



Confederation of European
Probation

ANNUAL PLAN 2016



CEP ANNUAL PLAN 2016

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Preface

2016: Moving along towards new developments

In 2016, the Board that was elected at the XI CEP General Assembly in London is serving the last year of the term. The mandate that was given to this Board for the period 2013-2016 was ambitious, and provided a compass to CEP in drafting its annual plans. Yet, to reach its goals, the CEP Board had to take into account the changing circumstances in the field in which CEP operates.

At the same time, the Board acknowledged that in order to continue to play its role as the referent umbrella organization for Probation in Europe, CEP should be made ready to deal with future challenges.

On the background of the day-to-day business, the Board worked hard on further strengthening the internal structure of the organization.

In this regard the organization explored all the options, in methodologies, way of working, capability of the staff to operate in an efficient and sustainable way and in improving finances, by increasing incomes and reducing costs .

Among others measures, the Board has taken the next initiatives:

- a) Start the process to revise its statutes in order to modernize decision making processes within the organisation;
- b) the processes of the main activities done by the staff has been mapped, according with modern quality management systems
- c) the communication systems with members and the public domain has incorporated new and updated media and social tools.
- d) it has taken the initiative to review the methodology for the calculation of the contribution fees of the members from the perspective of the financial possibilities of all member organisations in order to present a proposal in this sense to the GA, to be held in Bucharest in October 2016

By uniting and professionalizing the sector of probation in Europe, true to its founding mission, CEP acts as a resource centre on topics within the criminal justice system.

Much of our efforts are spent on enhancing the professionalisation of the probation sector. In this regard CEP will:

- a) co-host and participate in several conferences and expert meetings held annually across Europe,;
- b) work hard in updating the online version of the book Probation in Europe;



- c) continue to publish remarkable issues of EuroVista;
- d) took part in different EU founded projects;
- e) and play a very active role in reinforcing its strategic alliance with the sector of prisons and Restorative Justice in the context of the Criminal Justice Platform in Europe.

CEP will be also active in liaising with European bodies, both in Brussels and Strasbourg, thus forging closer links at a European level.

I therefore believe that CEP is increasingly well placed to play a strong role in the developments in probation at a European level. In this regard, in 2016 renovated the operational financial support received from the EU Commission in the context of its Framework Agreement with the DG Justice of this European body, and will play its role, as observer, in the work of the PC-CP of the Council of Europe, very involved this year in finishing the draft of the elaboration of its new recommendation on the principles that may guide the management of Community Sanctions and Measures

In this respect, and according with the priorities of the two mentioned European bodies, and very in line with the priorities of governments and the whole European society CEP will deliver its attention in 2016 to the prevention of any kind of radicalisation that leads to the use of violence. More and more is recognized that probation plays a key role in this topic, as far as its involvement with the community gives to Probation Services a privileged position to work efficiently, both in the prevention of the process of radicalisation and in the supervision of community sanctions and measures imposed to those involved in these kind of offences, as a sentence "per se" or as a measure imposed after release from prison.

Radicalisation and the dangers caused by violent extremism in European countries are paramount concerns of the criminal justice system. Prison and probation programs are two working fields that meet where there are matters of radicalisation and/or de-radicalisation.

Very in particular, in 2016 CEP will continue to contribute to the EU Counter-Terrorism Strategy and the EU Strategy for Combatting Radicalisation and Recruitment to Terrorism by playing an active role in the Prison & Probation Working Group of the Radicalisation Awareness Network (RAN) of the EU Directorate-General Home Affairs, and by raising awareness on these issues among its members by organising meetings and events, related with this subject.

As it was the case from its coming in force, CEP will organise several activities and experts groups for promoting a more extensive use of the FD 947/2008 among EU countries, not forgetting, at the same time, the role of probation services in the right application of the FD 829/2008.

These regulations are paramount, not only for its particular content, but also for the reinforcement of the principle of mutual trust among the different judicial and correctional systems in Europe.



In this report the operations of CEP are categorized according to the three fields of the main objectives of CEP (to unite the sector of probation in Europe, to enhance its professionalization and to strengthen its profile), followed by a description of the developments in the internal organisation.

Of course, not all is in it, just a taste of the work done by the Board and the staff, just with you, and for you, the members of CEP, the genuine owners of the Confederation of European Probation.

I hope that you find really useful the CEP Annual Plan 2016

Marc Cerón i Riera



Vision, Mission, Aims and Priorities

The Vision, Mission, Aims, Priorities and Financial Strategy as outlined by the Board were adopted at the XI General Assembly by the CEP members without further amendments.

Vision for Probation in Europe

To contribute to safer communities by rehabilitating and reintegrating offenders and providing the best possible interventions to reduce re-offending and the impact of crime.

CEP's Mission

CEP is the European Organisation for Probation. It promotes the rehabilitation and social inclusion of offenders through sanctions and measures implemented in the community. It enhances the profile of probation and works to develop the staff and leadership of probation to improve the quality of services on a national and European level. It builds a probation network to enable exchange of knowledge, policy and practice in order to create a strong evidence base for probation. It represents probation in Europe and develops international relationships with governments, victims and academic and criminal justice organisations. It aims to promote human rights and citizenship through all its activities.

Aims

- Creating an excellent international member organisation that is transparent, efficient and innovative;
- Appreciating diversity and difference;
- Demonstrating leadership and modeling effectiveness;
- Making probation understandable and accessible;
- Advocating probation at an international level;
- Focusing on dissemination of probation policy, knowledge and expertise;
- Participating in projects relating to probation and communicating outcomes;
- Bringing together the knowledge base, research and practice to improve learning and outcomes



- Building effective partnerships across the criminal justice sector in Europe;
- Representing the probation sector to European institutions;
- Reaching out to other jurisdictions.

Priorities for 2015 - 2017

- enhanced networking and sharing of expertise, best practice and innovation among probation bodies across Europe;
- increased professionalisation and expertise of probation staff and those active in probation related fields of work;

increased mutual understanding, co-operation and co-ordination of probation practice within the CEP members and across Europe;
- increased awareness among probation professionals and in European criminal justice systems of FDs 947&829, implementation in as many jurisdictions as possible and knowledge and expertise in each to enable timely and appropriate application of FDs 947&829;
- strengthened probation bodies and services in Europe and CEP members, in particular;
- well developed and managed EU Justice trans-national projects on relevant probation related issues led by CEP producing value-for-money and practical results;
- a strengthened and secure CEP as an effective network organisation for the probation sector in Europe;
- increased understanding of probation related issues and actions among policy and decision makers in European bodies and national authorities;
- improved informed decision making by national authorities and European Institutions in the domain of probation and EC legislation.



Financial Strategy – 5 pillars to secure the future

- *Membership fees* – to hold membership fees at a level that avoids increasing the pressures on members; to seek to widen the membership and increase numbers of organisations in CEP according to the statutes;
- *Operating Grant* – continue in supporting the core business of CEP and delivering excellent services;
- *Action Grants* - to be an active participant in European projects and be paid to contribute using our pan-European links and services; to take the lead in an EU project and deliver project management
- *Generating income* – identifying new ways of generating income in line with CEP's values and objectives;
- *Developing partnerships* – expanding sponsorship for specific events.

When drawing up this annual plan, CEP was guided by the Operation Audit 2015, a qualitative evaluation of CEP's performance relating to its work programme for 2015. The audit was conducted by Mr. John Stafford, OBE.



Strategic objective: Building networks in probation and criminal justice

CEP was established 35 years ago by probation services representing ten European countries with the aim of building a network of professionals in probation in Europe and enhancing mutual learning and cooperation between its members.

Over the years, CEP steadily expanded its network, in which it not only included organisations that provide probation services but also organisations that support the development of probation, such as universities, training institutes and research institutes, as well as interested individuals. In addition, CEP liaised with European institutions that are active in developing policy in the field of probation, such as the European Union and the Council of Europe.

Through collaboration with other network organisations as EuroPris, the European Forum for Restorative Justice (united with CEP in the Criminal Justice Platform Europe) or the European Forum for Urban Security, the partner organisations of the Criminal Justice Platform the Europe-wide scale of CEP activities, the impact of the work of CEP engages an increased audience in the European criminal justice sector. Through conferences, seminars and meetings CEP directly reaches many probation professionals from all over Europe and through its digital communications and publications many more in every European jurisdiction.

The number of member organisations of CEP is still growing. As CEP has done in previous years, CEP will concentrate its efforts regarding unifying the sector of probation in Europe on visiting new member organisations. Therefore CEP has planned to visit the to visit the Ministries of Justice of Spain and France to discuss CEP membership. Other visits planned: Ministries of Justice of Bulgaria, Hungary & Slovenia.

Criminal Justice Platform Europe (CJPE)

Being aware that probation can only be used to its full potential when its work is aligned with other sectors in criminal justice, CEP decided to liaise with other European professional network organizations active in the field of Criminal Justice. With three of these organisations, EuroPris (representing the European prison sector), the European Forum for Restorative Justice and Victim Support Europe¹, CEP established a framework in which the organisations could regularly meet to align policy, identify opportunities for cooperation and exchange best practices, the *Criminal Justice Platform Europe*, in October 2011.

¹ - in 2014 Victim Support Europe withdrew from the Platform



Since its launch the Criminal Justice Platform Europe regularly organizes European expert workshops, advocacy presentations and public conferences. For 2016 the Platform partners have planned to organize three events:

1. Host an expert workshop with the Criminal Justice Platform on radicalisation in Barcelona. The European Commission will be invited so that recommendations of the European Commission and supportive actions by CEP can be coordinated.
2. Organise, with Criminal Justice Platform Europe (CJPE), a Conference in Barcelona on alternatives to detention with a focus on including restorative justice practices into probation practice

Organise an expert workshop on the Victims Directive with the Criminal Justice Platform Europe (CJPE) in Brussels

As a part of this cooperation, the Platform partners also have decided to involve each other in their conferences and activities during 2016.

In this regard CEP will attend the EuroPris Annual General Meeting on in June in Zaandam, as well as the EFRJ Annual General Meeting in June in Leiden.

In their affiliation agreement, EuroPris and CEP decided to organize at least one joint event per year. For 2016, a joint workshop on Foreign National Prisoners will be jointly organized.

Bursaries

Traditionally CEP reserves a part of its budget for supporting delegates of organisations active in probation that have insufficient financial means for attending conferences abroad. Applicants for bursaries will benefit from European knowledge and information exchange. CEP considers it a duty to connect them to the European probation community. In this way delegates, mainly from Central and Eastern European member countries, can participate at conferences outside their home country. For 2016, CEP has allocated a budget for twenty bursaries of €500 each.



Strategic objective: Continuous professionalization of Probation in Europe

Promoting professional exchange and enhancing the development of probation practice at a European level was one of the prime reasons to establish CEP at the beginning of the 1980s. Ever since, the growing importance of probation in criminal justice systems and rapid changes in societies in Europe, resulted in an ever growing need for knowledge exchange in the field of probation in Europe, for debate on different perceptions of probation, for learning from international benchmarks and comparable data and for finding information from other European countries to improve its functioning and find fitting solutions for current problems.

Traditionally CEP has met this need by organising pan-European, high-quality conferences, workshops and expert meetings on probation topics in close cooperation with the host countries, which remains the most appreciated CEP-led activity.

Next to the conferences, CEP has strategically invested in developing its digital communications, as these ways of communicating are relatively inexpensive to develop and to maintain, permanently accessible and easy to update.

In 2016, CEP's operations to professionalise the sector of probation in Europe will continue to be a mixture of a high-quality conference programmes and the maintenance and a further development of its digital communications.

In addition CEP will invest in exploring how new initiatives can further the strategic goals of enhancing the knowledge exchange in specific fields of probation, such as radicalisation. CEP will continue to contribute to the EU-projects in which it is involved as a partner.

Conferences and Actions on Radicalisation

Radicalisation and the dangers caused by violent extremism in European countries are paramount concerns of the criminal justice system. CEP contributes to the EU Counter-Terrorism Strategy and the EU Strategy for Combating Radicalisation and Recruitment to Terrorism by playing an active role in the "Prison & Probation" Working Group of the Radicalisation Awareness Network (RAN) of the EU Directorate-General Home Affairs, and by raising awareness on these issues among its members by organising meetings and events and by disseminating information and knowledge about best practices via its website, newsletters and events.

CEP has actively pursued co-operation with other international organisations active in counter terrorism including The International Centre



for Counter-Terrorism (ICCT) in The Hague. ICCT is an independent think tank and knowledge hub focusing on information creation, collation and dissemination pertaining to the preventative and international legal aspects of counter-terrorism.

In 2016 CEP will actively liaise with ICCT and disseminate relevant ICCT reports and research among its members via its website and newsletters. CEP is committed in 2016 to develop the following activities:

Moreover, CEP has been involved, in recent years, in the work of the Global Counterterrorism Forum (GCTF), an initiative of the Obama's administration, managed under the wings of United Nations. In this regard, in 2016 CEP will take part in the preparation of a draft recommendation related with the use of alternatives to imprisonment in the pre-sentence phase for those involved in radicalisation processes that do not pose a high risk to the community. For this purpose, CEP will attend in 2016 two expert meetings in Malta, hosted by the International Institute for Justice and the Rule of Law, based in La Valetta. The final aim is to submit for approval the document to the General Assembly of United Nations, to be held in New York on September 2016.

- Together with the partners of the Criminal Justice Platform (i.e. EuroPris and the European Forum for Restorative Justice) CEP will continue raising awareness on the theme of 'radicalisation and the dangers caused by violent extremists' among its members by organising an expert workshop as a follow-up on the 2015 seminar. This expert workshop will bring together experts and practitioners and will focus on intervention and other programmes dealing with radicalisation in prisons, probation and the community and the transfer of radicalised offenders from prison back into society. Host an **expert workshop with the Criminal Justice Platform on radicalisation in Barcelona**. The European Commission will be invited so that recommendations of the European Commission and supportive actions by CEP can be coordinated.
- Organise an **expert meeting on radicalisation** for probation professionals in Utrecht
- In addition CEP will organise an expert meeting for probation professionals and experts with a strong emphasis on network development to introduce specific instruments like the VERA 2 - REM (Violent Extremism Risk Assessment, version revised in 2015), to identify best practices and programmes in probation and explore specific training needs and options for probation professionals;



- Make de-radicalisation a topic on its main conferences;
- Publish a special newsletter on radicalisation;
- Make a special section on the CEP website;
- Contribute to EU activities and conferences regarding radicalisation;
- Contribute to the CoE handbook on radicalisation.

Conferences and actions on Alternatives to Detention

CEP, in keeping with its core principles, aims to promote alternatives to detention through community sanctions and measures such as probation, community service, mediation and conciliation.

In this regard, CEP is committed to enhance the profile and practice of probation and to improve professionalism in promoting alternatives to detention, on a national and a European level. CEP promotes pan-European co-operation by organising events and disseminating information on community sanctions, alternatives to custody, resettlement after custody issues and related issues in probation practice.

By leading events, making reports available, by publishing its digital newsletter and through websites, CEP stimulates the exchange of ideas and leads development in probation practice.

Additionally, CEP makes an important contribution to alternatives to detention by promoting and supporting skills and development of community based alternatives. In 2016 CEP will explicitly address alternatives to detention by:

- contributing to the 5th University of Timisoara (Romania) **Conference on 'Multi-disciplinary Perspectives in the Quasi-Coercive Treatment of Offenders'**. This conference brings together international researchers and practitioners to present and discuss new trends in the fields of probation development and other alternatives to detention.
- organising **the 10th CEP conference on Electronic Monitoring** in Riga (Latvia). Electronic Monitoring is now identified as an important alternative to detention and is used in a number of European jurisdictions. Technological advances continue to improve its capabilities and increase the ways those in criminal justice systems can be monitored. Challenges and debates continue including how to ensure the technologies are robust and fit for purpose and that they are utilised appropriately in ways which are humane, ethical, fair and proportionate respecting human rights. The conference will explore the challenges which policy-makers and



practitioners met and how Electronic Monitoring can best be used to meet criminal justice objectives appropriately rather than being an end in itself.

- organising a **conference on Alternatives to Detention in Middle and East European countries** in Dubrovnik (Croatia) . Probation organisations are relatively young in these jurisdictions. Many of these countries nowadays face the problem of prison overcrowding. Probation activities and measures can make an important contribution to these jurisdictions to help decreasing this prison overcrowding. The conference will support the development of community sentences and probation measures in these jurisdictions bringing together probation professionals from former Eastern European Countries.
- organising a CEP **conference on 'alternatives to detention'** in Bucharest, just after the its General Assembly. This Conference will address actual probation issues and will promote and disseminate the latest research on probation, best practices in probation and other alternatives to detention. Progress on the 'Implementation of the Framework Decisions' will also be an important topic. The conference will also examine the European Rules on Community Sanctions and Measures (Rec (2000) 22E on improving the implementation of the European rules on community sanctions and measures) which are currently being updated by the Council of Europe.
- organising a conference with the Criminal Justice Platform in Barcelona to **promote Restorative Justice practices as an alternative to detention** . Restorative Justice approaches are referenced in the Directive 2012/29/EU of the European Parliament and the Council Meeting of 25 October 2012 which establishes minimum standards on the rights, support and protection of victims of crime, and replaces Council Framework Decision 2001/220/JHA

Conferences and actions on the promotion of the principle of Mutual Trust among EU jurisdictions

According with its mission, CEP has been, from the very beginning, very in favor of promoting the use of legal tools for enhancing the mutual trust among jurisdictions throughout Europe. In this regard, the approval of the FD 947/2008 and 829/2008 were paramount achievements for advancing in this goal.

The EU Commission is clearly looking for an extended use among the different jurisdictions in Europe of these regulations. The endeavor is not easy, as far as, the national judicial and correctional systems are not really familiar with these options. In this respect, the work of CEP is pivotal for ensuring a deep knowledge, not only of what are the provisions of such regulations, but very in particular, which are the promising practices that should be transferred from one jurisdiction to another.



In this context, CEP in 2016 will:

- Organise and lead an FD 2008/947/JHA - 2009/829/JHA expert meeting for practitioners and/or competent authorities with a strong focus on the networking and information dissemination among the participants. Developing mechanisms to enhance the contact between practitioners and/or competent authorities on FD947/829 transfers will be a priority. Practitioners and competent authorities from EU member States will be invited to address concrete transfer issues and cases arising in practice between issuing and receiving countries. EU member States with regular transfer traffic will be encouraged in developing sharing and networking processes. Reports on case studies will provide input to the EU handbooks on the implementation of Framework Decisions 2008/947/JHA and 2009/829/JHA. The expert meeting will be hosted in Brussels and European Commission will be invited to participate so that European Commission and CEP actions can be co-ordinated for maximum benefit. In addition CEP will liaise with EuroPris who will organise a similar expert meeting on Framework Decision 2008/909/JHA and will explore the opportunities of bringing together both FD networks in the near future.
- Contribute to a conference organised by Germany and France on the **implementation the Framework Decision on the Transfer of Probation Sanctions and Alternative Measures (2008/947/JHA)** in Strasbourg.
- **Convene a Conference on 'alternatives for detention'** (including a presentation on FD947) in Bucharest, Romania

Conferences on other relevant topics.

Being established as a 'for-the-members-by-the members' organisation, CEP has always relied on cooperation with its members, affiliate members or partners in EU-funded projects to organise conferences and workshops. In close collaboration with different partners, CEP will organize ten conferences and expert meetings in 2016:

Organise the 10th international **conference on Electronic Monitoring** in Riga, Latvia.

Organise a **Conference on Alternative to detention in Central and Eastern Europe**. Professionals in Probation from Middle and East European countries will be invited to examine probation measures and activities as an alternative to detention to be held in Dubrovnik, Croatia



- Organise, with Criminal Justice Platform Europe (CJPE), a **Conference in Barcelona on alternatives to detention (including presentations on 947/2008 and 829/ives to detention)** with a focus on including restorative justice practices into probation practice
- Organise an **expert workshop on the Victims Directive with the Criminal Justice Platform Europe** (CJPE) in Brussels
- The annual CEP-EuroPris event will be on **foreign national prisoners**.
- Organise an **international conference on working with young adult offenders** in Lillestrom, Norway.
- Organise **an expert meeting on the treatment of sexual offenders** focused on assessment of offenders.

Website, newsletter and social media

The CEP website has become by far the largest repository of information on probation in Europe. It has proven to be very effective in providing information to our members and others.

The evaluation of the digital communications has been primarily quantitative. The main tool for measuring the use of the websites (e.g. cepprobation.org or eurovista.org) is the web statistics programme, Google analytics. This helps CEP to determine realistic SMART goals and measures such as an increase in unique visitors, their interests and the duration of their visits.

Since the beginning of 2015, CEP measures the impact of the CEP newsletter. The mailing system CreateSend can monitor the impact of each article by identifying readership, clicks upon, sharing etc. CEP uses this information to improve content and meet the needs and interests of subscribers. Social media is the number one online daily activity among Europeans, topping time spent on email and Google. CEP now uses Twitter and LinkedIn, giving CEP new opportunities to engage and interact with those interested in probation. Through Twitter analytics CEP measures the number of followers, the number of views and the interaction.

On 2016 CEP will continue to assess all these data, in order to plan and implement better its communication plan, approved by the board during the term, following the new strategy on communications that identifies the new social and professional platforms as key targets for improving the presence of our members in the professional debates generated by our current activities.



EuroVista

EuroVista is a journal that aims to provide an accessible, scholarly and relevant source of information on probation research and practice development in Europe for both academics and practitioners. It was started in 2009 as a co-production with the Institute of Local Government Studies of the University of Birmingham, and published both in print and online on www.euro-vista.org. In 2013, CEP took over the full production of EuroVista, publishing it as an on-line only journal. In this way, the production and shipping costs could considerably be reduced. Maintenance of the EuroVista website is covered under the budget for the CEP websites.

All in all, for 2016 are planned:

- Newsletters: 6 digital issues per year to be distributed directly to 1,725 email addresses in Europe and on other digital sites and platforms, including 2 special editions on radicalisation and the Framework Decisions.
- EuroVista: 2 digital issues, with 4-10 articles per issue, to be published on euro-vista.org
- Maintenance and updating of the websites that CEP manages (cep-probation.org; euro-vista.org; starr-probation.org; somec-project.eu; stream-probation.eu; www.circles4.eu).

Probation in Europe

Probation in Europe is the most comprehensive survey of probation systems and probation services in Europe today.

Commissioned by CEP and published in 2008, it describes extensively the probation systems of 32 European jurisdictions. The book was sold out within one year, which reflects the interest in Europe for increasing cooperation between probation professionals from all over Europe. With this CEP built on earlier publications in a similar format, *Probation and Probation Services; A European Perspective* (2000) and *Probation and Probation Services in the EU accession countries* (2003).

In order to keep the information on probation systems and probation services in



Europe up-to-date, CEP has planned regular updates, as probation systems all over Europe are in constant development. Since publishing the update in print would be too costly, CEP has chosen to publish revised versions of the book on its website only. In addition it decided that with every update an attempt will be made to include descriptions of probation systems in countries that have not been included in *Probation in Europe* before.

European Projects

In 2008 CEP identified the European funding programmes as an excellent opportunity to stimulate cooperation and knowledge exchange between probation organisations all over Europe, and to enhance the development of probation practice at a European scale. Therefore CEP actively stimulates member organisations to make use of these funding opportunities.

In addition, CEP has regularly been asked to join project bids as a project partner, where the role of CEP is to contribute to the project steering and to the dissemination of the project results. In this way, in 2016, CEP will be involved in at least three projects. These are:

Foriner

Submitted by:

- VOCVO (Flemish support center for adult education) based in Belgium and also promotor of the project;
- VUB (Vrije Universiteit Brussel), also a Belgian partner;
- Educatie Achter Buitenlandse Tralies or EABT (Education Behind Foreign Prison Bars) from the Netherlands;
- MegaNexus, an ICT company based in the UK

EU funding programme: in July 2015 the FORINER project was selected by the European Commission to be funded through the European programme Erasmus+

Liaise 2

Submitted by the European Forum for Urban Security, under the call HOME/2014/ISFP/AG/RADX.

Co-funded by the European Union, the project "Local Institutions Against Violent Extremism II" (LIAISE 2) seeks to strengthen the capacities of local and regional European authorities to prevent and tackle the issue of radicalisation leading to violent extremism.

LIAISE 2 gathers European cities and regions and develops cooperation throughout Europe within a dedicated network. This approach is in line with the alliance of European cities against violent extremism that was initiated jointly by Efus and the Congress of Local and Regional Authorities of the Council of Europe.



Strategic objective: Raising the profile of probation at a national and a European level

For decades, 'safety' is a topic that is high on the political agenda all over Europe. When it comes to the reaction to the actions perpetrated by offenders, an increasing percentage of the population in most European countries favour firm and severe action. Probation then often is seen as a result of lenient sentencing and as too soft to be effective.

Surveys from different European countries show that people, including opinion formers and decision makers, are generally not enough well informed about what probation work entails. These surveys also show that raising the awareness of the role that probation plays in the criminal justice system leads to more positive opinions.

Therefore an important part of the external relations of probation services anywhere in Europe is to promote probation in their own country as an effective method of punishment, a humane way of dealing with offenders and a cost effective alternative for prison. CEP has always supported its member organisations in these efforts wherever possible.

In 2016 CEP will, on behalf of its members, continue to play a constructive role as 'the voice of the sector of probation' by regularly informing European institutions about the relevant developments in probation in Europe, and by providing necessary information for the development of European policy in the realm of probation.

Council of Europe

The Council of Europe has become a major player in shaping the practice of probation in Europe. The Penological Council is the body that prepares the Recommendations of the Council of Europe in the domain of probation.

High on the agenda for 2016 is the topic of Radicalization, in which the sector of probation has an important role to play. CEP contributes to these processes with expert advice and by proposing European specialists who can contribute to the drafting of proposals for Recommendations.

Therefore, CEP will attend the plenary meetings of the bodies where it holds the status of observer, the PC-CP and/or the European Committee on Crime Problems of the Council of Europe (CDPC) in Strasbourg. In addition, it will attend and contribute to the Conference of Directors of Prison and Probation Services (CDPPS).



Moreover, during 2016 CEP will contribute to the PC-CP work in the production of the draft text of the Recommendation replacing Recommendation Rec (2000) 22 and Recommendation (92) 16 on the European Rules on community sanctions and measures and made some further amendments and proposals;

European Union - *the European Commission*

As it was explained before, in the field of probation, the European Commission has taken two mandatory decisions for all its Member States: the Framework Decision on the transfer of probation sanctions (2008/947/JHA) and the Framework Decision on the transfer of alternatives to pre-trial detention (2009/829/JHA).

These Framework Decisions had to be transposed into national law by the end of 2011 and 2012 respectively. However, the situation at the beginning of 2016 was that not all Member States have transposed the Framework Decision yet.

In addition, transfers of sentences under these two Framework Decisions that have taken place between the Member States that already have transposed have showed that various obstacles in the execution of the transfers exist.

Additionally to the impact of this topic in its conferences and event, CEP has led initiatives to develop and maintain an accessible and comprehensive source of country specific information with regard to probation systems (*Probation in Europe*), a website facilitating the transfer of probation transfers under Framework Decision 2008/947/JHA, as well as activities to raise awareness with regard to facts on probation.

In 2016, CEP will continue to 'mainstream' the promotion of and support for the implementation of the Framework Decision in the following ways:

- continuation of the updating of existing digital information that supports the implementation of the Framework Decisions, e.g. the websites www.probation-transfers.eu and www.domic.org (on case management arrangements in the EU) as well as the descriptions of probation systems of EU Member States (*Probation in Europe*).

The current DOMICE system map data information dates from 2011. Penal law related to probation and pre-trial supervision measures has changed in many jurisdictions since necessitating a comprehensive updating. The System Maps will be provided in Microsoft PowerPoint (.ppt files); a widely available and familiar format for users and will be located on the CEP website with other jurisdiction-specific information (e.g. ISTEP data) and the updated chapters of CEP Probation in Europe.



This subcontracted work will provide users with a unique, effective and valuable resource on:

- the basic system knowledge necessary for building the trust required to implement Framework Decisions 947 and 829
- the underpinning information for other cross-border probation co-operation initiatives (e.g. tackling radicalisation; information sharing about mobile serious offenders)
- a short-cut to key data and information for new cross-border or pan-European projects on community sanctions and alternatives to custody.

In 2016, 7 maps will be produced and published on the CEP website.

- by making the topic 'Implementation of the Framework Decisions' a fixed item in CEP communications, e.g. by giving the implementation of the Framework Decisions a regular and fixed place in the CEP Newsletter and EuroVista.

In addition, in order to inform the European Commission on the latest developments in the realm of probation in Europe, CEP will be in regular contact with Policy Officers of the European Commission Directorate General Justice as well as with members of the Cabinet of the Commissioner for Justice.

In this regard, in 2016 CEP will plan, together with the rest of partners of the CJPE a meeting with the Commissioner for Justice, Consumers and Gender Equality, Ms. Véra Jourovà in order to update her the work done by the Platform, and to hear directly from her which are the main priorities of the Commission regarding the role of Corrections in the development of the EU and the progress of the quality of life of its citizens.

With regard to Directorate General for Home Affairs, CEP is a partner of the "Prison and Probation" Working Group of the Radicalisation Awareness Network (RAN).

In 2016, CEP will continue to contribute to the RAN via the meetings of the working group and through the plenary meetings, trying to establish a permanent agreement which the steering committee of the project in order to become a robust partner in providing input on matters related with probation.



National level

With regard to its advocacy for probation on a national level, CEP regularly receives invitations and requests from national probation services, Ministries of Justice or others to take part in governmental meetings, speak at conferences or other events in which the importance of probation can be advocated. CEP always tries to make use of these opportunities to promote probation, and generally finds a way to accept these invitations.

In many cases, the travel costs for CEP staff can be covered by the inviting organisations. In order to be also able to accept invitations or to make use of opportunities for which travel and subsistence costs cannot be covered by the hosting organisation, CEP reserves a flexible travel budget to make five ad-hoc visits for CEP Board Members and CEP staff, on the basis of two days per visit.



Internal organization

For reviewing the work of CEP and for giving direction to the development of the organization, CEP has planned for 2016:

- to organise 2 preparatory CEP Board Meetings (both in Utrecht)
- to organise 2 CEP Board Meetings (one in Barcelona and the other in Bucharest)
- to organise the CEP General Assembly (in Bucharest)
- to assign a consultant to evaluate the CEP working programme 2016, who may deliver a complete rapport underlining the main aspects for improvement, very in particular thinking in the next term to be started after the General Assembly, in October 2016.

For supporting and making possible all the actions included in this Plan the staff of CEP is composed for the next people:

job title	fte	days per week¹	responsibilities
Secretary General	1	4½	Carrying out the organisation's strategic objectives and policies; meeting CEP's financial obligations; representing CEP abroad; contributing to management of EU projects
Executive Officer	0.78	3½	Preparing Board Meetings and General Assembly; management notes; advising on the organisation of events; preparing budgets; subscription fees; financial report; providing membership information; correspondence
Operations & Policy Support Officer ²	0.89	4	Assisting in the preparation of meetings and events; correspondence; bookkeeping; maintaining the databases of business relations; administration management; assisting CEP Board Members, staff or others in the policy development of CEP
Liaison & Policy Officer	0.89	4	Analyzing developments in European probation and related fields; providing strategic advice to the Secretary General how to respond to these; facilitating EU-funded projects
Communications Officer ²	0.78	3	Developing and executing the communications strategy for CEP; developing and managing websites; email Newsletter; managing the production process of digital and printed publications; advice to members

¹ – a working day equals 8 hours; a full working week equals 4½ days, or 36 hours