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**Mecklenburg
Vorpommern**



Justizministerium



**Probation Rules under Probation:
Professional fundamental guidelines
according to financial resources**

European Probation Rules

→ Ten hypotheses from the point of view of administration

1. The organisational structures of probation services enable central processes of governance.
2. The tasks of probation staff are clearly defined. Probation staff support the decision-making processes of those providing their assignments.
3. The procedures in probation work are planned, implemented and documented within the framework of a standardised approach.
4. Probation staff use clearly defined methods and instruments in order to complete their tasks.
5. Probation staff respect the rights and needs of offenders, and take the victim's perspective into account as a crucial part of their work.
6. Probation staff are both personally and professionally suited to engage in social work with offenders.
7. The use of probation resources is geared towards the actual need.
8. By cooperating with partners inside and outside the justice system, probation staff pursue the aim of integrating offenders into the society.
9. Probation services are subject to controllership and continuous evaluation.
10. The public is aware of probation work as an institution, and this institution represents the public's interests.

1. The organisational structures of probation services enable central processes of governance.

Questions:

What organisational structure is probation tied into and how is probation itself organised? What hierarchies are there?

Key words:

- transparent and centrally governed structure
- clear and effective form of organisation
- clear leadership and clearly defined goals

Rules:

e.g. 8; 9; 10; 15; 18; 19; 30; 39

Impact of scarce resources:

takes on a new meaning



2. The tasks of probation staff are clearly defined.

Probation staff support the decision-making processes of those providing their assignments.

Question:

Who assigns work to whom and what influence does professional practice have on decisions taken by the administration?

Key words:

- differentiation between official and unofficial customers+
- legal basis
- assistance and control

Rules:

e.g. 8; 11; 35; 36; 40; 42; 43; 44; 45; 46; 55; 61; 62; 72; 80; 91

Impact of scarce resources:

Independent of resources



3. The procedures in probation work are planned, implemented and documented within the framework of a standardised approach.

Questions:

1. How can our approach be made transparent and comprehensible?
2. How do we ensure consistent quality with such discernable differences between individual members of staff?

Key words:

- professional standards
- systematic and thorough assessment of the case in hand
- assessment and evaluation of individual cases as an ongoing process

Rules:

e.g. 13; 53; 57; 66; 68; 69; 70; 71; 72; 73; 74; 75; 77; 78; 80; 81; 82; 87; 90

Impact of scarce resources:

Significant impact



4. Probation staff use clearly defined methods and instruments in order to complete their tasks

Questions:

1. Which instruments of risk minimisation are available to probation services?
2. How is the effectiveness of methods and interventions professionally secured and tangibly described?

Key words:

- work plan
- variety of methods
- interdisciplinary cooperation

Rules:

e.g. 57; 71; 72; 73; 74; 75; 76; 77

Impact of scarce resources:

Significant impact



5. Probation staff respect the rights and needs of offenders, and take the victim's perspective into account as a crucial part of their work.

Key words:

- motivation to make active contribution
- work with the families of offenders
- transparency of procedure
- access to files
- assistance to victims, victims' perspective and restorative justice
- empathetic interest in the lives of offenders
- creation of a durable working alliance between probation staff and offenders

Rules:

e.g. 1; 2; 3; 4; 5; 6; 7; 29; 46; 50; 52; 54, 56; 61; 62; 67; 68; 73; 78; 83; 85; 86; 92; 93; 94; 95; 96; 97

Impact of scarce resources:

impact



6. Probation staff are both personally and professionally suited to engage in social work with offenders.

Questions:

1. How are staff qualified to meet professional requirements?
2. Are there any standards for selecting candidates in the context of job applications?
3. Does the in-service training on offer ensure that staff feel like they are up to the job, even though the requirements made of them are constantly changing?

Key words:

- targeted selection of personnel, adequate remuneration
- interventions comply with professional standards
- qualification and controllership

Rules:

e.g. 13; 21; 22; 23; 24; 25; 26; 27; 28; 29; 30; 31; 32; 33; 71; 80; 87; 90

Impact of scarce resources:

Significant impact



7. The use of probation resources is geared towards the actual need.

Question:

How are performance, workload and quality configured transparently and comparably?

Key words:

- Intelligent use of resources in organising personnel
 - differentiated configuration of services according to the intensity of assistance and control
- Adequate resources
 - correspond to the scope of tasks and responsibilities
 - for a targeted selection of personnel and adequate remuneration
 - for thorough research and evaluation

Rules: e.g. 7; 10; 16; 18; 21; 29; 30; 33; 69; 80; 82; 84; 88; 102; 104

Impact of scarce resources:

Significant impact



8. By cooperating with partners inside and outside the justice system, probation staff pursue the aim of integrating offenders into the society.

Key words:

- cooperation inside and outside the justice system to ensure the social integration of offenders
- binding cooperation in prison admissions and releases
- coordination of cooperation
- active search for cooperation partners

Rules:

e.g. 8; 12; 20; 31; 34; 35; 37; 38; 39; 40; 41; 47; 48; 49; 50; 51; 56; 59; 60; 61; 64; 65; 79; 80; 89; 94; 96; 98

Impact of scarce resources:

takes on a new meaning



9. Probation services are subject to controllership and continuous evaluation.

Question:

How do we ensure that clearly defined standards are put into practice?

Key words:

- reliable system for monitoring the work carried out in practice
- clear, accessible and effective assessment procedures
- evaluation as final case evaluation
- thorough accompanying research

Rules:

e.g. 15; 16; 29; 30; 69; 74; 75; 80; 81; 82; 83; 84; 99; 102; 103; 104; 105

Impact of scarce resources:

Significant impact



10. The public is aware of probation work as an institution, and this institution represents the public's interests.

Questions:

1. How do probation services inform the public about their own work?
2. Do they stimulate expert discussion and processes of change?
3. Do they communicate with political decision-makers?

Key words:

- representing the interests of probation services via active communications with the public
- regular information

Rules:

e.g. 11; 17; 31; 36; 80; 84; 98; 99; 102; 104; 105; 106; 107; 108

Impact of scarce resources:

Significant impact



Thank you very much for
your attention.



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