

Maximising Probation Resources in a Changing European Environment

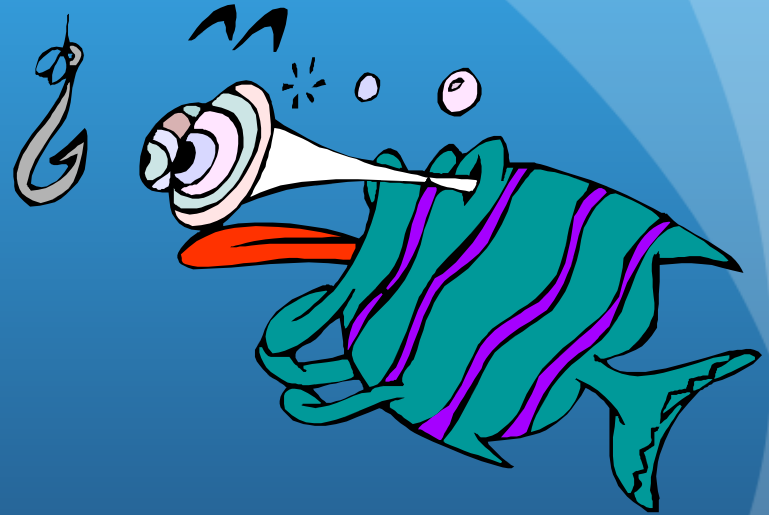


Vivian Geiran,
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Preview

- What?

Prioritise!



- Why?
- When?
- How?

Ireland in 2011

- 4.5 million people
- 'Celtic Tiger' - gone
- Low crime levels
- 4,500 in prison + 600 on early release
- 1,036,000 under 18 years in Ireland



Probation: Who We Are

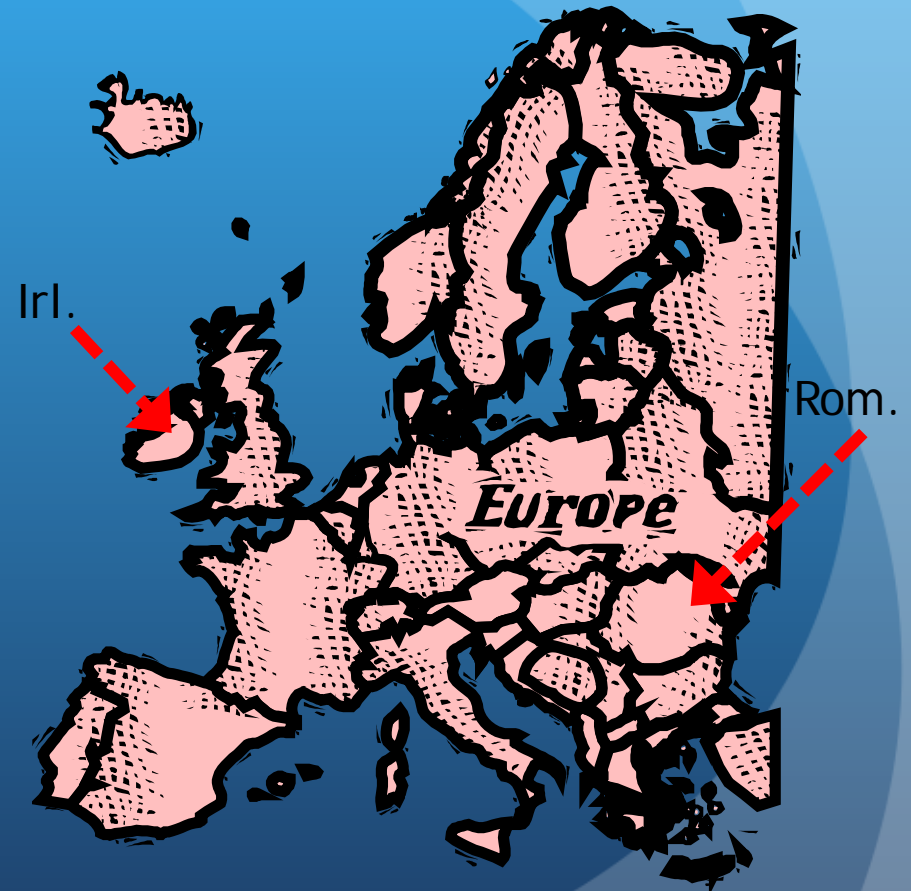
- One national public service agency - 424 staff
- Agency of Department of Justice & Law Reform
- Separate to prisons
- Budget 2011: €41 million
- 228 probation officers - social workers
- 42 community service supervisors
- Team and regional structure

What We Do

- *What*: Offender assessment and supervision
- *Why*: Reduce reoffending, rehabilitate offenders, social inclusion
- *Where*: Community and prisons
- *With whom*: Adults and young people
- Probation supervision (post-sanction), community service

European Perspective

- Ireland - European identity
- CEP
- Bilateral links
- Framework Decision
- European Rules
- Changes in Europe

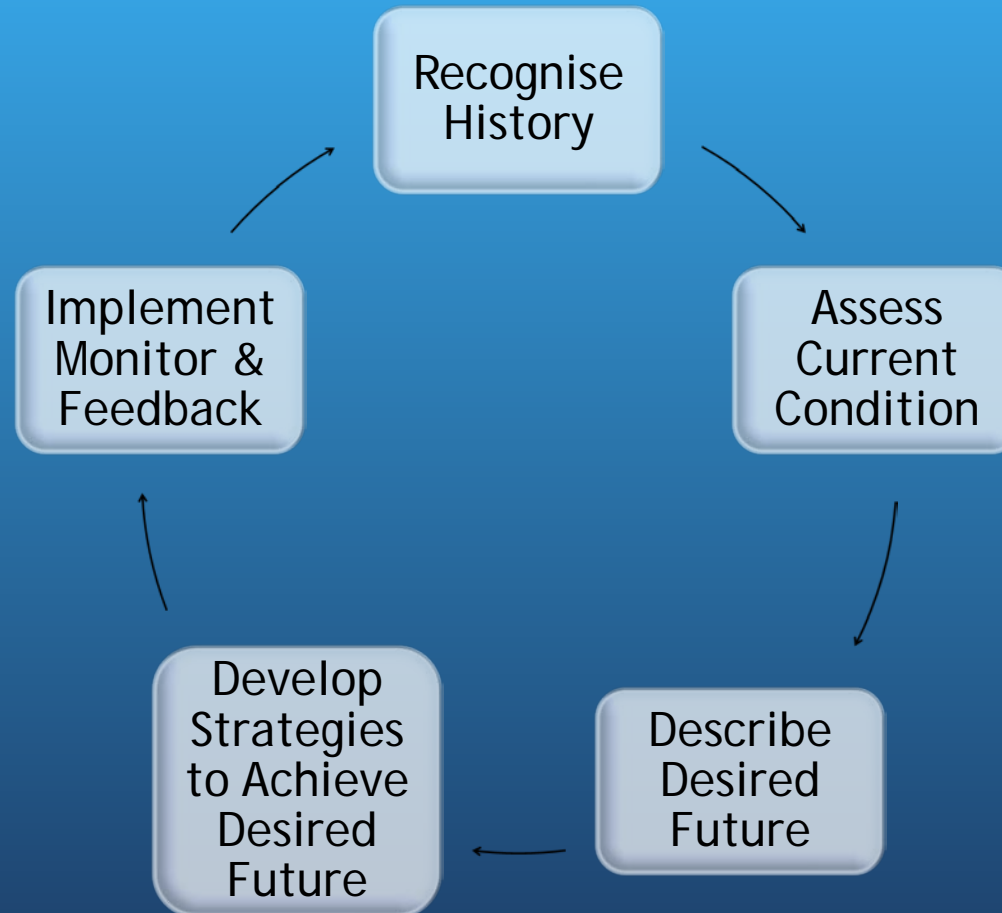


Prioritisation -

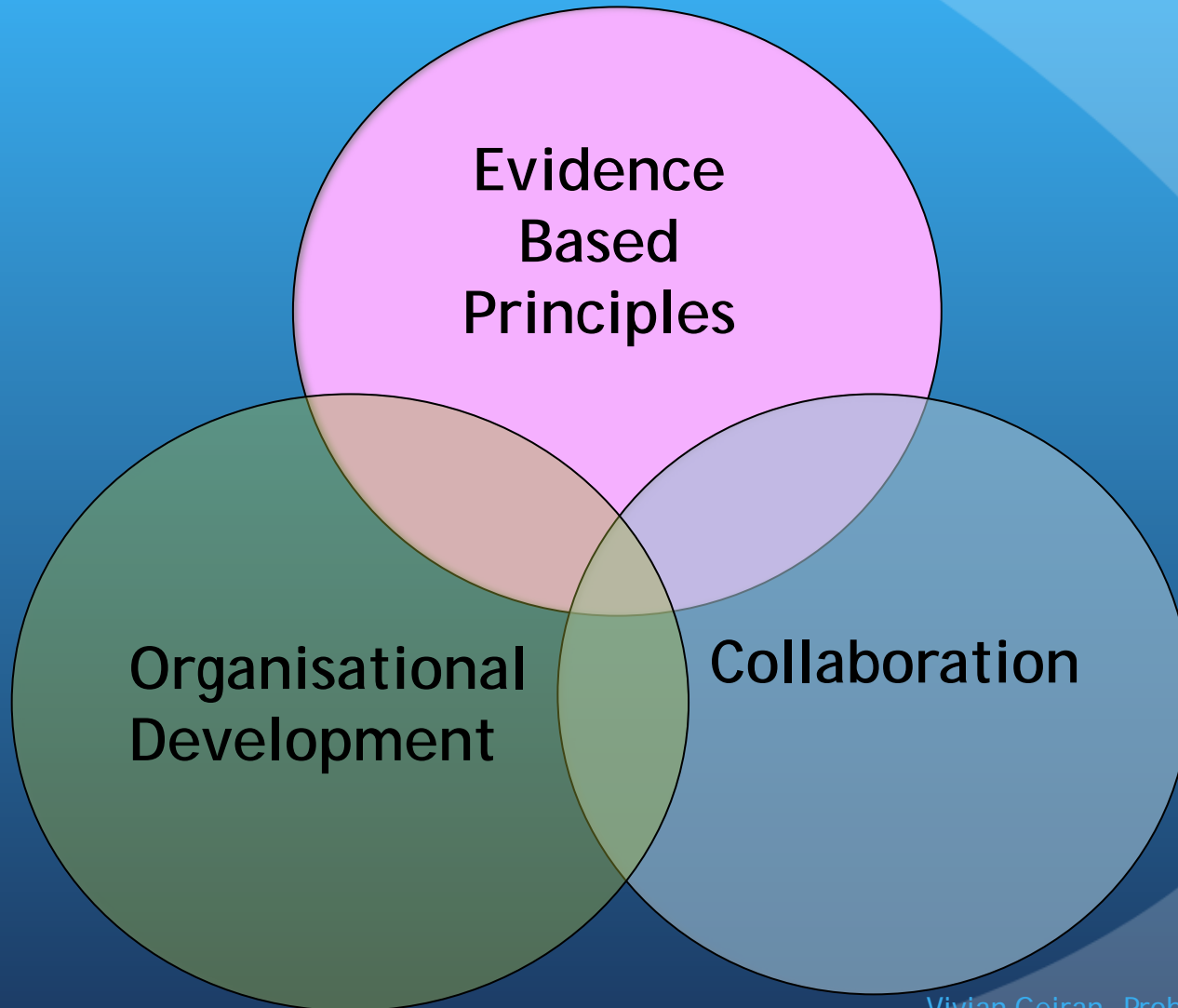


A Change Process

Organisational Change Process



Prioritisation Based on Risk and Need



Three Ships of Change



1. *Hardship*



2. *Partnership*



3. *Leadership*

Hardship



- All change is difficult
- Persistence
- Culture and 'head' change
- Suspicion
- Positivity

Partnership

- Mobilise...
- Justice 'Family'
- Internal partners
- Government departments and agencies
- Voluntary and community
- Offenders, victims, families and communities
- Europe, CEP
 - Invest to save...



Leadership



- Vision & direction
- Critical for success
- Leaders made, not born
- Invest
- Develop
- Disperse

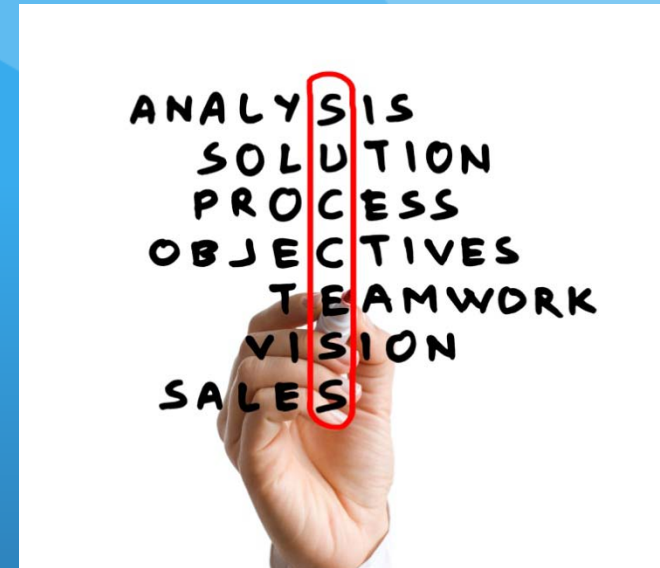
Probation Service: What We Did

- Take stock - audit
- Prioritise by risk
- Restructure - geographical and business
- Clarify, plan and do
- Monitor
- Review



Success Factors

- Leadership, from top
 - Evidence-base
 - Data as driver
 - Audit - benchmark
 - Sense of who we are, what we do
- Engage stakeholders
 - Risk assessment tool/s
 - Communicate
 - Persist



Probation Service Costs



• Assessment Reports:

- Pre-sanction report €746
- Community Service Report €244

• Supervision:

- Probation €5,600
- Community Service €2,500
- Post-release supervision €9,400

The Future



- Constant change
- Relevance
- Probation 'niche'
- Manage present
- Forget past
- Create future
- What will you do?

*Prioritisation - it is never
the wrong time to do the right thing*

www.probation.ie



An tSeirbhís Phromhaidh
The Probation Service

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Vivian Geiran, Probation Service