

INTERNATIONAL CONFERENCE “PROBATION IN EUROPE-UNITY AND DIVERSITY”.

Probation officers: from nothing works land to the promised land

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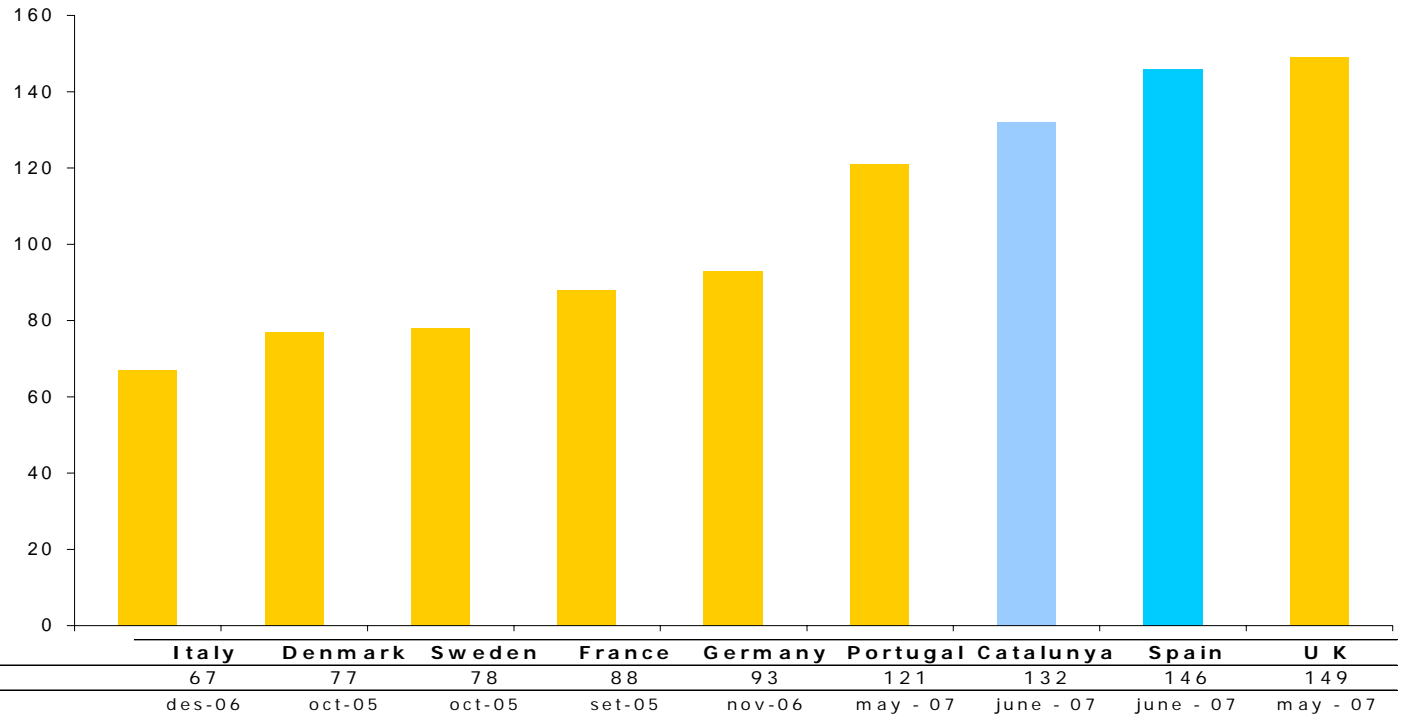


THE LOCAL CONTEXT

- **PROBATION SERVICE IN SPAIN IS IN AN EXPANSIVE MOMENT**
- **30% OF PENALTIES ARE COMUNITY SANCTIONS**
- **AN IMPORTANT INCREASING IN PRE-TRIAL REPORTS, MEDIATION PROGRAMMES AND ATTENTION TO VICTIMS**

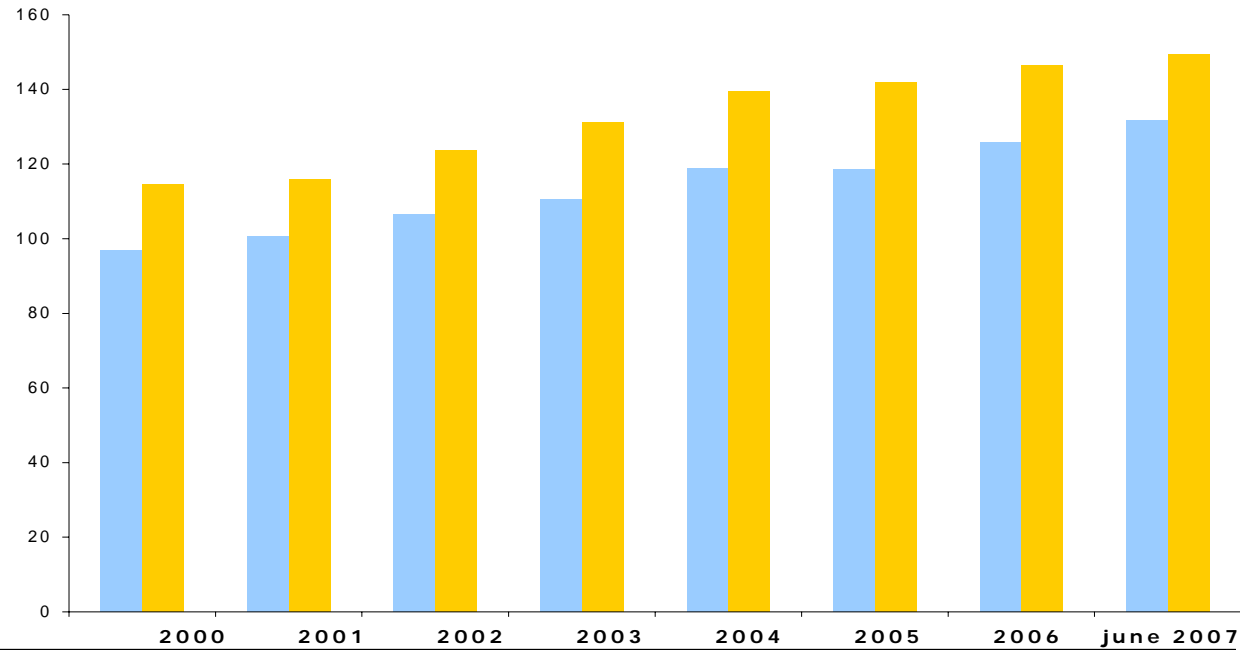
THE LOCAL CONTEXT

1.1 People in prison by 100.000 inhabitants.



THE LOCAL CONTEXT

1.2 Annual prison population by 100.000 inhabitants



* Catalunya	97	101	106	111	119	119	126	132
* Spain	115	116	124	131	140	142	146	150



THE LOCAL CONTEXT

- **AN EXCITING OPPORTUNITY**
 - **NEW ORGANISATION INSIDE JUSTICE DEPARTMENT**
 - **FOUNDED FROM WHAT WORKS**
 - **EXTRA MOTIVATION FOR PROBATION OFFICERS**



PROBATION OFFICERS: KEY ISSUES

- THE MISSION AT THE FIELD LEVEL
- THE ADAPTATION TO CHANGES
- THE SELECTION AND THE CONTINUOUS LEARNING PROCESS
- WHO CARES THOSE WHO CARE?



THE MISSIONS AT THE FIELD LEVEL

- **HELP AND CONTROL, WHAT DOES IT MEAN IN 2007?**

- **NEW CONTROL?**
 - **THE EFFECTS OF EM AND IT**
 - **THE ROLE OF PROBATION OFFICER IN THE SECURITY AGENDA**

- **NEW HELP?**
 - **A GLOBAL APPROACH FOR A GLOBAL HAMLET.**



THE ADAPTATION TO CHANGES

- **PROBATION OFFICER AS A MEMBER OF A FLEXIBLE ORGANISATION**
 - **THE MIX OF PUBLIC AND PRIVATE SECTORS**
 - **OUR “NEW” OFFENDER PROFILE**
 - **HOW TO COMBINE NEW TOOLS WITH FIELD EXPERIENCE?**



THE SELECTION AND THE CONTINUOUS LEARNING PROCESS

- **THE MAIN GOAL OF SELECTION PROCESS: TO ADD PEOPLE WITH ENOUGH ACADEMIC BACKGROUND AND EXCELLENCE APTITUDES BEFORE CHANGES.**
- **FLEXIBLE STAFF NEEDS FLEXIBLE ORGANISATIONS.**
- **THE INTRODOUCTION OF GENDER AND ORIGIN PERSPECTIVE AS TRANSVERSE ISSUES.**



THE SELECTION AND THE CONTINUOUS LEARNING PROCESS

- THE REINFORCEMENT OF CONTINUOUS LEARNING PLAN:**
 - THE KNOWLEDGE MANAGEMENT GROUPS**
 - INTERNATIONAL EXCHANGES AT PROBATION OFFICERS LEVEL**



WHO CARES THOSE WHO CARE?

- **THE TRIP FROM “NOTHING WORKS LAND” TO “THE PROMISED LAND”. MORE TOOLS, MORE RESOURCES, MORE EXPECTATION ABOUT RESULTS.**
- **THE ROLE OF SENIOR PROBATION OFFICERS: LEADERSHIP FROM VALUES.**