



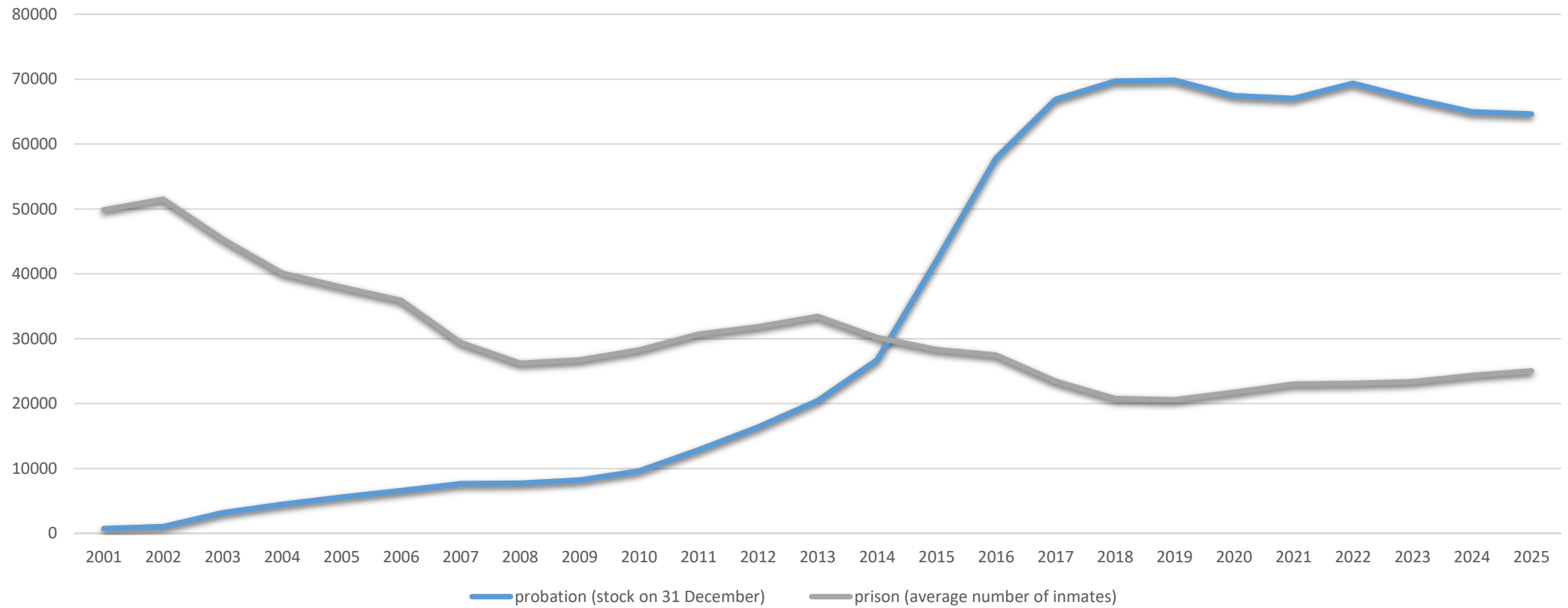
MINISTERUL JUSTIȚIEI

Subjective Workload

PERCEPTION OF PROBATION COUNSELORS IN ROMANIA

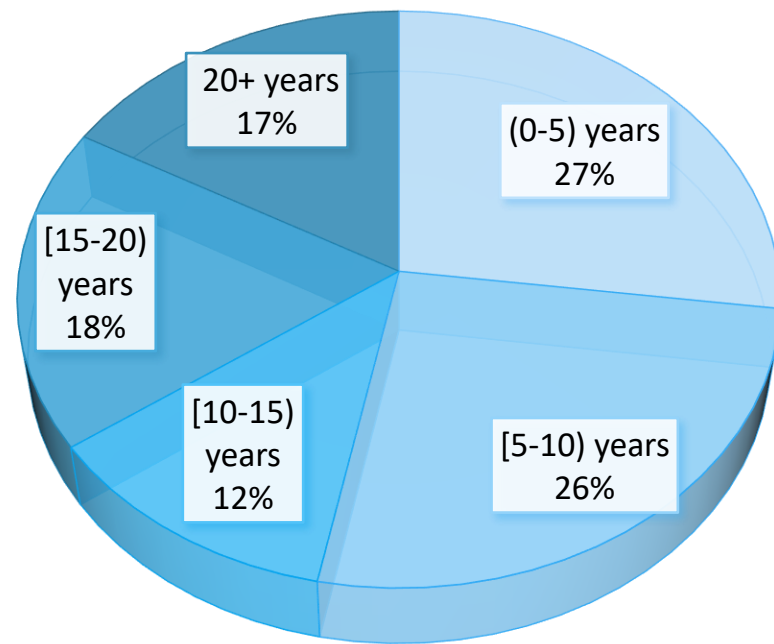
WORKSHOP ON CASELOAD AND WORKLOAD: SUPPORTING
SUSTAINABLE PROBATION THROUGH THE HUMAN DIMENSION

Our Institutional Data

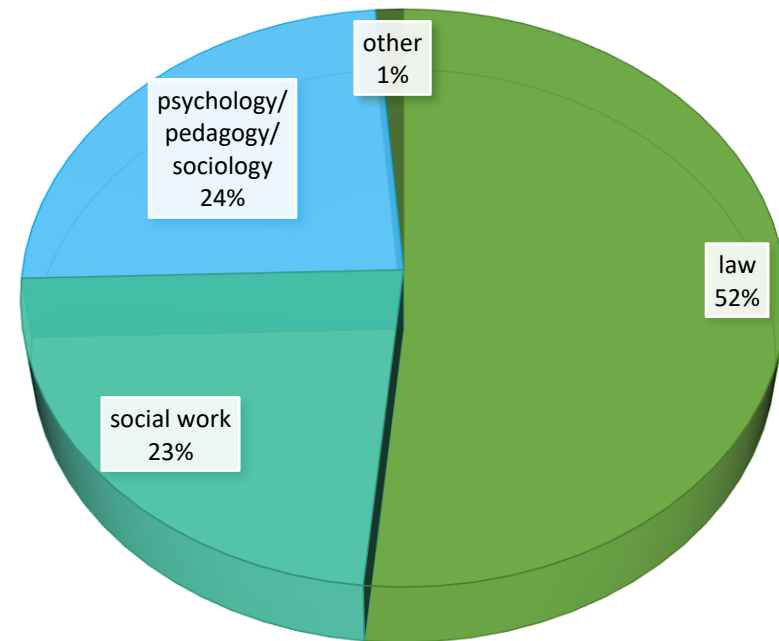


Our Probation Counselors

YEARS OF SERVICE



BACHELOR'S DEGREE FIELD



Subjective Workload Assessment: NASA.TLX

Workload is a term that represents the cost of accomplishing mission requirements for the human operator.

Sandra G. Hart

RATING SCALE DEFINITIONS		
Title	Endpoints	Descriptions
MENTAL DEMAND	<i>Low/High</i>	How much mental and perceptual activity was required (e.g., thinking, deciding, calculating, remembering, looking, searching, etc.)? Was the task easy or demanding, simple or complex, exacting or forgiving?
PHYSICAL DEMAND	<i>Low/High</i>	How much physical activity was required (e.g., pushing, pulling, turning, controlling, activating, etc.)? Was the task easy or demanding, slow or brisk, slack or strenuous, restful or laborious?
TEMPORAL DEMAND	<i>Low/High</i>	How much time pressure did you feel due to the rate or pace at which the tasks or task elements occurred? Was the pace slow and leisurely or rapid and frantic?
PERFORMANCE	<i>good/poor</i>	How successful do you think you were in accomplishing the goals of the task set by the experimenter (or yourself)? How satisfied were you with your performance in accomplishing these goals?
EFFORT	<i>Low/High</i>	How hard did you have to work (mentally and physically) to accomplish your level of performance?
FRUSTRATION LEVEL	<i>Low/High</i>	How insecure, discouraged, irritated, stressed and annoyed versus secure, gratified, content, relaxed and complacent did you feel during the task?

`High Workload` Perceived in the Management of Adult Cases

	No. of cases assessed by NASA.TLX	Mental Demand	Physical Demand	Temporal Demand	Performance	Effort	Frustration	Raw Score
All the community sanctions for adults	322	69.52	49.50	58.15	12.39	71.24	41.44	50.38

Detailed Workload Perceived in the Management of Adult Cases

	Mental Demand	Physical Demand	Temporal Demand	Performance	Effort	Frustration	Raw Score
Suspension of service of a sentence under supervision (n=259)	71.58	50.89	60.06	13.05	72.66	43.73	51.91
Postponement of penalty enforcement (n=58)	60.17	45.17	50.52	9.83	65.78	31.64	43.85

Working With Adult Probationers - Rules

	Postponement of penalty enforcement	Suspension of service of a sentence under supervision
Probation period	2 years	from 2 to 4 years
Community service	the Court can order...	a convict shall perform...
	between 30 and 60 days	between 60 and 120 days

Working With Adult Probationers – Practice (flow of entries, 2025)

	Postponement of penalty enforcement	Suspension of service of a sentence under supervision
a convict shall perform community service in...	... 52% of cases	... 99% of cases
a convict shall attend one or more social reintegration programs in...	... 13% of cases	... 95% of cases

Adult Probation Caseloads for the Romanian Probation System

Main penal sanctions for adults	Stock + flow of exits, 2024	Stock + flow of exits, 2025
Postponement of penalty enforcement	25,550	22,890
Suspension of service of a sentence under supervision	70,419	72,821
Total: postponement + suspension	95,969	95,711

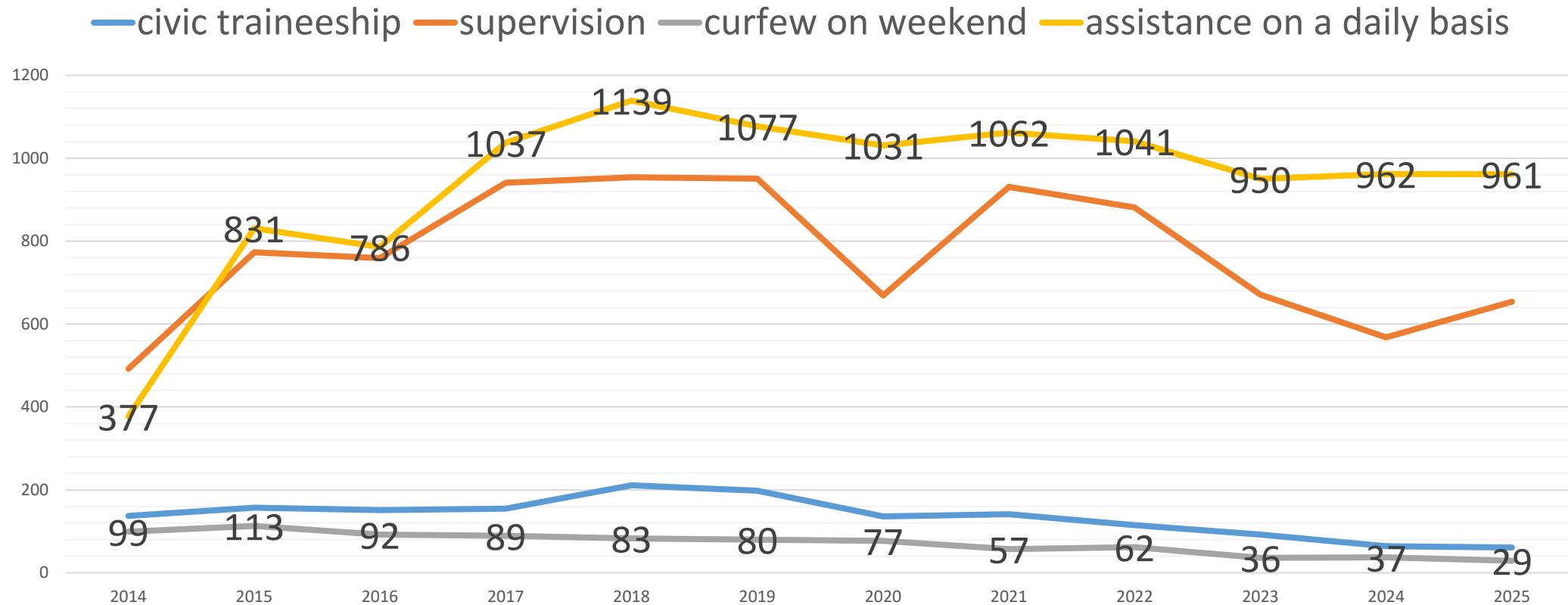
Adult Probation Workloads for the Romanian Probation System

Main penal sanctions for adults	(Stock + flow of exits) x (Subjective workload/probationer), 2024	(Stock + flow of exits) x (Subjective workload/probationer), 2025
Postponement of penalty enforcement	25,550 x 43.85 = 1,120,367.5	22,890 x 43.85 = 1,003,726.5
Suspension of service of a sentence under supervision	70,419 x 51.91 = 3,655,450.29	72,821 x 51.91 = 3,780,138.11
Total: postponement + suspension	4,775,817.79	4,783,864.61

Juvenile Probation, Non-custodial Educational Measures

Civic traineeship	Supervision	Curfew on weekend	Assistance on a daily basis
... consists of a juvenile's obligation to participate in a program [...] which would help them understand the legal and social consequences they are exposed to...	... consists of controlling and guiding a juvenile throughout their daily program, [...], under the supervision of the Probation Service, in order to ensure their participation in school or vocational courses...	... consists of a juvenile's obligation not to leave their domicile on Saturdays and Sundays...	... consists of a juvenile's obligation to follow a schedule set by the Probation Service...
Max. 4 months	2-6 months	4-12 weeks	3-6 months

Non-custodial Educational Measures (flows of entries, 2014-2025)



Juvenile Probation, Probation Counselor Roles, in the Regulation for

the application of the Law no. 252/2013 on the organization and functioning of the probation system

	Social Worker: Focusing on Rehabilitation	Peace Officer: Emphasizing Law Enforcement Practices	Case Manager: Considering Risk Assessment and Individual Needs
Civic traineeship	38.89 %	41.67 %	19.44 %
Supervision	20.51 %	58.97 %	20.51 %
Curfew on weekend	16.67 %	66.67 %	16.67 %
Assistance on a daily basis	20 %	50 %	30 %

Detailed Workload Perceived in the Management of Juvenile Cases

	Mental Demand	Physical Demand	Temporal Demand	Performance	Effort	Frustration	Raw Score
Civic traineeship (n=12)	85.83	57.92	69.58	17.08	81.67	52.92	60.83
Supervision (n=124)	68.55	48.47	67.74	12.26	72.10	39.35	51.41
Curfew on weekend (n=4)	51.25	25.00	53.75	16.25	57.50	37.50	40.21
Assistance on a daily basis (n=149)	72.11	52.52	66.78	14.43	75.00	45.30	54.46

Is the hybridization of surveillance increasing subjective workload?

The Synthetic Officer: Balancing Treatment and Surveillance

Hsieh, M.-L., Hafoka, M., Woo, Y., Wormer, J., Stohr, M.K. și Hemmens, C. (2015). Probation Officer Roles: a Statutory Analysis. *Federal Probation*, 79 (3), 20-37.

A Balanced Approach

Whetzel, J., Pappozzi, M., Alexander, M. și Lowenkamp, C.T. (2011). Goodbye to a Worn-Out Dichotomy: Law Enforcement, Social Work, and a Balanced Approach (A Survey of Federal Probation Officer Attitudes). *Federal Probation*, 75 (2): 7-12.

The Hybrid Supervision

Grattet, R., Nguyen, V., Bird, M. și Goss, J. (2018). Probation's Changing Role in California: Challenges and Opportunities for Hybrid Supervision. *Federal Probation*, 82 (1): 20-25.