Criminal Justice Systems



On 2nd December 2019, the Department of Justice and Equality launched the findings from an international literature review on confidence in criminal justice systems. The report was prepared by Professor Claire Hamilton and Dr. Lynsey Black of Maynooth University. The review report is the second in a series commissioned by the Research and Data Analytics unit and builds on the Department's commitment, outlined in the 2018–2020 Data and Research Strategy, to support the development of more evidence-informed policy making. Focusing on the question of how confidence in criminal justice systems is best conceptualised and operationalised, the report draws on both government-commissioned reports and peer-reviewed studies published in journals to provide a comprehensive picture of how public confidence is measured in national surveys and in the academic literature. It goes on to explore the high-level trends and patterns in public confidence/trust in the criminal

## Probation Supervision Reoffending Study



An  
Phríomh-Oifig  
Staidrimh

Central  
Statistics  
Office

The [CSO Probation Service Reoffending Report for 2013](#) was published on 6th December 2019. The report shows re-offending by those sentenced to probation supervision in 2013 was 45.3%, compared to a figure of 54.6% in the 2008 cohort. Over 54% of the 2013 cohort did not reoffend.

That is a particularly positive achievement given that even the most minor transgression and Court imposed penalty is treated as reoffending in this study.

This study includes all *persons* sentenced to an order supervised in the community. It also includes, for the first time, persons on post-custody supervision orders; orders where persons are subject to Probation Service supervision on release from custody. It tracks their offending behavior over the three years following their sentencing or release. In order to include all possible convictions a further two years is allowed to complete any Court proceedings.

The reoffending study is part of a continuous programme of information development by the CSO with the Probation Service and features, for the first time, one and two year reoffending data in respect of the 2014 and 2015 cohorts. The analysis of 2015 data includes regional distribution patterns in addition to offence frequency as well as age and gender reoffending.

Welcoming the report the Minister for Justice and Equality, Charlie Flanagan TD, said: “**I am pleased to note the decrease in re-offending rates by those subject to Probation Service supervision between 2008 and 2013.**

**That the majority of those in this cohort did not reoffend within three years highlights the very valuable contribution which the work of the Probation Service makes to the criminal justice system.”**

The report shows variations depending on whether the individual was sentenced to a Community Service Order, a Probation Order or Post Custody Supervision.



justice system and its constituent parts, both in Ireland and internationally in recent decades.

The review addressed a range of questions relating to how public confidence in the criminal justice system is measured in different countries, what drives that confidence, and what measures have been deployed to improve it.

Having analysed 168 unique journal articles and 17 government reports, the key findings identified by the researchers concluded that:

- Confidence and trust in justice is clearly a multidimensional concept
- It is important to differentiate between dimensions of fairness and effectiveness when dealing with performance
- Those dimensions need to be assessed across all parts of the system, i.e. police, courts, prisons and probation
- It is important to differentiate between confidence at local and national level
- It is helpful to measure levels of confidence comparatively – against other public bodies
- Because of the complexity of the concept, it is important not to treat findings of public opinion surveys in the area uncritically.

The full report can be accessed and downloaded for free [here](#).

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Overall, those sentenced to a Community Service Order were less likely to reoffend than those sentenced to a Probation Order (41.6% compared to 49.6%).

The report highlights variations between different demographic groups. Males are more likely to reoffend than females (In the 2013 cohort, 45.9% compared to 41%), but the gap between them is decreasing. The recidivism rate also reduces compared to the age of offenders: 73.6% of offenders under 18 reoffended compared to 27.5% of those aged 45 – 64 in 2013.

The former Director of the Probation Service, Vivian Geiran, also welcomed the Central Statistics Office publication, saying: **“The reoffending rates reflect improvements in Probation Service supervision, and indicate that we are continuing to perform well. Areas for improvement, such as young persons, are also noted and we are currently working to develop better systems in this regard.”**

The CSO Probation Service Reoffending Report for 2013 can be accessed [here](#).

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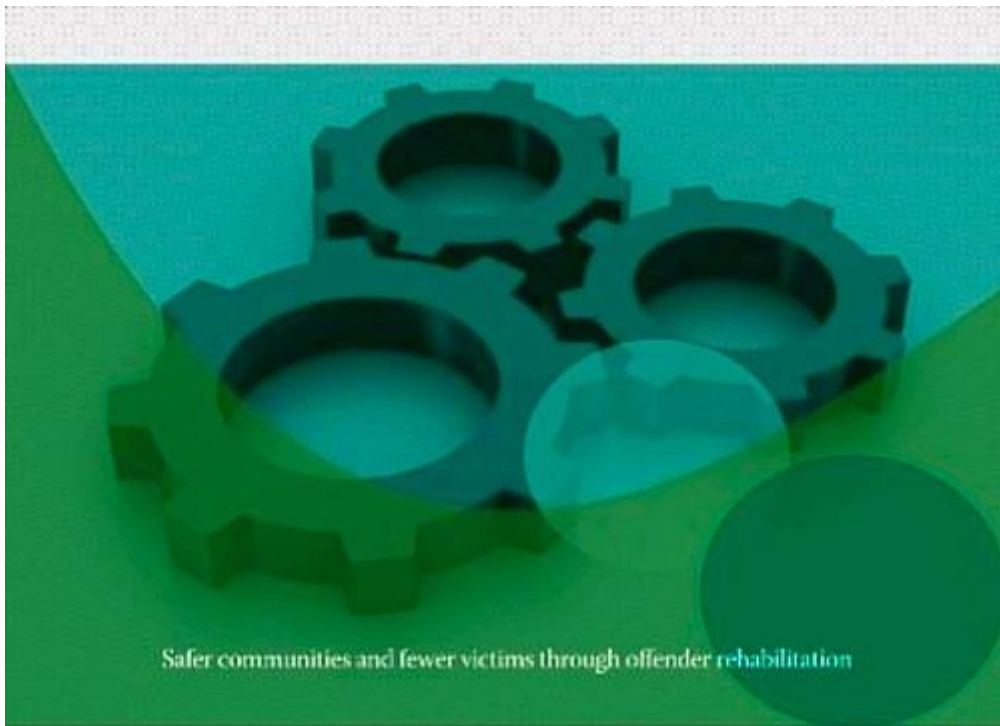
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