

Annual Report

2014



Safer communities and fewer victims through offender rehabilitation

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Safer communities and fewer victims through offender rehabilitation



An tSeirbhís Phromhaidh
The Probation Service

Introduction

I am very pleased to present the Probation Service Annual Report for 2014 to Ms Frances Fitzgerald TD, Minister for Justice and Equality. This report sets out the work and the performance of the Service during 2014 against our key objectives and priorities.



The Probation Service continued to support the Department in the implementation of the Government's Programme for National Recovery, 2011–2016 in addition to the *Programme for Change* arising from the Independent Review of the Department of Justice and Equality (July 2014). We are working to strengthen our leadership and management capability, openness and transparency across our business processes and structures, and improved governance and accountability. With this in mind we commenced an important and exciting project in early 2014 to put in place a framework of quality practice standards which will bring Probation Service practice and service delivery to new levels of effectiveness, consistency and transparency in professionalism. It will bring us closer to our goal of being an organisation that measures up favourably, and can be demonstrated to do so up, with any comparable service internationally. The first set of eight practice standards were implemented from October 2014.

Interagency co-operation continues to be a key foundation for effective offender management. The Penal Policy Review Group's Report published in September 2014 highlighted that there is a need to increase efficiencies in the way we do our business across the Criminal Justice Agencies. We are working with our colleagues in these agencies towards implementing the recommendations of the strategic review which sets out a roadmap for the development of a just, proportionate, humane and effective penal system.

Consistent with the Penal Policy recommendations, a Joint Agency Response to Crime protocol was agreed between An Garda Síochána, the Probation Service and Irish Prison Service in November. Following on from this a number of local programmes were commenced to address the behaviour of identified prolific offenders.

A progress report on the Joint Irish Prison Service and Probation Service Strategic Plan 2013-2015 is incorporated into this annual report. One continued success was the extension of the Community Return scheme with the target number of participants for 2014 being exceeded. The Community Return programme has been successful in delivering an effective multi-agency approach to offender management and rehabilitation, which provides for a structured release from custody, resulting in a reduction in offending, better prisoner re-integration and benefits the wider community.

The Service began a consultation process in preparation for our new Service Strategy for 2015-2017 in early summer 2014. Focus groups were held with staff and stakeholders and submissions were sought from interested parties. For the first time Service Users participated in the consultative process. Working groups were held with clients in both Dublin and Cork, with very successful outcomes.

I look forward to continuing to deliver on our Strategic goals and priorities in 2015 and our on-going partnership arrangements, with our colleagues in the Criminal Justice arena, working to achieve safer communities and fewer victims.

A handwritten signature in black ink that reads "Vivian Geiran".

Vivian Geiran, Director

Section 1

WHAT WE DO – The Work of the Probation Service



On any day, the Probation Service manage up to 7,000 offenders on Court-ordered supervision in the community (c.7% of whom are under 18, and 12% are women), as well as carrying out approximately 1,600 offender assessments for Courts at any one time. Probation Officers are actively engaged with over 1,500 prisoners in custody on any day, preparing assessments, addressing offence-related issues and preparing prisoners for reintegration in their communities.

WHO WE WORK WITH



We work with offenders, communities and victims of crime. Probation Officers are professionally trained social workers, drawing on social work and psychological approaches and methods in our work. We provide offender assessment reports for the Courts and for the Parole Board, and supervise offenders in the community on Court-ordered supervision and on supervised early release from prison/detention ('parole'), to reduce their risk of reoffending.

OUR PARTNERS



We work with a variety of partner agencies and Community Based Organisations to deliver our services. The Service pays over a quarter of its annual budget to community based organisations who partner the Service in working with offenders, and provide a range of valuable services and programmes that add value to the Probation supervision process.

WHERE WE WORK



We deliver our services nationally both in the community and in prisons. The Probation Service has 395 staff, which includes 216 probation officers, 183 of whom work in courts and communities across the country), and 43 community service supervisors.

HOW WE WORK



Our work is primarily based on social work values. We work with offenders to address the causes of their offending behaviour and facilitate change. Methods used include motivational interviewing, boundary setting, role clarification, pro-social modelling, counselling and advocacy, crisis intervention, brief, strengths and solution-focused interventions, and adult learning and educational approaches. Officers work with individual offenders as well as offering group and family-based programmes, as part of a structured case management plan.



WHAT WE DO: THE WORK OF THE PROBATION SERVICE

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

We are an organisation with a national remit whose role is to contribute to public safety through the management of community sanctions and measures. We achieve this through the effective assessment and management of offenders and by working closely with a wide range of statutory, community and voluntary organisations to deliver our services.

We also play an important role in facilitating the re-integration of ex-offenders and in assisting them in breaking their cycle of offending behaviour. We achieve this through supervision and structured interventions.

We contribute to a safer and fairer Ireland by:

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

The Probation Service dealt with over 15,000 offenders in the Community in 2014

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



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

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

FAST FACT

The Probation Service have a presence in every county and in all prisons and places of detention.

F A C T

The work of the Probation Service broadly falls into two categories:

Assessment: Probation Officers provide offender assessment reports to Courts, the Department of Justice and Equality, the Irish Prison Service, the Parole Board and other appropriate bodies as required. These reports, based on proven risk assessment instruments, contribute to more informed decisions on sentencing and offender management in appropriate cases. The reports assess an offender's suitability for a community sanction and issues relevant to reducing offending.

Supervision: Where a person is placed by a Court under Probation Service supervision, the supervising Probation Officer carries out a thorough assessment of offence-related risks and needs. The Officer puts in place a Case Management Plan, in co-operation with the offender, and any others relevant to the case. This will aim to help the offender address any offending related problems. Implementation of an individual plan has to balance this help with an appropriate level of control, relevant to the person's assessed risk of causing harm to the public.



WHO WE WORK WITH:

OUR WORK WITH OFFENDERS, COMMUNITIES AND VICTIMS OF CRIME IN 2014

WORKING WITH OFFENDERS

The rehabilitation and reintegration of offenders to promote positive change remained the focus of our work in 2014.

During the year the Service continued to provide assessment reports for Courts and the Parole Board as well as supervising people in the community on Court-ordered supervision and on supervised early release from custody.

Close to 10,000 Probation (Pre-Sanction) Reports were completed in 2014

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



OFFENDER ASSESSMENT

Offender assessment underpins the work of the Service. It informs sentencing decisions and the way we engage with offenders to promote change.

Probation Officers utilise a wide range of established and validated risk assessment instruments in their assessment of offenders. These risk assessment instruments, in conjunction with the officer's social work training, allow officers evaluate the suitability of offenders to undertake a community sanction.

The instruments also help them to assess offender needs related to: offending, risk of general reoffending, and the risk of their causing future harm to the public.

A number of the instruments are designed and used for specific offender and offence categories, including young people, sex offenders, and domestic violence.



NEW INITIATIVES IN 2014 Offender Assessment

33% of District Court Community Service reports were same day reports. Building on the success of the *Same Day Community Service* reports initiative we extended the service to include District Court Appeals. The same day community service report initiative has led to a decrease in the time taken to process these cases, helping to deliver swifter justice and significant cost savings.



NEW INITIATIVES IN 2014 Quality Assurance

The Service prides itself on its commitment to excellence in all of the services we provide.

This commitment was further demonstrated in 2014 with the implementation of new and improved arrangements on offender assessment teams in Dublin and Cork.

The initiative focused on the timelines and quality of our written reports and shows the Service's drive to continuously review and improve our work in order to remain at the cutting edge of probation practice.

OFFENDER SUPERVISION

Offender Supervision and Management is the framework the Service uses to deliver interventions to help promote positive change in offenders. The aim of our work is simple; to turn an offender into an ex-offender and ultimately into a pro-social member of society.

After an initial assessment has been completed, offenders placed on supervision are assigned a Probation Officer who works with them to address the underlying issues related to their offending behaviour. At the same time the officer supervises and monitors the offender to ensure they desist from further offending. This supervision is done in a structured way, built around a comprehensive case management plan agreed with the offender.

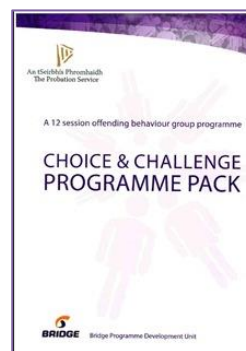


During this work the officer examines and analyses all of the factors that contribute to the offending behaviour. Generally there is seldom one isolated reason for offending. It is more usual that there are a number of converging elements that lead people into criminality. Our officers work to unlock these elements and to refocus offenders away from these anti-social paths.

Drawing on their social work training, our officers engage with offenders, within a structured framework, to support desistance and reduce reoffending. Officers use many tools to achieve this goal. These may range from referring the offender to specialist services, such as drug treatment programmes, to using Service developed, targeted programmes to address specific contributors to offending behaviour.

In 2014 we expanded the range of these interventions available to staff, most notably the first module of the new (individual) Choice and Challenge programme which was piloted, evaluated, published and launched during the year.

Choice and Challenge is a core probation intervention which strengthens our capacity in helping offenders to remain crime free. The programme facilitates offenders to challenge negative beliefs and attitudes, encourages the development of pro-social attitudes and behaviours, and helps them to use positive problem-solving methods. National implementation of the 'Individual' Choice and Challenge programme is underway.



Pictured Above: Elaine Murphy, Lorraine Kelly and Nick Clarke, (Probation Officers) with some of the Choice and Challenge group participants in Tallaght

It is widely known that drug and alcohol misuse is a significant contributing factor to offending behaviour. The Probation Service's Drug and Alcohol Misuse studies, published in 2012 and 2013, examined drug and alcohol misuse among offenders on probation supervision and highlighted the extent and impact this misuse has on offender behaviour and subsequent criminality.

In responding to this identified relationship between substance misuse and offending, the Service's Programme Development Unit developed an Alcohol Awareness programme for use by the Service and our partner funded Community Based Organisations.

This alcohol awareness programme was piloted in the summer of 2014 and was subsequently evaluated. It was finalised and approved by the Service in December 2014 and will become the standard alcohol programme for delivery nationally.

The programme has also enhanced the Service's capacity to meet the need from the Courts for programmes that will help people consider and reflect upon the role that alcohol has played in their offending. It also gives the Courts another option in dealing with less serious offences where alcohol has been a feature.

Impulse control, and in particular anger management, are often key factors in offending behaviour. Working in co-operation with the Romanian and Italian Ministries of Justice, the Probation Service, funded by the European Commission, co-operated in the development of I-Map (the Individual Managing Anger Programme).

“Anger, if not restrained, is frequently more hurtful to us than the injury that provokes it.”

Lucius Annaeus Seneca

This nine session individual programme, based on cognitive behavioural principles, was piloted initially in Ireland by eight trained staff. These staff have now facilitated the process of rolling out training in the delivery of the programme to Probation Officers working in communities across the country.

An often forgotten role of the Service is the work we do with people sentenced to life imprisonment. Our officers work with them when they are in custody and supervise them in the community upon release.

The growth in both the numbers of such offenders and an increase in the average length of time spent in custody by 'lifers', prompted the Service, through its Programme Development Unit, to review the various programmes in use by Probation staff working in prisons and delivered locally.

In 2014 this led to the completion of the Living with Life programme, an initial entry level programme to assist life sentenced prisoners in the process of completing custody sentence management plans.

The Living with Life programme focuses on realising the internal capacities of offenders on the basis of accepting responsibility for past actions and present choices.

FAST FACT

All life sentenced prisoners are subject to Probation Supervision upon their release. This supervision lasts for the rest of their lives.

F A C T

In 2014 the Probation Service supervised 73 Life Sentence prisoners in the community

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





NEW INITIATIVES IN 2014 Development of Service Standards

In 2014 the Service commenced a Quality Assurance, Standards and Inspection project aimed at ensuring the Service continues to reach the highest levels of professional service. The first group of eight standards were developed and issued during the last quarter of 2014. The *Standards* are brief, simple statements of Service requirements in the relevant specific areas of practice and complement existing monitoring and reporting arrangements within the Service.

The development of a Standards and Inspection process, are key steps in the Probation Service's development of a robust and reliable Quality Assurance and Development process. Quality Assurance will contribute to the development of improved performance across all areas of Service work and better results for all clients and other stakeholders working with the Service, and better and more consistent support for staff delivering front-line services.



NEW INITIATIVES IN 2014 Maximising Effectiveness through Information Sharing

In 2014 work commenced on developing a formal protocol between the Probation Service and the Department of Social Protection to support the more efficient management of offender compliance with Community Service orders.

The protocol, due to be come into operation in early 2015, will enable Probation Officers, when making applications for summonses or warrants, to provide the Gardaí, and/or the Court, with accurate address details for a client, by confirming the address at which the client is in receipt of a State payment, where applicable.

The protocol will initially be piloted by the Dublin Community Service team in the first quarter of 2015, with a view to national roll out later that year.

In 2014...

The Probation Service dealt with over **15,000** offenders in the community and received **8,482** new Court referrals for **7,416** people.

Over **12,000** reports were completed and **7,092** Orders for Probation Service supervision were made by the Courts.

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





OUR WORK WITH PARTNERS: WORKING WITH OUR PARTNERS TO DELIVER SERVICES

Many of our service users have complex needs such as addiction and mental health issues, homelessness and social disadvantage. The Service recognises that it cannot address all of these needs alone. A multi-faceted and joined up approach is required.

A core element of how the Service works is its partnership and joint working with other criminal justice services such as the Courts Service, the Irish Prison Service and An Garda Síochána as well as other statutory and voluntary services and the community.



Pictured above: Vivian Geiran, Director of the Probation Service, John Twomey Assistant Garda Commissioner, Michael Donnellan, Director General of the Irish Prison Service signing a Joint Agency Response to Crime Protocol

The Service worked with our partners in the Irish Prison Service to develop a comprehensive strategy for women offenders. This joined-up strategic approach, launched in March 2014, has enabled us to develop gender-informed practice, tailored approaches to assessment and supervision of women offenders, and women-specific programmes such as Community Service work.



In 2014, 14.8% of new referrals to the Probation Service were female.

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



Multi-disciplinary work with Sexual Offenders

The Foothold Floating Support Service was established in 2012 to provide intensive one-to-one support for high risk, high need sex offenders who require support in integrating into the community upon their release from prison. The aim of the Foothold Floating Support Service is to reduce the risk that the individuals pose by assisting them to engage with society in a constructive manner and to learn to live independently and to manage their behaviour without causing any further harm. The Probation Service provided funding to Foothold during 2014, managed through PACE, (a Community Based Organisation).

The Foothold Project only takes referrals from Probation Officers. Where possible the referrals should be completed a minimum of six months in advance of the individual's release date to enable Foothold to have undertaken as much work as possible before release. Assessments are arranged prior to release from prison. All referrals must be under the active supervision of the Probation Service and will be subject to notification requirements to An Garda Síochána.

This Support Service works as part of a multi-disciplinary approach to the management of people who have been convicted of harmful sexual behaviour.

Who is the service provided for?

All referrals have established needs in the areas of mental health, addiction, homelessness and social isolation that will benefit from the provision of an intensive one-to-one support service. The service is not suitable for everyone and where the risk level outweighs the need level substantially, Foothold may not be able to engage with the client.



Partnership responses to the needs of Female Offenders

Abigail centre for women opened

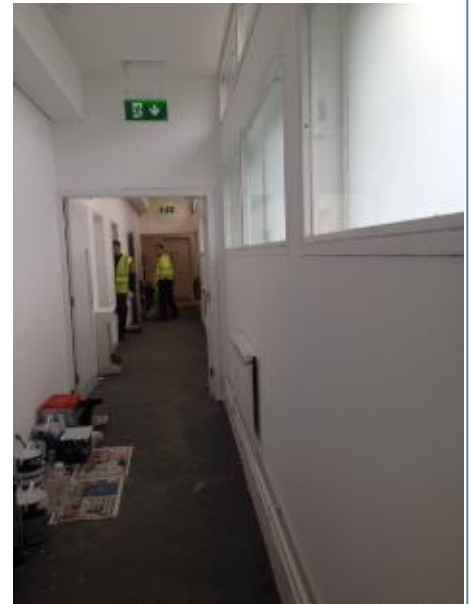
The Abigail Women's Centre provides supported accommodation and a wide variety of services for vulnerable women. These include supported housing and related services, including residential, educational and therapeutic facilities and services, as alternatives to custody.

The initiative involves a range of agencies including the Dublin Region Homeless Executive, Dublin City Council, the Probation Service, the Irish Prison Service, Health Service Executive, and City of Dublin Education and Training Board with the centre being run by two key agencies, DePaul Ireland and Novas Ireland.

Building work on the centre was carried out by a contractor with interior finishing carried out by Community Service participants. This significant contribution included the fireproofing of ceilings and the sanding and painting of doors, walls and skirting boards. Participants on the project received Safe Pass training which will assist them in their future endeavours to find employment and become pro-social members of their communities.

Tus Nua (De Paul), a Probation funded project working with women leaving prison or on Probation supervision, relocated to the Centre, increasing their capacity to accommodate 15 women. Novas Ireland will also operate their unit for 40 women, whose places are allocated through Dublin City Council's central placement unit, from the Centre. Both units are co-located on the same site in adjoining buildings with opportunities to share resources while maintaining their own identity.

The centre will play a significant role in meeting the needs of this client group and also continue to support the Probation Service in our work with female offenders. This is a particularly important development in the context of the joint Probation Service and Irish Prison Service strategy, and will contribute to improved lives and outcomes for women.



Above: Community Service Participants working on the Abigail Women's Centre, Finglas and images of the Centre on completion.

Responses for Homeless Offenders



The Probation Service is a statutory member of the nine Regional Homeless Consultative Fora and works within this structure to ensure the needs of homeless Probation Service clients are addressed. The Service focuses on working with Partner Agencies to facilitate accommodation and resettlement needs of offenders into mainstream service delivery. We provide assistance to offenders under probation supervision to identify needs and access services, which may include accommodation.

During 2014 the Service provided funding to a number of Community Based Organisations who work in this area. One such organisation, PACE, supports people through the transition from prison into the community and assists them to break their cycle of offending. PACE residential services provide supported accommodation on a short term basis for homeless males leaving prison. PACE also provides low support long term accommodation to a small number of offenders. In addition the Probation Service also provides funding to support the effective resettlement of female offenders via Tus Nua (De Paul), a Probation funded project working with women leaving prison or on Probation supervision.

Arising from the implementation Plan on the State response to homelessness, a commitment has been given to appoint a nominee from the Dublin Housing Authorities to the National SORAM Office and a representative from outside Dublin to participate in the National Steering Committee. This will strengthen liaison between the various multi agency groups which includes the Health Service Executive, Irish Prison Service, Probation Service and Tusla.



Tackling Prolific Offending Behaviour

The Joint Agency Response to Crime (JARC) Strategy, agreed between the Probation Service, An Garda Síochána and the Irish Prison Service in November 2014, aims to

- Develop and further strengthen a multi-agency approach to the management of crime
- Prioritise offenders in order to develop initiatives which will address their behaviour
- Reduce crime and increase public safety in local communities.

In line with the agreed Strategy three key initiatives have commenced to address the behaviour of identified prolific offenders:

1. Ballymun Opt-In initiative: This new initiative will target those causing a high level of harm or disruption to a designated area in East Ballymun, motivating them to desist from crime, and have their needs provided by local agencies or face an appropriate level of intervention necessary to disrupt their criminal lifestyle. This pilot project will attempt to address the offending behaviour of a small number of local people which is impacting on the community's sense of public safety. An Garda Síochána, Irish Prison Service and Probation Service will work closely with community agencies to address the pathways that can lead to offending.

2. Opt-In Change Works Programme: the Service in conjunction with the Bridge Project is now initiating the Change Works Programme targeting violent offenders assessed as likely to cause serious harm.

3. Opt-In ACER: is a multi-agency approach to the management of identified offenders charged with burglary.

Working with Young Offenders

During 2014, Young Persons Probation, (YPP), continued to deliver tailored and holistic interventions to young people referred to the Probation Service by the Children Courts.

Our work with young people is underpinned by active engagement with families. This included supporting parents to access a range of parenting programmes, such as, *Strengthening Families* and programmes to address *Child to Parent Violence*.



In 2014, we continued to work closely with the Irish Prison Service and the Irish Youth Justice Service to facilitate the transition of young persons from prisons to Children Detention schools.

Mentoring:

The Probation Service continued to fund the mentoring service provided by Le Chéile (CBO) in 2014. Le Chéile was established in 2005 to provide a mentoring service to children and young people, aged 12-18 years, engaged with YPP. They have since extended its provision to young people in detention and to their families and also provide a Parent Mentoring service for parents of young people who are involved with YPP.

Throughout 2014, the Service collaborated closely with the Irish Youth Justice Service to progress shared goals, identified in the Youth Justice Action Plan 2014-2018. This included:

- the further development of evidence based offender programmes,
- maximising opportunities for Court-ordered conferences, to reduce risk of re-offending,
- reviewing protocols for throughcare and aftercare, for the reintegration of young people.

There were opportunities to work closely with other agencies both nationally and internationally in 2014. A number of YPP staff attended an annual forum in which the keynote presentation focused on *Meitheal*, a National Practice Model for all agencies working with Children, Young People and their Families. *Meitheal*, led by TUSLA aims to ensure that the needs and strengths of children and their families are effectively identified, understood and responded to in a timely way.

The Service presented a paper on "*Narrating Desistance, Identity Change with Young People*" as part of a European funded project on Recidivism of Young Offenders hosted by the Portuguese Ministry of Justice.

In July 2014, we delivered a keynote address at the EU funded *Child to Parent Violence: Innovations in Practice, Policy and Research* conference at NUI Galway. The address entitled, "Implementing a Non - Violent Resistance Programme-Reflections on Process and Practice", described the implementation of the programme in the Probation Service.

11 families availed of the Service' Strengthening Families programme delivered in Cork in 2014



Our Work with Victims of Crime

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

Considering Victims in Offender Assessment

When assessing an offender's suitability for a community sanction Probation Officers address the perception of the harm suffered by an identified victim of the offence. The structured assessment addresses the victim awareness aspects in all pre-sentence reports and victim safety is considered in the context of proposals to Court.

Considering Victims in Offender Supervision

Restorative practice has been a part of probation work for many years. In our work supervising offenders, we incorporate measures to increase victim awareness and empathy, as well as offender accountability. This work includes specific elements of reparation and restoration such as Community Service, family conferences, victim-offender mediation and community-based reparation panels.

Since March 2014 the Service has facilitated 477 Restorative Justice Panels in our Haymarket Offices. The Service also held 36 Family Conferences.

Victim Impact Reports

Victim impact reports are completed by the Probation Service at the request of the Court in particular circumstances. When completing these reports the Service recognises the specific and special needs of the victims and seeks to enable them to reflect their circumstances to Court. In 2014 the Service completed 53 Victim Impact Reports for the Courts.



Responding to Victim Concerns

The Probation Service at all times endeavours to respond in a prompt, sensitive and helpful manner to any requests from victims of crime for information or assistance.

2014 saw further developments in providing timely and effective responses to victims' requests and needs in accordance with our Victims Charter (2010) and the Directive 2012/29/EU of the European Parliament and of the Council (2012).

The Probation Service has established a Victim Services Team comprised of 5 Senior Probation Officers located across the Service's geographical regions under the direction of the National Victim Services Coordinator.

In September 2014 the Victim Services Team operational procedures issued to all staff. This procedural document sets out the principles underpinning practice, the role of the Victim Services Team, and management of initial contact and engagement with victims.

The Victim Services Team will:

- Provide a single point of contact on a regional basis for all victims requesting information or expressing concerns in relation to the harm they have experienced.
- Engage directly with the victim, listen to concerns, respond appropriately and advise on relevant victim support services if required.
- Respond effectively to victim requests for a restorative justice intervention.
- Ensure that information is accurate, up to date and available electronically (website) and in hard copy which facilitates victim access to the service.
- Inform Probation staff of the service available and where and how to access.
- Establish and oversee an appropriate system for the recording and management of data.
- Proof relevant service policy/guideline documents to ensure that victim concerns have been considered and addressed therein.



WHERE WE WORK: DELIVERING OUR SERVICES

Our work in Communities

In 2014, €10.7 million of the Probation Service' overall budget was allocated to fund a range of Community Based Organisations (CBOs) nationally, which support the work of the Service. These services include training and education, offender management programmes, residential accommodation and drug/alcohol abuse treatment programmes. All CBOs aim to offer a service to offenders who would otherwise not be in a position to avail of a mainstream service opportunity.

These strategic alliances are critical to achieving our goal to improve outcomes for both victims and offenders. Each year voluntary organisations seeking funding commit to a range of outputs in line with the Strategy and Work Plans of the Probation Service. Funding is contingent on the organisation signing a funding agreement which sets out the outcomes to be achieved.

Offender Education and Reintegration Programmes

Research indicates that social exclusion and a lack of opportunity to change are significant contributors to offending. The successful re-integration of offenders and ex-prisoners into the community is a key element in addressing offending behaviour.

In 2014, the Department of Justice and Equality, through the Probation Service and the Irish Prison Service, provided funding to the Irish Association for the Social Integration of Offenders (IASIO).



IASIO is a national community based organisation for adult offenders in the criminal justice system with a specific focus on alternatives to both offending and re-imprisonment. This is achieved through the provision of direct services to offenders both in the community and in all Irish prisons. The twin pillars of IASIO services are to support stability leading to

change, and to help generate opportunities for offenders to do so. IASIO services represent an important bridge between the criminal justice system and the community.

IASIO is comprised of three main services: the Linkage Programme, the GATE Service and the Resettlement Service. The Linkage Programme is a nationwide initiative delivering job placement, work experience, employability and on the job training, education, apprenticeship placement services and related community services for ex-offenders and persons referred through the Probation Service.

The Irish Prison Service funded prison GATE Service and the Resettlement Service are unique prison based 'through-the-gate' employment services that foster both stable reintegration and resettlement by offering support to prisoners in the transition from prison to the community.

Drug Treatment and Rehabilitation Programmes

The Cornmarket Project is an inter-agency community based treatment and



rehabilitation project under the auspices of Wexford Local Development. The project enables offenders and substance misusers to move to a stable and productive lifestyle.

In April 2014 the Cornmarket Project in Wexford launched a programme called REFRAME, (Restorative Focussed Rehabilitation and Motivation Enhancement). Each participant on the programme will receive a Community Employment payment, while they engage in rehabilitative programmes to support their progress away from criminality, drug and alcohol misuse. Participants also engage in work designed to give back to the community, for example by engaging in Tidy Towns work brigades as

volunteers. The new programme will be rolled out in Wexford Town, Gorey, Enniscorthy and New Ross.

Wexford County Council are assisting the project by providing allotments for the horticultural element of the programmes. The Local Employment Service is engaging with participants to enhance their prospects of progression into further education, training and the labour market. Wexford Campus of Carlow IT and Wexford Local Development are also supporting the programme.



Pictured above: Minister Joan Burton TD with Paul Delaney, Coordinator of the Cornmarket Project, at the launch of the REFRAME programme in Croke Park in April 2014

Offender Mentoring Programmes

Creating and maximising opportunities to divert young people away from criminality is essential to both reducing the number of victims and creating safer communities.

In 2014 the Probation Service continued its funding of the Le Chéile mentoring project.

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.



In 2014 the Probation Service provided funding support to 61 Community Based Organisations providing education, addiction, counselling and accommodation services for offenders.

A list of Community Based Organisations in receipt of funding through the Probation Service is available in the appendices at the end of this document.



funded by





Community Service

Reparation to communities through Community Service

A key role of the Criminal Justice System is to attempt to address the harm done by crime. The Probation Service, on behalf of the Department of Justice, manages offenders ordered to perform Community Service in lieu of a custodial sentence. The work undertaken on Community Service is for the benefit of the community and covers a wide range of activities such as graffiti removal, litter picking, landscaping etc.

Under the guidance of a Community Service Supervisor, one team of Community Service and Community Return clients commenced work in Knockmitten Community Centre and Garden in summer 2013. Works on this site continued throughout 2014 and included the total refurbishment, both internally and externally, of the Centre. This entailed extensive preparation work, followed by painting of ceilings, walls, doors, and window frames.

While work was continuing on the painting, clients were also occupied in the construction and landscaping of a Community Garden which came about following fund raising by the project. Not only were clients responsible for the creation of the garden by digging and planting but they also laid paving slabs and erected a sundial.

More recently, Knockmitten received additional funding to further develop the Community Garden. Community Service are regularly involved with this centre and will again provide an input to the new garden area in 2015.

Athlone Tidy Towns recognises the contribution of Community Service

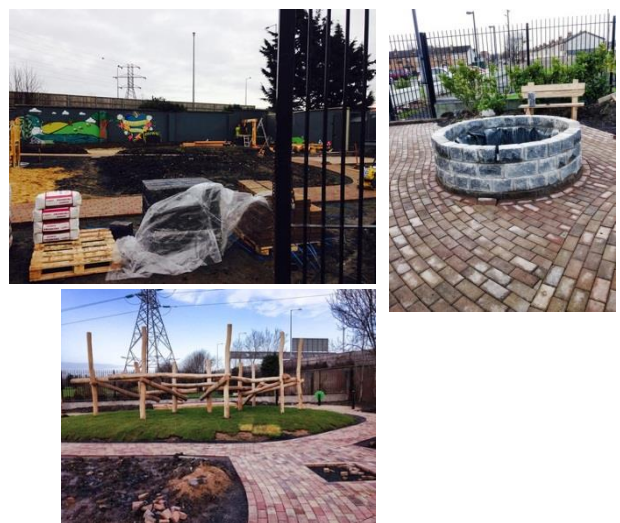
The Probation Service was recently honoured with the best partnership award from Athlone Tidy Towns Committee as a result of the outstanding work that the community service team undertook in and around Athlone town.



Pictured above: Tom Ryder, Probation Officer and Christy Haugh, Community Service Supervisor with the Best Partnership Award.

The work has proven to be very rewarding to the community service participants and also provides them with a number of new skills. It allows the participant to give something back to their local community as a means for making up for their offending behaviour.

It is indicative of the high regard that Tidy Towns and the local community have for the Probation Service's contribution to their excellent work.



Pictured above: Knockmitten Community Garden transformed with the assistance of Community Service

Community Return Project - Thornton Hall

The Joint Irish Prison Service and Probation Service Strategic Plan 2013 - 2015 gave a commitment to develop in partnership a horticultural project in Thornton Hall, North County Dublin.

The co-located (Probation Service – Irish Prison Service) Community Return Unit is responsible for the management of the project at the Thornton Hall site, which opened in 2013. Since that time, on any day, there have been in the region of 14 trustee prisoners or persons on community return / service, performing work duties and receiving horticulture related training on site every day.

This is the only community service site of its kind with participants from 3 separate streams (Community Return, Community Service and serving prisoners) working in one location each day under the supervision of staff from both agencies, working in collaboration.

This project has been extremely successful in terms of the reparation involved and the skill sets that the clients are developing. The project donates the produce, which amounts to about 70 crates of food each week, to charitable organisations with whom we have formed relationships over the past year.

The food is delivered to nursing homes, homeless shelters, hostels, food shelters, etc. Since the site opened, over 100 clients have worked on the project.



Pictured above: Thornton Hall Horticultural Project in North Dublin



Pictured above: Some of the produce grown on Thornton Hall Horticultural Project

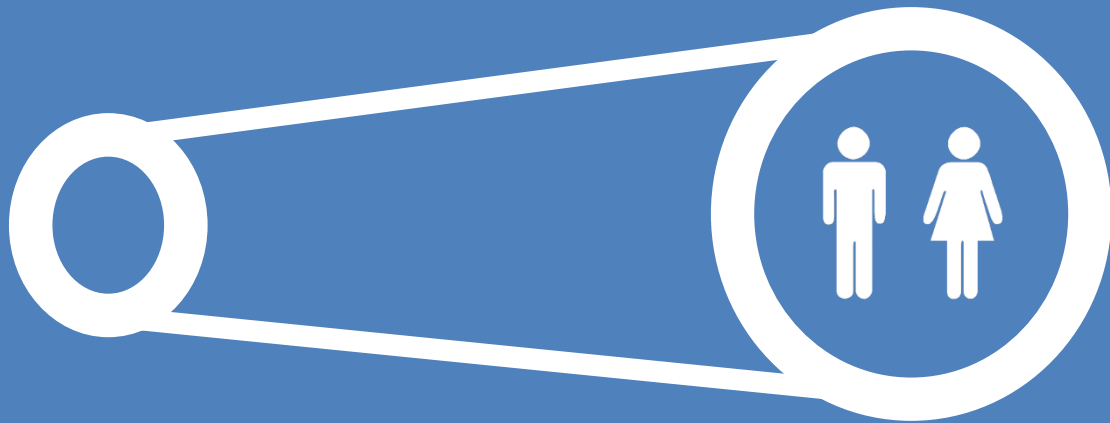
In 2014 almost **2,200** Community Service Orders were made by the Courts.

Over **327,000** hours of Community Service work were ordered.

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



In 2014, we worked with over **10,000** Service Users daily



almost **9,000** of whom were in the community



€4.5 million^{*} the notional
value of unpaid work for the Community
performed by Community Service and
Community Return in 2014.

* Based on a minimum wage rate of €8.65 per hour x hours work performed by Community Service and Community Return.



327,730 hours

of unpaid work for the benefit of the community
completed by offenders on Community Service in 2014



HOW WE WORK:

HUMAN RESOURCES - MANAGING AND DEVELOPING OUR POTENTIAL

Managing our Resources

The Probation Service is committed to maximising our opportunities to enhance our service delivery to all of our customers by increasing our capacity and responding to changes in demand.

During 2014 the Service continued to realign resources to maximise front line service delivery. This involved the proactive management of human resources, including the redeployment of staff to respond to changing requirements and new initiatives.

Competitions were held for Regional Manager and Senior Probation Officer positions resulting in the appointment of two new Regional Managers in October 2014 and two new Senior Probation Officers in November and December. Nine Locum Probation Officers were recruited to fill critical gaps in service delivery in key locations nationwide.

The Probation Service consistently promotes the health and wellbeing of all staff and recognises the importance of promoting a positive working environment for all. Through our on-going *Health and Well Being Programme* we continued to create awareness and the promotion of healthy lifestyles among staff.

Ensuring the Health and Safety of our staff continued to be a priority for the Service in 2014. Our Health and Safety Committees met regularly throughout the year and Health and Safety is included as a mandatory agenda item for all national, regional and team management meetings.

As part of the co-ordinated management of Health and Safety, the weeks commencing 20th May and the 20th of October were designated Service Health and Safety weeks. Regional and local managers were required to ensure all mandatory requirements, such

as emergency evacuations and risk assessments were completed/reviewed during these weeks.

The Service continued to work closely with the State Claims Agency (SCA) and made significant progress in the introduction of the internationally recognised 18001:2007 Occupational Health and Safety Management Standard. In 2014, the Service commenced the introduction of the system, on a pilot basis, in five sites. Transition into the pilot was facilitated by a targeted information campaign with information sessions held for staff involved in the pilot. On 15th December 2014, after a successful pilot, the SCA completed an initial audit, with a report due in early 2015.

Staff Development

The Probation Service continued to facilitate training courses, seminars and conferences aligned to our business and operational needs.

Administrative staff received training in Customer Service and Dealing with Challenging Behaviour. The latter programme was also tailored for and delivered to our Community Service Supervisors, who also received Health and Safety training relevant to their role.

Probation Officer grades completed training in specialist interventions with offenders including working with domestic violence and sexual offending in addition to receiving training in core skills such as Motivational Interviewing, Restorative Practice and Understanding Victims of Crime.

In 2014 almost 90 staff were trained in I-MAP (a one-to-one intervention designed to develop the skills and techniques which allow people to manage and control their anger).

Nineteen staff graduated with the Masters in Social Work and a programme to disseminate the learning and the findings of their research dissertations was arranged and delivered at Regional Team meetings.



Above: Probation Service Staff receiving their Masters Degrees at a conferral ceremony which took place University College Dublin, Belfield on 4th September 2014.

The Service also continued its close liaison with 3rd Level Institutions and facilitated 21 professional practice placements for social work students in 2014. These placements are a core element of professional social work training and are typically of 14 weeks duration. Probation Service staff also delivered a number of lectures to students in University College Dublin and University College Galway.

Staff Conference

In December 2014, the Probation Service held a successful staff conference in Brian Stack House, Irish Prison Service Training College, Portlaoise. The conference was attended by a representative group of over 150 staff, nominated from teams and regions nationwide, covering the broad spectrum of roles throughout the Service.

The theme of the conference, *Working Together for Lasting Change*, provided an opportunity for staff to reflect, consider and contribute on critical professional practice issues.

In opening the conference Vivian Geiran, Director, emphasised the essential role all staff have to play in shaping and delivering the Service's vision for the future: A vision based on accountability, excellence, opportunity and a core belief in people's capacity for change.



Above: Probation Service Staff attending the Conference

Staff also had the opportunity to hear from two expert guest speakers from Scotland on the theme of desistance, Mr. Allan Weaver, Criminal Justice Social Work Team Leader and Dr Beth Weaver, Senior Lecturer in the Department of Social Work and Social Policy at Strathclyde University.



Pictured above: Ita Burke, Ursula Fernée, Vivian Geiran, Allan Weaver, Beth Weaver and Una Doyle

Feedback from the conference was overwhelmingly positive and has helped staff to integrate some of the conference materials into their day-to-day practice. The Service have also incorporated the outputs from the conference into the Service Strategy 2015-2017 and its subsequent work-plans.

SUPPORTING THE WORK THAT WE DO

The Probation Service is committed to best corporate governance principles with well-defined and managed practices to ensure ethical standards are met.

We are committed to a quality customer focus in service delivery. The Service has a Customer Service Officer who oversees customer service complaints. Details of the customer service policies are available on our website. A review of the Customer Service Policies commenced in late 2014

In 2014 there were 11,921 client interviews held in the Haymarket Office and over 5,000 interviews held in our Cork offices.

ENSURING VALUE FOR MONEY

Procurement:

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

- Ongoing market testing ensuring a reduction in the amounts paid for goods and services.
- Use of contracts placed centrally by the Office of Government Procurement, centralised framework agreements and tender arrangements made available by the Department of Justice and Equality and Agencies and other Departments.
- Efficient management of office supplies and consumables by bulk ordering of goods and centralised purchasing arrangements.

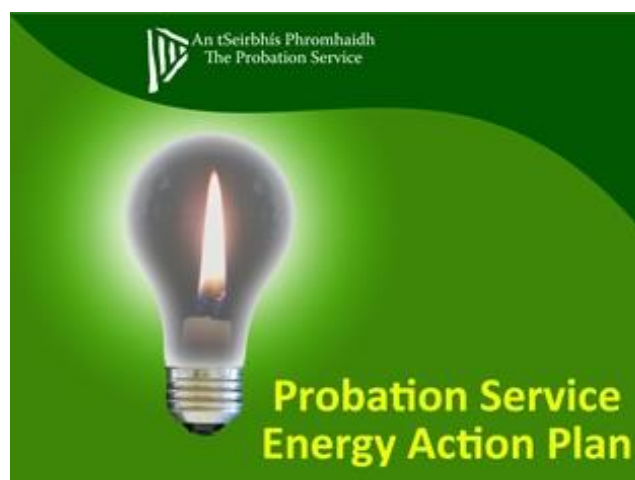
Estate and Facilities:

Throughout 2104 the Estate and Facilities Unit continued to liaise with the Office of Public Works and Regional Managers on the management of Probation Service estate and facilities nationwide.

Phase 1 of the Probation Service Estate Review implementation plan commenced and a number of significant milestones were achieved in 2014 including, the closure of our Parnell Street and Arklow offices and the consolidation of both our Mullingar and Newcastlewest offices. Arrangements were also made for consolidation, in 2015, of our Dublin 2, 6 and 8 teams into shared government accommodation in Ardee Street, Dublin 8.

Energy Awareness

The Service submitted all required data to the SEAI (Sustainable Energy Authority of Ireland). By 2013 we made a 4.7% saving based on the data supplied and a baseline from 2009. We also commenced an energy action plan and are working to further improve our energy performance during 2015 commencing with an energy audit of our Headquarters in Haymarket.



MAXIMISING SHARED USE OF RESOURCES

Sharing Initiatives

The Probation Service remain committed to ensuring that every opportunity is taken to maximise the use of available resources. In 2014, our facilities in Haymarket were used on a regular basis by a number of Justice Agencies such as the Irish Prison Service, and also CBOs including Le Cheile, IASIO and Restorative Justice Services resulting in significant efficiencies for each organisation.

The Irish Prison Service also facilitated the Probation Service's second annual staff conference at their training college in Brian Stack House, Portlaoise in December 2014.

The Probation Service also played host to a number of different seminars, conferences and training events throughout the year including delegations from Armenia, Boston, a European Co-operation Project Visit, an International Redcross Workshop and the (North-South) Public Protection Advisory Group seminar.

The purpose of the Armenian study visit was to provide the delegation with an overview of the work of the Probation Service in Ireland and, in doing so, assist with the development of probation practice in Armenia. Not only were the Probation Service delighted to facilitate our Armenian colleagues by hosting the visit, but also by the fact that Ireland was identified as an example and in many respects a leader in the development of contemporary practice.

The delegation comprised representatives of the Armenian Judiciary, the Ministry of Justice, the NGO sector, as well as from the Council of Europe. Throughout the week the delegation commented on the range and excellence of the work, as well as the evidence of effective interagency collaboration in achieving Service objectives and better outcomes for offenders.



Above: Armenian Ministry of Justice delegates, attending on a study visit with the Probation Service in February 2014.



Above: Delegates attending the ACJRD Seminar hosted by the Probation Service in the Haymarket Offices in April 2014.

In 2014 the Service facilitated over 65 training events for our staff and the staff of our partner agencies.



Measuring Effectiveness

The Probation Service’s goal is to contribute to creating safer communities and fewer victims through offender rehabilitation. We believe that while there are people whose crimes warrant a custodial sentence, there are many instances where prison simply does not reduce risk of re-offending. In light of this finding from international criminological research, we need to demonstrate that our work with offenders actually reduces their risk of re-offending. The Probation Service are committed to doing just that.

Research

The Probation Service is a learning organisation committed to quality service delivery, evidence based practice and effective, accountable results. Evaluation, research and quality assurance are key actions for the Service in ensuring best and most effective practice and results in its work.

In addition to internal studies and reviews, the Probation Service works with academic institutions, national and international researchers and postgraduate students to facilitate, encourage and support research and evaluation studies on identified areas of Service work and related data.

Almost 60% of offenders on Probation Service supervision had no conviction for a further offence committed within three years of the imposition of a Probation or Community Service order.

Source: Probation Service Recidivism Studies



Recidivism

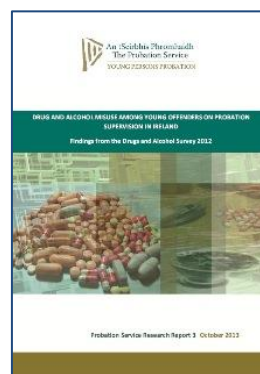
Recidivism is one of the most fundamental concepts in criminal justice. It refers to a person's relapse into criminal behavior, after receiving a Court sanction or undergoing intervention for a previous crime. To demonstrate the effectiveness of our interventions, we must measure the recidivism rates among persons placed under our supervision.

FAST FACT

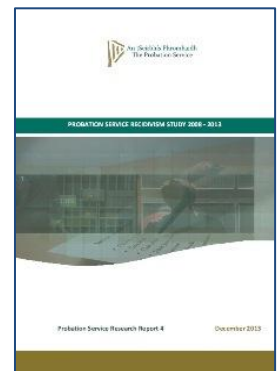
Our study shows that recidivism rates decreased as offender age increased.



The Probation Service has an established research co-operation agreement with the Central Statistics Office (CSO) and the Irish Prison Service for the preparation of recidivism studies. The first two large scale recidivism studies in Ireland were published by the Central Statistics Office in 2011 and 2013. A further recidivism report is being prepared and will be due for publication in 2015.



Drug and Alcohol Misuse among Young Offenders on Probation Research Study



Probation Service 2nd Recidivism Study

Full reports on both studies are available on www.probation.ie

COMMUNITY RETURN: A UNIQUE OPPORTUNITY

A DESCRIPTIVE EVALUATION OF THE FIRST TWENTY SIX MONTHS (2011-2013)

Minister for Justice and Equality, Frances Fitzgerald TD, launched an evaluation report on the Joint Probation Service-Irish Prison Service Community Return programme at the Public Protection Advisory Group seminar, held in the Probation Service Headquarters, Haymarket, Dublin, on Friday 21st November 2014.

The Community Return programme is a novel and unique initiative combining unpaid work for the benefit of the community with early release and resettlement support. The programme is an incentivised scheme for the supervised release of qualifying prisoners who complete unpaid community work as a condition of their early release.



The evaluation completed by the Probation Service and the Irish Prison Service was based on the experiences of all 761 Community Return Programme participants between October 2011 and December 2013; the first 26 months of the Community Return Programme in action. In its development no equivalent or similar initiative could be identified anywhere in the world and none had been reported in academic reviews or criminal justice literature.

FAST FACT

Community Return contributed unpaid work to the value of **€1,739,135*** for the community

* Notional value (at minimum wage rate of €8.65 per hour)

F A C T



Pictured above: Michael Donnellan, Director General Irish Prison Service, Vivian Geiran, Director of the Probation Service, Ms. Frances Fitzgerald TD, Minister for Justice and Equality, Mr. David Ford MLA, Northern Ireland Justice Minister.

Accepting the report from Probation Service Director, Vivian Geiran, and Irish Prison Service Director, Michael Donnellan, Minister Fitzgerald said,

“This study highlights the positive impact on re-offending and resettlement of the Community Return Programme in structured post-custody release...”

“... the evaluation is further evidence that supervised community sanctions can help in reducing reoffending, make communities safer and, with proper supports, positively reintegrate offenders back into their communities.”

In the study almost **89%** had either successfully completed their Community Return Programme or were still working on the Programme. Of those participants released during the first year of the programme, **91%** had not been committed to prison on a new custodial sentence in the period up to the end of 2013.

In our experience many people placed on probation have become involved in a cycle of offending that they are either unable or unwilling to break out of. There can be many complex reasons for this such as addiction, peer influence, homelessness, to name but a few. This cycle of offending can have a devastating impact. Every crime causes damage, creates victims and on some level harms our communities. The Probation Service works with offenders to break out of this cycle, thereby reducing the number of future victims and protecting society from the damage caused by crime.

The easiest way to understand how we work with offenders is to follow some of their stories:

BARRY: STARTING OUT ON THE WRONG ROAD



PROBATION HELPS BARRY ADDRESS HIS ALCOHOL MISUSE AND REFLECT ON THE HARM CAUSED BY HIS OFFENDING BEHAVIOUR.

Barry's drinking started when he was 14 years old. Over the next year his problem with alcohol worsened which had a major impact on his school and family life. At just 15 years old Barry's drinking problem saw him up before the Court on charges of unprovoked assault.

Barry was placed on supervision to the Probation Service for nine months. Under the supervision of his Probation Officer he engaged in alcohol awareness/education work and was referred to the Le Chéile Mentoring project. Barry also undertook a reparative piece of work at his

secondary school. This involved him making props for a school play, undertaking work to clean, repaint and set up the school hall for the play and actually acting in the play. This work was supported by Barry's Mum and by his Probation Officer.

Nine months after his Court appearance, with the help of the Probation Service, Barry has quit alcohol and is committed to changing his lifestyle and taking responsibility for his behaviour.

At the time of the assault, Barry was so drunk he barely remembered the incident. Through working with his Probation Officer, and with the support of his family, Barry has gone on to become an active member in his local youth club.

The support and encouragement Barry received from his Probation Officer and the Le Chéile Mentor Programme were key to helping him get his education and life back on track.

Barry's story demonstrates that with the help and support of the Probation Service those who start off on the wrong road can get their life back on course. Barry's old lifestyle is now behind him and with it his risk of re-offending is significantly reduced. Barry is one of many who have overcome alcohol misuse and other negative behaviour problems with the help of the Probation Service.

Barry's story isn't unique. Alcohol continues to be one of the major factors in offending behaviour. In this case, Barry was supported to make reparation to his community, to explore and reflect on his use of alcohol, his offending behaviour and to build his own responsibility. Structured interventions, linked to areas of risk identified by Barry's Probation Officer contributed to his successful completion of a period of adjourned supervision.

Diverting Barry away from the spiral of alcohol misuse and offending behaviour has enabled him to correct his behaviour and improve his life prospects, which a period of incarceration would perhaps have jeopardised.

PADRAIG: LIVING ON THE MARGINS



PROBATION ASSISTS PADRAIG WITH HIS REINTEGRATION INTO SOCIETY

When Padraig left prison he was unable to return home to his family or his old home. He was homeless, totally isolated and in a new city completely unknown to him.

Padraig was convicted of sexual offences when he was 61 years old. After serving a significant prison sentence, he began five years post custody probation supervision. On his release he was placed on the sex offenders register and is not allowed to be in the company of people under the age of eighteen.

Padraig's wife and daughter did not want any contact with him and the only option left open to him was to move to Dublin where he had no family, accommodation or support networks. When Padraig was unable to get a bed in emergency accommodation he ended up sleeping on the street. He became increasingly depressed and was drinking heavily, becoming more and more isolated. He had no family or friends he could turn to and lived in constant fear of being recognised. He had been threatened previously, when recognised on the street.

The Probation Service's Homeless Offenders Team aims to help people in Padraig's situation. Their first goal was to assist Padraig to source accommodation. Padraig's Probation Officer managed to secure a hostel for Padraig however, during the day, when he had to leave the hostel, Padraig was increasingly alone and left to wander the streets. As a result, his

physical and mental state deteriorated and Padraig began to lose all hope and became suicidal.

Padraig's Probation Officer encouraged him to seek medical help through his Doctor. The Officer put a plan in place to get Padraig off the streets and into his own accommodation and encouraged Padraig to seek medical help whenever he had suicidal tendencies. Padraig also managed to reconnect with his brother and occasional visits between them were established.

However, finding rented accommodation proved to be difficult and Padraig's depression spiralled again. During an interview with his Probation Officer Padraig indicated that he had hit rock bottom. He had a suicide note prepared and spoke of the funeral arrangements he wished to put in place. He could see no way out.

Padraig refused help from his Probation Officer and, despite the best efforts of the officer, the emergency services and the Gardaí, Padraig was found the next day with serious self-inflicted wounds. Padraig spent the next four weeks in a psychiatric ward.

Working with Padraig, initially from the hospital, the Probation Service made contact with his brother who in turn helped arrange for Padraig to stay with a cousin. A care plan was also put in place with the hospital. Padraig has stuck with that plan and has secured his own accommodation.

Although his hope is to build bridges with his family and his daughter, Padraig has remained in Dublin on advice from his supervising Probation Officer. This way he remains close to his new found support. Padraig's supervising Probation Officer has made arrangements to help Padraig's mental health issues from spiralling out of control again.

There are many people like Padraig who are totally alone and without any support when they leave prison. Research shows that social isolation increases the likelihood of re-offending. SORT offers help to those in similar situations.

Note: The cases studies represented are factual however some details have been changed to protect the identities of the individuals involved.

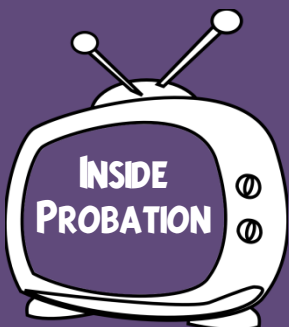
In 2014, **8,482** people were referred to the Service by the Courts



67.6% of new male referrals and **65.4%** of new female referrals were aged between 18 to 34



In 2014, there were over **6,000** visitors per month to our website www.probation.ie



Almost **400,000** people viewed the 'Inside Probation' documentary broadcast on RTE1 television in October 2014

Some of the key elements of the criminal justice system are to:

- Prevent offending and reoffending
- Repair harm
- Make society safer

Within this context, the Probation Service works in and with communities to deliver responses to offending behaviour. Building confidence in the work of the Service within these communities is integral to our delivery of successful interventions. Key to building confidence in the work we do, is explaining that work to the public.

In 2013 the Probation Service opened its doors to the cameras by taking part in an ambitious over-the-shoulder documentary which highlighted the day to day work of the Service. The documentary, which was filmed over the course of the year, aired on RTE1 television in October 2014.



The programme opened a window on the Probation Service to over 400,000 viewers, allowing them to see the complex issues and often chaotic world offenders live in.

The Service featured prominently across all media platforms in the days leading up to and after the programme. This allowed the Service to highlight its work and the important role it plays within the Criminal Justice System.

COMMUNICATION

In 2014, the Service continued to drive its communications programme and issued 12 newsletters during 2015, *Probation works* (external newsletter), and *Probation Press* (internal/staff newsletter).

Probation works provides news on the latest developments in probation practice and related areas of work. The newsletter is widely circulated both nationally and internationally, to individuals and organisations. All issues of *Probation works* are available on the Service website and the publication is also circulated to staff throughout the Department of Justice and Equality via the Department's intranet portal.

‘Inside Probation’ goes behind the scenes at the Probation Service

RTÉ documentary follows the probation service as it supervises thousands of offenders

Ruadhán Mac Cormaic, Irish Times

The *Midas Productions* programme followed the work of a number of Probation Officers as they assessed, managed and supervised offenders in the community.

Six editions of the Service’s internal newsletter *Probation Press* were published during the year. This publication plays an important role in keeping staff informed of new developments in the Service.



Probation works



Probation Press

In November 2014, the Service participated in a leading Italian current affairs programme ‘Report’, which aired on Rai 3 television on 30th November 2014. The programme, which examined the use of Community Service in a number of different jurisdictions, featured interviews with our mobile Graffiti Removal project and Knockmitten Community Service site supervisors.



Above: Offenders on Community Service removing graffiti in Dublin 1 as part of the Probation Service Graffiti Removal Project.



Above: Paul Cruise, Community Service Supervisor at the Knockmitten Community Centre appearing in the *Report* documentary for Italian television channel Rai 3.

The Service also continued to make extensive use of our website and internal portal to drive communication and awareness of our work. In 2014, there was an average of 6,000 visits per month to our website.

Throughout the year a number of information brochures were also developed to promote and explain the work of the Service. An information brochure, intended as a resource for legal practitioners, was developed and circulated widely to the judiciary and legal professionals.



INFORMATION

Information and communication requests continued to be co-ordinated through our Corporate Services Unit. In addition a dedicated Freedom of Information (FOI) and Data Protection unit ensures prompt responses to requests for personal information and information on the work of the Service.

Information Access Requests Received	
Freedom of Information (FOI) Requests	19
Third Party Requests	2
FOI Appeals	2
Office of the Information Commissioner Appeals	2
Data Protection Requests	9
Requests from other agencies	3
Total Requests	37

Information Requests Co-ordinated centrally	
Press Queries	15
Dail Questions	67
Other*	210
Total	292

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

MANAGEMENT INFORMATION

The Probation Service has continued to develop systems for the management and analysis of data. In 2014, all key management meetings were supported with appropriate data. Information system reviews were routinely scheduled as part of Senior Management meetings to ensure that progress remained consistent, in line with the Service's strategy and goals.

Two successful workshops were held as part of a conference on Penal Policy in Wheatfield Place of Detention in September 2014. Representatives from the Central Statistics Office, Irish Prison Service and Probation Service presented on data management within the organisations and outlined how the co-operation was put to good effect in the identification of recidivist offenders.



Pictured above: Maura Butler, Chairperson of the Association for Criminal Justice Research and Development (ACJRD) addressing delegates at the Penal Policy conference

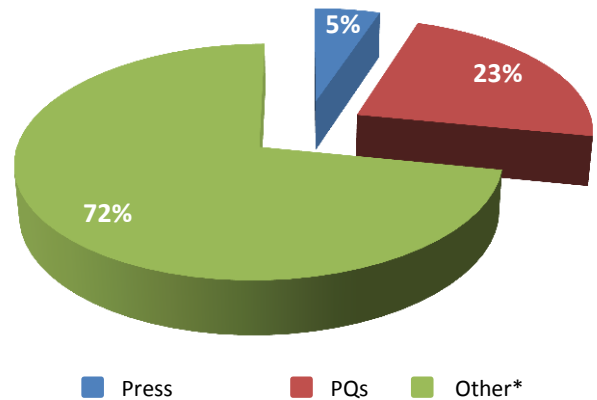
Throughout the year we have increased the automation of real time operational data reports, increased our online statistical reporting via our website, augmented the linking of Community Service and Community Return data and further integrated information from Community Based Organisations in receipt of funding from the Service.

INFORMATION COMMUNICATIONS TECHNOLOGY (ICT)

The IT Unit in the Probation Service provides and maintains a range of IT services which support the Operational and Strategic functions of the Service. During the year changing business processes were incorporated into the Service Case Tracking System.

The Probation Service is represented on both the Department's ICT Governance Group and the ICT Liaison Group and liaises with the Departments ICT Unit on an on-going basis.

% INFORMATION REQUESTS RECEIVED IN 2014



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

FAST FACT

In 2014, the Probation Service requested **8,062** offender criminal records checks from An Garda Síochána to assist in our preparation of offender assessment reports for Court.



PUBLIC PROTECTION ADVISORY GROUP

Minister for Justice and Equality, Ms. Frances Fitzgerald TD, and Northern Ireland Justice Minister, Mr. David Ford MLA, together attended and officially opened the fifth annual Public Protection Advisory Group (PPAG) seminar in Probation Service Headquarters at Haymarket, Dublin, on 21st of November 2014.



Pictured above: Minister Frances Fitzgerald TD and Minister David Ford MLA receiving the 2014 edition of the Irish Probation Journal from Cheryl Lamont, PBNI (Acting) Director and Vivian Geiran, Probation Service Director

The seminar was attended by over seventy delegates, representing the police, prisons and probation organisations, as well as Justice Departments/Ministries, from Ireland North and South. The theme of the seminar was: *Working With and In Communities*, and featured presentations on Community Return, Reducing Offending in Partnership and the Joint Agency Response to Crime, Restorative Practice, working in communities and the Policing and Community Safety Partnerships.

IRISH PROBATION JOURNAL

The eleventh edition of the Irish Probation Journal was also launched at the North-South Public Protection Seminar. The Journal provides a valuable opportunity to share knowledge, research findings and examples of good practice between academics, researchers and practitioners.



The 2014 Irish Probation Journal had a total of fifteen articles, including contributions on Integrated Offender Management, Probation practice in working with travellers, Irish prisoners in English prisons with a special focus on Irish travellers there and pre-sentence reports in the Children Courts.

INFORMATION SHARING PROTOCOL

An Information Sharing Protocol between the Probation Service and the Probation Board for Northern Ireland in respect of the Management of Sex Offenders and Offenders assessed as a Risk of Serious Harm to Others was reviewed and agreed by the Directors of both Services in July 2014.



Pictured above: Vivian Geiran, Director of the Probation Service with Cheryl Lamont, Director (Acting), PBNI

The protocol facilitates the exchange of personal data and other information to enhance public safety and enable both Services to:

- agree voluntary arrangements for community sentences
- agree voluntary arrangements for post custodial supervision
- share information for the preparation of Pre-Sanction Reports

Inaugural Irish Criminal Justice Conference

The Probation Service, in conjunction with the Department of Justice and Equality, the Irish Prison Service and the Association for Criminal Justice Research and Development (ACJRD), participated in a conference on the theme of Penal Policy Reform on Saturday the 20th of September 2014.



Pictured above: Minister Frances Fitzgerald TD addressing delegates at the inaugural Penal Policy conference held in Wheatfield Place of Detention in September 2014

Minister for Justice, Ms. Frances Fitzgerald TD addressed the conference, which was held in Wheatfield Place of Detention in Dublin, with a full capacity attendance of over 130 delegates. Attendees included members of the judiciary, Department of Justice and Equality officials, Probation, Prisons and Garda personnel, representatives from the DPP's Office, as well as NGOs, lawyers, academics and politicians.

The packed programme also provided workshops on data management, prisoner empowerment, the Community Return Programme, prisoner employment, dialogue coaching and the change process, and the needs of victims of sexual and domestic violence.

JCN (Justice Cooperation Network) Conference in Rostock-Warnemünde

The final conference of the JCN (Justice Cooperation Network) European project on the treatment and transition management of high risk offenders was held in Rostock-Warnemünde (Germany) in September 2014 and had over 400 hundred delegates from 34 countries in attendance.

The JCN Justice Co-operation Network project partners have been working since 2012 to develop a European network and best practice in the transition management and supervision of high risk prisoners leaving custody.

Ireland was represented at the Conference by delegates from the Probation Service, An Garda Síochána, Irish Prison Service, Department of Justice and Equality, Dublin Institute of Technology, Irish Penal Reform Trust and some Probation funded Community Based organisations.



Pictured above: European delegates attending the Justice Cooperation Network Conference in Rostock-Warnemünde, Germany.

The conference opened with addresses by the Minister for Justice in Mecklenburg- Western Pomerania and the Secretary of State in the Federal Ministry of Justice followed by speakers from the EU Commission, the Confederation of European Probation (CEP) and Europris.

The Conference has brought to a conclusion the work of the JCN (Justice Cooperation Network) European project on the treatment and transition management of high risk offenders.

The Probation Service's International Desk managed 25 North-South inter-jurisdictional report requests in 2014.



Council of Europe (CoE)

Vivian Geiran, Director of the Probation Service was elected to represent Ireland on the Council for Penological Co-operation (PC-CP), a



working group which operates under the European Committee on Crime Problems (CDPC) of the Council of Europe (CoE). The PC-CP carries out a range of functions, including reviewing and making proposals on the operation of probation and prison systems in Europe, monitoring the operation of probation and prison rules, commissioning the annual penal statistics of the Council of Europe (SPACE I & II), as well as exploring, reviewing and commenting on a range of related issues.

In June 2014, the 19th Council of Europe Conference of Directors of Prisons and Probation, took place in Helsinki, Finland. The theme of this year's conference was *'Shared Goals, Shared Values in Prisons and Probation.'* Vivian Geiran fulfilled the role of moderator at one of the conference sessions.

Based on SPACE II 2013* findings Community Service made up **35.3%** of community sanctions supervised in Ireland.

This compares with **17.1%** in Northern Ireland, **9.7%** in England and Wales and **25%** in Scotland.

The European Average was **26.5%**.

*The SPACE II project, created by the Council of Europe in 1992, collects information on persons serving non-custodial and semi-custodial sanctions and measures



There were **2, 145, 289** persons under the supervision/care of probation services in Europe at the end of 2013.

* Based on the SPACE II 2013 Statistical Report. The SPACE II project, created by the Council of Europe in 1992, collects information on persons serving non-custodial and semi-custodial sanctions and measures



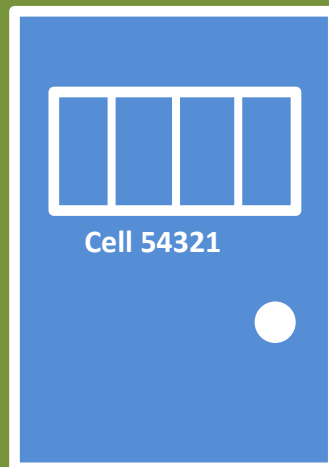
The Probation Equation

Fewer Offenders = Fewer Victims + Safer Communities

Offenders
Probation Supervision = Reduced Recidivism

Reduced Recidivism = Fewer Offenders

The average cost of supervising a Probation Order is **€5,000**. The average cost of a year in prison in 2013 was **€65,542**.



450 prisoners were released onto the Community Return Scheme, a joint Probation Service and Irish Prison Service initiative, in 2014.

89%* of adult offenders on probation supervision have drug and/or alcohol misuse issues.

* Source: Probation Service Drug and Alcohol Misuse among Adult Offenders on Probation Supervision in Ireland published May 2012.



Section 2

PERFORMANCE AGAINST TARGETS 2014

Throughout the year the Service measured its performance against its strategic goals outlined in the Service Strategy Statement 2011 – 2014 and against the programme of work mapped out in the Service workplans.

GOAL 1: REDUCTION OF RE-OFFENDING AND PREVENT FURTHER VICTIMISATION THROUGH THE PROMOTION AND DELIVERY OF COMMUNITY SANCTIONS AND MEASURES.	
<p>Expansion of the range of innovative and evidence led interventions delivered by the Service nationally.</p>	<ul style="list-style-type: none"> • Court Duty Review undertaken. Recommendations implemented. • Extension of same day Community Service reports to District Court Appeals Court in Criminal Courts of Justice (CCJ). • Service input to Court Service Project Board re Fines Act. • Programme Strategy finalised. Programmes delivered in 2014 include <ul style="list-style-type: none"> ○ Non Violent Response ○ Choice and Challenge Group Programmes. ○ Living with Life – Pilot ○ Strengthening Families. ○ IMAP (Anger Management) • Work ongoing to develop a programme for violent offenders with a target of 50 offenders posing a high risk of committing further serious harm. • Co-located Team working with Sex Offender Risk Assessment and Management (SORAM) groups nationally.
<p>Development of initiatives to break the cycle of offending, provide alternatives to custody and enable re-integration of offenders.</p>	<ul style="list-style-type: none"> • Community Return Research completed and published in October 2014. • Community Return - Target of 450 releases for 2014 reached. • Palls Project - Limerick Community Support Scheme structured release programme in place. • The Service continued to work with Community Based Organisations to provide flexible and effective programmes aligned to the changing needs of the Service. • Continued to encourage the expanded use of volunteers contributing to service programmes. • Joint Probation Service/Irish Prison Service Women' Strategy launched. Implementation plan agreed and commenced.
<p>Contribution to the development of Justice policy initiatives through the promotion of the significant role of community sanctions in the reduction of re-offending and as an effective sentencing alternative to custody.</p>	<ul style="list-style-type: none"> • Probation Service Research Programme in place. • Requests for information, observations and contributions responded to in timely manner. • Service contribution to Department's legislative Programme as required. • Strategic objectives of the Department of Children and Youth Affairs and the Irish Youth Justice Service supported.

GOAL 2: THROUGH STRENGTHENED STRATEGIC ALLIANCES AND PARTNERSHIPS ADDRESS CRIME AND SOCIAL INCLUSION.

<p>Contribution to a criminal justice wide co-ordinated and integrated system of offender management.</p>	<ul style="list-style-type: none"> • The Service continued to participate in the European treatment and transition management of high risk offenders’ project. • Service Participation in Penal Policy Review Group. Report published. • Service participation in cross agency meetings – COSC, Homelessness, National Drug Rehabilitation Implementation Committee (NDRIC), Probation Board for Northern Ireland (PBNI). • On-going participation in working groups:- Victims Liaison group, Children First Department of Justice and Equality Committee. • Meetings held with Court Service and on-going liaison with Judiciary. • Strategic Oversight Group meetings with the Irish Prison Service on implementation of Joint Strategy. • Review of Probation Service work in Prisons complete. Recommendations being progressed. • Continued liaison with An Garda Síochána.
<p>Work with local, national and European partners to develop and deliver effective services to reduce reoffending.</p>	<ul style="list-style-type: none"> • Applications for transfer of probation supervision from and to other jurisdictions managed through the International Desk. • Continued engagement in EU funded projects: Juvenile Recidivism (Portugal), Circles of Support (Netherlands), Restorative Justice (Italy). • Joint meetings held by Probation Service and Probation Board for Northern Ireland (PBNI) Management. • European Social Funding secured in respect of one adult Project and five Young Persons’ Probation projects. • Liaison with PBNI on programme delivery. • 11th edition of Irish Probation Journal published.
<p>Worked to improve outcomes for victims and offenders through developing enhanced strategic alliances with the wider statutory, voluntary and community sector.</p>	<ul style="list-style-type: none"> • Restorative Justice in the Community expanded to Cork Courts. • District Court Referrals from Cork increasing. • Restorative Justice Services (RJS) Dublin:-Reparation panels meeting twice weekly in Probation Service Haymarket office. 477 clients meetings in Haymarket. • National Victim Services Team Operational. • Links established with Victim organisations • Victim requests processed in a timely manner.

GOAL 3: ENHANCED ORGANISATIONAL CAPABILITY IN DELIVERING EXCELLENCE AND INNOVATION.

<p>Delivered services to highest standards and levels of professionalism</p>	<ul style="list-style-type: none"> • Quality Assurance and Standards project established. • The first group of eight standards - related to offender assessment and supervision, as well as key management functions circulated for implementation. • Methodology for defining, recording and reporting sex offender data comprehensively reviewed and updated. • Follow up review of Case management Plans completed. • Pre-Sanction Report guidelines updated. • Occupational Health and Safety management System piloted in five sites. Haymarket Office Audited in December. • Communications Group in place.
<p>Maximise the benefits of ICT, research and data management</p>	<ul style="list-style-type: none"> • Case Tracking System updated to incorporate new business processes. • Six editions of electronic Probation Service Press and Probation Service Works published. • Service Users included in Strategy Consultation Process. • Service participated in ICT Governance and Liaison Groups. • Website maintained up to date. • Research Programme in place. CR Research published. • Increased use of analytics and statistics to inform management. • Video links in place with Cloverhill, the Midlands, Haymarket, Cork, PBNI and the Department of Justice and Equality.
<p>Effective management of resources achieving value for money.</p>	<ul style="list-style-type: none"> • Continued engagement with and contribution to the Department's workforce planning process. • Staff redeployed as necessary ensuring capability in right places to deliver services in short and long term. • Performance managed using Performance Management Development System process. • Estate Review Implementation plan progressed. • Recommendations from Internal Audit implemented. • On-going use of centralised framework agreements. • Training initiatives identified and shared with Irish Prison Service. • Energy Plan in place. • Managed EU budgets and financial reports on request for all international projects.

PROBATION SERVICE/IRISH PRISON SERVICE JOINT STRATEGY

The Irish Prison Service and the Probation Service have worked closely together, over many years, to help prisoners reduce their risk of reoffending and to make a positive contribution to their communities, through proactive sentence management and the provision of prisoner resettlement programmes.

In May 2013, a joint strategy document was developed setting out how the two organisations will continue to develop and co-ordinate our joint working, in conjunction with our statutory, community and voluntary sector partners, to further improve outcomes to help create a safer and fairer Ireland. Progress on this strategy is outlined in the next section.

Work on a new joint strategy covering the periods 2015-2017 commenced during 2014.

COMMUNITY RETURN: A UNIQUE OPPORTUNITY
A discursive evaluation of the first twenty six months (2013 - 2013)

An Effective Response to Women Who Offend
Joint Probation Service – Irish Prison Service Strategy 2014 - 2016

Delivering better services through collaborative working

Update on Joint PS/IPS Strategy

- 1** **Continued**
Management
• Continued joint working between the two services in the area of sentence management, including the use of the Probation Service's Community Return Programme for high risk, custody-ready offenders both in prison and in the community.
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- 2** **Review**
• A review of the joint strategy was completed in 2014, with the aim of ensuring that the strategy remains relevant and effective in the context of the current legislative and policy environment.
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- 3** **Implementation**
• The implementation of the joint strategy was a key priority for both services in 2014, with a focus on ensuring that the strategy is fully embedded in the day-to-day work of both services.
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Joint Irish Prison Service & Probation Service Strategic Plan 2013-2015

Published May 2013

Update on Joint Probation Service/Irish Prison Service Strategy

1

Continuum of
Sentence
Management

IN ENHANCING SENTENCE MANAGEMENT AND THROUGH-CARE OF PRISONERS, WE HAVE:

- Delivered group work programmes on offending behaviour 'Choice and Challenge' in Wheatfield Prison.
- Expanded group programmes in prisons with life sentenced prisoners.
- Developed joint assessment mechanisms for sentenced prisoners under consideration for the Community Return Scheme.
- Referred 31 prisoners convicted for sexual offending, into the multi-agency Sex Offender Risk Assessment and Management arrangements, following completion of custodial part of sentence.
- Agreed to pilot joint agencies response to crime initiatives (An Garda Síochána, the Probation Service and the Irish Prison Service).
- Undertaken joint training on risk assessment of sex offenders.
- Provided joint funding of Community Based Organisations to work within the prisons to aid resettlement.
- Completed 71 reports on Life Sentence Prisoners on behalf of the Irish Prison Service.
- Provided 84 Parole Board Assessment and Home Circumstances reports

2

Community
Return

IN FURTHER ROLLING OUT THE COMMUNITY RETURN PROGRAMME, WE HAVE:

- Exceeded the target (450) of participants in 2014 with 455 structured releases.
- Maintained an exceptionally high compliance rate of almost 90% of those released on to the scheme.
- Continued to explore the expansion of the Community Return Programme and its application to suitable prisoners.
- Published a research evaluation of the Community Return Programme
- Expanded the co-located unit with the assignment of a Prison Officer to the team in May 2014.
- Established supply links with charitable organisations utilising the fruit and vegetable produce cultivated by the Community Return Project at Thornton Hall.
- Negotiated with the CDET prison based Education Units, for the Thornton Hall horticultural project to be accredited as a formal training programme during 2015.
- We further incentivised the scheme by granting Enhanced Remission to suitable participants on successful completion of their work obligations.

3

Supports for
Short Term
Prisoners

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

- Expanded Community Support Schemes to now cover Mountjoy Campus, Cork Prison, West Dublin Campus and Limerick Prison.
- Expanded engagement with the community based NGO, Care After Prison, to provide support and advocacy to prisoners serving sentences under 12 months released on temporary release from Dublin prisons.
- Successfully placed 230 referrals (short term prisoners) on the above scheme during 2014.
- Engaged with the NGO, Cork Alliance, to provide support to those leaving Cork Prison and have placed 114 referrals on this scheme during 2014
- Engaged with the NGO, PALLS to provide support to short term prisoners leaving Limerick Prison and placed 26 referrals on this scheme since September 2014.

4

Cork and
Limerick
Initiatives

IN DEVELOPING RESPONSES TO LIMERICK AND CORK PRISONS, WE HAVE:

- We have extended the reach of Community Support Schemes for short sentence prisoners to both Cork and Limerick prisons.
- Further developed in reach services into both prisons.
- Assigned a dedicated Probation Officer to work with female offenders in Limerick Prison.
- Continued the Community Return Programme to both institutions.

5

Women
Offenders

IN ADDRESSING THE NEEDS OF WOMEN OFFENDERS, WE HAVE:

- Worked with a range of agencies including the Dublin Regional Housing Executive, Dublin City Council, Health Service Executive (HSE), City of Dublin Education and Training Board (CDETb) to open the Abigail Centre which is run by DePaul Ireland and Novas Ireland. The centre provides supported accommodation and a wide variety of services for women.
- Initiated collaboration with INSPIRE women's project in Northern Ireland with a joint visit by Probation Service and Irish Prison Service staff.
- Pursued tailored placements for women on community service and community return.
- Completed audit of in-reach services in the Dochas Prison and Limerick Women's Prison.

6

Young
Offenders

IN ADDRESSING THE NEEDS OF YOUNG OFFENDERS, WE HAVE:

- Transferred sentenced young offenders to more appropriate accommodation at Wheatfield Place of Detention.
- Facilitated Red Cross Training in Wheatfield Prison for young offenders.
- Focused on rehabilitative resettlement of young offenders under supervision.
- Delivered victim empathy group programmes in both Wheatfield and the Children Detention School.

7

Joint
Development of
Statistical Data

IN WORKING TO ENSURE OUR PRACTICE IS INFORMED BY ACCURATE DATA, WE HAVE:

- Increased Probation Service access to the Irish Prison Service's Management Information System for key staff, increasing accuracy of data.
- Published a research evaluation of the Community Return Programme
- Convened joint meeting with Central Statistics Office (CSO), Irish Prison Service and the Probation Service to plan for publication of recidivism data in 2015.
- Delivered presentations at the inaugural Criminal Justice Conference.

APPENDICES

- Glossary of Terms
- Probation Service Organisational Chart
- Probation Service Regional Map
- Probation Service Office Locations Map
- Finance
- Statistics
- Listing of Community Based Organisations in receipt of funding through the Probation Service

Glossary of terms

ASSESSMENT

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

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

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

SUPERVISION

PROBATION ORDERS

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

COMMUNITY SERVICE ORDERS

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

COMMUNITY RETURN

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

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

SUPERVISION DURING DEFERMENT OF PENALTY

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

POST RELEASE SUPERVISION

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

CONDITIONAL SUSPENDED OR PART-SUSPENDED SENTENCES

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

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

SUPERVISED TEMPORARY RELEASE

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

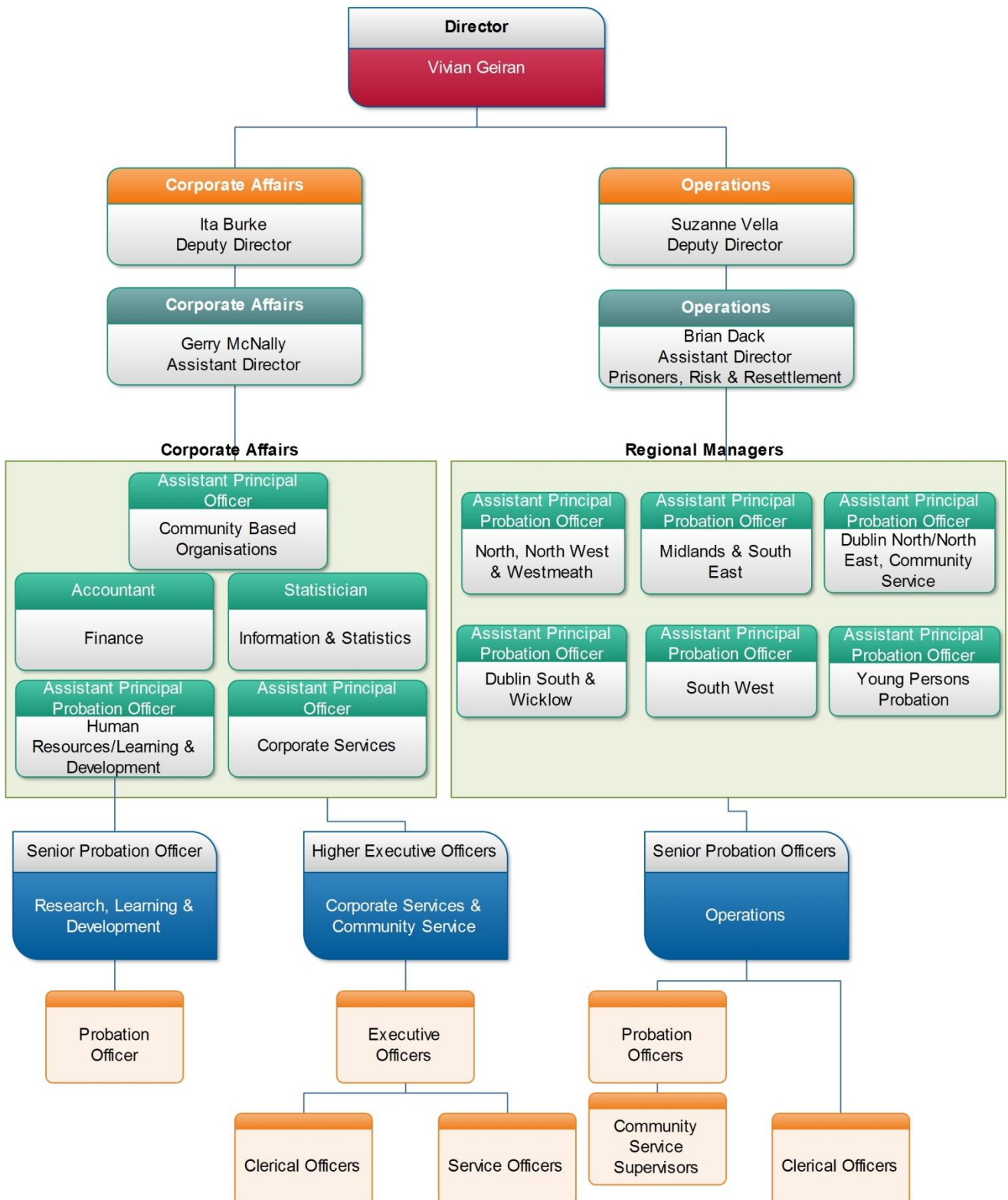
FAMILY CONFERENCE

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

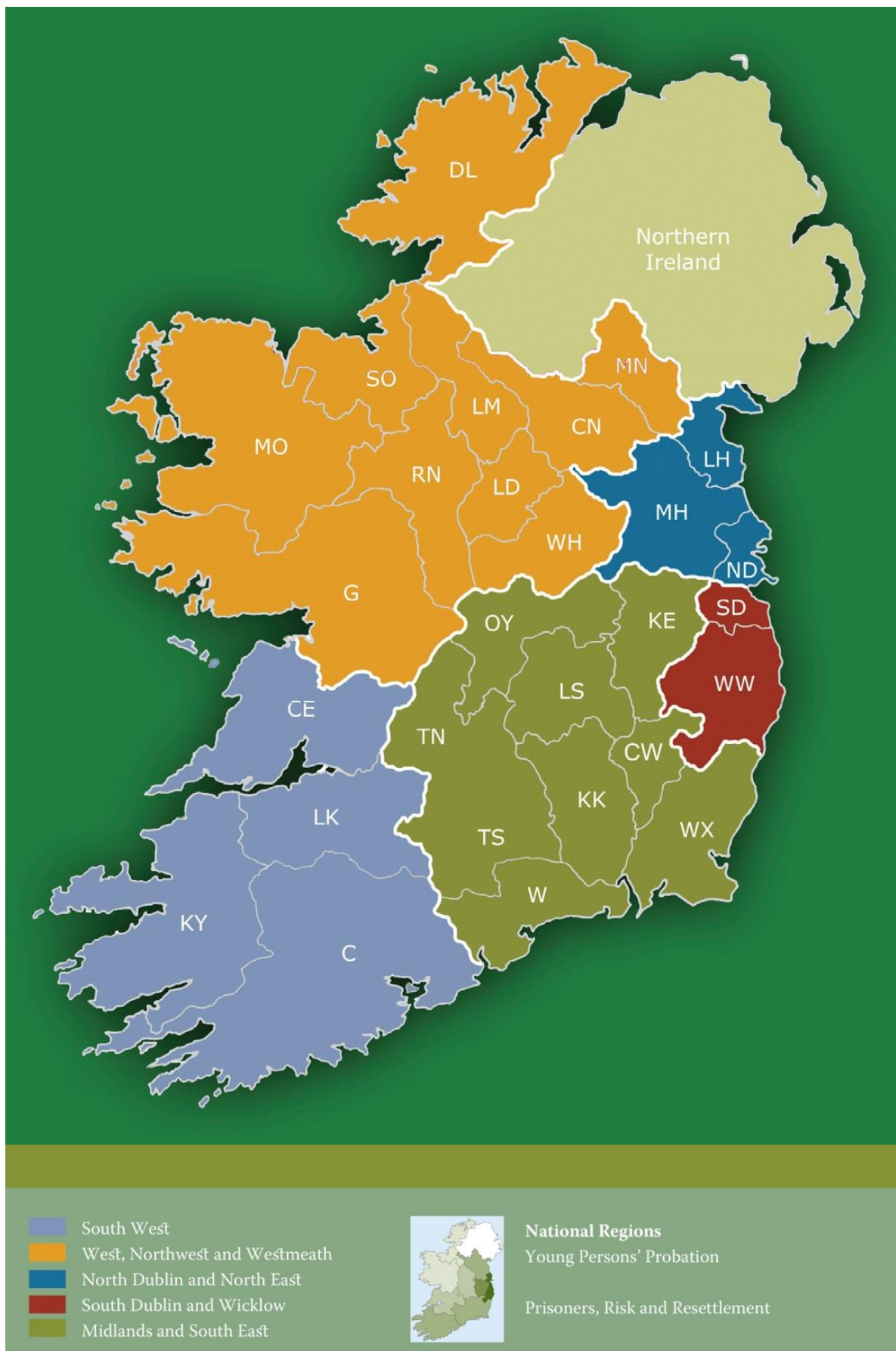
ACTION TAKEN IN CASES OF NON-COMPLIANCE WITH COURT ORDERS

In cases where offenders on supervision fail to comply with the terms of any of the above supervision orders, they are returned to the relevant court to face the consequences. This can include imposition of an alternative penalty, up to and including a custodial sentence.

Probation Service Organisational Chart 2014

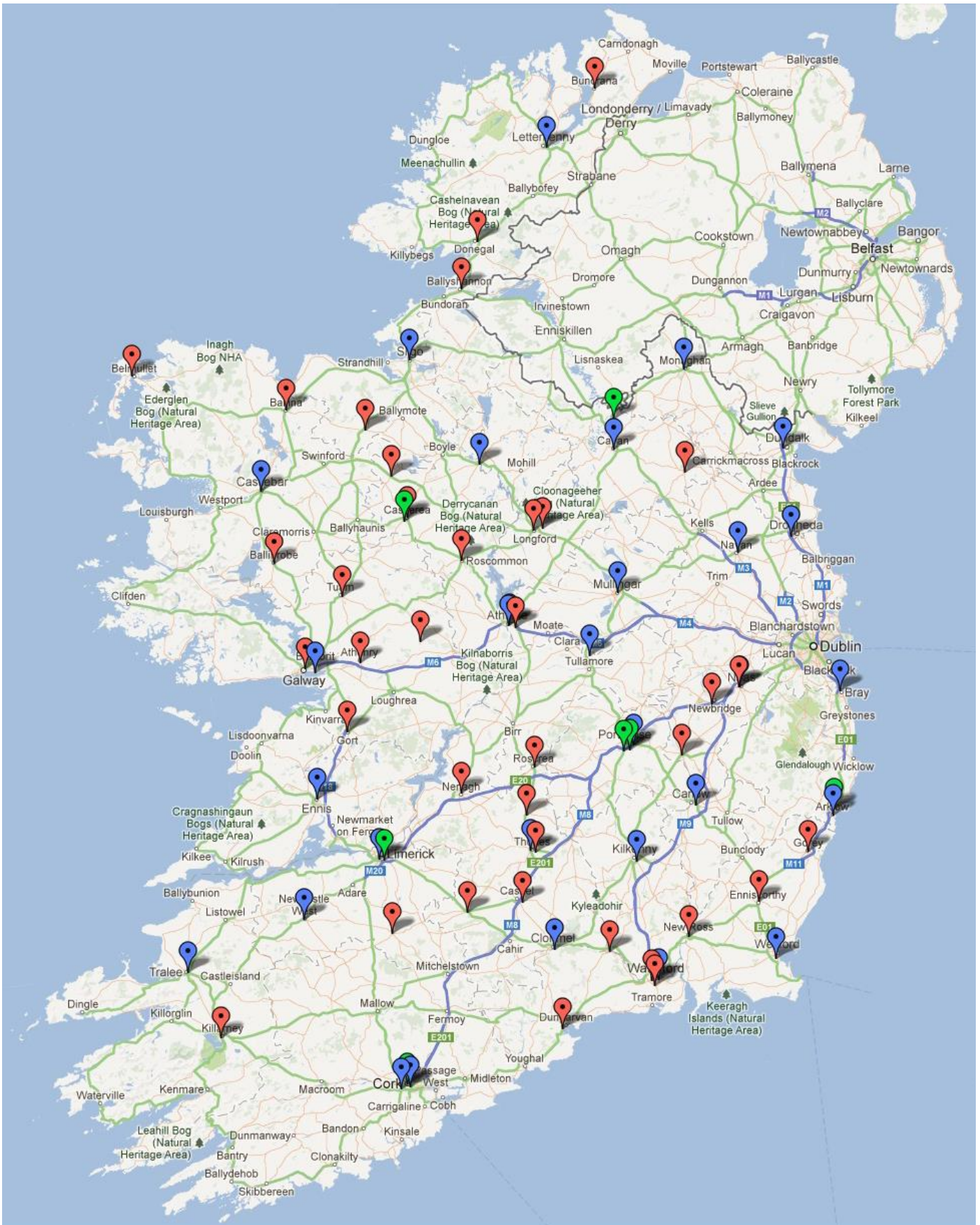


Probation Service Regions



Main Probation Service Delivery Locations 2014

(Probation Service Offices, Prisons and Court Offices)



Finance

FINANCIAL STATEMENT INCOME & EXPENDITURE 2014					
		BUDGET PROVISION	PROVISIONAL OUTTURN	SAVINGS	EXCESS
		€000	€000	€000	€000
VOTE 24	JANUARY- DECEMBER 2014				
B.10	Salaries, Wages and Allowances	20,721	20,703	18	
B.11	Operational (Travel, Postal & Telecom, Office Premises, Office Machinery)	3,775	3,171	604	
B.12	Services to Offenders				
	Assistance to Voluntary Bodies (Current)	10,732	10,170	562	
B.13	Community Service Order Scheme	2,067	2,062	5	
	TOTALS	37,295	36,106	1,189	0

FINANCIAL STATEMENT INCOME & EXPENDITURE 2013					
		BUDGET PROVISION	OUTTURN	SAVINGS	EXCESS
		€000	€000	€000	€000
VOTE 24	JANUARY- DECEMBER 2013				
B.10	Salaries, Wages and Allowances	21,418	20,860	558	
B.11	Operational (Travel, Postal & Telecom, Office Premises, Office Machinery)	4,025	3,122	903	
B.12	Services to Offenders				
	Assistance to Voluntary Bodies (Current)	10,572	9,703	869	
B.13	Community Service Order Scheme	2,104	2,113		-9
	TOTALS	38,119	35,798	2,330	-9

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 2014:

(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.

Late payments:

Invoice Amount	No. of Invoices	Amount of Interest Paid €
Under €317	10	415.00
Over €317	1	40.86
Total	11	455.86

Statistics 2014

Statistics – Overall

Overall	2012	2013	2014
Total number of Offenders dealt with in Community over year*	15,080	15,984	15,134
Total court referrals to the Probation Service	8,790	8,705	8,482
Total number of persons referred from courts to the Service	7,646	7,578	7,416

New Referrals From Court	2012	2013	2014
Referral for Probation (Pre-Sanction) Reports	4,921	5,027	4,817
Referral for Community Service Reports	2,377	2,005	1,943
Pre-Sanction Reports to consider Community Service	575	692	649
Orders without prior report	902	931	1,037
Family Conference	15	50	36
Total Court Referrals	8,790	8,705	8,482

Completed Reports	2012	2013	2014
Probation (Pre-Sanction) Reports**	9,817	9,987	9,818
Community Service Reports (Standard)**	2,043	1,857	1,665
Community Service Reports (Same Day)	963	853	812
Parole Board – Assessment and Home Circumstances Reports	121	50	84
Repatriation Reports provided to the Department	14	19	18
Victim Impact Reports – Total number of reports Completed	55	59	53
Reports on Life Sentence Prisoners to Irish Prison Service		74	71
Total Completed Reports	13,013	12,899	12,521

* This includes offenders being dealt with at the beginning of the year in addition to new referrals made during the year. This also includes referrals from Irish Prison Service (including Community Returns) and repatriated offenders.

**Please note that this includes all progress reports requested from court in addition to initial assessment reports. This does not include Same Day reports.

Statistics – Supervision

Supervision	2012	2013	2014
Orders for Supervision during year (Probation Orders)	1,742	1,640	1,716
Orders for Supervision During Deferment of Penalty	1,695	1,732	1,585
Community Service Orders	2,569	2,354	2,197
Fully Suspended Sentence with Supervision	599	753	798
Part Suspended Sentence Supervision Orders	389	440	586
Post Release Supervision Orders	43	40	40
Other Orders	131	126	170
Total Supervision Orders made during year	7,168	7,085	7,092

Number of life sentence prisoners supervised in the community*	73	76	73
Number of sex offenders supervised in the community	209	211	321**

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

** New methodology for the counting of sex offenders introduced during 2014.

Statistics – Community Service

Community Service	2012	2013	2014
Referral for Community Service Reports	2,377	2,005	1,943
Pre-Sanction Reports to consider Community Service	575	692	649
Total Reports considering Community Service	2,952	2,697	2,592
Community Service Reports (Same Day)	963	853	812
Community Service Orders made	2,569	2,354	2,190
Total number of Community Service Hours ordered in lieu of custodial sentence	384,159	352,007	327,730
Total alternative sentence in years that would otherwise have been served	1,053	974	995

Statistics – Community Return and Prisons

Community Returns	2012	2013	2014
Number of offenders on Community Return on December 31 st	105	108	149
Number of offenders that commenced over the year	299	396	455
Number of successful completions over the year	221	327	461
Prisons	2012	2013	2014
Number of prisoners on PSSSO's in prison on December 31 st	733	664	685
Number of sex offenders in prison on December 31 st that have been in contact with the Probation Service	353	373	294
Number of new prisoners in contact with Probation Service	598	543	578
Overall number of prisoners dealt with over the year	2,289	3,029	2,922

Age / Gender breakdown of new referrals

Age Category	Gender			%
	Female	Male	Total	Female
12-17	55	635	690	8.0%
18-24	359	2588	2947	12.2%
25-34	460	2295	2755	16.7%
35-44	259	1137	1396	18.6%
45-54	86	408	494	17.4%
>54	33	167	200	16.5%
Total	1252	7227	8482	14.8%

Statistics – Female offenders

New Referrals From Court	2012	2013	2014
Referral for Probation (Pre-Sanction) Reports	860	769	845
Referral for Community Service Reports	217	185	202
Pre-Sanction Reports to consider Community Service	62	83	71
Orders without prior report	124	146	144
Family Conference	1	8	2
Total Referrals Female Offenders	1,264	1,191	1,264
Supervision (Female Offenders)	2012	2013	2014
Probation Orders	325	341	350
Orders for Supervision During Deferment of Penalty	281	281	222
Community Service Orders	229	204	191
Fully Suspended Sentence with Supervision	77	104	109
Part Suspended Sentence Supervision Orders	31	28	36
Other Orders	9	20	9
Total	952	978	917

Statistics – Young Persons

New Referrals From Court	2012	2013	2014
Referral for Probation (Pre-Sanction) Reports	775	758	775
Referral for Community Service Reports	25	13	15
Pre-Sanction Reports to consider Community Service	4	3	9
Orders without prior report	41	27	26
Family Conference	15	50	36
Total Referrals Young Persons	860	851	861
Supervision	2012	2013	2014
Probation Orders	313	256	242
Orders for Supervision During Deferment of Penalty	340	373	370
Community Service Orders	35	28	20
Fully Suspended Sentence with Supervision	17	4	8
Part Suspended Sentence Supervision Orders Made	54	29	7
Other Orders*	129	123	93
Total Supervision Orders Young Persons	888	813	740

*Other Orders includes various disposals under the Children Act 2001 (as amended)

Flow of Persons on Supervision during 2014

Order Type	Flow of Persons on Orders			
	Active Jan 1 2014	Orders Commenced	Orders Closed	Active Jan 1 2015
Probation Order	1573	1416	1363	1626
Community Service Order	2219	1910	1969	2160
Fully Suspended Sentence with Supervision	960	703	611	1052
Part Suspended Sentence with Supervision	804	813	719	898
Community Return	108	455	461	149
Life Sentence Prisoner Supervision	70	3	0	73
Temporary Release Supervision	22	10	17	15
Post Release Supervision	135	38	54	119
Family Conference	26	30	36	20
Deferment of Penalty	344	1,463	1,393	414
Other	312	223	335	200
Total	6606	5511	5376	6741

Offence Breakdown of Referrals and Orders during 2014

Offence Category	Referrals Made During 2014	Probation Type Supervision	Community Service Orders
Theft	22.9%	24.0%	20.4%
Assault Offences	15.5%	15.4%	13.8%
Drug Offences	15.1%	15.5%	13.3%
Public Order Offences	12.4%	12.0%	16.5%
Burglary	9.7%	10.9%	7.6%
Road Traffic Offences	5.4%	3.0%	12.6%
Property Offences	4.7%	4.5%	4.3%
Robbery	3.7%	4.4%	1.0%
Dangerous Acts	3.1%	2.6%	4.4%
Weapons & Explosives	2.9%	3.5%	2.7%
Sexual Offences	1.6%	1.8%	0.2%
Offences against Justice	1.6%	1.9%	1.2%
Fraud Offences	0.9%	0.4%	1.4%
Kidnapping	0.2%	0.1%	0.2%
Miscellaneous Offences	0.2%	0.1%	0.3%
Homicide Offences	0.2%	0.1%	0.1%
Total	100.0%	100.0%	100.0%

Referrals by Venue – 2014

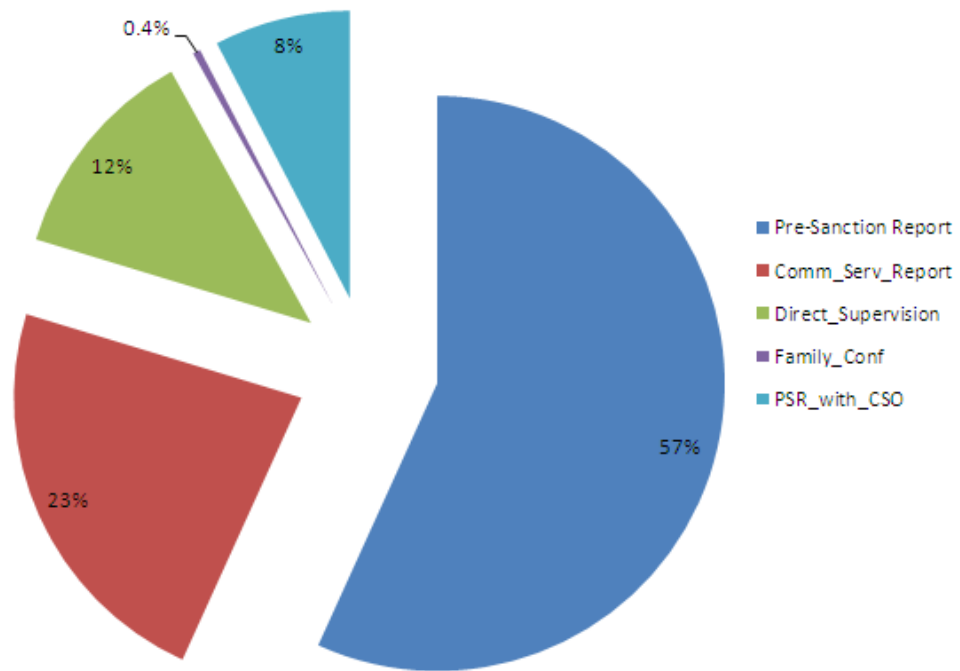
Court Venue	Jurisdiction			Total
	Circuit Court and Higher Courts	Circuit Court Appeals from District Court	DC District Court	
Dublin (CCJ)	624	76	925	1625
Smithfield (Juvenile)	1	.	246	247
Dunlaoghaire	0	.	217	217
Chancery Street (Bridewell)	0	0	214	214
Tallaght	0	.	192	192
Blanchardstown	1	.	130	131
Swords	0	.	97	97
CloverHill	0	.	68	68
Balbriggan	0	.	32	32
Drug Treatment Court	0	.	17	17
Other Dublin Courts	5	0	5	10
Total Dublin (City and County)	631	76	2143	2850

Court Venue	Jurisdiction			Total
	Circuit Court and Higher Courts	Circuit Court Appeals from District Court	DC District Court	
Cork	181	30	574	785
Limerick	55	1	316	372
Galway City	75	7	143	225
Waterford City	60	18	134	212
Portlaoise	30	17	148	195
Tullamore	35	7	152	194
Cavan	33	9	130	172
Navan	0	.	170	170
Letterkenny	29	1	137	167
Naas	49	10	102	161
Ennis	33	.	126	159
Dundalk	40	.	113	153
Bray	8	.	119	127
Wexford	38	3	83	124
Midleton	0	1	111	112
Mullingar	64	1	47	112
Drogheda	0	.	101	101
Kilkenny	34	1	60	95
Clonmel	44	5	45	94
Sligo	29	.	60	89
Wicklow	47	.	39	86
Mallow	0	.	85	85
Nenagh	17	.	63	80
Trim	34	7	37	78

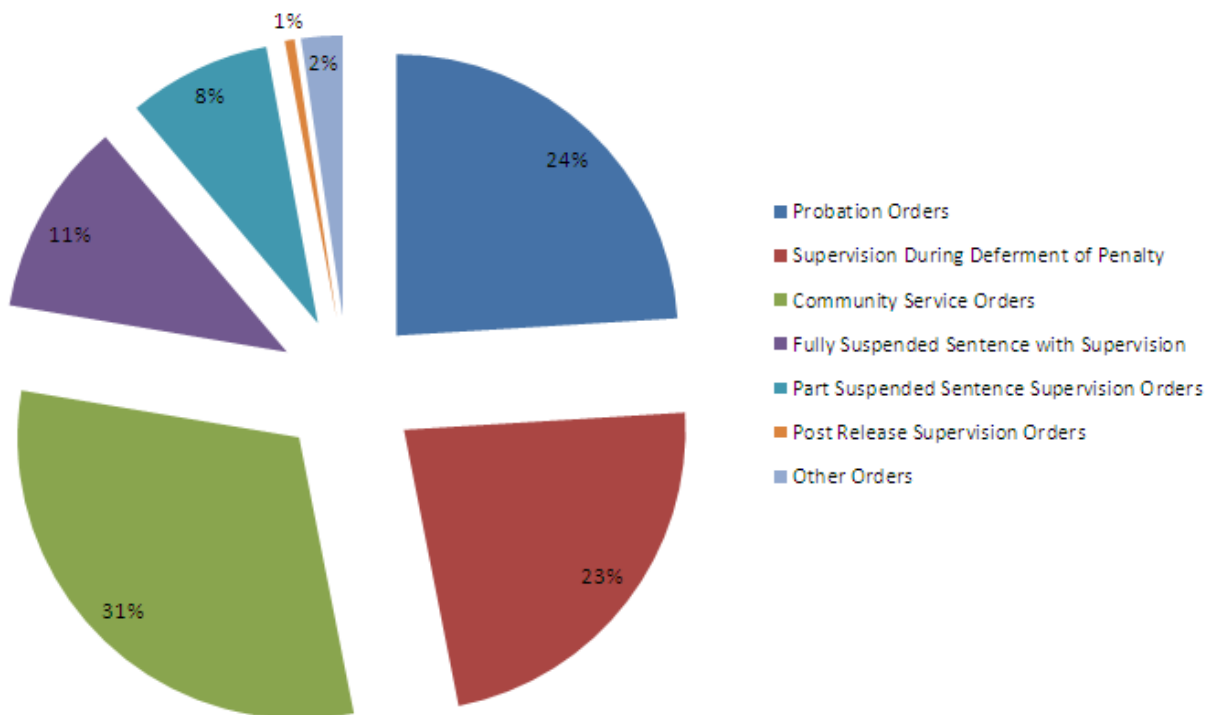
Court Venue	Jurisdiction			Total
	Circuit Court and Higher Courts	Circuit Court Appeals from District Court	DC District Court	
Virginia	0	.	76	76
Castlebar	48	1	26	75
Monaghan	12	0	62	74
Tralee	27	2	36	65
Carlow	17	.	47	64
Carrickmacross	1	0	62	63
Longford	17	3	38	58
Gorey	0	.	53	53
Newcastlewest	0	.	51	51
Thurles	0	.	48	48
Fermoy	0	1	46	47
Bandon	0	.	46	46
Athlone	0	2	43	45
Arklow	0	.	44	44
Ballinasloe	0	.	38	38
Macroom	0	1	36	37
Roscommon	16	2	18	36
Carrick-on-Shannon	10	.	24	34
Dungarvan	0	2	32	34
Tipperary	0	.	31	31
Clonakilty	0	.	28	28
Kinsale	0	.	27	27
Cashel	0	.	25	25
Kilrush	0	.	25	25
Athy	0	5	19	24
Carrick-on-Suir	1	.	23	24
Bantry	0	.	22	22
Youghal	0	2	20	22
Buncrana	0	.	21	21
Killaloe	0	.	17	17
Tuam	0	.	17	17
Westport	0	.	14	14
Ballina	1	.	12	13
Carndonagh	0	.	13	13
Killarney	0	2	11	13
Listowel	0	.	12	12
Loughrea	0	3	9	12
Ardee	0	.	11	11
Ballyshannon	0	.	11	11
Donegal	8	.	3	11
Gort	0	1	10	11
Overall Total	1725	223	6534	8482

All other courts have made less than 11 referrals in 2014.

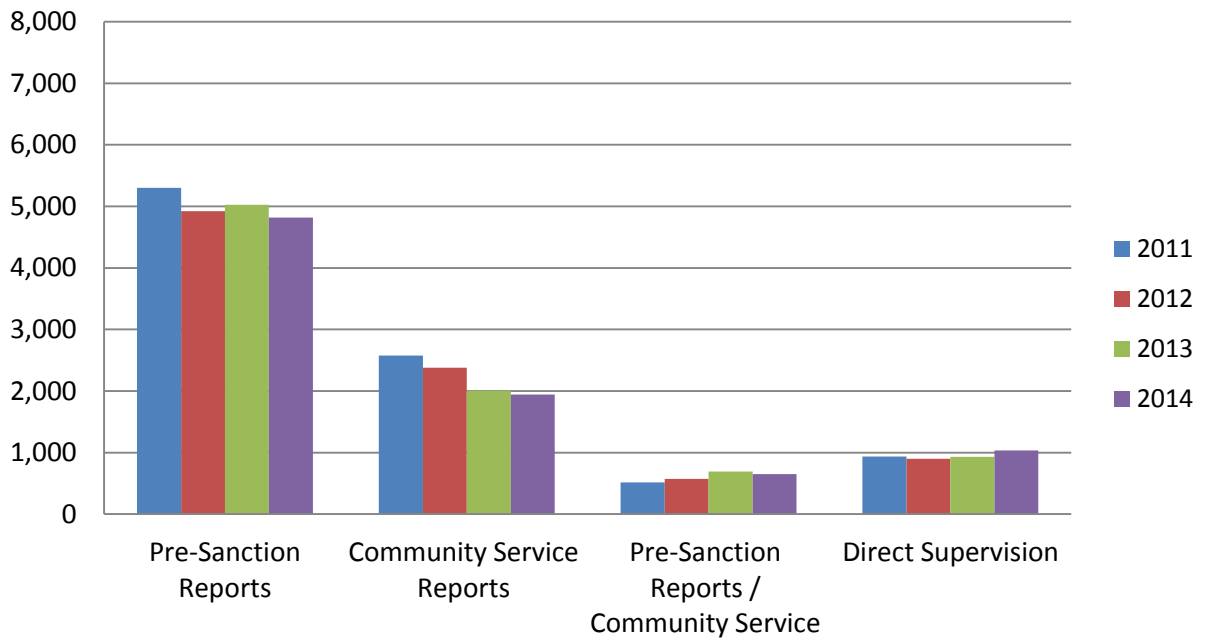
Breakdown of New Referrals 2014



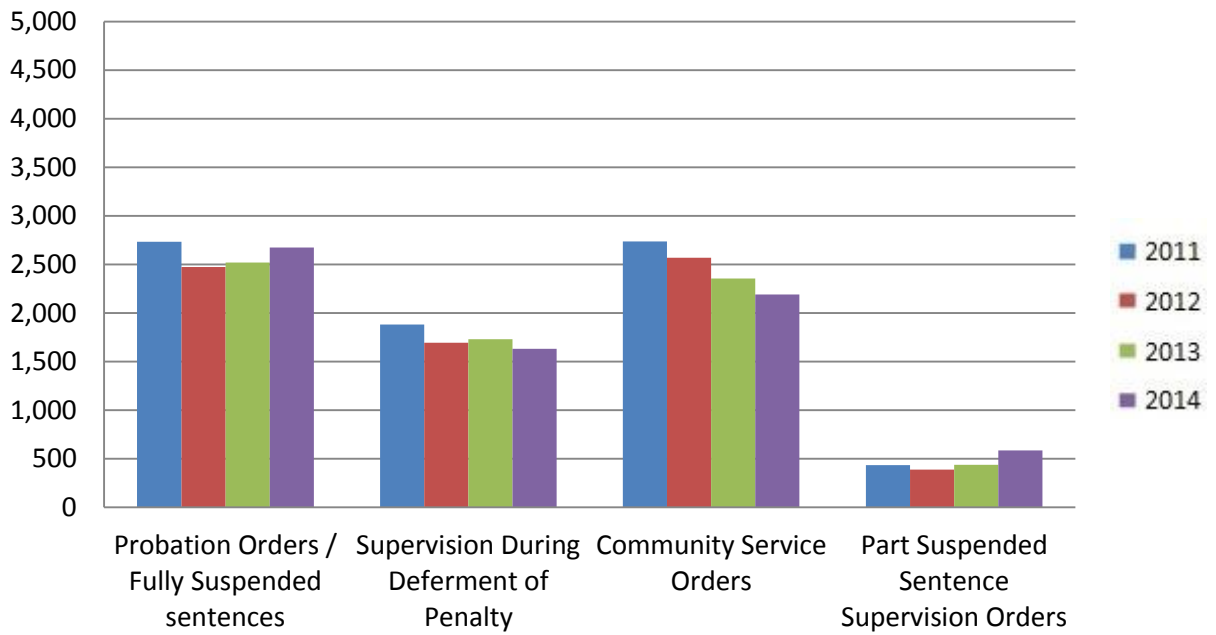
Breakdown of Court Orders 2014



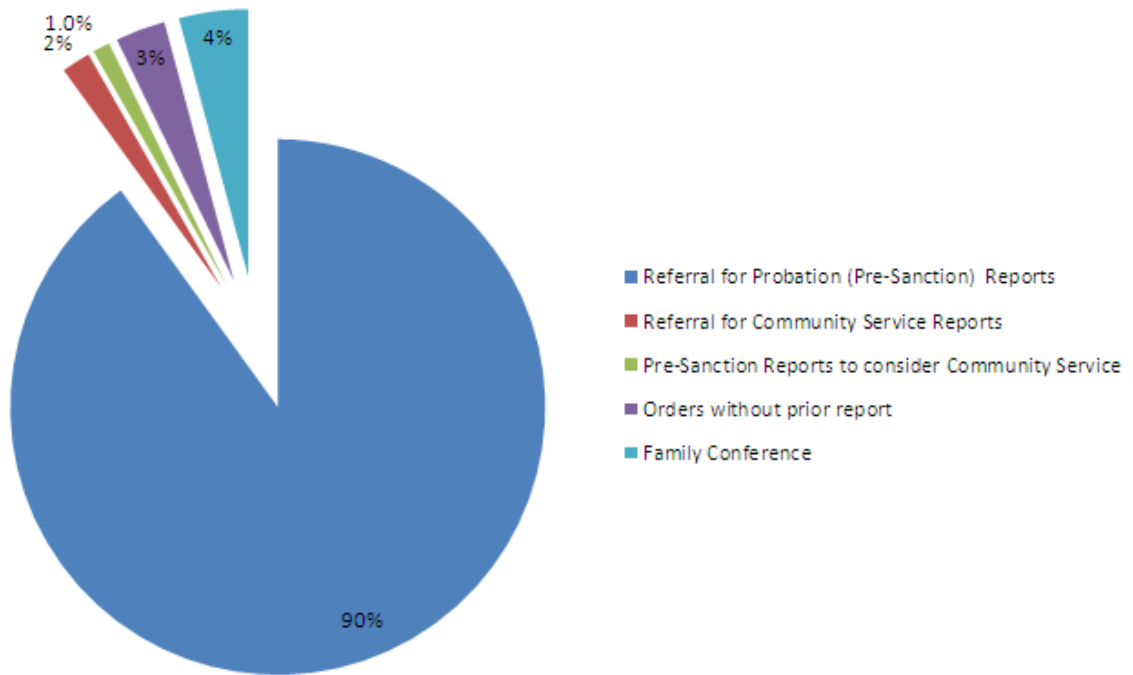
Trend of Offender Assessment Reports Requested 2011 to 2014



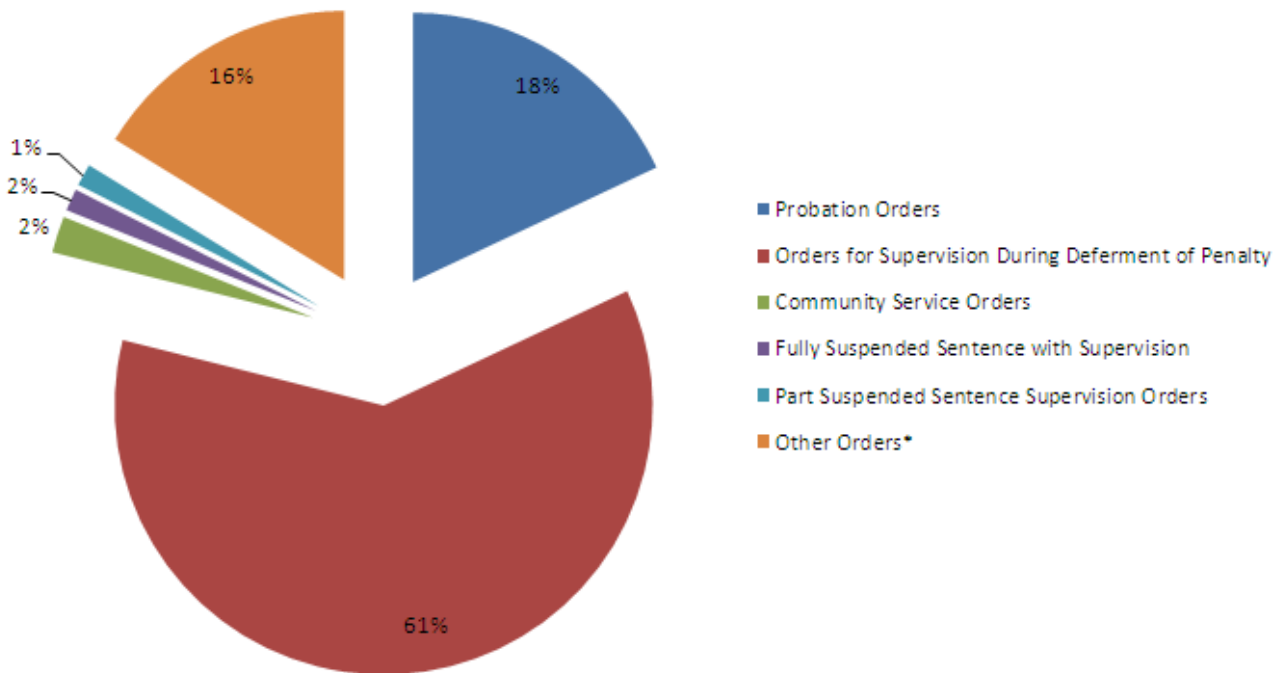
Trend of Orders Made by Year 2011 to 2014



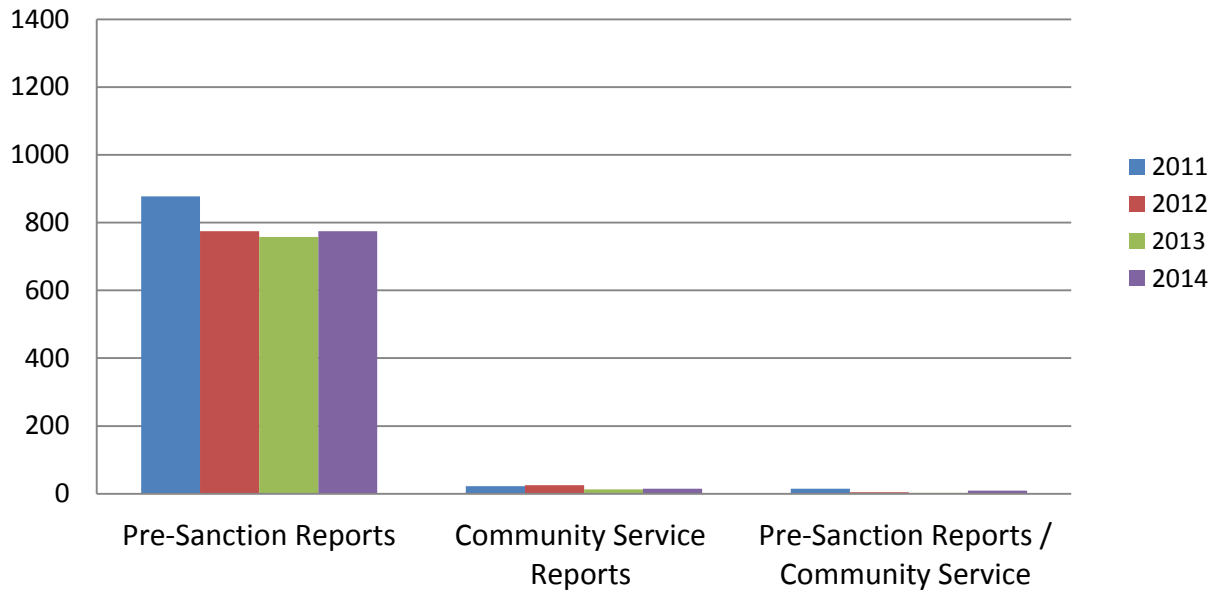
Breakdown of New Referrals (Young Persons) 2014



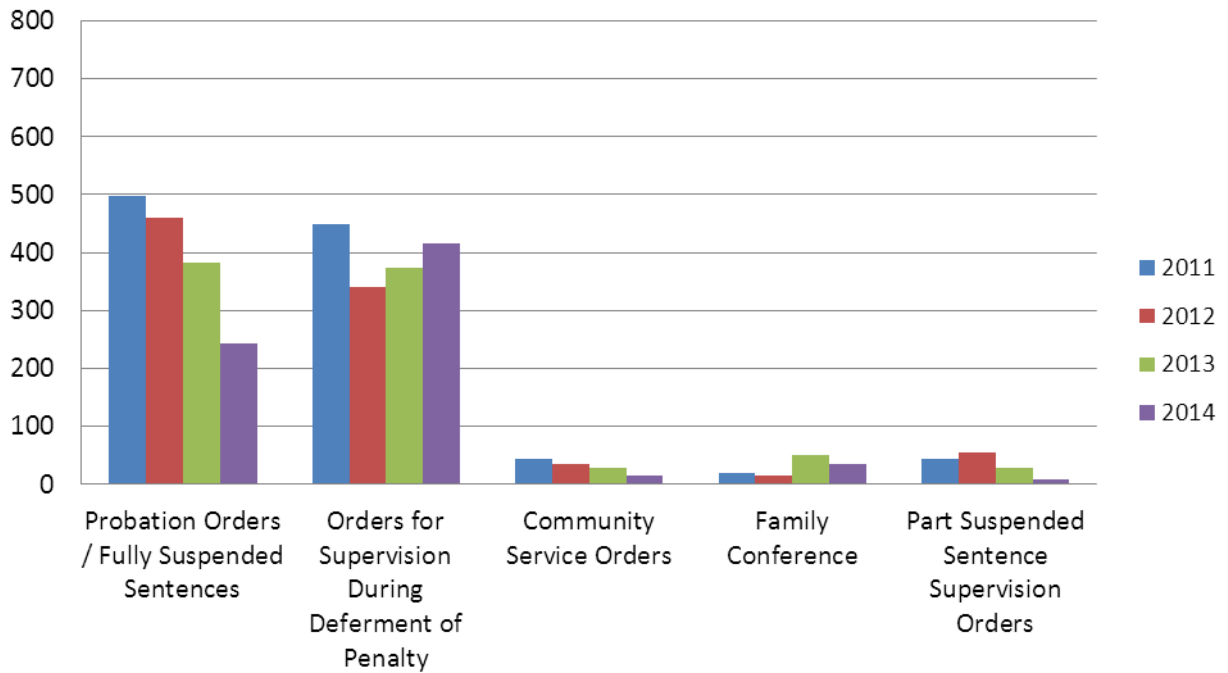
Breakdown of Court Orders (Young Persons) 2014



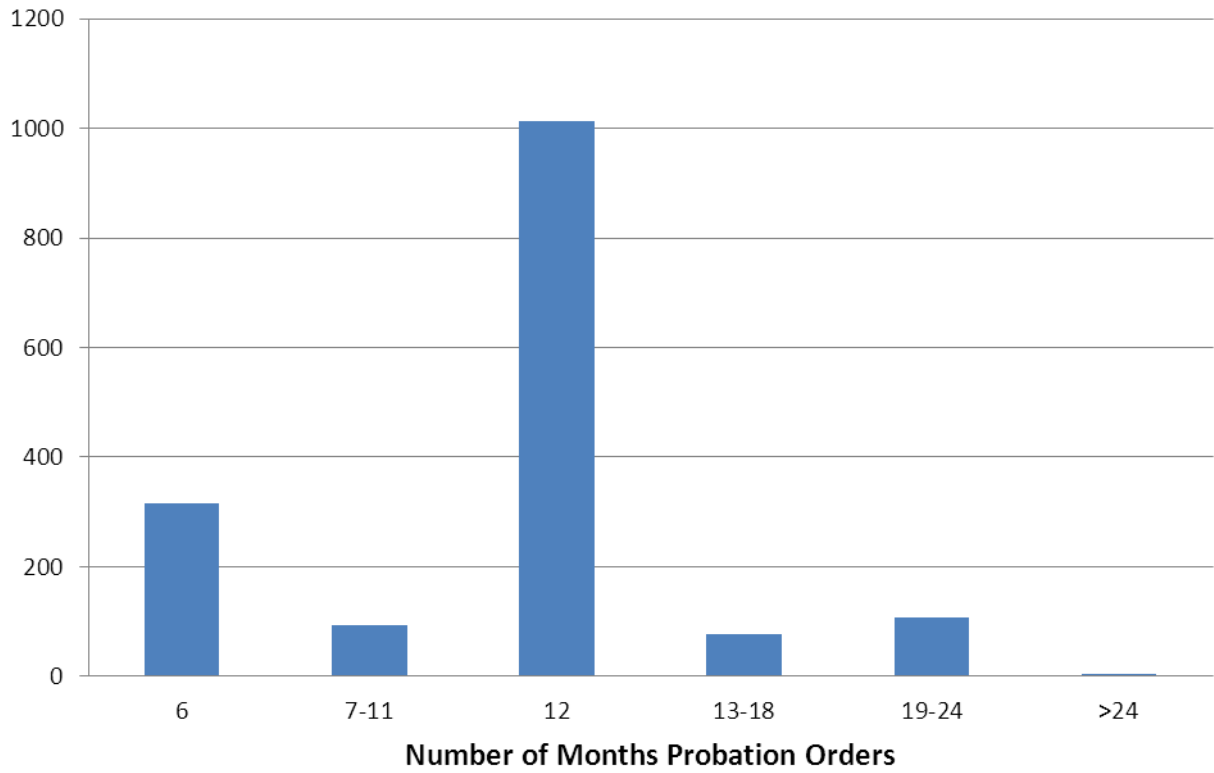
Trend of Offender Assessment Reports Requested (Young Persons) 2011 to 2014



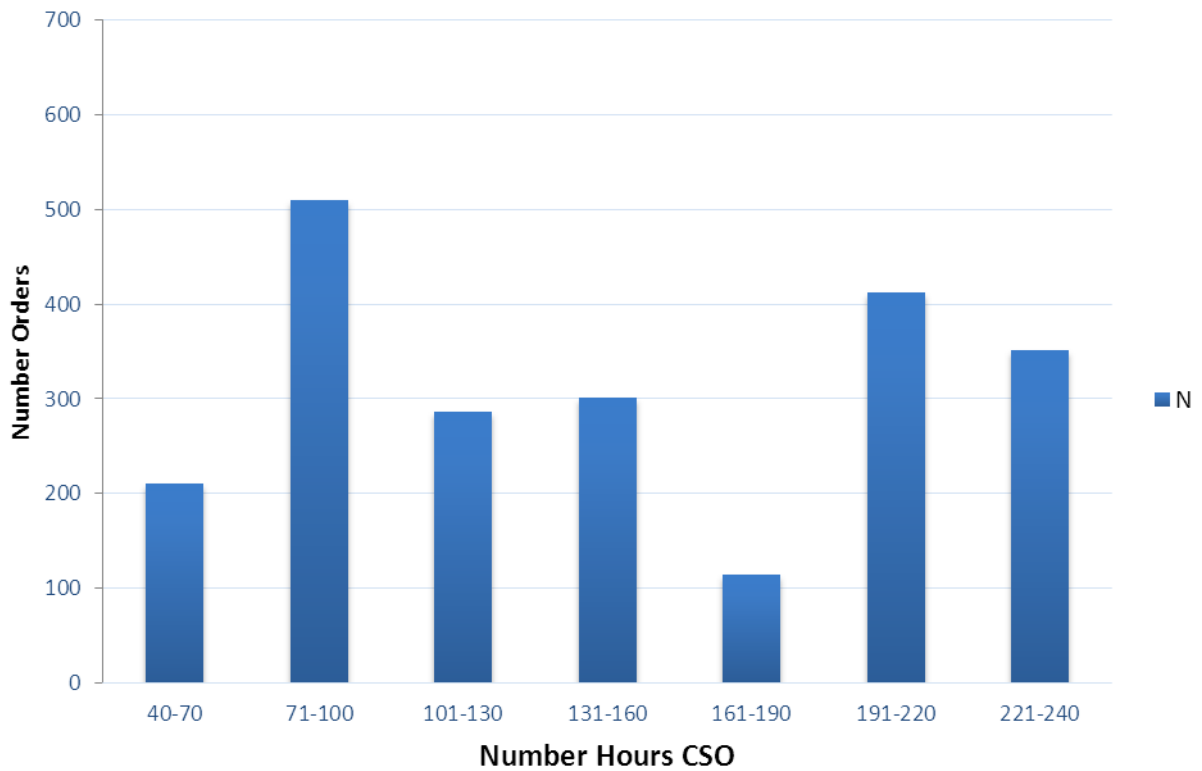
Trend of Orders Made by Year (Young Persons) 2011 to 2014



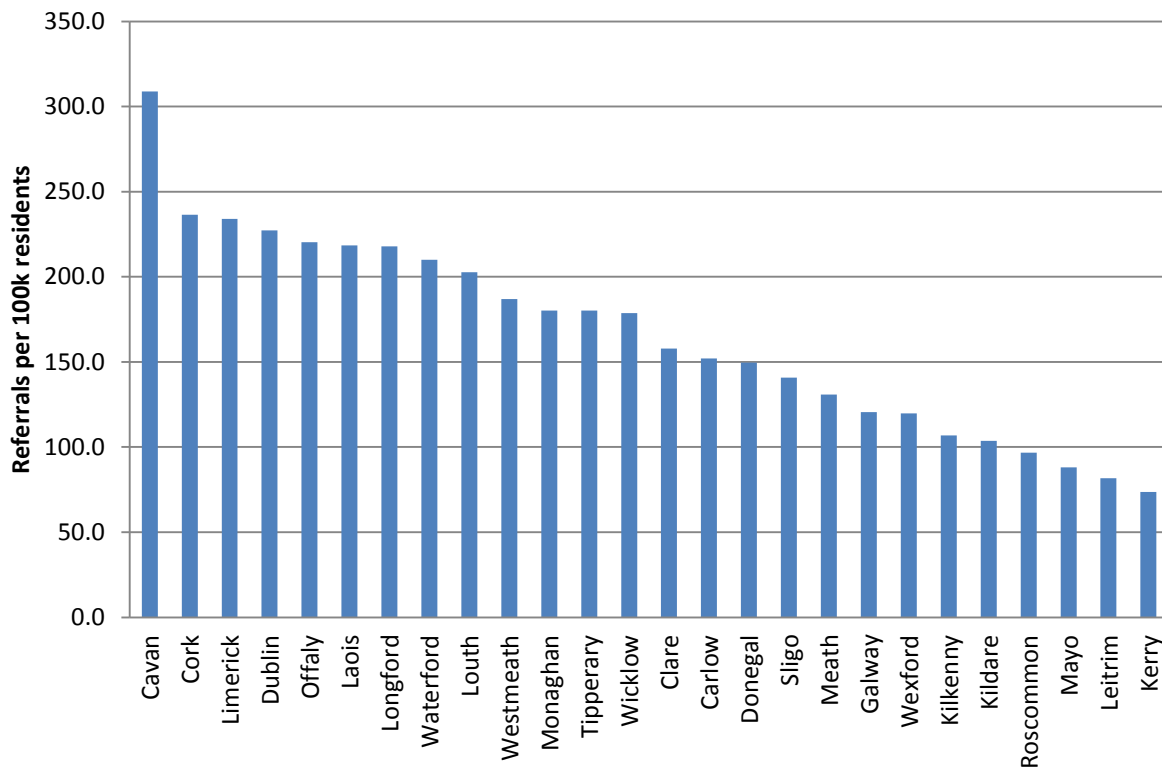
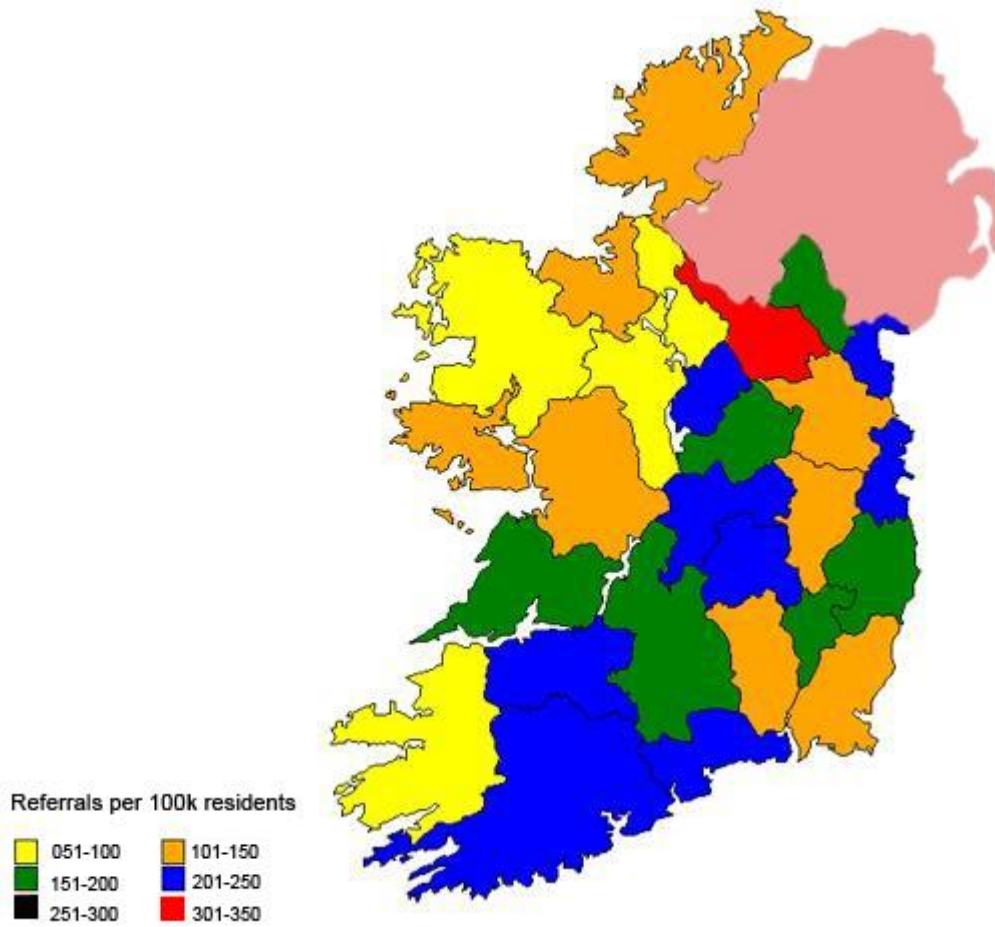
Distribution of Probation Orders made in 2014



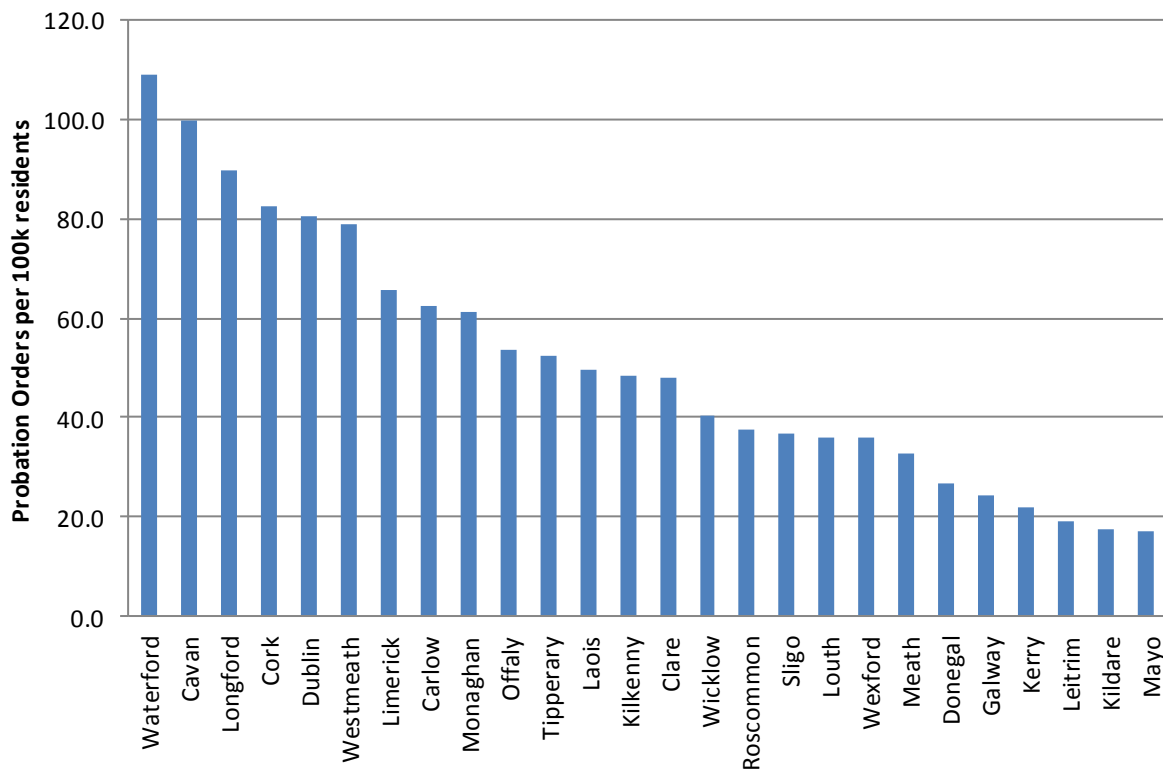
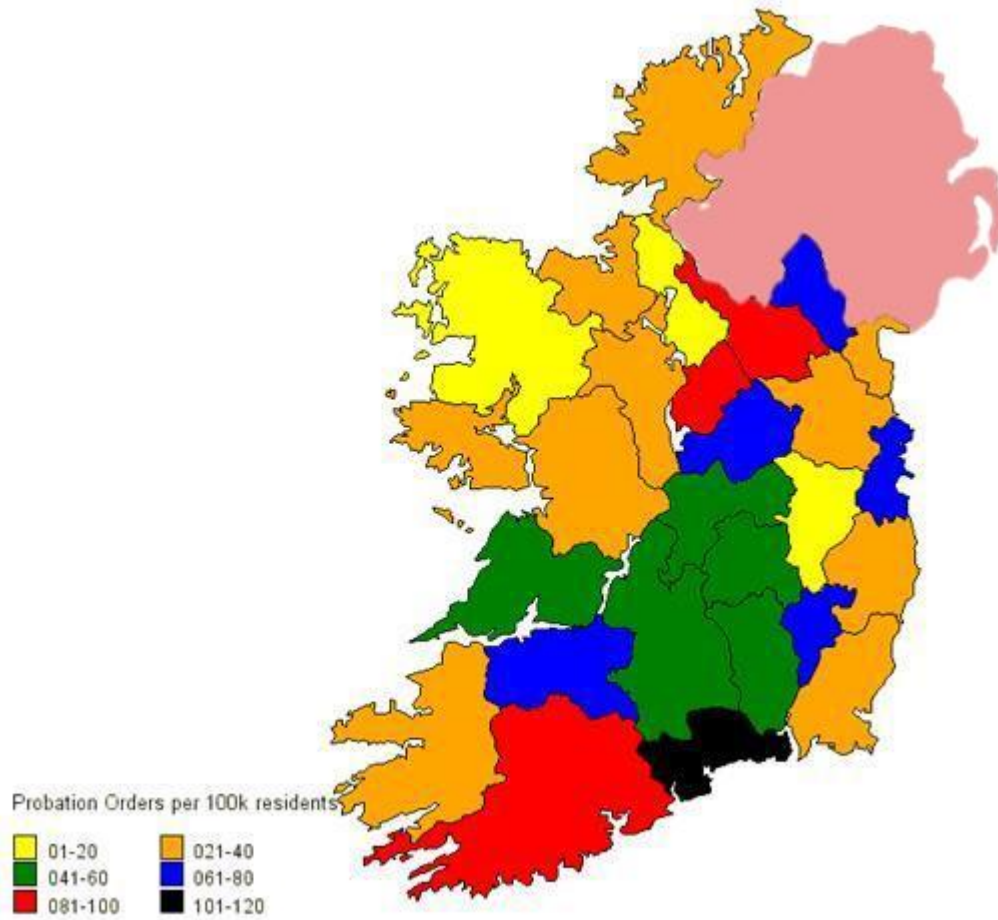
Distribution of Community Service Orders made in 2014



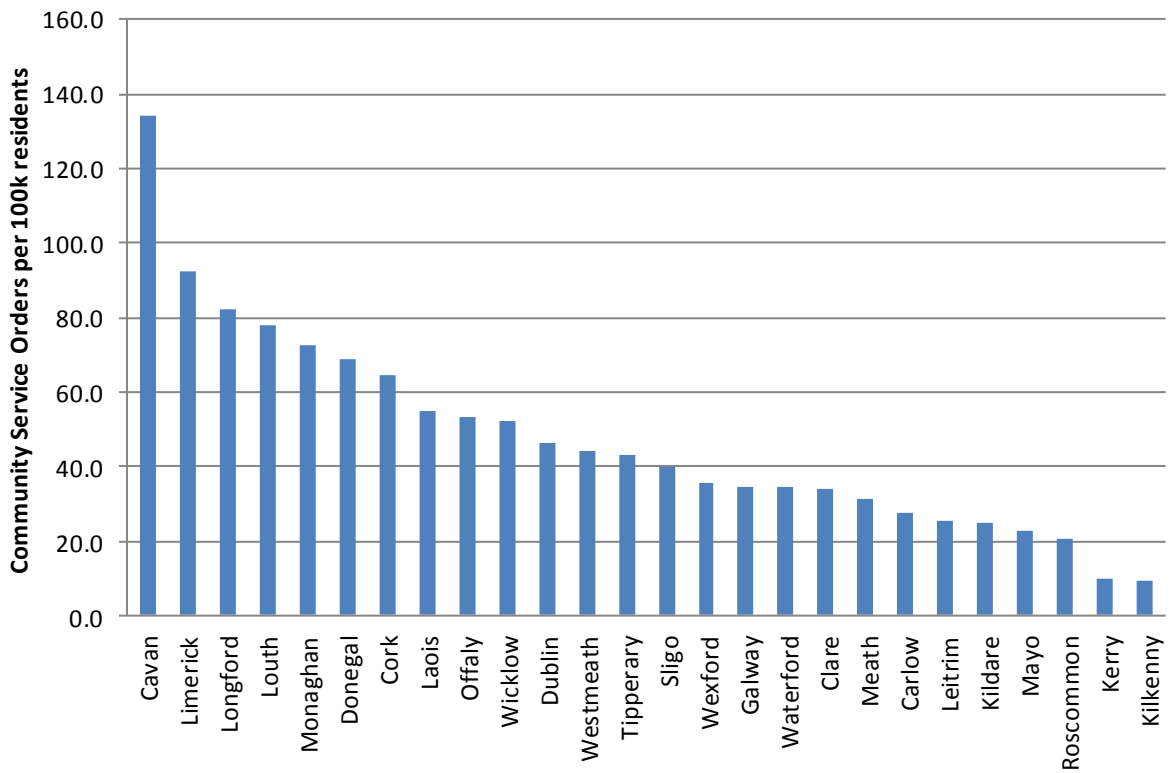
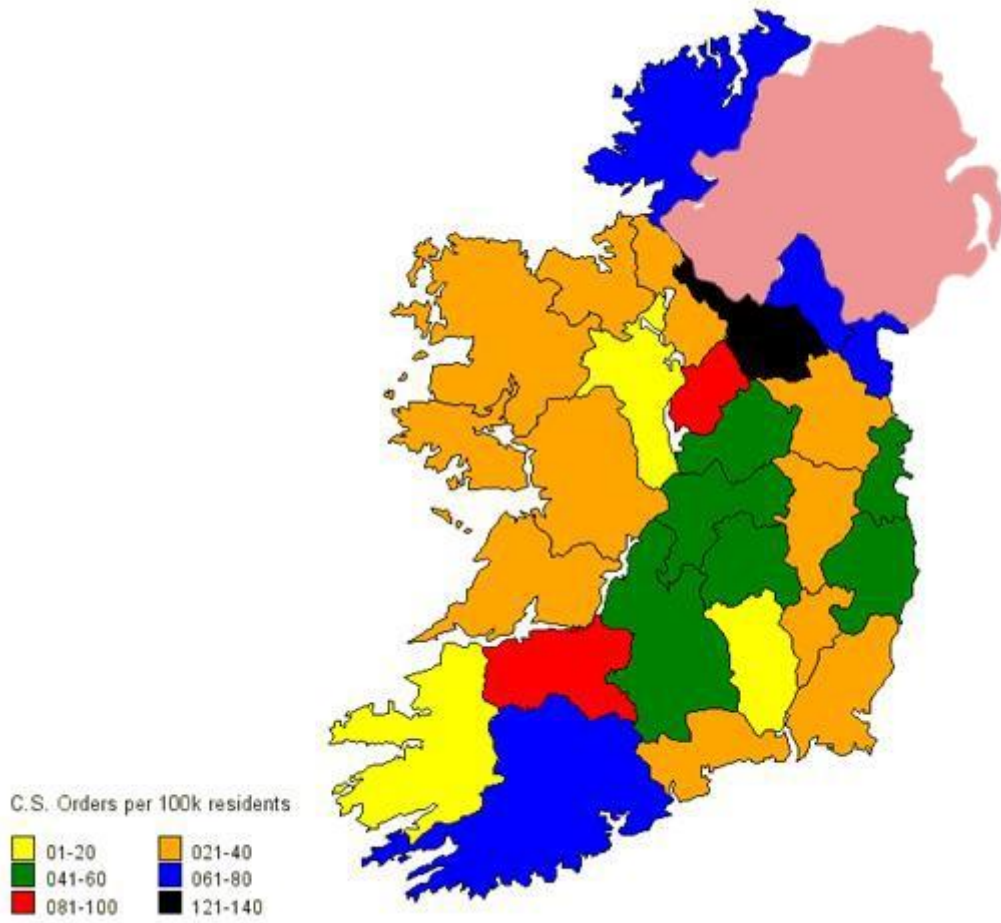
Map of New Referrals in 2014 per 100,000 residents



Map of Probation Orders per 100,000 residents



Map of Community Service Orders per 100,000 residents



Community Based Organisations in receipt of funding support through the Probation Service

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

Community Based Organisations in receipt of funding support through the Probation Service

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



An tSeirbhís Phromhaidh
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