



**National School  
of Penitentiary Administration**



**L'Organisation Européenne  
de la Probation**

**The European Organisation  
for Probation**

# CONFERENCE

**17 et 18 Décembre 2009**

Recrutement et formation des **agents de probation**  
Recruitment & Training of **Probation Officers**



en / in Europe

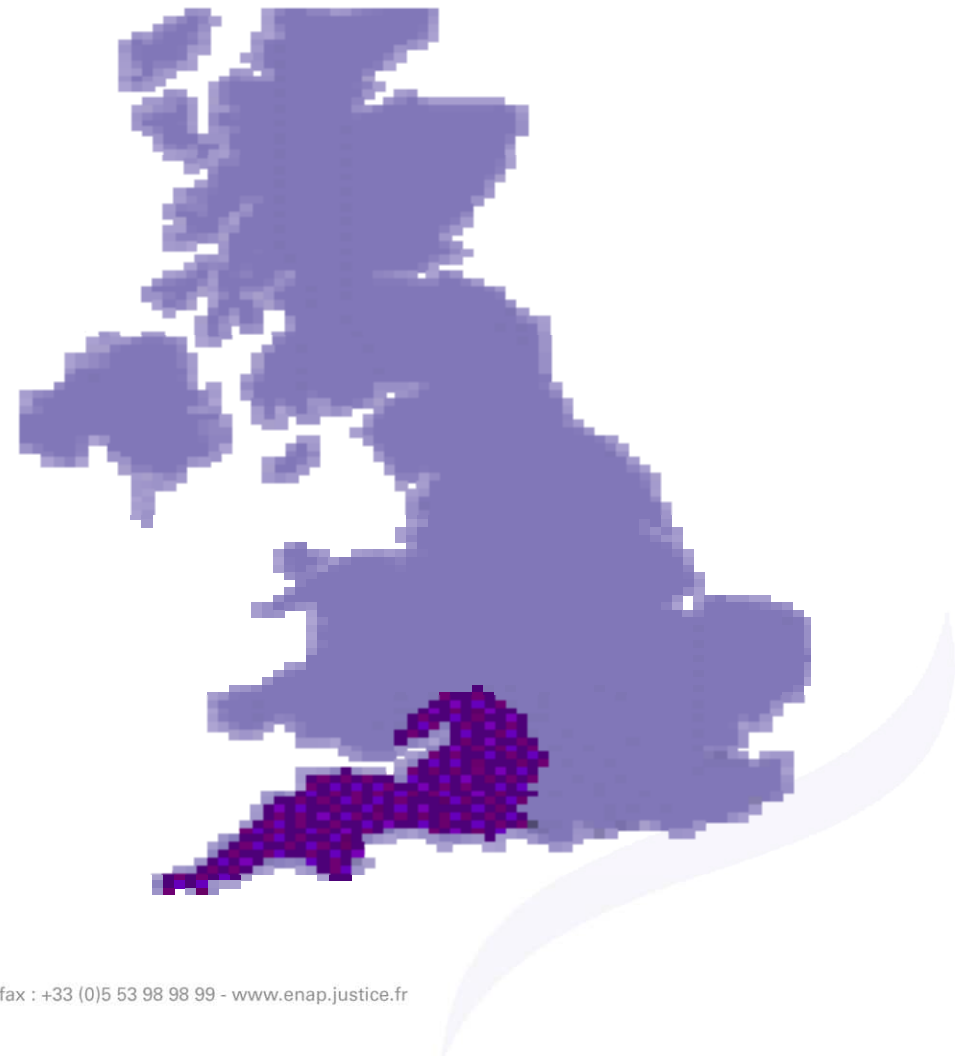
**AGEN - France**

# Recruitment & Training of Probation Practitioners in England & Wales

## **Theory and Practice : The Ideal Mix**

Martin Smith, Assistant Chief Officer  
South West Region, National Probation Service

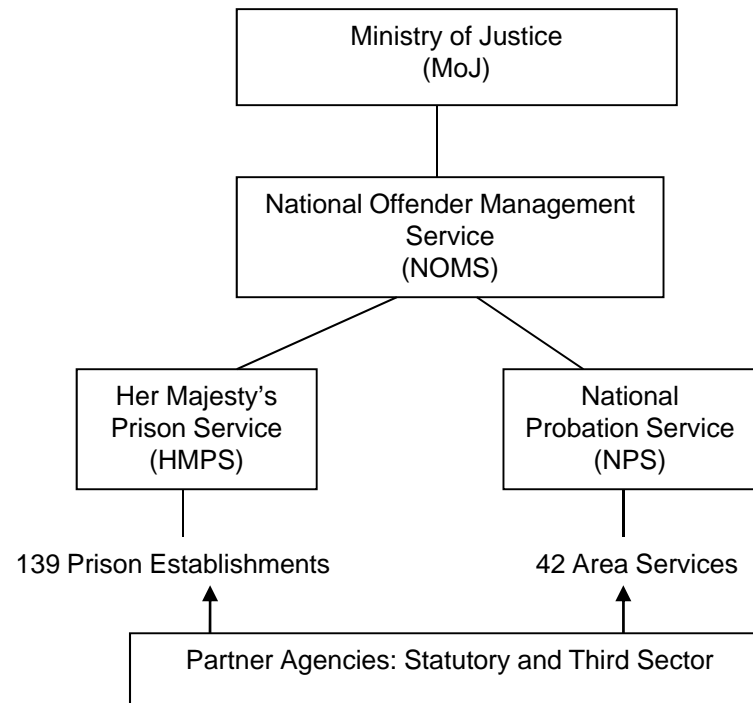
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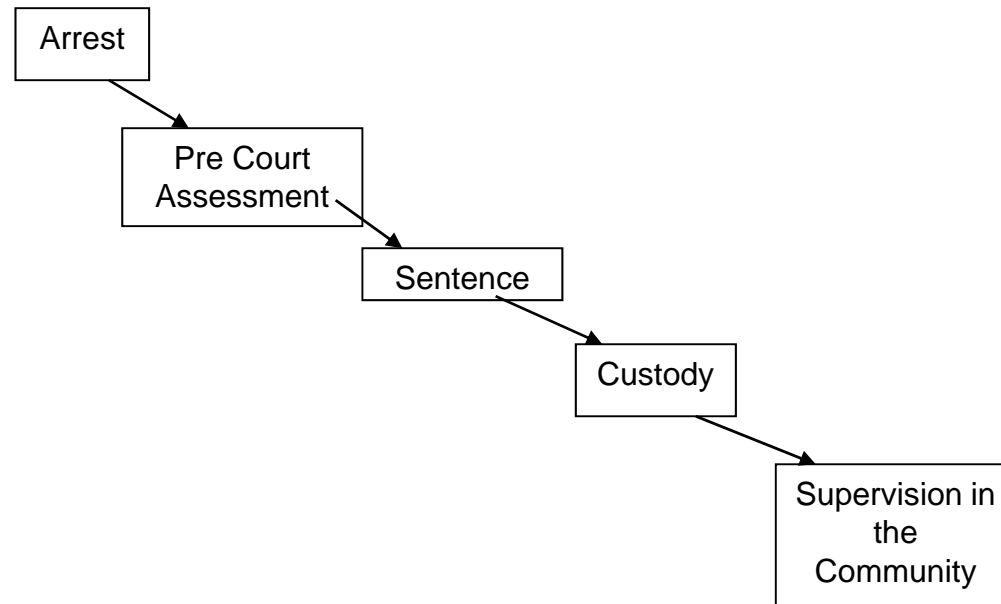
# Presentation Content

- An Overview of the National Probation Service
- Probation Officer Training, now and in the future
- Recruitment practice and links to the training programme
- Concluding observations

# The England & Wales Structure for Criminal Justice Interventions



# End to End Offender Management



“A single incremental journey”

# Aims of NOMS

- Protect the Public
- Reduce Re-offending
- Punish Offenders
- Rehabilitate Offenders
- Ensure Victims feel Justice has been done

# National Probation Service in Figures

## Staffing

- Total Staff - 21,000 (there are approx 50,000 staff working in HMPS)

Of whom

- 7,000 are Probation Officers
- 6,100 are Probation Service Officers
- 7,900 are managers, specialists, administrators and trainees

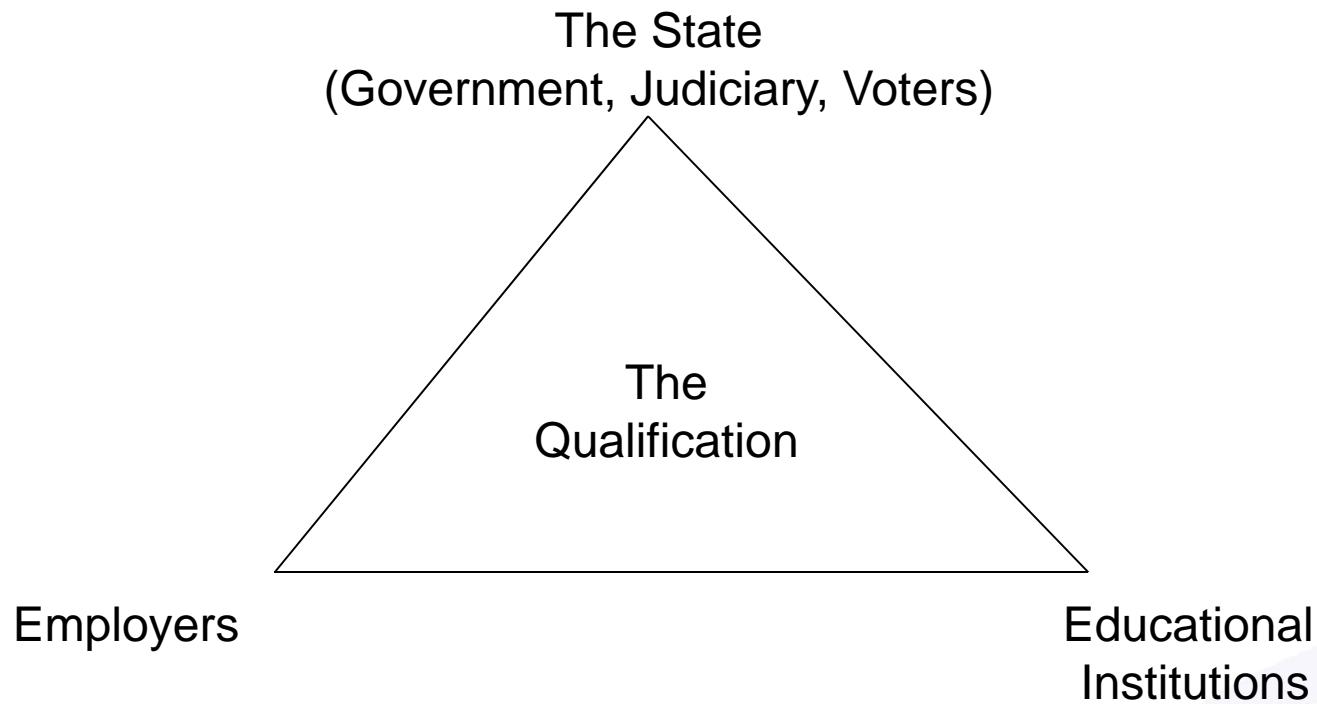
## Workload

- Supervise – 244,000 offenders  
(there are 75,800 currently serving prison sentences)
- Write 140,000 reports per annum
- Supervise 8.4 million hours of Unpaid Work in the Community





# Influences on the Training Model



# The New Professional Qualifications Framework (PQF)

## Differences from the DipPS

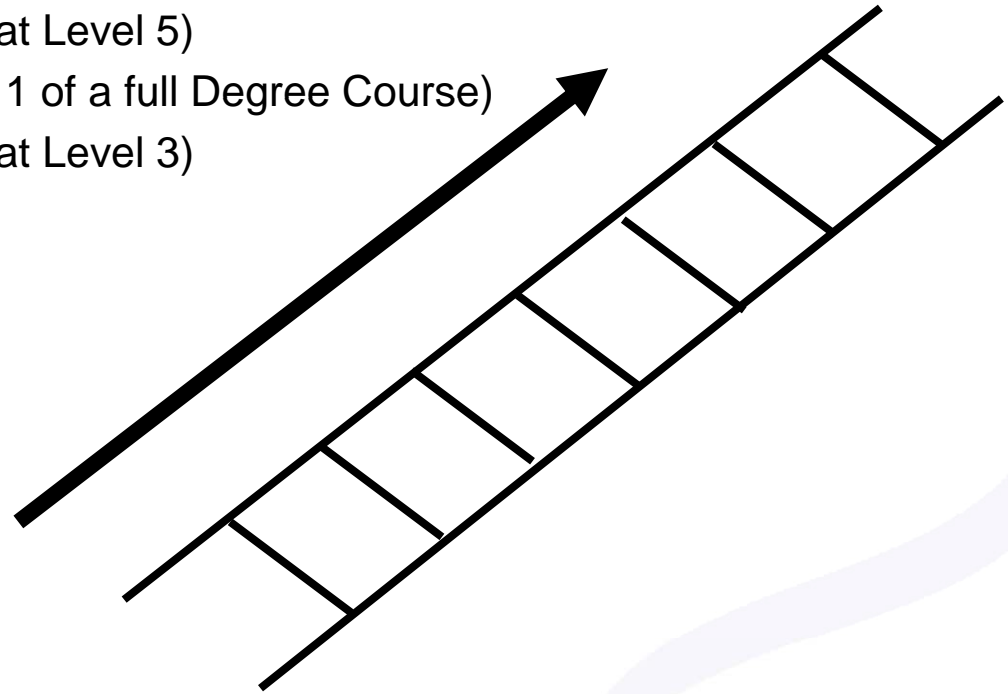
- A framework , not an Award
- Open to all operational practitioners
- Learners are employees, not trainees
- Recruitment throughout the year
- The programme will be taken in discrete stages
- Programme graduates are eligible to become Probation Officers

# Elements of the Probation Qualifications Framework

- Stage 4 - Honours Degree (Part 2 and 3 of a Degree Course)
- Stage 3 - Vocational Qualification (at Level 5)
- Stage 2 - Foundation Degree (Part 1 of a full Degree Course)
- Stage 1 - Vocational Qualification (at Level 3)

**Complete as  
eligible to work as a  
Probation Officer**

**Enter as unqualified Probation  
Service Officer**



# The New Professional Qualifications Framework (PQF)

## Similarities with the DipPS

- The practice & theory mix
- Academic credits will be awarded for practice achievement
- Mentoring of learners
- University input and assessment
- Curriculum content
- 24 months +

# Recruitment Criteria for the Probation Qualifications Framework

- Evidence of understanding of and interest in working with offenders or other vulnerable groups
- Ability to handle difficult situations and manage self in pressurised circumstances.
- Values and beliefs compatible with the ethos of the NPS.
- Demonstrable ability to work flexibly and co-operatively as part of a team and to motivate self.
- Ability to establish and maintain effective working relationships within and without the organisation.
- A demonstrable commitment to implementing equality of opportunity policy and practice together with a belief in the value and effect of diversity.
- Effective oral, written and interpersonal skills including the ability appropriately to influence.
- Proven analytical and reasoning skills sufficient to write and present reports to enable sound judgements and decisions to be made.
- Effective organisational, administrative and time management skills. Capacity to prioritise and meet deadlines and self-sufficient IT skills.

# The Practice/Theory Balance



**leading to**

