

The background of the entire page is a light blue map of Europe. Overlaid on the right side of the map is the CEP logo, which consists of a solid orange circle at the top, a dark blue curved line below it, and a yellow curved line at the bottom. The letters 'CEP' are written in a large, dark blue, serif font across the upper left portion of the map.

CEP

Confederation of European
Probation

ANNUAL REPORT 2016



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Preface



2016 has been a very busy and important year for CEP with significant changes and new developments. It was also the final year for the CEP Board elected at the 11th General Assembly in London in 2016 concluding its progressive programme in the development of CEP.

The CEP 2016 Annual Plan was ambitious and demanding with a series of major undertakings and valuable events throughout the year. The 2016 plan was particularly important as it sought to achieve significant strengthening of the structure and governance of CEP to meet future challenges and to work more efficiently and effectively for the benefit of its members and probation in Europe.

CEP is now a more complex and professional organisation than it was when it began in 1981. CEP's relationship with national and especially European bodies has intensified and its level of activity has increased significantly. Following consultation with a range of experts and interests, the Board was decided that, rather than attempting to amend the original CEP Statute piecemeal, a new Statute and Internal Regulations to address legal, administrative and operational requirements was necessary.

One of the key tasks the CEP Board concluded during 2016 was the drafting of a new Statute and Internal Regulations for consideration and decision at the 12th CEP General Assembly in Bucharest in November 2016.

The new Statute and new Internal Regulations approved at the 12th CEP General Assembly provide greater clarity and accountability in the governance and management of CEP as a large, active and wide-ranging professional organisation. They will ensure best practice in governance and compliance with legal obligations. Particular thanks is due to the CEP Secretary-General, the CEP Secretariat, the CEP Board, legal advisers and to members who contributed a lot of time and expertise to achieve the best possible text for the new CEP Statute and Internal Regulations.

2016 was the final year for the CEP Board elected at the 11th General Assembly in London in 2013. It is particularly important and fitting that, in this Annual Report, we acknowledge and appreciate the work of Marc Ceron Riera, CEP President for the last six years, Vice-Presidents, Sue Hall and Gerhard Ploeg, and the outgoing CEP Board members. Marc and the CEP Board have managed CEP with considerable skill, tact and diplomacy in challenging times. During their term they have coped with financial crises, evolving priorities, external pressures and important decisions while maintaining CEP's focus on its objectives and commitment to its members. They have achieved a lot in the development of CEP and have provided a strong foundation and legacy for the incoming Board and Officers elected at the 12th CEP General Assembly in Bucharest in November.

In 2016 radicalisation and the dangers caused by violent extremists in Europe have continued to be of paramount concern for probation services and CEP as well as for other criminal justice bodies. CEP has worked closely with partner organisations and bodies in exchanging experience and sharing practice in dealing with radicalisation throughout the year. CEP played an active role in the Prison and Probation Working Group of the Radicalisation Awareness Network (RAN) and contributed to the CoE Council for Penological Co-operation (PC-CP)

meeting on radicalisation in Strasbourg. In April 2016 the Criminal Justice Platform Europe (CJPE), EuroPris, EFRJ and CEP, with support of the Centre for Legal Studies of the Ministry of Justice of Catalonia organised a Conference on Radicalisation and Violent Extremism.

Multi-agency and cross-discipline working, information sharing and co-ordination are key practice elements for probation services and professionals in addressing radicalisation and violent extremism. CEP plays an important role, as a very active network, supporting and sharing knowledge and developing expertise among members and will continue to strengthen this work in the coming years.

CEP continued in 2016 to strengthen and deepen its engagement and relationship with the European Commission and with the Council of Europe. The European Commission Operating Grant, funded through the Directorate-General Justice and Consumers, is an important part of the annual CEP budget. Operating Grant funding supports specific CEP actions and events addressing objectives and priorities shared by CEP and the European Commission. CEP, through its network, for example, organises expert meetings to promote and support the implementation and use in practice of Framework Decision 2008/947 on the mutual recognition to judgments and probation decisions enabling supervision of probation measures and alternative sanctions across European jurisdictions and Framework Decision 2009/829 on the transfer of the European Supervision Order.

CEP made important contributions during 2016 to the deliberations of the Council of Europe PC-CP (Council for Penological Co-operation) as an observer, providing expert knowledge on probation related issues. Through its work with these key institutions and other European initiatives and projects CEP is well placed to play a strong role



Preface

role in informing the developments in probation and criminal justice policy and practice at a European level.

During 2016 CEP organised and hosted many valuable events including conferences, seminars and expert meetings. The 2nd CEP Conference on Alternatives to Custody in Eastern Europe in Dubrovnik in November was a resounding success and important in strengthening the knowledge and network of probation services in the region. The Alternatives to Detention in Eastern Europe Conference is a valuable bi-annual event and now an established part of the CEP calendar. Similarly, the international conference in Lillestrøm, Norway on 31st August - 1st September on Working with Young Adult Offenders organised by CEP with the Norwegian Directorate of Correctional Service (KDI) and the Correctional Service of Norway Staff Academy (KRUS) was an important opportunity to raise awareness and share knowledge on the complex issues facing practitioners. This topic is a priority and a challenging subject on which CEP will work with members to explore further and share best practice.

At the CEP General Assembly in Bucharest one of the most popular highlights was the launch of the first CEP awards, a celebration of outstanding contributions to probation in Europe. There were awards in four categories, described in detail in the annual Report. The awards scheme reflects CEP's commitment to recognise and disseminate good practice in rehabilitating and reintegrating offenders and providing the best possible interventions to reduce re-offending and the impact of crime. The CEP awards scheme is an important innovation and acknowledgement of valuable work. It is destined to become a key feature in the CEP calendar.

The 12th CEP General Assembly in November 2016 included the election of a new CEP Board which will serve for the next three years. At the General Assembly, the Board welcomed six new

members, as well as a new President, Gerry McNally, and two Vice-Presidents, Annie Devos and Imants Jurevičius. The new CEP Board comprises members from Ireland, Belgium, Latvia, Italy, Spain, Denmark, Netherlands, Jersey, Croatia and Scotland.

The General Assembly also featured, on the 35th Anniversary of the establishment of CEP, a tribute to the founding members and their vision and foresight in developing the network that has become CEP; the authoritative and strong voice for Probation in Europe.

CEP has evolved in its development over those years to meet the many new challenges in a changing world. Members have learned from research and practice, shared knowledge and experiences and developed the efficacy of community supervision. Co-operation and working with other criminal justice and community services is ever more important. The cornerstones of CEP remain its clear objectives, commitment to mutual support, learning and development and the strength of the CEP network. The work of CEP during 2016 reflects those strengths and the capacity for continued development and co-operation among its members. On behalf of the outgoing CEP Board, the incoming new Board and the CEP secretariat I thank you, CEP members and friends, for your constant support, valuable contributions and commitment in our shared objective, the strengthening of probation and community-based supervision in Europe for the benefit of all.

Gerry McNally
CEP President



Activities

CEP is the European organisation for probation. It believes that a society built on the principles of social inclusion provides communities the best protection from the harm and distress caused by crime. Committed to unite organisations and individual persons all over Europe sharing these same principles, CEP aims to enhance the professionalization of the probation sector and to raise the profile of probation at a national and a European level.

This Annual Report 2016 provides an overview of the activities of CEP in 2016. The report is structured in accordance with the CEP Annual Plan 2016 which gave a description of its planned actions in the three fields of the main objectives of CEP (to unite the sector of probation in Europe, to enhance its professionalisation, to strengthen its profile), followed by a description of the developments in the internal organisation.



Strategic objective: Building networks in probation and criminal justice

CEP was established 33 years ago by a group of probation organisations from 14 European countries to enhance professional exchange. Over the years, CEP steadily expanded its network, in which 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. 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. CEP sought to develop other European and international professional networks that are closely related to the work of probation. E.g. Europris, the European Forum for Restorative Justice, the European Forum for Urban Security, International Prison & Corrections Association and Victim Support Europe.

Although the number of member organisations of CEP is still growing, CEP has clearly noticed that in recent years this growth is slowing down. The reason for this trend is obviously, the economic crisis. CEP acknowledges that in order to continue to play its vital role as the Confederation of European Probation, the organisation of 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 organisation. In this regard 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 capacity of all member organisations. Also, CEP has revised its statutes in order to modernize decision making processes of CEP.

The formulation of a new membership and financial contribution system will seek to address fairness and equity issues for organisations and different types of bodies as members of CEP. A key issue to be addressed is if, how and on what conditions for-profit parties like the so called Community Rehabilitation

Companies (CRC's), who since 2014 provide probation activities in England and Wales, can become member of CEP in an organisation whose current membership is not-for-profit bodies, government departments and State agencies only. Also other issues, like the current open-sharing of practices and data which may have commercial value or significance, have to be addressed.

With the aim of uniting the Probation sector in Europe CEP concentrated on intensifying contacts with member organisations and other national bodies who provide probation activities in Europe. With this in mind, CEP convened several visits with the Ministries of Justice of different European Countries: Slovenia, Bulgaria, Portugal, Italy, Austria, Germany, Ukraine, Ireland, Northern Ireland, Belgium and England and Wales.

In 2016, CEP organised its activities as planned, aimed to enhance the professionalisation of the probation sector and to raise the profile of probation at a national and a European level. Besides the planned activities, CEP also had to take into account the reality in which the probation sector in Europe operates. Radicalisation and extreme violence demanded the probation sector to re-prioritise. In 2016, CEP within the Criminal Justice System organised an expert event concerning this topic and (further) continued liaising with other important players in this field, such as the RAN Network, International Centre for Counter-terrorism (ICCT) and European Forum for Urban Security (EFUS).

Acquiring new members

In 2016, we welcomed some new members:

- The Ministry of Justice of Montenegro;
- Six individual members: four from the UK, one from Ukraine and one from the Netherlands (Turkish Embassy).

The formulation of a new membership and financial contribution system seek to address fairness and equity issues for organisations and different types of bodies as members of CEP. After circulating a survey among CEP members the formulation of a CEP new membership and financial contribution system was included in the new CEP Statutes and accepted at the CEP General Assembly in Bucharest, October 2016.

Involving Criminal Justice sectors in conferences and activities

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 the European professional network organisations for the sector of prison (Europris), restorative justice (European forum for Restorative Justice) and victim support (Victim Support Europe). Since October 2011, CEP established the Criminal Justice Platform Europe (CJPE), a framework in which the organisations could regularly meet to align policy, identify opportunities for cooperations and exchange best practice.

In 2016 CJPE organised:

- A conference on Radicalisation and Violent Extremism (Barcelona, April 2016);
- A Conference on 'alternatives to detention' (Barcelona, November 2016).

Bursaries

Traditionally CEP reserves a small part of its budget to support delegates from organisations active in probation that have insufficient financial means to attend CEP conferences. As especially these delegates and their organisations will benefit from European knowledge and information exchange, CEP considers it a duty to connect them to the European probation community.



Strategic objective: Building networks in probation and criminal justice

In 2016, we have provided 14 bursaries to probation officers who could not have attended the meetings and conferences organised by CEP if they had to pay travel and subsistence themselves. The bursaries were used by delegates from Croatia, Slovenia, Turkey, Romania, Spain, Lithuania, Bulgaria, United Kingdom and Montenegro.



Strategic objective: Continuous professionalisation of probation

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, our activities to professionalize the sector of Europe continued to be a mixture of high-quality conference programmes and the maintenance and further development of our digital communications.

Conferences and Actions

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 actively liaised with ICCT and disseminated relevant ICCT reports and research among its members via its website and newsletters. 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.

Also CEP organised an expert meeting on Deradicalisation (Netherlands) for probation professionals and experts with a strong emphasis on network development, introduction of specific instruments like the VERA 2 - REM (Violent Extremism Risk Assessment, version revised in 2015), identifying best practices and programmes in probation and exploring specific training needs and options for probation professionals.

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 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.

Conferences

- **Offender Supervision in Europe: building bridges between research, policy and practice (Belgium).** This two-day international conference reported on the final work of an international research network (COST Action 1106) on ‘Offender Supervision in Europe’. National practitioners, policy makers and members from the European commission were invited to comment on the work and to share their concerns and questions on the growing field of offender supervision in the community.
- **10th CEP Conference on Electronic Monitoring in Europe (Latvia).** Over the years the CEP EM conference has become known as the platform par excellence for being updated about the newest technical developments in Electronic Monitoring (EM), to hear the latest experiences with EM from the different probation services, and to exchange ideas on the topic.

The first CEP EM conference took place in 1998. At that time EM was a relatively new tool in the penal landscape and its use was limited to only a small number of countries. Much has changed since, EM is now used regularly in a large number of European jurisdictions and technological advances continue to improve its capabilities and increase the ways in which those caught up in criminal justice systems can be monitored.



Strategic objective: Continuous professionalisation of probation

At the same time, challenges and debates endure including ensuring that the technologies are robust and fit for purpose and that they are utilised appropriately in ways which are humane, ethical, fair and proportionate. The 10th CEP EM conference took stock of the knowledge of, and experience with, using EM, identifying good practices whilst utilising this knowledge for an informed debate about possible futures for EM.

- **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.

- **CEP Conference on Working with young Adult Offenders (Norway).** In close co-operation with the Norwegian Directorate of Correctional Service (KDI) and the Correctional Service of Norway Staff Academy (KRUS), CEP organised a conference on Working with young adult offenders – in the age category of 16 to 25 years old. The program, with representatives from many different countries, included contributions from Norway, The Netherlands, the United States of America, Catalonia, Slovenia, Estonia, Belgium, England and Scotland.

- **CEP Conference on Alternatives to Detention (Romania).** After its General Assembly CEP organised an international Conference on one of its core business topics, namely “Alternatives to Detention”. Specific topics discussed were: drugs courts & drug treatment, the use of technology in alternatives to detention, probation & profession, mental health and radicalisation. The event brought together perspectives from various different European Countries and Universities as well as relevant European Institutions such as the Council of Europe and the European Commission.

- **Expert meeting of the CEP Special Interest Group on Sex Offender Management (Netherlands).** The CEP Sexual Offender Special Interest Group (SIG) held an expert meeting last October. Fifteen CEP member organisations were invited in order to give a follow-up to the previous projects on that topic.

- **CEP Conference on Alternatives to Detention in Central and East European countries (Croatia).** The aim of this event was to promote the rights of persons in conflict with the law to an alternative punishment to prison such as community sentences, and the benefits for the society and the probationers in this process. This conference was jointly organised by CEP and the Directorate for Criminal Law and Probation of the Republic of Croatia.

- **Joint Europris/CEP workshop on Foreign National Prisoners (Belgium).** In order to promote the recommendation on Foreign National Prisoners of the Council of Europe (Recommendation CM/Rec (2012)12) as well as EU Directives on the rights of suspected and accused persons, e.g. Directive 2010/64/EU (on the right to interpretation and translation in criminal proceedings) and Directive 2013/48/EU (right of access to a lawyer) CEP together with EuroPris organised an expert workshop on Foreign National Prisoners in Bruges, Belgium.

- **CEP Expert Meeting on Radicalisation (Netherlands).** The expert meeting was held in Utrecht on the 15th of december 2017. It was attended by 10 delegates. Plans were made for future meetings, an expert network was established.

Special Interest Groups (SIG)

SIG are networks of European specialists in fields related to probation, which operate under the wings of CEP. These groups are platforms for discussion and knowledge exchange on specific topics and are composed of experts from Universities, probation organisations, our expert register and the CEP secretariat, who play a supportive role in the SIGs by making available its

expert knowledge, network and communications channels, such as the CEP website and the CEP digital Newsletter. In 2016, a follow up was given to the SIG on Sex Offender Management. The CEP Sexual Offender SIG held an expert meeting last October. Fifteen CEP member organisations were invited in order to give a follow-up to the previous projects on that topic. With two main goals: to share experiences between CEP-members and to produce an overview of the assessment tools, risk management, treatment and other interventions for sex offenders across the different probation organisations throughout Europe.

European projects

CEP has regularly been asked to join project bids as a project partner in European projects, 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 was involved in:

Liaise 2

CEP is a full partner of the Liaise 2 project. 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. to strengthen the capacities of local and regional European authorities to prevent and tackle the issue of radicalisation leading to violent extremism.

LIAISE 2 has a large network in European cities and regions and thus develops cooperation throughout Europe. 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: Continuous professionalisation of probation

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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+

Enhancing Cross-border Mutual Legal Assistance and Recognition of Decisions in Countering Terrorism and Preventing Radicalisation in Detention

The main objective of this project is to offer four training events that will promote the understanding and learning of various aspects of countering terrorism and radicalisation.

In 2016 the CEP Policy Officer attended a pre-meeting on the project in Vienna.

DERAD: Counter radicalisation through the rule of law

DERAD aims to prevent the escalation of radicalisation in the prison environment and helps prisoners and probationers who are often exposed to Jihadism. The lead partner of the project is the Ministry of Justice in Italy. In 2016 the Policy Officer attended a meeting in Granada.

Website and social media

Newsletter

The CEP newsletter is an important instrument for sharing information with its 1.500 subscribers and a loyalty instrument for existing CEP members. With a high average opening rate of 30 – 33% in 2016, CEP was able to reach many probation professionals, researchers, policy makers and students.

In addition, CEP shares the CEP newsletter via social media LinkedIn and Twitter, adding approximately 650 – 1.000 extra views for each newsletter.

In 2016 CEP distributed 6 digital issues which were distributed directly to 1,725 email addresses in Europe and on other digital sites and platforms: December, November, September, Juli special Radicalisation, June, March.

EuroVista

EuroVista is CEP's own journal that functions as a scientific platform for both academics and probation professionals, focusing on research as well as on developments in practice. EuroVista's issues and its back catalogue can be downloaded for free from the website www.euro-vista.org. The journal is dedicated to linking research with policy and practice in probation and community justice throughout Europe. EuroVista seeks to share experience of good practice and responses to challenges that may have relevance to many countries across the continent. EuroVista aims to publish articles that are relevant and accessible to practitioners, managers and policy makers in a wide range of criminal and community justice agencies, especially probation. It is also read by students, researchers, scholars of criminal justice and others who are interested in the subject matter. Articles are written by policy-makers, academics, managers, practitioners and other stakeholders in probation and community justice.

As planned, EuroVista was issued twice in 2016:

- <http://www.euro-vista.org/euro-vista-vol4-1/>
- <http://www.euro-vista.org/euro-vista-vol-4-2/>

Websites

As planned CEP maintained 6 websites on probation matters (cep-probation.org; euro-vista.org; starr-probation.org;

somec-project.eu; stream-probation.eu; www.circles4.eu) attracting 2200 visitors monthly (in total 26,000 visits per year).

In 2015 a new CMS (Content Management System) was implemented to manage the websites www.cep-probation.org and <http://www.euro-vista.org/>. As we would like to extend it to other websites that CEP maintains there is a proposal in 2017 Operating Grant Application in this regard. This proposal was discussed with EU Commission-DG Justice and Consumers Project Officer. Other websites CEP continued to host and maintain in 2016: www.starr-probation.org, www.domice.org, www.probation-transfers.eu.

Probation in Europe

More than 1200 pages were needed in 2008 when Probation in Europe was compiled, a comparative overview of 32 European probation service systems. Just like its predecessor Probation and probation services, a European perspective, which was published in 2000, the book was highly valued as a reference work throughout the probation sector in Europe.

Probation in Europe, which was published as the result of a CEP initiative, was sold out in one year. CEP then published all chapters of the book on its website. In order to be able to provide up to date information on probation services in Europe, CEP wanted regular online updates. In 2016, CEP published several updated chapters of Probation in Europe. Editing the last chapters of the description on Probation Services in the different European jurisdictions, including those located at the EU Member States and publishing these on the CEP website (<http://cep-probation.org/knowledgebase/probation-in-europe-update/>) was an important task for CEP. In 2016 3 new chapters were added: Italy, Malta and Spain. This results in a now total of 20 published chapters, with several more to expect in 2017.



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 punishment of 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 poorly 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.

In 2016 CEP continued, on behalf of its members, 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. In June 2016 CEP President and Secretary General attended the CoE Annual Directors in Prison&Probation Conference (CDPPS) in Zaandam, The Netherlands, where the draft handbook for the prison and probation services regarding radicalization and violent extremism and the draft recommendation on the European Rules on Community sanctions and measures were discussed. As planned the Secretary General attended 3 meetings of the Penological Council (PC-CP) of the Council of Europe, where he advised on the following documents: draft handbook for the prison and probation services regarding radicalization and violent extremism and the draft

recommendation on the European Rules on Community sanctions and measures.

European Union – the European Commission

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.

For 2016, CEP started to 'mainstream' the promotion of and support for the implementation of EU policies in its activities programme the following ways:

- In order to explore how CEP could best enhance the implementation and application of Framework Decision FD 2008/947/JHA & 2009/829/JHA CEP organised an expert meeting in Brussels. A total of 35 participants from 33 different jurisdictions attended the expert meeting. Probation practitioners, researchers, prosecutors, judges and other criminal justice experts discussed the implementation of the FD 947&829 in daily practice: "What works, what doesn't work and what has to be improved";

- CEP is updating the existing information that supports the implementation of the Framework Decisions, e.g. the websites probation-transfers.eu and domic.org

(on case management arrangements in the EU) as well as the descriptions of probation systems of EU Member States (Probation in Europe). As a part of its strategy to enhance the implementation and application of the Framework Decisions on the transfer of probation sanctions and the transfer of alternatives to pre-trial detention, CEP launched the idea to give special attention to European regulations in probation in the European curriculum Criminal Justice Social Work;

- The CEP President contributed to the 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 in March;

- In 2016 CEP continued updating all digital information that supports the implementation of the Framework Decisions, e.g. the websites <http://www.probation-transfers.eu/>;

- In 2016 the CEP published 8 digital articles on the Framework Decisions 947&829;

- In 2016 CEP had regular contact with the various bodies of the European Union;

- In January 2016 the Secretary General attended a meeting organised by the EU Commission-DG Justice and Consumers on Pre-Trial Detention in Brussels;

- In May 2016 the Secretary General attended a Conference on Counter-terrorism and de-radicalisation: How to answer training needs of justice practitioners. The conference was co-organised with the European Judicial Training Network (EJTN).8;

- In June 2016 the President and Secretary General attended the Council of Europe Conference of Directors of Prison and Probation Services (CDPPS) in Zaandam, The Netherlands.



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

- In July 2016 the Secretary General had a meeting with the EU Commission – DG Justice and Consumers in Brussels.
- In October 2016 the President attended the round table organised by the EU Commission-DG Justice and Consumers on pre-trial detention in Brussels;
- In November 2016 the President attended the PCCP Council of Europe expert meeting on Radicalisation in Strasbourg;
- In November 2016 the Policy officer contributed to the Conference “Ensuring fundamental rights compliant implementation of Framework decisions related to detention” in Vienna organised by Ludwig Boltzmann Institute of Human Rights (BIM) in cooperation with the Academy of European Law (ERA);
- In December 2016 the President attended a meeting of the Prison & Probation Working Group of the Radicalisation Awareness Network in Riga;
- The Secretary General attended 3 PCCP (Council of Europe) meetings and 1 plenary meeting in Strasbourg;
- The Secretary General and CEP officials met the legal advisor from the European Commission, DG Justice, and other EU officials at several Meetings;
- The EU-DG Justice was represented at the CEP expert meeting on FD 829/947 and participated at the CEP Conference after the GA, on Alternatives to Detention in Bucharest, giving a plenary presentation on “Pre-trial detention in the EU”;
- In 2016 CEP further intensified its contacts with EuroPris, the European Forum for Restorative Justice and Victim Support Europe, in the framework of the Criminal Justice Platform Europe and on a bilateral basis. To give a follow-up to the intention of attending meetings and conferences of Criminal Justice Platform partner organisations, the CEP President and Secretary General attended the General Assembly of Europris in Zaandam (June).



Internal Organisation

In 2016 the CEP organised its 12th General Assembly that took place in Bucharest, Romania, at the Palace of Parliament. The discussed items were particularly important in relation to the future of CEP. One of the major topics was the approval of the new Statutes and Internal Regulations, which provide clarity and accountability of the governance and management of CEP to

ensure best practice and compliance with legal obligations. Also the membership fee system was revised and approved, partly as a consequence of these renewed statutes.

In order to establish the internal strategy, giving direction to the development of the organization and reviewing the work, CEP convened two Board meetings and

two Presidium meetings. Furthermore, CEP assigned a consultant to evaluate the CEP working programme 2016, who delivered a complete report underlining the main aspects for improvement, in particular with regards to the next term, which commenced after the 12th General Assembly.

Job title	Fte	Days per week	Responsibilities
Secretary General	1	4 1/2	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	3 1/2	Advising and preparing the organisation of events; preparing budgets; subscription fees; financial reports; preparing the yearly financial audit by the accountant, EU and Audit committee; organising and producing the working papers for the General Assembly; providing membership information; correspondence.
Operations & Policy Support Officer	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	1	4 1/2	Analysing developments in European probation and related fields; providing strategic advice to the Secretary General how to respond to these; facilitating EU-funded projects; Preparing Presidium and Board Meetings; management notes and other documents.
Communications Officer	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

2 – as of November 2015, Liaison & Policy Officer Koen Goei has resigned. As of December 2015, the vacancy was still open.

Expenditures

Salary costs ended up being under spent by 17% due to the fact that the new Policy Offer only officially started per the 1st October instead of the budgeted 1st May and the Communication Officer worked less then estimated. Furthermore staff costs compensation for the projects Steps II and Liaise II for 2016 were received. All this resulted in an under spending of the budget by € 53.888.

As for the employments contracts, the liabilities are evenly spread amongst the three Dutch Probation organisations, Reclassering Nederland, Stichting Verslavingsreclassering GGZ (SVG) and Leger des Heils Jeugdbescherming en Reclassering (Dutch Salvation Army) as well as the Generalitat of Catalunya.

Travel costs were also underspent by 17% due to the fact that less bursaries were requested then estimated and certain expected travels did not take place.

Because of replacement of certain hardware, the depreciation costs of hardware was slightly higher than expected.

Also the administration costs were slightly higher then estimated because of the additional printing costs for the production of the working papers for the General Assembly and the new Statute booklet as well as the conference pack materials for the Electronic Monitoring conference, however since the rent for housing was less then estimated the result was balanced out.

The total other direct costs and subcontracting costs are overspend by 29% mainly because of the non-eligible costs incurred by the organisation of the Electronic Monitoring conference in Riga and the conference after the General Assembly in Bucharest. These costs were mainly covered by the income of these conferences.

Overspending on items as ICT assistance, PR activities which entailed the annual report and business cards for the new Board members were balanced out by the underspending on matters like translation costs for the General Assembly and maintenance of the website.

In order to assure that certain outstanding membership fees are covered a reservation for doubtful debts was necessary to be taken into account as additional costs for 2016.

Overall 95% of the estimated costs was spent in 2016.

Income

As for the income, all membership fees are taken into account although quite a large amount of € 73.190 is still outstanding. We were able to welcome a few new members however unfortunately also certain members decided to resign their membership.

Since the Electronic monitoring conference was highly successful with a lot of interest for sponsorship we were able to obtain a surplus of € 67.477, of which € 20.000 will be reserved for organising the next Electronic Monitoring conference and the remainder will be added to the contingency fund.

Besides the reserve for the organisation of the next EM conference, it was decided that the reserves for the update of Probation in Europe, Probation works and conferences and projects will remain in place.

Apart from income generated by membership fees, conferences and projects we were also fortunate to again obtain an Operating Grant in 2016, of which 80% was paid in advance, however due to the underspending of staff and travel costs we expect to repay part of the already received advance payment in the amount of € 6.679.

After transferring part of the surplus to the reserve for the organisation of Electronic monitoring conferences and deducting the costs for Probation in Europe in the amount of € 11.322 from its reserve, it was decided to reserve part of the financial result 2016 for research opportunities in the amount of € 25.000. The final financial result 2016 will therefore be € 32.069 to be added to the contingency fund, growing the contingency fund to € 312.809.

Please see the financial overview on the following page.



Finances

CONFEDERATION OF EUROPEAN PROBATION - CEP

Annual account 2016

Expenses	2016	Receipts	2016
Salary	261242	Operating Grant	144177
Travel costs	66120	Subscriptions	265439
Bursaries	6464	Interest	2152
Depreciation Hardware/Software	1969	Other income	-
General administration costs	27013	EU-projects	513
Other costs/subcontracting	129770	Workshops and seminars	166344
Other costs beyond the OG	20300		
Surplus	65747	Deficit	-
Total	578625	Total	578625