



Probation in Europe

Switzerland

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The European Organisation
for Probation

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Table of contents

1. Introduction	4
2. Historical Development of the Probation System	6
3. Legislative Basis of the Probation System	8
4. The Organization of Probation Services	13
5. Different Stages of the Criminal Justice Process	17
6. Probation Methodology	24
7. Finances, Accounting, Registration Systems and Evaluation Procedures	25
8. Societal Support and Clients' Views	28
9. Probation Clients Rights	29
10. Developments to be expected	29
11. Important Publications	31
12. Main Addresses, Phone & Fax Numbers, E-mail Addresses, Home Pages	33
Annex 1	36
Annex II	38
Summary information on Probation in Switzerland	40

1. Introduction

1.1. Probation organizations

In the Swiss Confederation, with its State structure at the municipal, cantonal and federal levels, the Federal State has still today a weak function in police, justice and prison matters. Cantons are largely sovereign in the organisation of their police forces, court systems and enforcement agencies, among which the probation services. They are however bound to implement federal laws such as the Penal Code and the Code of Criminal Procedure. The cantonal laws regarding the implementation of codes, the organisational structures and work procedures may vary strongly from one canton to the other, reflecting particular histories. The following short description reflects this state of affairs by the frequent use of the adverbs “mostly” or “largely” to indicate solution adopted by most cantons. Alternative solutions are briefly exposed. In this country report, “probation” refers to the legal provisions in which persons are assigned to probation services, “probation work” relates to activities of probation services, whereas the term “probation service” means the agency carrying out probation work.

Probation services are in most cantons organized as public agencies of the cantonal State.

These agencies are considered a state service linked to penal policy matters and therefore placed in the organisational charter of the justice, security or institutions department. In these departments, the probation service is located next to the agency enforcing sanctions, the prison service, the penal registry, the justice administration, to name just a few of these agencies. Only in one canton has the probation service been attributed to the Department of Social Services. In the canton of Vaud, the probation work has been delegated to a foundation, in the canton of Aargau, since 1925, to an association (NGO). In a few cantons, associations are seconding public probation services. However, most probation services do not intervene in penitentiaries where the in-house social service is taking care of social problems of detainees. Taking stock with major developments in the field, the Swiss Association for Probation has been renamed Swiss Probation and Judicial Social Work Association (prosaj). Parallel to this body of professionals, the Conference of the Swiss Directors of Probation Services (CSDP), a largely informal organization, debates mainly strategic issues.

Until 2006, the main field of activities of probation services was to provide support to persons released from prison or being sentenced with a suspended prison term. The task of assistance to persons in pre-trial detention was regulated on a cantonal basis. Since 2007, the probation services of a majority of cantons have to be active in the pre-trial and pre-detention phase as well. In some cantons, probation services manage small workshops and dwellings, in order to provide work places and housing for the people they have to care for. In others, associations (NGOs) have developed professionalized forms of cooperation and have taken over parts of the duties of probation services.

Generally speaking, the majority of directors of probation services and the Swiss Association for Probation and Social Work in the field of Justice support the service or social assistance philosophy of probation work, even though the control function has taken a more prominent role compared to the past two decades. However, with

public security matters being increasingly scrutinized by the media, politicized by political parties, while budgets are cut, some overburdened services have put the emphasis on managing the recidivism risk and the danger of offenders (Zurich, Basle).

1.2 Probation activities in a nutshell

Probation services assisted until 2000 mainly persons assigned to them following a sentence with a suspended prison term and persons being released from prison or from institutional treatment programs. A further category of assisted individuals relates to those with ambulatory treatment orders who have to be supervised. In many cantons, community work orders are handled by probation services. In all 6 cantons (out of 26) where electronic monitoring of sentenced persons has been introduced in 1999 (plus 1 in 2003), the probation services are in charge of enforcing and supervising the electronic monitoring assignments. Furthermore, several probation services have already extended their mandate in order to assist persons being held in pre-trial detention. Since 2000, the number of probation services taking up this task has increased considerably.

In 2007, the revised Penal Code(PC) came into force. Before 2007, probation work explicitly related to social work with a view of providing assistance for work and shelter. The revised Penal Code relates to social services with the explicit objective of preventing recidivism and promoting social integration (art. 93 PC). Pursuant to article 94 of the revised Penal Code either the court or the enforcement agency may state conditions for the probation period which can affect, for example, the right to exercise one's profession or the right to drive a vehicle, imply the obligation to undergo medical and psychological treatment or finally, the duty to redress,. The task of the probation services is to supervise the observance of these conditions. Following art. 95 of the revised Penal Code, prosecutors or courts may request a report from probation services before imposing probation and other conditions. The most important extension of the social work task introduced in the revised Penal Code relates to the social assistance which cantons have to provide to persons in the pre-trial phase and in pre-trial detention (art. 96 PC), a task many probation services took up even before the new Penal Code came into force. However, the subtlety lies in the fact that it is not the probation services which have been explicitly mandated with this task, but the cantons. In many cantons, however, they have been confirmed to carry it out, but not in all. In some cantons, probation services take over tasks of the social aid services. In others, they manage small workshops and dwellings for its clientele. In a minority of cantons, professional staff is assisted by volunteers who assist one or two probationer find work or housing, sort out debts or stabilize social relations with a partner, children or the larger family.

In recent times, five cantons have taken up risk assessment programs. In one, every person who enters pre-trial or expulsion detention gets scrutinized; in the other, all probationers will be screened with regard to their potential recidivism score. In both cases, the higher the score, the more probation services will seek the cooperation of the person scrutinized.

Probation services work in general only with adults. Minors are assisted by social workers employed by the judiciary specialized for minors. If probation services assist

women and men as well as foreigners living in Switzerland, there may be differences – even strong differences – between the cantons in support given to foreigners with an expulsion order.

1.3 General remarks about the implementation of Probation Rules

In Switzerland, legislative work is undertaken in a very consultative way and requires therefore much time. The last revision of the general part of the Penal Code, the part which is concerned with sanctions and probation, was started in 1984 and was concluded in 2006. It entered into force on 1st January 2007. The Conference of Directors of Probation Services (CDPS) and the Swiss Association of Probation and Social Work in the Justice (prosaj) were strongly involved in the process of revision. Both organisations supported major innovations regarding the mandate and activities of the probation services. The European Probation Rules (EPR) which were elaborated between 2007 and 2009 could therefore not be used in the legislative process. However, several rules and principles of the EPR entered into the definitions of the mandate, the tasks and the work guidelines of probation services. The main change of the 2007 Penal Code related to the introduction of a full chapter on probation. Probation work is today understood as support for persons on pre-term release or sentenced to community sanctions, both under conditions of supervision. Furthermore, non-compulsory social assistance has to be made available to persons in pre-trial detention and those taken up in a penal procedure – probation services may be in charge of this work or another organisation. Before 2007, probation work was centred on debt management, housing and work, socio-educational counselling, supervision being a necessary correlate. Since 2007, probation services have also to be directing their work towards prevention of recidivism. Continued assistance and risk management evaluation have become the pre-requisites of these new tasks. Furthermore, in 2007, the Conference of Directors of Probation Services issued ethical guidelines on probation work which are valid for social workers active in the field of justice.

The current rules of the Penal Code on probation and the ethical guidelines have not been evaluated with regard to the degree of complying with the European Probation Rules. It is a task to be carried out in the future by prosaj. A working group has been set up to plan the monitoring action of the implementation of the Rules in probation practice.

2. Historical Development of the Probation Service System

2.1 History from the origins to 2008

The origins of probation services date back to the first thirty years of the 19th century. Philanthropic organizations and ladies' committees, both on a volunteer basis, provided aid and support to released prisoners and occasionally also to convicts. Realising the relative success of the organizations combined with the increasing number of applications for conditional release led to the demand for legally binding and accountable supervision. Critics of non-profit organizations contended that patronizing services on the basis of Christian charity alone could not be efficient. In accordance with the main view of that field of State activity, the term carved was

in German *Schutzaufsicht* and in French *Patronage*, which has been translated as “*protective supervision*” (see former contributions for Switzerland in the CEP-Publication *Probation in Europe*). Protective supervision refers to supervision of individuals who have been released on parole or have conditions (ger.: Weisungen, fr. règles de conduite) imposed on release, with or without parole. From the middle of the 19th century on, the function of supervision was combined with material support schemes, expected to exercise some protective effect with regard to recidivism. As of 1900, protective supervision and conditions could also be imposed by courts in the case of suspended prison sentences.

The first legal basis for protective supervision was created in 1838. The canton of St. Gall was the first to regulate assistance after release on parole. Art. 5 of the St. Gall law on criminal matter of 1838 read as follows: “After the end of the time served, the released person – in case he is a citizen or a foreigner with a residence permit – has for at least three months and up to three years to report to a patronizing agency.” An association was created in 1839 to implement this regulation. In 1868, the canton of Aargau was the first canton which combined explicitly the conditional release with a compulsory assistance and a monitoring of the moral behaviour of the released persons. Despite the fact that protective supervision was introduced in most cantons between 1850 and 1880, 10 cantons were still without such an organisation in 1880. In some, the churches provided support to those released, mostly on a voluntary base, with more moral content than with material assistance. Existing agencies did not cooperate and did not offer staff training courses. There was no association of professionals.

It was the Association for Prison Reform (fr.: Association pour la réforme pénitentiaire) which provided the impetus for a national conference of heads of protective supervision agencies in 1880. After several attempts, it finally convened in 1904 and integrated the Association for the Prison Reform. The Penal Code of 1939, in force since 1942, required the set-up of some cantonal protective supervision activities (art. 47 PC), but left open the organizational form in which these activities should be carried out (art. 279 PC). According to article 47 PC, these agencies had to provide material assistance and judicial supervision. In a further article, the code mentioned explicitly support for released persons with regard to work and shelter. In order to harmonize the application of these rules, the Conference of the Heads of Cantonal Services formulated a set of recommendations, adopted by more than half of all cantons before 1953.

As more social workers were hired in the agencies for protective supervision, a long lasting debate started in the 1960s, mainly about the content to be given to article 47 of the Penal Code. According to the new assistance perspective in probation, priority had to be given to social work, and supervision should only be viewed as a necessary auxiliary function. Instead of control and punishment, more weight was to be given to the social deficiencies of the clients and long-term assistance viewed in terms of reintegration, resocialization and rehabilitation. In doing so, the clients had to be given more responsibilities and empowered to manage their offence free life. Increasingly, social workers were using the contractual approach to judicial social work. To document this shift of perspectives, agencies started in the 1970s to call themselves probation services (Bewährungsdienst) or service de probation, the work

Bewährungshilfe, assistance de probation (in English probation aid). It followed a continuous adaptation of services to the changing clientele, organizational changes within the agencies, and new financial demands on the part of probation services in order to assist their clientele.

In 1971, three proposals for a revision of the general part of the Penal Code were submitted to the legislative body. The first proposal sought to change the term protective supervision to the one of probation service. The second one aimed at initiating probation services to individuals released from remand. The final proposal was designed to cease the monitoring function. These changes were rejected in the parliamentary debate.

In 1983, a revision of the general provisions of the Penal Code, focused on the sanctions system, was initiated. It was seen as an opportunity by representatives of probation services to implement a codification of modern principles of probation. In 1993, an amended draft was circulated for comment to interested parties. After numerous modifications, a final proposal for a revision of the general provisions of the Penal Code was submitted to Parliament in 1998. It was adopted without changes regarding probation on 13 December 2002. After final minor rectifications, the revised Penal Code became effective on 1st January 2007.

2.2 Recent History from 2008 to 2011

The revised Penal Code of 13 December 2002 introduced the term probation and defined the mandate, the activities and some work principles of probation work. The code emphasized especially the auxiliary function of probation services in the management of criminal justice and the enforcement of sentences. The main change relates to the prominence given to the prevention of reoffending. Now there exists also a strong legal base for the support of offenders in the pre-trial phase; however this task is not specifically attributed to the probation service.

On 1st January 2011, a nationally unified Code of Criminal Procedure came into force. It confirms the mandate defined in the penal code for cantons to provide assistance to persons caught up in a criminal procedure or being held in pre-trial detention. In most cantons, this task is performed by probation services.

As a consequence of the adoption of the concept of continuous social work in the field of criminal justice and to unite all professionals working in the field of justice, the Swiss Association of Probation changed its name in 2010. It is now the Swiss Probation and Judicial Social Work Association (prosaj).

3. Legislative Basis of the Probation Service System

3.1 Legislative Basis

At the national level, the mandate and activities of the cantonal probation services have been defined for the first time in the Penal Code of 1937, in force since 1942. Before that date, most cantons had some regulations, sometimes since the middle of the 19th century (see chapter on history). As described in the chapter on recent historical developments, the decisive revision of the legal foundation of the name,

mandate and activities of probation services took place in 2002, when the revised Penal Code was adopted by the Swiss Parliament.

The recent revision of the Penal Code concerned especially the general part relating to the rules defining the sanction system. The main aim of the revision was to reduce the use of short prison term up to 6 months and replace it by pecuniary penalties (360 units) and community work orders (180 units). Fundamentally, prison terms should be imposed only in cases where more than six months (180 units and more) were requested. Sentences had to be expressed in per diem rates; only afterwards would the most effective form of punishment be sought. More flexibility was offered to sentencing authorities as all sanctions could now be handed down suspended, partially suspended or unsuspended, within some lower and upper limits. From the very start of its implementation, parts of the new sanction system were strongly criticized by some prosecutors, mostly from the French speaking part of Switzerland. In the focus of the critique was the reduction of the use of the short prison sentence up to 6 months. Tabloids took up the critique as well as right wing parties. However, the Swiss legislative machinery working very slowly, a change is hardly to be seen before some time.

On the other hand, the protection of society from violent offender should be increased through a more flexible system of possible long term imprisonments. And finally, new legal provisions for probation activities were introduced, the cantons still being independent to implement any organisational structure to carry out these activities. The relevant provisions are defined in the new articles 93, 94, 95 and 96 of the Penal Code described in more detail in the next chapter.

Even though several cantonal agencies had already changed their denomination, the revision defined social work on behalf of released persons or otherwise supervised individuals as probation. This change is an expression of the strategic orientation towards a more socio-educational professionalism and a broader, socially supportive responsibility of the agencies towards their clientele. However, there were other developments insofar as some probation services took over the authority for enforcing community sanctions (e.g. in the cantons of Zurich, Berne, and Lucerne). These new developments are not without controversy among heads of probation services, as some consider these tasks to be contrary to the more socio-supportive and educational character of probation activities.

In order to abide with the new hierarchy of missions for probation services, some cantonal services have started to streamline their work towards risk management. They use evaluation tools to sort out offenders with greater and lower probabilities of reoffending. The higher risk offenders are the new main clientele, the lower risk cases being handed over to social services. These developments are also controversial among heads of services as this actuarial orientation of probation work is not without danger of stigmatizing people instead of supporting them. The moral dilemma is increased by the fact that application of risk calculations to determine the degree of offender supervision is lacking a scientific base as it will most probably never be possible to reach certainty in prediction. A high degree of probability is not equivalent to certainty.

3.2 Mission and Mission statement

The current prevailing interpretation of the mission of probation leads, on the provisions of the Penal Code (Art. 93 and 376 PC 2002 – for the wording see Annexe 1), to the definition of the following tasks for probation services:

- Preventing recidivism
- Promoting social integration on the basis of a trusted relationship with the client
- Providing comprehensive assistance based on social work methods
- Assessing the client's possibilities and abilities in order to define objectives for the probation time
- Assessing the client's material deficiencies in order to determine a support plan
- Continuous assistance or voluntary social assistance pursuant to article 96 of the revised Penal Code
- Involving as much as possible individual citizens, and the professional networks of relevant private and public institutions
- The greatest possible involvement of society in the work of integration.

The function of probation assistance work leads to a special role dilemma. The duties of social workers and probation professionals are twofold: on one hand they represent the criminal justice system, on the other they work with offenders toward rehabilitation and reintegration. The probation professional in his or her role as social worker or social educator will foremost be responsible for his client's interests. As a representative of the criminal justice system, he or she has to take the position to abide by the imposed measures, which could result in additional punishments in case of new offences or non-observance of conditions. This fundamental ambiguity over role and function influences all aspects of social work. This dual responsibility demands, from both the agencies and the individual professional, constant evaluation of ethical attitudes in their probation activities.

Ethical Guidelines

Until the middle of the 1960s, ethical guidelines about the intervention of protective supervision services were rarely discussed. With the awareness of the importance and the status of probation practice, employees started adopting the professional code of the Swiss Professional Association of Social Work (SPASW). In spring 2007, the Conference of Swiss Probation Managers published guidelines based on the code of the SPASW and created a professional code of ethics for social work in the field of justice:

The individual is the focus of the work. The probation services aim at increasing the performance of the individual on many levels in order to improve integration

into society. The probation services implement within their framework the legal mandate entrusted to them and guarantee professional information. They are confident that the person in their care has the potential to change and the ability to learn. They recognize the right of society to be protected from criminal actions and the right of the individual to be protected from the violation of his or her personal integrity. Additionally they support the victim's right to redress and compensation.

Increasingly, the activities carried out by probation services are defined and undertaken in relation to the requirements of the European Commission of Human Rights as well as the European principals of the penal system ("Prison rules") and the European Probation Rules developed by the Council of Europe.

3.3 Crime Prevention

In Switzerland, crime prevention, as other fields of policy, must be understood in terms of the three levels of the state action. Only in those fields where the Federal State has some competence, can it undertake nationwide prevention programmes. There is no national crime prevention master plan or programme, but a few national prevention programmes with special focus, of varying political relevance, mostly loosely coordinated and diversely funded.

- The main one relates to the field of drug abuse. The Swiss drug policy, pursued by the Federal Office of Public Health, is based on the four pillars of prevention, therapy, risk reduction and repression. Whereas policy is defined at the national level, its implementation is the duty of the cantons.
- Another programme, developed by the Federal Office of Social Security, aims at reducing violence exercised against youth and by juveniles. For the time being, local prevention programmes shall be supported by making them known, evaluate them, and by disseminating best practices. It is combined with a more general effort to find some ways to keep in check the representation of violence in TV youth programmes and in video games.
- A national program relates at the elimination of domestic violence, led by the Federal Agency for Equality of Women and Men. This agency works to support coordination, enhance knowledge management, networking, evaluation and research among organizations active in the field, from police forces to victim support groups to probation services.
- A further field of prevention activities relates to fire arm abuse. Being a nation of citizen soldiers, the number of arms per inhabitant is (most probably) exceptionally high and the number of abuses (in cases of homicide, assault, suicide) important. Several legal measures have been taken to limit access to firearms, but no formal prevention programme has being implemented so far in this field.
- Finally one may mention the problem of hooliganism. Some efforts of prevention have been made recently, most notably the establishment of a database with known trouble-makers, but repression rather than prevention remains the order of the day.

In many cantons, probation services take an active part in crime prevention projects, the most important being supervision and support for offenders with addiction problems or prevention of reoffending of violent offender in the domestic area. Whereas in the first, social workers of the probation services have to be aware of

socio-medical support schemes and liaise with professionals of drug addiction and recidivism prevention programmes, in the second they have to undertake new tasks of counselling individuals who have a restraining order to stay over from their home. On a cantonal level, few probation services have taken up pilot-projects of offender-victim-compensation. Whereas in some cantons, the probation services move towards becoming auxiliaries of the justice system, leaving social work to the social services, in others, with the aim of prevention, they have received the responsibility of managing social subsidies in order to them more leverage to deal with their clientele.

3.4 Victim protection

Institutions for victim protection in Switzerland are not run by probation services, but by other institutional or private organisations created within the framework of the Law on assistance to victims of violence (Opferhilfegesetz, Loi sur l'aide aux victimes d'infraction).

3.5 Volunteers involvement

Since 2000, a third of all cantons involve volunteers in probation assistance. In 2009, it concerned 9 out of the 26 cantonal services, with 300 volunteers in action. Berne alone had 190 volunteers, Zurich 40 and Basle 30, which means that some 90% of all volunteers were active in these 3 cantons.

Basically any resident in Switzerland may join the group of volunteers of probation services. Conditions are not as yet very formalised. Persons applying should have no penal records, be open minded and communicative, share some ideals to provide social assistance for those less well off and enjoy stable living conditions. All cantons who involve volunteers provide some initial training and coaching. They request a regular reporting (all 3 months) about the assisted offenders and offer, in necessary, supervision sessions. No study has so far been undertaken so as to know who the people are who engage in voluntary probation assistance.

3.6 Summary on the implementation of the EP rules at the level of legislation

Generally speaking, legislation on the national level complies with central aspects of the EPR rules. Rule 1 on the standard mandate of probation services is fully implemented in all cantons and rule 8 which regards the definition of its mandate as defined by national law is equally implemented. Volunteers are involved in a minority of cantons where they get adequate instruction and where they receive support, when necessary (rule 8). Contacts with victims are rare because probation services remain offender-centred (rule 95). Whereas one or two probation services took up mediation activities (rule 97), those remained until now at an experimental stadium. Due to the fact that cantons are sovereign in the implementation of crime and penal policies, there are only national crime reduction strategies and programs on a voluntary base. Those are defined in a specific, inter-cantonal organisational structure. They are mostly theme specific and target the public at large.

4. The Organization of Probation Services

4.1 Main characteristics

Except for the drafting of provisions in the Penal Code relating to probation, the Federal State has no active responsibility in the running and organizational set-ups of probation services. Neither does it have a charge of supervision. Article 376 of the revised Penal Code compels cantons to provide an organization to implement probation activities pursuant to Article 93 of the revised Penal Code. The only field in which the Federal State may become active is providing funds for pilot projects in the field of probation.

In order to harmonize to some degree regulations, practices and discourses on these matters, cantons have put up conferences, such as the Conference of the Directors of Justice and Police Departments. Of an equal level, three regional conferences of representatives of cantons deal with the enforcement of sanctions, prisons and probation, one for the French and Italian speaking cantons (7 cantons, the so-called Latin Conference), one for the oriental (8 cantons) and one for the central and north-western part (11 cantons) of Switzerland. Representatives of the Federal State are regular guests in these conferencing and coordinating bodies, called concordats. The Latin one, the sole one with a full-time secretariat, goes as far as to draft regulations which, in a highly complex procedure with cantonal parliaments, become for these cantons compulsory regulations with a status equivalent to law.

The cantons have developed different organizational structures for their probation services. In the common legal framework, both public and private probation services coexist; some work with qualified professionals only, others mixing professionals with volunteers. Irrespective of the organizational structure, financial resources are always provided by the cantons.

In practice a majority of cantons have services governed by public law, which are integrated mostly in the judicial system. Other cantons have incorporated probation services into the department of social services. One canton has set up a private foundation (Vaud), another canton a non-profit organization in order to run probation activities (Valais). These organizational differences mainly affect the type of work relations between staff and organization, as employees are either civil servants or under private contract, and the allocation and management of resources. Finally, whether the organization is a recognized partner of the justice and police department affects the ease with which information about clients can be obtained – an integrated service manages this easier than an external NGO. The clients themselves should not suffer any negative consequences in the way their case is managed.

4.2 Internal organization

Probation Services are organized with low hierarchical structures. Even larger agencies employ, besides social workers and administrative personnel, a very limited staff with executive functions. The latter are responsible for the agency's planning, financing, running, and public relations. While larger cantons have probation services with more than thirty employees, smaller ones may have only one person in charge. In small cantons the probation employees may also fulfil functions in the enforcement of sentences and corrective measures for adults and also – though seldom for juveniles.

Different mandates and working conditions make it difficult to compare individual workloads of services or social workers. Depending on the type of calculation, on average it fluctuates between 55 and 70 clients with extreme minimal and maximal values if one considers only the case load at the end of year. If one adds all new cases during the year, the average figure would have to be doubled.

The allocation of tasks to social workers is based on two main criteria: geography and function. In order to render access easier, some services set up within their own canton offices reporting to one head office, but carrying out independently the specific tasks such as admission/reception, social welfare, support, income or debt management, supervision, and medical care. Other services, in addition to the traditional probation tasks, have formed special teams, which provide assistance to detainees, be it pre-trial clients or clients in penitentiaries, foreign nationals in expulsion centres, or inmates of therapeutic institutions. Since the 1990s, an ever increasing number of probation services are involved in carrying out alternative sanctions, since a majority of the cantons have delegated to probation services the handling of community work orders and electronic supervision as parts of alternatives to prison terms. In order not to confuse roles and functions, these tasks are performed by special teams.

4.2.1 Probation workers

In 2010, there were 185 equivalent full-time posts. 130 are used for social work and counselling, 35 for administrative functions, 20 for executive tasks. Due to the size of probation services in Switzerland, only the services of the largest cantons have full-time executives, in part with a deputy. In others the executive function occupies only a fraction of a full-time position. Consequently, in several services, the executive staff spends a large portion of its time with counselling. Very few services have personnel employed exclusively for managerial tasks such as accounting, human resources or public relations.

The number of persons being employed in 2010 is estimated by the authors at 250 to 300, due to the important number of employees working part-time. Probation work is the feminized part of the male dominated justice and prison field since in many cases women are in the majority. However, of the 26 cantonal probation services, only 3 are headed in 2011 by a woman. Agencies employ, with rare exceptions, only Swiss citizens. Persons working in probation services are mostly over 30. Heads of services are on average over 45 years old and have been working in probation services for many years.

The absence of unified working procedures and the lack of a specialised university syllabus in the field of probation work mean that probation services have to organize on the job training for newly hired employees. Any further training and continuing education is also the responsibility of the agencies.

Table 1. The staff structure in 2010

Number of staff	185 full-time posts (for some 250 - 300 employees)
Management staff	few
Executive staff	20
Supporting staff (e.g. secretary, bookkeeping staff, ICT staff etc.)	35
Social workers, councillors	130

4.2.2 Education, training requirements and opportunities

The employment of trained social workers in probation services began in the 1970s when the number of schools for social work increased. Before that period, individuals with a police or military background as well as persons from penitentiaries numbered prominently in protective supervision; they worked alongside a few people with a background in education, psychology, or theology. Today, the vast majority of employees in probation work are social workers and professionals with socio-pedagogical background.

Just as there are no unified training requirements to become a probation worker, there are no standard training courses. Heads of probation services are free to choose the personnel they believe will best fit the job. However, due to the language barriers, the territorial divide and other factors, the labour market is very local. The recruitment of probation workers is therefore done through advertising in the local daily papers, specialized journals and in schools of social work. Criminal records the new recruits are checked. Those hired have a trial period lasting up to six months, depending on the canton.

No data is available about the renewal of staff on a national level. Based on personal knowledge, the authors assume that cantons have no problems in this area. Due to the small size of cantons, there are few career paths for the staff. Possibilities of change and advancement are mostly the result of transfers into other social services or treatment centres; moving up through the hierarchical structure of probation services is less likely.

In the late 1990s and again in 2003, a committee of the Conference of Swiss Directors of Probation Services and of members of the Swiss Association for Probation was formed with the objective to evaluate the need for training and continuing education of probation workers. This project is still running. Both organisations took these steps in relation to changes in the structure of the clientele and to respond to new tasks and forms of sentencing introduced in the judicial system (e.g. alternative sanctions).

Social work educational programmes have recently been upgraded to university status. Despite this fact, there are currently no initial training programmes specific for probation work. In order to provide some high level of judicial, sociological and technical training, the Swiss Association for probation initiated in 2000 a 2 to 3 days seminar, taking place every two years, for professionals active in probation work or

social work in the field of justice. In these seminars, current problems and practical solutions regarding the Penal Code, social work in probation and prisons, and several other issues are presented by prominent academics and practitioners and discussed with the participants of the seminar.

4.2.3 Other organizations involved in probation work

Today 24 cantons have probation services; in the others two, they are organised in form of private institutions, one a foundation, one a NGO. As probation services got more professionalized in the counselling field and socio-educational work, they developed forms of cooperation and inter-institutional exchange with public and private organisations active in the field of psychosocial treatment, medical care and welfare assistance.

4.2.4 Probation and offenders abroad

Even though cooperation of police and prosecution has strongly increased in border areas such as Basle, Geneva or Tessin, probation services are still defined by the principle of territoriality. Therefore, probation services provide no assistance to national offenders abroad. This task is under the responsibility of the Swiss consular services.

On the Swiss territory, foreign nationals will be assisted as nationals. However, due to the fact that a majority of those released after longer prison terms will be expelled from Switzerland, probation services will rather be involved in preparing the return in the country of origin, rather than preparing a probation period in Switzerland. In case an EU citizen is convicted with a suspended prison sentence, he or she is free to leave the country. Suspended prison sentences are in 95% of the cases not supervised in Switzerland. Only if the sentenced person comes back to Switzerland the courts will only take stock of the judicial antecedents when he or she commits a new offence.

4.2.5 Summary on the implementation of organizational EP rules

Generally speaking, rules on the organization of probation services are strongly implemented in Switzerland. However due to the size of cantons, probation services are in many cantons very small and an often reduced probation staff has to guarantee the full range of services to the assigned offenders. Therefore, the formal procedures defined in the EPRs in organizational matters may well be reduced to the strict minimum. Nevertheless, the personnel of probation services attends regularly professional meetings on national level and training sessions of a large diversity of social services organizations, professional organizations and penal law faculties. The biggest challenge is for sure the equal treatment of offenders, whatever their nationalities. As 75% of all pre-trial detainees and 50% of sentenced inmates are foreigners, as the staff of probation services is small and the tasks expanding, nondiscriminatory policies will always have to be recalled.

5. Different Stages of the Criminal Justice Process

Introductory remarks

The sanction system

Since the middle of the 20th century, Switzerland has a dual sanction system, punishments and so-called measures. The measures may be imposed on security, medical, psychiatric, addictive or educational grounds. In the majority of cases, a sentence is passed with a punishment (Strafe, peine); in a minority of cases (1% of all convictions) in which the sentenced person is considered to have acted without or with reduced responsibility, under the influence of drugs or alcohol or due to a lack of education, a measure (Massnahme, mesure) will be imposed. In this case, the sentenced person will get some treatment. His or her release will strongly depend on the degree of a recovered state of physical or mental health judged sufficient to prevent reoffending.

Since 1 January 2007, Swiss judges and courts can impose punishments (Strafen, peines) in the form of pecuniary penalties (Geldstrafe, peine pécuniaire), community work (Gemeinnützige Arbeit, travail d'intérêt général) or imprisonment (Freiheitsstrafe, peine privative de liberté). Judges and courts have the duty to determine the quota of punishment, expressed in a per diem rate, and then to choose the form of punishment (day fine system, Tagessatzsystem, système des jours-amendes). It may be a suspended, partially suspended or unsuspended sentence. In addition, these punishments can in all cases be combined with a fine which by definition is unsuspended. Sentences entered in the criminal records since 2007 – some 100'000 convictions – consist in 90% of the cases in pecuniary penalties, 90% of which are suspended, in 4% in community work orders (80% suspended) and in 6% in imprisonment (20% suspended).

Since the mid-1990s, following a tragic case of recidivism, the handling of violent offender came under severe public scrutiny and attention of populist media. Those interned due to violent offences were less released and the revision of the Penal Code introduced new restrictions with regard to their release. In the cantons, commissions were established the task of which is to evaluate the recidivism risks of violent offenders who are to be released. A popular initiative which requested the introduction of a lifelong internment was adopted in a popular vote in 2004 – heavily criticized by penal law professors, public law professors, human rights lawyers and legal psychiatrists, no sentence entering into force has been handed down with this sanction so far.

Enforcing punishments and measures is the responsibility of the cantonal authorities. The collection of fines and pecuniary penalties, the implementation of out- and in-patient measures, the enforcement of prison terms may, however, be carried out by different government services, offices or agencies in different cantons. In the majority of these however, the local, mostly small scale prisons and the larger penitentiaries (the largest built with 450 places) have the task of enforcing unconditional prison terms. While the implementation of out-patient measures due to the possible suspension of a prison term can take numerous forms, the in-patient measures are principally executed in psychiatric hospitals and, in cases of drug or alcohol addiction, in therapeutic institutions.

The legal characteristics of probation

The mandate of probation assistance is decreed social assistance. It is no safety measure. It is not an additional punishment such as the ban to exercise a profession or to manage a business. Probation assistance and conditions are traditionally imposed as part of a sanction (additionally to a punishment or measure). In the case of an unconditional prison term, probation assistance is considered as the fourth stage (the first being a short solitary confinement term, the second the communal execution of the prison term, the third the pre-release phase, the fourth the conditional release under condition of probation assistance). Probation is always imposed in connection with an additional judicial order. Probation or parole time, a probation assistance mandate, or conditions are decreed for a minimum of twelve months and a maximum of five years. The parole time can differ in length from that of the probation assistance mandate and/or conditions. In exceptional cases a probation mandate for an indeterminate period of time may be imposed (art.56/59/62/63/64 revised Penal Code). For the concerned clients, disclosure of personal living conditions is mandatory. The withdrawal of a probation mandate or a compulsory measure such as a transfer to an institution or hospital is ordered by the courts. Enforcement authorities or probation services have to implement the decisions.

Dispositions of the Penal Code regarding probation assistance mandates

- Conditional release from imprisonment (art. 64a revised Penal Code (CC))
- Conditional release from imprisonment in the case of young adults (18 to 25 years of age) (art. 62. par. 3 revised CC)
- Conditional release from a penitentiary (art. 87 par. 2) and from a military prison (art 34b par. 2 revised army CC)
- Conditional and partially suspended prison sentence (art. 42 and 43 pursuant to art. 44. par. 2 revised CC)
- Conditional sentencing in favour of an out-patient treatment of a psychological disorder (art 63. par. 2 revised CC)
- Conditional release from treatment for individuals with a psychological disorder (art. 62 par. 3 revised CC)
- Extension of time of probation in the case of a suspended prison term (art. 46.2 revised penal code), and a suspended military prison term (pursuant art. 40 par. 2 revised penal code)
- Conditional release from an institution (public or private) for alcohol or drug abuse (art. 62 par. 3 revised CC)
- Social assistance (art. 96 revised CC), especially as regards pre-trial and sentenced detainees who would not get any assistance from the prison social service (see 5.1).

5.1 Pre-trial/remand/trial stage

The work of the probation service on behalf of pre-trial clients may be initiated as soon as the person is detained, in general within 7 days. The first task is to help persons being caught up in judicial procedures in bridging the difficult experience of the first time of imprisonment. In some cantons this type of intervention was introduced with a view of suicide prevention. Later, a social worker may take on a variety of tasks such as contacting family members and relatives, or lawyers, preparing for the time of the enforcement of a sentence or the time of release. Social workers interact closely with the administration of remand prisons, prison staff, magistrates, and lawyers.

Table 2. Sanctioning system and probation involvement in the pre-trial/trial stage

Sanctions/Measures/ Penalties/Conditions attached to a conditional decision or sentence	Provided in legislation	Probation service involvement	Main characteristics of the probation activity (e.g. supervision, coordination, reporting, referral, help & support)
Unconditional waiver by the public prosecutor			
Conditional waiver by the public prosecutor			
Conditional suspension of the pre-trial/remand detention			
Pre-trial/remand detention	x	x	Help & support
Police custody	x	x	Help & support
Bail			
Caution			
Surety			
House arrest			
Electronic monitoring	x	x	Supervision, coordination, referral, help & support
Community service	x	x	Supervision, coordination, referral, help & support
Treatment order	x	x	Supervision, coordination, referral, help & support
Training/learning order	x	x	Supervision, coordination, referral
Drug/alcohol treatment program	x	x	Supervision, coordination, referral
Compensation to the victim	x		coordination
Mediation			
Semi-detention	x	x	Help & support
Attending a day centre			
Liberty under judicial control	x		

Interdiction to leave the country	x		
Interdiction to enter different cities/places	x		
Interdiction to carry out different activities	x		Supervision, referral
Interdiction to contact certain persons			
Psychiatric treatment			
Deferment of sentence			
Fine	X		
Other financial sanctions			
Others, please add to this list			

5.1.1 *Pre-trial/pre-sentence report*

According to the revised penal code, probation services may be asked by judges and prosecutors to report on the conduct and social situation of an offender who goes on trial. They have to speak with offenders, rarely pay a visit to their homes, in order to establish a social inquiry and assessment report before a conviction is handed down. Foreign offenders will be included in the case they have residence status or live since a longer time in Switzerland; social inquiries are not carried out for foreign nationals living abroad. As no study has been published on the procedures and the handling of these new tasks by probation services, there is no possibility to provide some information. Every canton has its own system.

5.2 Enforcement stage

Larger penitentiaries have in-house social services which deal with social problems of detainees and their family. Therefore probation services carry out little social work inside prisons, except for people doing time in small prison facilities where an in-house social service is lacking. In only two cantons (Neuchâtel, Tessin) is the probation service in charge of providing social services to the detainees of the canton. In most others, the in-house social service contacts the probation service as soon as it is known that a detainee will be released conditionally and put under probation.

In principle, a plan for the detention period is prepared for each offender serving an unconditional prison sentence. Detainees living in Switzerland generally get a conditional release (90% of those eligible), whereby it is matched with an obligation to be supervised and assisted. Detainees to be expelled will also get some limited assistance to facilitate the return to their countries of origin. Support comes from various professionals, such as social workers, but also if necessary from doctors, psychiatrists, psychologists, or representatives of religious institutions.

The conditional release of detainees who have been incarcerated as repeat offenders, as mentally ill convicts, sentenced alcohol or as drug abusers is more difficult. If the sentence was ordered by the court based on a psychiatric report, the procedure for suspending the sentence is more complex and regulated in the penal code. The conditional release has to be evaluated in relationship to the recovery process of the detainee, at the latest after a period of five years and subsequently every year. A detainee having done 50% of his time may also apply for conditional release. Today, in most cantons, the task of the discharge order is in the hands of the correctional institution, in others in the hands of the courts. If a convict is considered dangerous, the code imposes the evaluation of the risk of recidivism, a task delegated to a regional or cantonal commission. Based on the opinions submitted by various persons and representatives of institutions, the commission decides either to lift the measure or prolong it. The decision is submitted to the enforcement agency.

Social work in prison increasingly means social workers being the “bridge” between the prison population and the outside world. Social workers provide in penitentiaries assistance to detainees to help solve their problems outside the prison, prepare them for conditional release, and establish contacts with families and friends. They work hand in hand with social workers of probation services whose goal is reintegration after release. Treatment measures in prison vary with each individual. Two types of needs which request two different responses: first practical support, which concerns material aspects of living conditions of the client, or his or her family and second existential help, which is far more difficult to determine and to define. Support in this area may help the convict to a better understanding of himself or herself and his or her own past, resulting in improved chances for re-integration in society.

Table 3. Sanctioning system and probation involvement in the enforcement stage

Sanctions/Measures/ Penalties/Conditions attached to a conditional sentence	Provided in legislation	Probation service involvement	Characteristics of the probation activity (e.g. supervision, coordination, reporting, referral, help & support)
Imprisonment	x	x	In a limited number of cantons help & support
Suspended sentence	x	x	Supervision, help & support
Conditional sentence			
Affidimento in prova			
House arrest			
Electronic monitoring	x	x	supervision, coordination, reporting, referral, help & support
Community service as sanction	x	x	supervision, coordination, reporting, referral, help & support

Semi-liberty	x		
Semi-detention	x		
Treatment order	x	x	supervision, help & support
Training/learning order	x	x	supervision, coordination, reporting, referral, help & support
Drug/alcohol treatment program	x	x	supervision, reporting, help & support
Educational measures			
Compensation to the victim			
Mediation			
Attending a day centre			
Interdiction to leave the country			
Interdiction to enter different cities/places			
Interdiction to carry out different activities			
Interdiction to contact certain persons	x	x	In some cantons
Fine			
Day fine			
Other financial penalties			
In/out patient order (psychiatric treatment)	x	x	Supervision, help & support
Security measures	x	x	Supervision, help & support
Combined order			
Community punishment			
Conditional release / Parole	x	x	Supervision, help & support
Automatic release			
Open prison			
Penitentiary program outside the prison			
Other sanctions/ measures etc. Please name and describe them.			

Table 4. Other probation activities in the enforcement stage

Providing support to the families of the offenders/detainees	no(with exceptions)
Coordinating volunteer prison visitors	no (with exceptions)
Preparing offenders for (conditional) release	no (with exceptions)
Preparing prisoners for home leave and/ or providing support during home leave	no (with exceptions)
Providing support to persons that have been pardoned or amnestied	no (with exceptions)
Providing advisory report with respect to amnesty or pardon	no

5.3 Care and after-care outside the criminal justice system

Probation services provide after care counselling and support, often together with private social services which intervene on a voluntary basis. In Switzerland, some 20 cantons offer this service without a formal mandate from the criminal justice system. In total, some 300 persons are assisted at the end of the year, compared to the 5000 probation cases.

6. Probation Methodology

The philosophy of probation work has long been dominated by the social work approach whereby persons being assigned to probation have to be counselled, supported and helped. The aim of social work in the field of justice was to reduce as much as possible social deficiencies with regard to housing, work, finances, and dependencies. There was reluctance to take over the monitoring role linked to the mandate of probation services (see above history).

In the 1990s, the philosophy of social work was enriched with the idea of grounding the social work with a formalized, written contract, whereby the agencies wanted to secure a full consent and cooperation of the assigned client to the objectives to be achieved. This contractual philosophy of social work approach dominates during the following decade.

However, since 2007, a few services have moved towards a security oriented probation work based on risk considerations and actuarial assessments as well as social work focused on the prevention of reoffending and of social integration. Whereas Basle-City imported and implemented the Dutch RISC system by adapting it to the Swiss context, naming it KARA, Zurich developed an assessment tool for risk-oriented sanction execution (ROS) together with three other cantons. Whereas KARA is a crimino-analytical risk assessment tool assisting probation staff to take risk based decisions in offender support, ROS aims at assessing offender risks and needs and develop adequate intervention responses which will all along the period of intervention be evaluated. The ROS tool comes closer to a offender management

system tailored towards reducing risk of reoffending. Whereas the high risk clientele receives an intensive supervision and social support, the low risk clientele is handed over to the social services of the State, in this case the communes. These tools are scientifically supervised, the KARA-tool by the University of Zurich and the ROS-tool by a social science study group. Critical voices have come up with regard to this recent reorientation of probation work which has largely abandoned the aim of reintegration of released persons into society. Improving the living conditions of those released contribute both, to reduce the chances of reoffending and increase reintegration.

The main paradigm of intervention is socio-pedagogical grounded on methods of individual counselling and regular assessments of achievements (attainment of objectives). These forms of intervention are combined with support from partner organisations on behalf of clients. Few services have implemented cognitive-behavioural programmes, learning programmes or organized group work. Even fewer use clinical or psychotherapeutic methods within the framework of probation. The pragmatic and human approach dominates probation work rather than fully theorized and formalized intervention schemes with diagnostic tools, formatted interview schemes, protocols for the supervision work. This partial lack of professionalism is counterbalanced by the human relationship in the services rendered.

There is no accreditation system of methods in the field of probation services. However, the issue of theories, methods and working procedures is regularly raised at the Conference of Directors of Probation Services. Until now, those discussions had seldom a general and practical impact, if one except the concept of continues social work or the ethical guidelines which have become standards in Swiss probation work.

7. Finances, Accounting, Registration Systems and Evaluation Procedures

7.1 Finances

Generally, the personnel and the operating costs of probation services are fully funded by the cantons. Probation services organized under private law are also subsidized by the cantons on the basis of agreements on objectives and performance. The mandate, scope of work, and thereby defined areas of intervention largely determine the financial resources of the agencies. Additionally, in five cantons probation services are entitled to collect private funds - e.g. from private foundations - to support their work.

Besides these public and private sources, further financing of support services is available through the delegation or assignment of funds in various institutions on the basis of a decision of the probation service. In some cantons the work is restricted to psychosocial care and legal support.

Depending on the canton, agencies can also apply for public funding to provide clients with a more substantial financial support for special personal developments (e.g. educational and working skill programs).

In 2009, the total expenditure of cantons for probation services amounted to some 30 million Swiss Francs (20 million EUR). During the same year, some 2 million Swiss Francs (1.3 million EUR) were available for support programs directly administered by the services. Further financial support and social, medical, psychological counselling carried out by partner institutions (social services, institutions for drug and alcohol addicts, clinics and ambulatory services for psychiatric patients) imply important additional costs which however have never been documented.

Table 5. Prison / Probation expenditure

	Probation services	Prison system
Total current yearly expenditure	30 mio. CHF (20 mio. EUR)	750 mio. CHF (487,5 mio. EUR)
Average number of employed staff	200	3000
Daily average number of offenders/ clients dealt with	5000	6000

7.2 Accounting system

The administration and monitoring of funds is the responsibility of the probation services, while the responsibility for the budget and accounting is, depending on the canton, the duty of the Justice and Police Department. However, the handling of salaries and the payment of bills of the services is generally done through the Department of Finances of each canton.

The budgets are approved by the cantonal parliaments, which discharge the governments and decide upon new funds for the following fiscal year.

7.3 Registration Systems and Evaluation Procedures

7.3.1 Registration systems and data handling

Probation services have no uniform registration system in use. Several social work software packages are available. Some have been built in-house (Zurich, Vaud, Basle-City), others have been conceptualized and written by software providers in cooperation with probation services (Bern, Solothurn, St. Gallen), and others still are standardized packages for social work available on the market.

Some packages provide only a basic information system on the clientele, without offering the possibility to keep track of the encounters and meetings with clients or the statements on clients provided by external, supporting institutions. Others include fully compatible systems which allow the treatment of information from the courts to the services of enforcement of punishments and measures, the penitentiaries and up to the probation services.

7.3.2 Statistics

Until 2000, Switzerland lacked any statistical data on probation at the national level. The Federal Statistical Office had a mandate to produce judicial and penitentiary statistics, but no probation statistics were compiled. The reason for the absence of statistics is the Swiss federalist structure, i.e. the fact that probation services

are organized within the cantons and that they are held only accountable to their departments. As there is no evaluation or supervision undertaken at the national level, there were no figures available. In the absence of a formalized evaluation system, probation services are ultimately only regulated by way of recourse in courts, parliamentary examination or through the administration of the justice department. These last years, in rare cases, severe recidivism of a client of probation services lead to massive media criticism of probation work in some cantons, did however not initiate a national debate.

The currently published cantonal statistics are in most cases rudimentary and summary. The publications differ widely and are therefore often not comparable. Changes in the registration routines, in the data handling and in the way results are presented lead to additional problems in case of year-by-year comparisons. Only since the end of the 1990s, some cantons have tried to produce computerized statistics.

Starting in 2000, the Federal Statistical Office, in cooperation with the Swiss Association for Probation, made a first attempt to set up comparable statistics at the national level. Three objectives were assigned to this statistical survey:

- To create a unified, nationally aggregated survey on the volume of activities: implementation of traditional probation work, voluntary assistance to individuals following an imposed probation period, voluntary assistance to individuals in detention. Further aspects concerned the financial and human resources of probation services. Necessarily, such a survey was limited because not all social assistance and monitoring activities carried out in the field of justice were registered, e.g. in-house social work in penitentiaries and large prisons.
- To conduct regular discussions about results, the value and importance of national statistics about probation services.
- To evaluate the set-up of probation statistics including all social work in the field of justice which would integrate information on the clientele and the services rendered.
- To develop a follow-up system on recidivism of clients assisted by probation services.

As a result, since the middle of the last decade, a set of aggregated data on activities and resources of probation services is available. The time series cover the years since 2000. There has been regular reporting on the results of probation statistics by the Federal Statistical Office. An evaluation of the work carried out during the years 2000 until 2010 will be undertaken jointly by the Federal Statistical Office and the Swiss Association for Probation and Judicial Social Work.

7.3.3 Evaluation procedures

Even though there might be evaluation procedures at the cantonal level, no evaluation procedures of probation services are in place at the national level.

With regard to research, a few master theses or academic studies have been written on probation assistance in recent years. One for instance provides a detailed description of all forms of activities of probation services and outlines possible new directions of probation assistance due to the revised Penal Code (Amrein, 2008). An empirical study criticises the classical probation counselling approach and argues in favour of a multi-agency, interdisciplinary problem solving approach in order to tackle the complexities and the dynamics of the re-integration processes (Sommerfeld, 2008).

The Federal Office of Justice sponsors since the mid-1990s pilot projects in the field of enforcement of penal sanctions, alternative sanctions and probation work. The aim is to implement new concepts and to evaluate them with the aim to generalize results of the experimentation phase. The evaluation task is most of the time outsourced to a penal law faculty or an independent evaluation agency. The reports are evaluated and approved by a scientific advisory board appointed by the Federal Office of Justice.

There have been a few projects which have been of concern to probation services, as for example, the implementation of community work orders or the electronically supervised sentence enforcement (as a replacement of enforcement of prison terms). (see also chapter 10).

7.2 Summary on the implementation of the EPR on financial aspects

Compared with the important financing of the prison system, the probation services may hardly be considered adequately resourced considering that the tasks have been largely increased following the implementation of the revision of the Penal Code in 2007. Due to the work load, but also to educational background, probation services hardly do enough to take stock of research developments and surely do not enough encourage evaluations and research on activities and efficiency of probation work in Switzerland.

8. Societal Support and Clients' Views

8.1 Societal Support and Public Opinion

On an empirical base, one may affirm that probation services and their activities are widely supported by society, be it by the administration at the cantonal and federal levels, the parliaments, the media, the academia, and the public.

The fact that the mandate of probation services was strengthened extended and modernized in the wake of the revision of the Penal Code in 2002 shows wide support by federal and cantonal parliaments. However, the fact that resources were rather slightly curtailed than expanded, regardless of the fact that new tasks were handed over to probation services, shows the limits of the probation professionals to mobilize sufficient support for their activities in the administration of the judiciary and in cantonal parliaments. With regard to support by the public at large, there is still a general support for probation, which may however quickly slide would a serious fault be detected in its working. There has been a rather rough wind blowing by those having and using voting rights – several initiatives have been adopted (internment,

expulsion of “criminal foreigners”, among others). Critically, one may however add that these “retro-innovations” did not have a strong impact on every-day practice as prison figures did not change and probation work oriented towards integration.

No surveys or studies have been conducted on societal support and public opinion of probation or probation services.

Until today, probation services have done little to promote their activities. However we can mention the exhibition organized by the probation service of Tessin in 2004, parallel to the General Assembly of the CEP and its Congress held in Lugano. Also, on the occasion of the 80 years of existence in 2005, the probation service of the canton of Aargau presented changes in prison conditions and probation work to a larger public. The exhibition took place in a former prison tower, closed as late as 1985. The probation service of Berne organized an exhibition about probation work on the occasion of its 100 years of existence. Being a service with decentralized offices, the exhibition was created with the aim to present it in several locations. A book on the history of the activities and organization of the service was published on this occasion.

8.2 Client’ Views

The clients’ views of probation services have not been investigated so far and no information is available.

9. Probation Clients Rights

By imposing probation does not mean that an individual is at the mercy of the probation service. The client is not without rights. The person supervised has the right to be heard and supported; he or she has the right to discretion with regard to support provided by the service.

A person on probation can petition for a reduction of the duration of probation or supervision. If a client repeats an act of misdemeanour, i.e. is sentenced again to imprisonment for a maximum of three months, the evaluating authority can pronounce a warning instead, in order not to undermine the progress made.

During the probation period, the supervised person keeps his or her civil and constitutional rights, unless the agency in charge has decided differently.

Just as there are no explicit written statements on the rights of probation clients, there are no independent studies showing the viewpoint of the clients in regards to the implementation of probation services, forms and means of support.

10. Developments to be expected

From the perspective of the Federal State, probation is a cantonal matter, bound by legal provisions adopted by the Swiss Parliament. Within the cantons, probation service is determined by status and function, internally in the framework of

the departments it belongs to, externally by the government and parliament. Developments may be pursued by cantonal governments. They may therefore become pilot projects pushed by a canton and financed by the Federal State.

The social work which is performed within the framework of probation services is further developed by debating intervention standards in the inter-cantonal conferences (Concordat). Here, innovative proposals made on activities and organisational structures are debated and recommended; professional and political strategies are worked out to find support and acceptance for innovations in the field of probation. Beside this forum, the training facilities for social work and the professional associations of social workers provide the professionals with stimuli for the evaluation of supervisory concepts and for the revision of intervention principals. Finally, to develop probation services further, an exchange on an international and especially European level may in the future become more important. Since 2000, Switzerland has been hosting two international CEP-Conferences, in 2004 in Lugano (Tessin) and in 2008 in Neuchâtel (Neuchâtel). These conferences were also well attended by Swiss delegates.

10.1 Pilot projects to reform enforcement of sentences and probation service

1.1.1 Pilot projects funded by the Federal State

The implementation of new forms of enforcement of unconditional imprisonment has led to the most important modernization of the Swiss probation system. It was done through the experimental introduction of community service and the electronically monitored enforcement of imprisonment. In a few cantons, pilot-projects on mediation have been pursued. More recently, at the end of last decade, pilot schemes have been started with the objective to appraise offenders taken into pre-trial detention, their personal history and social integration as well as the risk of reoffending.

10.1.1.1 Pilot projects in the 1990s

With the goal to find concrete answers to the question on how to reduce short prison terms, pilot-projects were implemented since the 1990s. In the period of 1991 till 1999, there were 4 pilot-projects, all linked to the implementation of community work orders; two were on national level and two specifically linked to special additional programs in the canton of Zurich.

10.1.1.2 Pilot projects from 2000 till 2010

As from 2000, electronic monitoring, carried out as a three year pilot project by six probation services, was one subject for scientific evaluation. Another one, undertaken by probation service in Zurich, related learning programs inspired by cognitive behavioural theories. The aim was to change attitudes and behaviours, especially self-esteem and taking up responsibilities. The experimental scheme was in 2003 expanded to include, next to Zurich, St. Gallen and Solothurn. A further pilot project concerned re-appraisal of the offence and redress which started in 1999 in the canton of Berne. Its aim was to support the offender to bring to fully understand motivations and behaviours which lead to the commission of an offence and to take responsibility for the harm or damage done to the victim.

10.1.1.3 Pilot projects from 2011

The only current project funded by the Federal State regards the risk-oriented enforcement of sanctions, developed by the probation service of Zurich, in cooperation with the probation services in 3 other cantons (ROS – risiko-orientierter Sanktionenvollzug). Four processes will be objects of implementation and evaluation, namely, risk and needs assessments, intervention planning, interventions and efficiency evaluation.

10.2 Pilot projects undertaken by probation services of the cantons

A project regarding risk assessment is currently implemented by the probation service of Basle-City and will be evaluated by the University of Zurich. The project aims at validating a criminological, analytical risk assessment tool (KARA for Kriminologisch-analytisches Risk Assessment). Between 2008 and 2010, the tool, an adapted version of the Dutch RISC, was adapted to Swiss conditions.

On 1st January 2011, the probation service in Basle-City started a 2 year monitoring phase. By end 2012, an evaluation in combination with a recidivism study will be undertaken.

10.3 Pilot projects undertaken by probation services of the cantons

During the last 10 years, the following programs or pilot projects were completed

- Out-patient treatment for sex offenders, St. Gall
- Probation Service for dangerous offenders, Zurich
- Foreign nationals and criminal justice, Zurich
- Earning remission to pay fines, Zurich
- Criminal justice-Mediation, out-of-court settlement, Zurich
- OPTIMA-New Public Management, Thurgau
- Clients' Data Management and Documentation, Zurich
- Quality manual for Probation Service, Luzern
- BEWIS, EDP Application, Solothurn
- Quality management in probation and criminal justice, Zurich
- Counselling of removed offenders of domestic violence, St. Gall
- Offender Learning Programs, 2003 Zurich, St. Gall, Solothurn
- Offence-oriented practice of Supervision, 2004 Zurich, Solothurn
- Domestic violence offender counselling 2005/06, St.Gall, Solothurn, Basle-Country, Zurich

11. Important Publications

Recent studies

Amrein, Silvia, Umbruch in der Bewährungshilfe, Neue Ansätze und Herausforderungen, Master in Advanced Studies in Delinquency, Riskmanagement and Reintegration, Fachhochschule Zürich, Winterthur, 2008; on

http://www.fr.ch/sprob/files/pdf9/neue_ansaezte_und_herausforderungen.pdf

This study provides an assessment of the state of probation activities carried out just before the revision of the Penal Code and describes the challenges the probation services will have to face in the years ahead.

Baechtold Andrea, Strafvollzug, Straf- und Massnahmenvollzug an Erwachsenen in der Schweiz, Bern, 2009

The standard textbook on legal aspects regarding the execution of sanctions in Switzerland. Presentation of common features and differences of cantonal laws.
Baechtold Andrea, Bewährungshilfe, in: Niggli Marcel, Wiprächtiger Hans, Kommentar zum schweiz. Strafgesetzbuch, 2008

Contribution in the standard, most elaborated commentary of the Swiss Penal Code; most detailed analyses of the legal provisions regarding probation services, their mandate and activities

Mayer Klaus, Schlatter Ursula, Zobrist Patrick, Das Konzept der risikoorientierten Bewährungshilfe, in: Bewährungshilfe, Jg. 54, 2007, Heft 1.

Description of the concept, workings, implementation and evaluation of the ROS-Tool, developed in the canton of Zurich and used together with some other cantons

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Studer Brigitte, Sanja Matter (Hrsg.), Zwischen Aufsicht und Fürsorge, Die Geschichte der Bewährungshilfe im Kanton Bern, Stämpfli, Bern, 2011

A short history of the 100 years of the probation services of the canton of Berne

Official documents

Swiss Federal Justice Office

Special issue on probation in the SFJO's Infobulletin 2/2008

Swiss Federal Statistical Office

Fink Daniel, Die Bewährungshilfe 2000-2006, November 2009, BFS, Neuchâtel

Fink Daniel, Die Bewährungshilfe 2001-2009, Oktober 2011, BFS, Neuchâtel

Data are available in German and French on sentencing, prisons, parole, probation, community services, electronic monitoring, with key figures in English as well on:

www.justice-stat.admin.ch Thema: Kriminalität und Strafrecht

12. Main Addresses, Phone & Fax Numbers, E-mail Addresses, Home Pages

Aargau

Amt für Justizvollzug
Sektion Vollzugsdienste und
Bewährungshilfe
Bahnhofplatz 3c
5001 Aarau
Tel. 0041 (0) 62 835 15 50
Fax 0041 (0) 62 835 16 09
www.ag.ch

Appenzell A.I.

Bewährungshilfe des Kantons
Appenzell I.Rh.
Marktgasse 2
9050 Appenzell
Tel. 0041 (0) 71 788 95 23
Fax 0041 (0) 71 788 95 29
www.ai.ch

Appenzell A.R.

Departement Sicherheit und Justiz
des Kantons Appenzell Ausserrhoden
Geschäftsstelle Bewährungshilfe
Rathaus
9043 Trogen
Tel. 0041 (0) 71 343 63 52
Fax 0041 (0) 71 343 63 59
www.ar.ch

Basel Landschaft

Amt für Bewährungshilfe
Vereinshausstrasse 18
Postfach 1125
4133 Pratteln
Tel. 0041 (0) 61 826 97 60
Fax 0041 (0) 61 821 62 64
www.baselland.ch

Basel Stadt

Amt für Justizvollzug
Bewährungshilfe
Postfach 348
4018 Basel
Tel. 0041 (0) 61 365 75 55

Fax 0041 (0) 61 365 75 60
www.justizvollzug.bs.ch

Bern

Abteilung Bewährungshilfe und
alternativer Strafvollzug des Kantons
Bern (ABaS)
Gerechtigkeitsgasse 36
Postfach 652
3000 Bern 8
Tel. 0041 (0) 31 633 55 00
Fax 0041 (0) 31 633 55 10
www.be.ch/abas

Fribourg

Service de probation - Bewährungshilfe
Route des Arsenaux 9
Case postale 97
1705 Fribourg
Tel 0041 (0) 26 305 14 30
Fax 0041 (0) 26 305 14 28
www.admin.fr.ch/probation

Genève

Service de Probation et d`Insertion de
Genève
3, Sentier des Saules
Case postale 27
1211 Genève 8
Tel. 0041 (0) 22 327 54 53
Fax 0041 (0) 22 327 43 13
www.geneve.ch/penitent/spi

Glarus

Sozialdienst des Kantons Glarus
Winkelstrasse 22
8750 Glarus
Tel. 0041 (0) 55 646 67 10
Fax 0041 (0) 55 646 67 09
www.gl.ch

Graubünden

Amt für Justizvollzug Graubünden
Bewährungsdienst
Gäuggelistrasse 16
7000 Chur
Tel. 0041 (0) 81 254 12 60

Fax 0041 (0) 81 254 12 79
www.ajv.gr.ch

Jura

Service de l'action sociale,
Office de patronage
Faubourg des Capucins 20
2800 Delémont
Tel. 0041 (0) 32 420 51 40
Fax 0041 (0) 32 420 51 41
www.jura.ch

Luzern

Militär, Zivilschutz und Justizvollzug
Vollzugs- und Bewährungsdienste
Bundesplatz 14
6002 Luzern
Tel. 0041 (0) 41 228 59 66
Fax 0041 (0) 41 228 74 87
www.vbd.lu.ch

Neuchâtel

Service de probation
Rue Jeanne-de-Hochberg 3
2001 Neuchâtel
Tel. 0041 (0) 32 889 61 35
Fax 0041 (0) 32 889 62 50
www.ne.ch/prob

Nidwalden

Bewährungshilfe Nidwalden
Rathausplatz 9
6371 Stans
Tel. 0041 (0) 41 618 75 73
Fax 0041 (0) 41 618 77 01
www.nidwalden.ch/sozialamt

Obwalden

Sicherheits- und
Gesundheitsdepartement
des Kantons Obwalden
Polizeigebäude, Postfach 1561
6061 Sarnen
Tel. 0041 (0) 41 666 66 90
Fax 0041 (0) 41 666 66 30
www.ow.ch

Schaffhausen

Bewährungsdienst Schaffhausen
Mühlentalstrasse 105
8201 Schaffhausen
Tel. 0041 (0) 52 632 74 73
Fax 0041 (0) 52 632 77 85
www.sh.ch

Schwyz

Bewährungshilfe Kanton Schwyz
Bahnhofstrasse 14
Postfach 1163
6431 Schwyz
Tel. 0041 (0) 41 819 16 75
Fax 0041 (0) 41 819 16 79
www.sz.ch

Solothurn

Amt für Justizvollzug
Bewährungshilfe
Werkhofstrasse 15
Postfach 157
4502 Solothurn
Tel. 0041 (0) 32 627 28 31
Fax 0041 (0) 32 627 28 34
www.so.ch

St. Gallen

Amt für Justizvollzug
Bewährungshilfe
Oberer Graben 38
9001 St. Gallen
Tel. 0041 (0) 71 229 36 99
Fax 0041 (0) 71 229 45 20
www.bewaehrungshilfe.sg.ch

Thurgau

Bewährungsdienst Kanton Thurgau
Bahnhofstrasse 4
8590 Romanshorn 1
Tel. 0041 (0) 71 461 27 11
Fax 0041 (0) 71 461 10 78
www.tg.ch/bewaehrungshilfe

Ticino

Ufficio di Patronato del Cantone Ticino
Piazza Molino-Nuovo 15
casella postale 4229
6900 Lugano
Tel. 0041 (0) 91 922 85 66
Fax 0041 (0) 91 922 85 81
www.ti.ch

Uri

Justizdirektion Uri
Bewährungsdienst
Rathausplatz 5
6460 Altdorf
Tel. 0041 (0) 41 875 22 39
Fax 0041 (0) 41 875 22 73
www.ur.ch

Vaud

Fondation vaudoise de probation
Chemin des Croisettes 28
Case postale 85
1066 Epalinges
Tel. 0041 (0) 21 321 48 00
Fax 0041 (0) 21 321 48 01
www.probation-vd.ch

Valais

Société Valaisanne de Probation
Avenue de la gare 39
1950 Sion
Tel. 0041 (0) 27 606 50 55
Fax 0041 (0) 27 606 50 54
www.vs.ch

Zug

Amt für Straf- und Massnahmenvollzug
Bewährungshilfe
Postfach 157
6301 Zug
Tel. 0041 (0) 41 728 50 11
Fax 0041 (0) 41 728 50 19
www.zug.ch

Zürich

Justizvollzug des Kantons Zürich
Bewährungs- und Vollzugsdienste
Feldstrasse 42
Postfach
8090 Zürich
Tel. 0041 (0) 43 259 81 11
Fax 0041 (0) 43 259 84 41
www.justizvollzug.zh.ch

Bundesamt für Justiz

Sektion Straf- und Massnahmenvollzug
Bundesrain 20
3000 Bern
Tel. 0041 (0) 31 633 55 00
Fax 0041 (0) 31 633 55 10
www.ejpd.admin.ch

Bundesamt für Statistik

Sektion Kriminalität und Strafrecht
Espace de l'Europe 10
2010 Neuchâtel
Tel. 0041 (0) 32 713 60 11
Fax 0041 (0) 32 713 68 57
www.statistik.admin.ch

**Schweizerische Vereinigung
Bewährungshilfe und soziale
Arbeit in der Justiz**

Association Suisse de Probation et de
Travail Social dans la Justice (prosaj)
Gerechtigkeitsgasse 36
Postfach 652
3000 Bern 8
Tel 0041(0) 31 633 55 08
www.prosaj.ch

Annex 1

Probation - Volume and type of social work	2005	2006	2007	2008	2009	2010
	Mandates: assignments to probation					
TOTAL (as from 2007 with social assistance in prisons)	...	...	4'798	4'644	4'583	4581
assignments to probation (resp. until 2006 protective supervision) in case of ...	2'104	1'993	1'299	1'141	1'031	1052
... suspended or partially suspended sentence	281	325	194	233	229	289
... ambulatory treatment with suspension of the prison term	345	293	181	155	101	113
... conditional release from prison or treatment institution	990	955	924	753	701	650
... rules of behaviour (exclusively, until 2006)	292	256	...	...
... others (until 2006)	196	164	...	...
social assistance (as from 2007) ¹⁾	3'499	3'503	3'552	3529
Mandates: conclusion of assignments to probation						
TOTAL (as from 2007 with social assistance in prisons)	...	...	5'014	4'220	4'445	4'720
assignments to probation (resp. until 2006 protective supervision) in case of ...	1'916	1'902	1'598	1'315	1'155	1'070
... suspended or partially suspended sentence	236	196	214	225	255	225
... ambulatory treatment with suspension of the prison term	356	245	203	162	148	162
... conditional release from prison or treatment institution	969	1'157	898	768	667	768
... rules of behaviour (exclusively, until 2006)	237	210	....	...	...	...
... others (until 2006)	180	131	....	...	...	...
social assistance (as from 2007)	...	...	3'416	2'905	3'290	3'650
Assisted persons at year end, new mandates and new additional task during the year						
Number of persons assisted at year end, 31.12.						
Total with community work and electronic monitoring orders	...	...	8'610	7'297	6'952	7'613
community work orders and electronic monitoring orders	...	...	1'485	1'159	757	1'508
Total without community work and electronic monitoring orders	7'738	7'523	7'125	6'075	6'195	6'105

mandates	4'932	4'788	4'835	4'730	4'783	4'646
of which "classical" probation assistance	...	...	3'161	2'793	2'600	2'556
of which social assistance (as from 2007)	...	...	1'674	1'937	2'183	2'090
additional tasks (as from 2007)	...	...	1'032	590	683	870
voluntary assistance	411	331	1'258	755	729	589
assistance in prisons (until 2006)		2'395	2'404	...	...	...
Number of persons newly assisted during the year						
Total with community work and electronic monitoring orders (CWO, EMO)	...	...	11'211	9'802	7'878	7'312
community work orders and electronic monitoring orders	...	...	4'770	4'261	2'246	1'940
Total without community work and electronic monitoring orders	8'024	7'282	6'441	5'541	5'632	5'372
mandates	2'104	1'993	5'132	4'881	4'893	4'909
of which "classical" probation assistance	...	...	1'299	1'141	1'031	1'052
of which social assistance (as from 2007)	...	...	3'499	3'503	3'552	3'529
additional tasks (as from 2007)	...	...	334	237	250	328
voluntary assistance	162	124	1'309	660	739	463
assistance in prisons (until 2006)	5'758	5'165	...	...	...	...
Staff und numbers of clients per post						
Staff of probation services (full time equivalent)	196	190	197	181	184	178
of which social workers	123	125	127	123	125	113
Average national rate of clients per job (number of clients)	63	60	56	49	50	54
Average national rate of clients per job (number of clients, inkl. CWO/EMO)	...	...	101	94	81	84

Source: Probation statistic of the Swiss Federal Statistical Office

© SFSO - Statistical Encyclopedia of Switzerland, 2011

Annex II

Swiss Penal Code 13.12.2002, General Part, in force 01.01.2007

Section 5. Probation Assistance, Conditions, and Voluntary Assistance

Article 93

Probation Assistance

1 Probation service shall prevent recidivism and socially integrate the supervised person. The agency responsible for probation services renders and provides the necessary social and professional aid.

2 Employees in probation services have to keep confidentiality. Only with prior written permission by the client they shall provide information about the personal circumstances or communicate those to third parties. Judicial agencies may apply for a report of good conduct of the client.

Article 94

Conditions

Possible directives of the judicial system or court orders for the period of probation involve the right to exercise the profession, residency, to drive a car, redress as well as medical and psychological support.

Article 95

Common Provisions

1 The court and the judicial service may request a report from the agency responsible for probation services and directives before decreeing probation service and directives. The person affected may respond to the report. Dissenting comments shall be recorded in the report.

2 The order of probation and the directives shall be included and justified in the court order or the decree.

3 If the convict doesn't accept probation services or disregards the directives, or if the directives cannot be carried out, or are no longer necessary, then the appropriate authority shall send a report to the court or the sentencing authority.

4 In the cases pursuant to paragraph 3 the court or sentencing authority may:

- a. Prolong the probationary term by half;
- b. Nullify probation service or re-order it;
- c. Change or nullify the directives or order new directives.

5 In cases pursuant to paragraph 3 the court may revoke the sentence or conditional imprisonment, or if there is serious doubt that the convict will not commit a new offence, it may order remand to a prison facility or impose sanctions.

Article 96

Voluntary Social Service

For the duration of the criminal proceedings and the enforcement of the punishment the cantons guarantee social assistance, which is offered on a voluntary basis.



General Information

- Number of inhabitants: 7.95 million at December 2010.¹
- Prison population rate per 100,000 inhabitants: 78 at 7 September 2011.
- Link to Probation Services: -
- Links to websites:
 - www.prosaj.ch (Schweizerische Vereinigung Bewährungshilfe und Soziale Arbeit in der Justiz);
 - www.bj.admin.ch (Swiss Federal Office of Justice)
 - www.justice-stat.admin.ch (Swiss Federal Statistical Office).
- Member of the CEP in: 1986.

Characteristics of the Probation Services

- Within the decentralized Swiss probation system, each of the 26 canton autonomous in police, justice and penitentiary matters, has its own Probation Service. The cantons are free to choose the structure of the Service. Therefore, public as well as private Probation Services exist alongside each other. Irrespective of the organizational structure, financial resources are always provided by the cantons. Besides, additional resources (to fund special support programs) can be provided by private sources or foundations.
- In practice, the majority of cantonal Probation Services are public agencies. Within most cantons, these public Probation Services are integrated in the judicial system. Some cantons, however, incorporated the Services into the Department of Social Services. Probation Services take in two cantons the form of a private foundation and of a non-profit organization.
- Probation Services have no rigid hierarchical structure. Even larger agencies (which have no more than thirty employees) only employ one manager or director. They are responsible for the agency's management, its representation towards the public and are personally accountable that the clients' cases are followed up.
- Some public Probation Services are entitled to work with voluntary probation officers. By the end of 2009, 400 volunteers were involved in probation work within nine cantonal Probation Services. The majority of these volunteers (259 of them) are working for the services of the cantons of Berne (190), Zurich (40) and Basle-City (30). The rare NGO-like organized Probation Services only work with qualified professionals.

¹ Swiss Federal Statistical Office; www.statistik.admin.ch see Bevölkerung Daten, Indikatoren, and Freiheitsentzug, Strafvollzug Daten, Indikatoren; or International Centre for Prison Studies (2009), *Prison Brief for Switzerland*. London: King's College. Available online at: www.kcl.ac.uk/depsta/law/research/icps/worldbrief/

Tasks

The decentralized Swiss Probation Services have different mandates depending on the canton they are located in. However, the revision of the Penal Code brought an extension of the mandate to most Probation Services, as they assist people on discharge, but provide support on demand for persons during the pre-trial period. Providing support for inmates in pre-trial detention means that the Probation Service assists the person bridging the difficult time in detention. Furthermore, the Service can take on a variety of tasks such as contacting family members, relatives and lawyers, but is also in charge of preparing pre-trial reports (on request of judges and prosecutors). Within the enforcement phase, Probation Services are mainly involved in supervision activities, but may also be in charge of referral, organization and supervision of specific forms of enforcements linked to community work orders, drug/alcohol addicts and psychiatric clients, electronic monitoring, offender treatment programs. In most cantons public Probation Services are responsible for the supervision tasks, whereas the tasks to provide counseling may be delegated. In the latter cases, the Probation Service itself acts only as coordinating authority. During their stay in prison, inmates are supported by social workers and wardens who work in penitentiary institutions (they, amongst others, establish contacts with families and prepare inmates for release). These social workers and wardens work hand in hand with social workers of Probation Services, whose goal is rehabilitation of the prisoner. Probation Services may also provide after care service, often together with private social organizations on voluntary basis.

Number of staff

- In 2010, 185 full-time positions were staffed by some estimated 250 employees. Of the 185 full-time positions, 20 were managerial positions (11%), 140 were in counseling (66%) and 70 in administration.
- Daily average number of offenders/clients dealt with: 55-85 clients.

New developments

On the first of January 2007, the revised general part of the Swiss Penal Code came into force. The revised Code includes a definition of the term probation. Therefore, many cantons have changed their name from the former Protective Agency to Probation Service. Furthermore, a growing number of cantonal Probation Services are taking charge of executing community work orders, electronic monitoring, and therapeutic or medical measures. Moreover, it can be observed that the Probation Services are increasingly involved in the enforcement of community sanctions and measures (for instance in the cantons Zurich, Berne and Lucerne). In some cantons, some Probation Services are doing actuarial risk assessment as early as in the pre-trial detention period and in the pre-release phase. Both developments are quite hotly debated. From the nineteen sixties, the main task of the Probation Services focused on social work and not that much on supervision tasks or technical risk assessment. Because of the new development, the past was left behind. In addition to the revised Penal Code, the different cantonal Probation Services carried out several pilot projects during the last decade. Most recently, the following two projects were carried out:

- Risk oriented enforcement of sanctions, Zurich, St. Gall, Lucerne;
- Risk Assessment and Offender Learning Programs, Basle-City.

Probation during the different stages of the criminal procedure

	Pre-Trial-Phase	Trial and Enforcement Phase	Post-Release Phase
Preparing a Social Enquiry report	x	x	x
Supervision / assistance to pre-trial detainees	x		
Organising/Supervising community sanctions		x	
Organising/Supervising mandates of directives		x	x
Organising/Supervising mandates of probation, directives and mandates of ambulatory measures (out of custody)		x	x
Organising/Supervising measures for drug / alcohol addicts and psychiatric clients		x	x
Organising/Supervising mediation before court (ATA)	x		
Organising/Supervising electronic monitoring			x
Organizing/Supervising offender treatment programs		x	x
Organizing/Delegation after care			x

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