



An tSeirbhís Phromhaidh  
The Probation Service

## The Probation Service



Annual Report 2011



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I am delighted to present the Annual Report of the Probation Service to Alan Shatter, T.D., Minister for Justice and Equality. This report sets out the work of the Probation Service in making our communities safer and shows the progress made in 2011.

Rehabilitating offenders to achieve and maintain positive change is at the core of our work. The Probation Service is responsible for the assessment and supervision of almost 9,000 offenders in the community on any day and works with a further 1,600 in custody. We aim to reduce offending and victimisation through the provision of challenging, evidence based interventions that are tailored in line with the individual need and risk factors of offenders, both in the community and in custody.

We were pleased to welcome the Minister to our Haymarket office in November where he had an opportunity to meet with the Probation staff and to discuss the work of the Service and priorities for the future.

Our work in 2011 built on our achievements to date and focussed on three key areas:

- Implementation of community sanctions as an effective sentencing option to reduce reoffending and prevent further victimisation
- Strategic alliances and partnership in addressing crime and promoting social inclusion
- Enhanced organisational capability in delivering excellence

We have mapped our progress against these three priority areas.

Collaboration is central to our work and we recognise that a multi agency approach to addressing crime is vital. During the year we worked with other organisations in the criminal justice system and the community and voluntary sector through our Community Based Organisations as well as a range of other Departments, agencies and relevant authorities. The support of the Department of Justice and Equality continues to be critical to our work.

In 2011 we strengthened our partnership with probation organisations internationally and with CEP we co-hosted the biannual conference of the Directors General of Probation in Europe in Dublin Castle. The conference guided delegates to agree their priorities for the next two years providing a unified voice to communicate on probation across Europe.

2011 saw the departure of our Director Michael Donnellan to take up the role of Director General of the Irish Prison Service. We wish him well in this exciting new challenge.

Our staff are committed to the highest standards and levels of professionalism and our new strategy provides a blueprint for the Service up to 2014. Building on our achievements to date, our agenda is one of excellence and a continued delivery of quality public services.

**Suzanne Vella**  
Acting Director

## THE ROLE OF THE PROBATION SERVICE

The Probation Service is an agency within the Department of Justice and Equality. The Service works closely with the Courts Service, the Irish Prison Service (IPS), An Garda Síochána, the Irish Youth Justice Service (IYJS), the Parole Board and many organisations in the community. Our role is to contribute to public safety by:

- The effective assessment and management of offenders
- Challenging offender behaviour
- Facilitating the integration of ex offenders

We are the lead agency in the assessment and management of offenders in our community and we play an important role in helping to reduce the level of crime by working with offenders to change their behaviour and make good the harm done by their offending. Our goal is to provide quality assessment and robust management of offenders using the best evidence based probation practice and meeting the highest standards of efficiency and accountability.

Our Service is guided by the belief that crime must be met by an effective sanction and where community sanctions are appropriate they provide an effective alternative to custody. The Probation Service provides probation supervision, community service, community return and offending behaviour programmes to both adult and young offenders. We also work in prisons and places of detention to rehabilitate offenders and facilitate re-integration.

## STATUTORY FUNCTION

The Probation of Offenders Act (1907) provides for statutory supervision of offenders in the community and is the foundation for probation work in Ireland. We generally become involved in the criminal justice process between the **trial** and **sanction** phases, often in cases where a court requires a **pre-sanction** assessment to assist in deciding on an appropriate sanction. In some cases, the court may be considering placing an offender on **probation** supervision or **community service**.

A Court has also authority in some cases under legislation to make **post custody supervision orders**. In such cases the offenders are subject to Probation Service supervision having served a specified period in custody. The Probation Service also supervises prisoners on **temporary release** from custody authorised by the Minister for Justice and Equality with a condition of supervision by the Service.

Other relevant legislation is listed below:

- Criminal Justice (Community Service) (Amendment) Act 2011 [No 24]
- Criminal Justice (Public Order) Act 2011 [No.5] (Begging) Criminal Justice (Psychoactive Substances) Act 2010 [No 22]
- Fines Act 2010
- Criminal Justice Act 2007 [No. 29] Part 3 Sentencing.
- Criminal Justice Act 2006 [No. 26] Part 7 Organised Crime, Part 8 Misuse of Drugs and Part 10 Sentencing
- Criminal Justice (Temporary Release of Prisoners) Act, 2003
- Children Act, 2001(as amended)
- Sex Offenders Act, 2001
- Freedom of Information Act 1997 and Freedom of Information (Amendment) Act 2003
- Data Protection Act 1988 and Data Protection (Amendment) Act 2003
- Transfer of Sentenced Persons Act, 1995 & 1997
- Criminal Justice Act, 1993
- Criminal Justice (Community Service) Act, 1983( as amended)
- Misuse of Drugs Act, 1977 ( as amended)
- Criminal Justice Act, 1960 (as amended)
- Criminal Justice (Administration) Act, 1914
- Probation of Offenders Act, 1907

In addition to the Constitution and relevant legislation our practice is guided by

- The United Nations Rules on Supervised Community Sanctions
- The Council of Europe European Rules on Community Sanctions and Measures.
- The United Nations Rules on the Supervision of Young Offenders
- The Code of Ethics of the Irish Association of Social Workers and International Federation of Social Workers
- Recommendation CM/Rec (2010) 1 of the Committee of Ministers to member states on the Council of Europe Probation Rules
- Framework Decision 2008/947/JHA on the mutual recognition of probation measures





The Probation Service provides services to both adult and young offenders, in the community and in custody. In our work with offenders we aim to increase community safety and prevent victimisation by motivating, challenging and supporting offenders in leading a crime free life. Our services are organised nationally and delivered locally with the provision of probation supervision, community service, community return and anti-offending behaviour programmes.

During the year the Service examined the best use of our resources and introduced a number of new initiatives to improve our effectiveness and efficiency. It was a priority for the Service in 2011 to review Probation Officer Court attendance. Following the review a number of key principles were established, to be applied in relation to Probation Officer attendance at Court. These include attendance at all Children Courts and sittings where there are a sufficient number of referrals to the Service and where facilities are in place for the Probation Officer to compile Same Day Assessment Reports. In addition we introduced a dedicated Court Duty service in the Criminal Courts of Justice Complex in Dublin which provided a consistent Service presence delivering a range of same day assessments. This arrangement has successfully reduced delays in the delivery of reports.

The Service also introduced an initiative for working with lower risk offenders which was piloted in 5 locations.

The principal areas in which we deliver our services are:-

- Adult Offender Assessment & Management;
- Young Persons Probation;
- Community Service;
- Community Return (new initiative in conjunction with the Irish Prison Service);
- Community Initiatives (Community Based Organisations in receipt of funding).

## **ADULT OFFENDER ASSESSMENT & MANAGEMENT**

During the year Probation Officers continued to provide offender assessment reports to court and to the Department of Justice and Equality, the Irish Prison Service, the Parole Board and other appropriate bodies as required. By sharing information, assessing and managing the risks the Service tries to minimise the likelihood of reoffending.

### **ASSESSMENT**

Assessment is fundamental to the work of the Service and we completed a total of 13,650 assessment reports on adults and young persons during the year. The Service consulted with the Judiciary and other stakeholders to ensure that best value was achieved from Service resources in the completion of reports for Courts. We introduced a new type of report format with same day assessment reports for Community Service. This delivered 795 by year end.



There are two types of offender assessment reports for Courts:

### Pre-Sanction Report (PSR)

These reports are completed by Probation Officers when requested by the Court. They provide information about the offender and the offence, the risk of re-offending and can also highlight underlying issues that contribute to the offending behaviour and which need to be addressed. The reports consider:

- The seriousness of the offence
- Offender's attitude to the offence
- Why the offender committed the offence
- Empathy towards the victim/s involved
- Areas in the life of the offender where intervention may be required, such as drugs and homelessness.

### Community Service Report (CSR)

These reports assess the suitability of an offender to undertake community service (unpaid work in the community) instead of going to prison and also confirm that work is available.

## OFFENDER MANAGEMENT

*During the year the Service dealt with 14,845 offenders in the community. The total number of new referrals was 9,347. Of that number 13.5% were women.*

AGE & GENDER BREAKDOWN OF NEW REFERRALS IN 2011				
Age Category	Gender			%
	Female	Male	Total	Female
12-17	74	818	892	8.3%
18-24	457	3347	3804	12.0%
25-34	436	2380	2816	15.5%
35-44	192	1090	1282	15.0%
45-54	73	342	415	17.7%
>54	25	114	139	18.1%
<b>Total</b>	<b>1258</b>	<b>8089</b>	<b>9347</b>	<b>13.5%</b>

When an offender is placed under the supervision of the Probation Officer a case management plan is drawn up. This plan identifies the issues that the offender will work on during the course of the supervision. It forms the basis of the contract between the offender and the Probation Officer who will monitor the offender to ensure that they comply with the order to help them to make positive change in their lives and to desist from re-offending.

Sometimes the court also includes extra conditions of supervision, aimed at reducing the risk of re-offending, depending on the particular circumstances of the case. Risk and need assessment instruments are used by the Probation Service to complement and add value to professional judgement and decision making by Probation Officers. We use a number of risk assessment instruments, however in most cases we use the Level of Service Inventory-Revised (LSI-R) which is a validated risk/need assessment instrument. For young people we use the YLS-CMI (Youth Level of Service – Case Management Inventory) version. These instruments identify problem areas in an offender’s life which, if addressed, can ultimately reduce an offender’s risk of re-offending.

The Service prioritises work with offenders who are at a higher risk of re-offending. For those who pose a lower risk we introduced a new initiative in which the level of engagement with the Service reflects the risk of re-offending. This allows our Probation Officers to focus on those who are most likely to commit further offences and pose a harm to the community.

On 14th December 2011 we completed a snapshot review of 3030 offenders on supervision nationally and almost 90% of the offenders were in the moderate, high and very high range.

LSI-R Risk Classification December 2011			
Low	Moderate	High	Very High
11.5%	57.5%	25.3%	5.6%

**An Offender Case Management Plan includes:-**

- An overall workplan which is informed by LSI –R and any other assessment instruments used.
- A summary of offending related problem areas as identified in the assessment.
- A summary of issues relating to ‘risk of harm’ as identified in assessment where relevant and what changes are required by the end of the period of supervision to address ‘risk of harm’.
- What is required of the offender/probation service/others including community resources to achieve these changes.
- A workplan review.

# Case Study



In April 2010 Alan was placed on 2 years supervision by the Court for theft.

June 2010 a case management plan was drawn up based on the Probation Officer's assessment and Alan was assessed using the LSI-R as being at high risk of re-offending.

The assessment identified problems with drug use, housing, emotional instability, training and employment needs and a criminal peer group.

The Probation Officer worked with Alan to deal with each of the identified problems; linking Alan to a drug treatment facility and a service dealing with homelessness.

The Probation Officer also worked specifically with Alan about his offending and relapse prevention, victim awareness, his coping skills and his worklife.

Alan completed a drug treatment programme, commenced a college course and found accommodation.

A further risk assessment was undertaken in October 2011 and it found that Alan's risk of re-offending had dropped.

The Probation Officer had been seeing Alan weekly and at this time reduced this to fortnightly.

There were no new offences during this time.

Alan completed his supervision in April 2012

Probation Officers also work in prisons, primarily with prisoners for whom the Service has a statutory responsibility and will be managed by the Service on their release. This includes those on Part Suspended Sentence Supervision Orders (PSSOs), sex offenders with Post Release Supervision Orders (PRSs), Life Sentenced and prisoners eligible for consideration by the Parole Board for release.

In October 2011 the multi-disciplinary team comprising prison staff, health professionals and Probation Officers at Mountjoy Prison were presented with a prestigious award by the World Health Organisation (WHO) in recognition of the success of an initiative for prisoners with mental health problems.



Above: David Williamson, Probation Service; Edward Whelan, Governor, Mountjoy; and Dr Damian Mohan, National Forensic Mental Health Service.

The “WHO Health in Prison – Best Practice Award” recognises the success of opening a high-support unit for prisoners with mental health problems so they can be managed in a safe environment. It has been estimated about 6 per cent of prisoners on remand have mental health problems, while 4 per cent of sentenced prisoners require psychiatric treatment.

Commencing in October 2011 the Probation Service worked with the Irish Prison Service to launch the Community Return initiative on a pilot basis. This was one of the recommendations of the Thornton Hall Review Group. Following assessment in prison, offenders are released on temporary release with a condition that they perform an agreed number of days community work in lieu of the remainder of their sentence.

## YOUNG PERSONS PROBATION

*In 2011 the Service received 914 new requests for reports and 947 Probation Supervision type orders for young offenders.*

In 2011 Young Persons Probation (YPP) continued to work within the Children Courts providing assistance, assessments and the supervision of orders under the Children Act, 2001 (as amended).

During the year a number of new YPP Programmes were introduced including ‘Victim Empathy’ where Judge Leonard presented certificates to young people who completed the programme. Other new YPP initiatives were the Parents’ Plus parenting programme, the Strengthening Families programme, Parent-to-parent mentoring and the enhancement of the Restorative Justice Project in Limerick. This project involved victims and communities in restorative panels addressing young people about the consequences of their actions and the harm caused.

Restorative practice was a key theme in 2011 for YPP and we have ensured that all probation officers have been trained in this approach.

An interagency approach is a prerequisite in working with young people and their families and YPP continued to play its part in the development of the Children Services Committees as part of the strategy of the Office of the Minister for Children and Youth Affairs. In this crucial area we built on our partnerships with our colleagues in the IYJS, the HSE, An Garda Síochána and the Children Detention Schools, making sure the Courts were provided with the best available information to inform their decisions, ensuring detention as a last resort. YPP staff have also contributed to restorative practice in schools in the Limerick area.

Where detention was deemed necessary, we worked closely with the IPS in the through-care of the young person, both at the point of entry to detention, during the period in custody and on return to the community. Feasible, robust and comprehensive community supervision plans were offered, enabling young offenders return to their communities at the earliest appropriate time.

*YPP Services to young people and their families included:*

<ul style="list-style-type: none"> <li>• Individual young person supervision and advocacy by YPP Officers.</li> </ul>	<ul style="list-style-type: none"> <li>• Parent –to-parent mentoring support.</li> </ul>
<ul style="list-style-type: none"> <li>• Parent support by YPP Officers.</li> </ul>	<ul style="list-style-type: none"> <li>• Addiction interventions.</li> </ul>
<ul style="list-style-type: none"> <li>• Offending behaviour group work.</li> </ul>	<ul style="list-style-type: none"> <li>• Social and vocational skills development.</li> </ul>
<ul style="list-style-type: none"> <li>• Sex offender treatment group work.</li> </ul>	<ul style="list-style-type: none"> <li>• Adventure sports and activities.</li> </ul>
<ul style="list-style-type: none"> <li>• Restorative Justice Interventions incorporating victims and victim perspectives.</li> </ul>	<ul style="list-style-type: none"> <li>• Counselling.</li> <li>• Outreach street work.</li> </ul>
<ul style="list-style-type: none"> <li>• Volunteer Mentoring to develop pro-social thinking and behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>• Cognitive based offender behaviour programmes.</li> </ul>

## COMMUNITY SERVICE

The Criminal Justice (Community Service) (Amendment) Act 2011 was commenced on 1st October 2011. The Act requires judges, when considering imposing a sentence of imprisonment of up to 12 months, to first consider the appropriateness of community service as an alternative to imprisonment.

The Minister for Justice and Equality in announcing the commencement of the Act said:

"This Act will address those concerns that the sanction of Community Service Orders is not being sufficiently used by our courts in the sentencing of offenders. Increasing the use of community service delivers financial savings, diverts from the prison system offenders considered appropriate for community service and whose imprisonment is a substantial expense to the state and provides reparation in the form of unpaid work to the benefit of the community".

Instead of a prison sentence, convicted offenders over 16 years of age may be given the opportunity by the Court to perform between 40 and 240 hours of unpaid work for the community. Community Service is a direct alternative to a prison sentence and an Order will only be made by the Judge where a custodial sentence has first been considered. Community Service participants completed a wide variety of activities during 2011 in order to complete their Community Service Order and pay back to society. Some of these activities offered opportunities to learn new skills. Where persons on Community Service Orders expressed an interest in further training or employment there were opportunities for referral to a Training and Employment Officer.

*"Drogheda Service of Older People, incorporating the Cottage Hospital, Boyne View House and Saint Mary's Hospital would like to thank Community Service and acknowledge the invaluable work your service has provided to us in the maintenance and upkeep of grounds and buildings throughout the year".*

*"Community Service has saved us a small fortune in Camphill which is a centre for persons with intellectual disabilities and other special needs".*



Above: Civic reception in Cork to mark the contribution of Community Service to local communities.



*Community Service tasks included:*

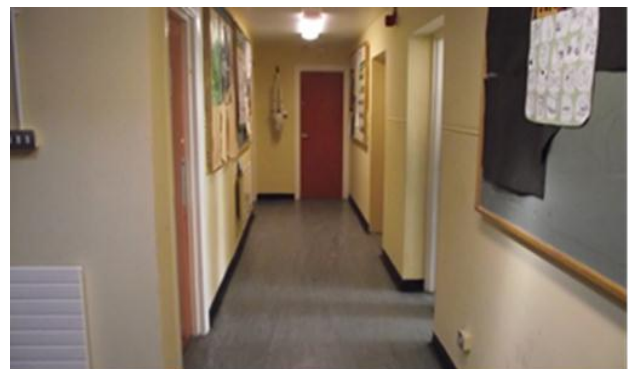
- Graffiti Removal in co-operation with Local Authorities.
- Painting/Decorating/Cleaning/Grounds Maintenance with the Voluntary Sector agencies, such as, homeless services, disability services, youth services, addiction services, sporting organisations, community and day centres.
- Painting/Decorating/Cleaning/Grounds Maintenance in schools, churches hospitals.
- Environmental Cleaning and Landscaping with the Tidy Towns.
- Landscaping and Grounds Maintenance in estates and parklands in association with County Councils.
- Clean Up of the shorefront and beaches.
- Cemetery Maintenance, grass cutting, strimming, weeding and litter collection.
- Creation of a School Garden with raised beds, new pathways, trees etc. for education purposes for children.
- Meals on Wheels and food preparation in association with charitable organisations.
- Repair/Recycling of medical equipment, such as crutches, walking aids in association with the HSE.
- Art/Craft Work for example, repairing church pews, producing mosaic pieces for local organisations.



**Mellows Springs Centre, Finglas, Dublin 11**



**St Thomas Junior Education Centre**



**Blakestown & Mountview Neighbourhood Youth Project**



## COMMUNITY RETURN

Community Return is an incentivised scheme which provides for earned temporary release under which offenders who are assessed by the Irish Prison Service are offered early temporary release in return for supervised community service. Community Return offers conditionally released prisoners through providing unpaid work, an opportunity to repair the harm done by their offending behaviour to the community. Community return works on tasks that would not otherwise be done and which benefits communities, neighbourhoods, voluntary/community and charitable organisations, local schools and a variety of individual members of the community. Community Return commenced as a pilot programme in October 2011 with a target of 130 offenders to be dealt with in the six month period to the end of March 2012.

Initial indicators of outcomes are positive with comments from offenders engaged in Community Return:

*“it’s an opportunity to change lifestyle, no longer a ‘criminal’ , its good as reward for doing well in prison”*

*“it’s good, better than just being thrown out of prison with nothing to do, then it’s easier to fall back into old ways. With community service, it’s preparing you to get back into a good routine, getting up early and being on time”*

*“I found it a good experience, it got me out of prison, something to do, gave me a purpose, something productive to do and a sense of giving something back”*

## COMMUNITY BASED ORGANISATIONS IN RECEIPT OF SERVICE FUNDING

The Department of Justice and Equality, through the Probation Service, provides funding for 46 community based organisations (CBOs) to develop and deliver adult services in their communities. A similar arrangement is in place with the IYJS to provide funding for 15 CBOs for young persons who offend. These initiatives have been developed and supported to meet local needs and enhance the work of the Probation Service in changing offending behaviour.

The network of CBOs and Projects plays an important role for the Probation Service, by adding a further dimension to services and supports that the Probation Service can offer offenders and their communities in reducing re offending and increasing public safety.

The Service published Internal Control Guidelines and Policy Document for CBOs in 2011 to assist in implementing internal controls. Training was provided in relation to these guidelines and policy documents.

An online reporting application for CBOs accessed through the Probation Service website was developed. The application is to go live in January 2012. This will facilitate the business planning process, reporting on the progress of CBO clients and the management of Probation Service funding. Training was also provided on this application.

## **RESTORATIVE JUSTICE:**

The report from the National Commission on Restorative Justice highlighted the benefits of a restorative justice approach to criminal behaviour for victims and offenders. The report - drawn up under the chairmanship of Judge Mary Martin - states that the implementation of Restorative Justice on a nationwide basis would make a positive contribution to the lives of all citizens, victims, offenders, their families and that communities can benefit from a new approach to criminal justice sanctions.

In June 2011 the Probation Service commenced a pilot scheme to test a range of restorative interventions for adult offenders. This involved the expansion within existing budgets of two restorative projects. Restorative Justice Service based in Tallaght has now been extended to the Criminal Courts of Justice and to the Courts in South County Dublin. The Nenagh Community Reparation Project has extended to the Courts in North Tipperary.

The response from all stakeholders has been very encouraging and the benefits of a stronger partnership between the statutory and community sector are evident. A report on the pilot will be completed in July 2012.

## **VICTIMS:**

In conjunction with the Commission for the Support of Victims of Crime, the Probation Service has continued to focus on the effective implementation of the recently revised Victim Charter. A key priority was to increase the understanding of Probation interventions by the voluntary agencies who work directly with victims.

- Following the publication of the revised Charter, a Victim Services Co-ordinator role has been established. The co-ordinator has provided guidance to staff in respect of victims issues and has engaged on a one to one basis with victims who requested assistance.
- The Service issued revised Guidelines on the preparation of Victim Impact Reports in July to support staff in the preparation of high quality reports which are sometimes requested by the courts.
- Training on Restorative Practices, a victim/community centred approach for work with adult and youth offenders was undertaken with staff.

## STRATEGIC OVERVIEW

The Probation Service is committed to excellence and the use of best evidence probation practice in delivering our services. Within an increasingly challenging external environment in 2011 we worked to further build our programme from both an effectiveness and an efficiency perspective.

### 1 STRATEGIC GOAL – REDUCE RE-OFFENDING AND PREVENT FURTHER VICTIMISATION THROUGH THE PROMOTION AND DELIVERY OF COMMUNITY SANCTIONS.

Our work with offenders is built on purposeful professional relationships designed to reduce reoffending, promote positive change in offending behaviour and enable re-integration into communities. Our aim is to reduce the risk of reoffending and harmful behaviour through quality assessment and effective supervision using a range of innovative and evidence led interventions. Reducing re-offending means fewer victims and adds significantly to the well being of our communities as offenders become more productive members of society.

Over the last year the Probation Service has worked towards achieving this strategic goal by:

- Expanding the range of innovative and evidence led interventions delivered by the Service nationally:-

To ensure probation intervention is both appropriate and directed to where it can be most effective, all work referred to the Probation Service begins with an assessment. The Probation Officer assesses the risk a person poses to society and the factors that need to be addressed to reduce these risks.

Probation Officers manage offenders in the community on a range of community sanctions and during 2011 we continued to implement appropriate case management procedures based on the Service prioritisation framework and level of risk of reoffending. This included the development of a further range of risk assessment instruments, including Health and Safety Risk Assessment and Risk of Serious Harm instrument.

The Service continued to contribute to the development of multi agency responses to the management of specific offender groups, such as young offenders.

- Developing initiatives to break the cycle of offending, providing alternatives to custody and enabling re-integration of offenders.

The Service continued to build on the flexibility of Community Based Organisations to respond to the changing needs of the Criminal Justice System and Offenders. Initiatives have been developed to support local needs and to enhance the work of the Probation Service in changing offending behaviour. Specialised initiatives provided by the Community Based Organisations enable better choices for the offender facilitating reintegration and rehabilitation.

The Service has worked with the IPS to further develop interagency co-operation and co-ordination in offender management, in the community and in custody. Probation Officers provide services in all the prisons and places of detention, working with offenders to reduce their risk of reoffending, and helping them in their progress to resettlement after release. The Service also supervises ex-prisoners every day in the community, following their release. These individuals are generally on court ordered post custody supervision, or supervised Temporary Release. In all of this, the Service works extremely closely with the IPS on an ongoing basis, to maximise our joint co-ordination and effectiveness. In October 2011 the Service in conjunction with the IPS commenced a new pilot programme *Community Return* to allow prisoners on early release undertake unpaid work in the community as part of their prison sentence.

- Contributing to the development of Policy initiatives through the promotion of the significant role of community sanctions in the reduction of re-offending and as an option for Courts as well as an effective sentencing alternative to custody.

In 2011 the Service conducted a major piece of Research, 'Drugs and Alcohol Misuse Amongst the Adult Offender Population'. Work was ongoing throughout the year with the Central Statistics Office (CSO) in relation to a data matching exercise which will allow for measuring of effectiveness.

During 2011 the Service participated in the second Public Protection Advisory Group (PPAG) seminar in conjunction with the Probation Board for Northern Ireland. We continued to work closely with a wide range of partner departments and agencies including those in the statutory, voluntary and community sectors to achieve mutual goals of building a better and safer society.

## **2 STRATEGIC GOAL –REDUCE CRIME AND PROMOTE SOCIAL INCLUSION THROUGH STRENGTHENED STRATEGIC ALLIANCES AND PARTNERSHIPS.**

Many offenders under the management of the Service have complex needs such as alcohol or drug problems, serious mental health difficulties, significant learning disabilities and dysfunctional backgrounds which impact on offending. Cross organisational co-operation and goal sharing with a collaborative approach across a range of agencies facilitates rehabilitation and re-integration into communities. There is a recognised need for a coordinated multi agency approach, while also acknowledging the important contribution that the voluntary and community sectors make. Over the last year the Probation Service has worked towards achieving this strategic goal by:

- Contributing to a Criminal Justice wide co-ordinated and integrated system of offender management.

The Service works closely with other agencies of the criminal justice system in this and other jurisdictions and other relevant bodies such as the Health Service Executive (HSE), Vocational Education Committees, Local Authorities as well as the voluntary and community sector to make communities safer. In recent years, the level of co-operation between the Probation Service and An Garda Síochána has been further extended. Examples include the Sex Offender Risk Assessment and Management (SORAM) system already being piloted across five areas, and due for further expansion in 2012; joint training in risk assessment instruments and restorative practice; and co-operation in the implementation of integrated case management in cases involving young people. In addition, improved communication and information sharing in relation to supervision of offenders after release from custody, and high risk offenders, is being further developed.

We also have a key role to play in co-operation with other agencies in response to domestic violence which must be addressed through a co-ordinated approach.

- Work with local, National and European Partners to develop and deliver effective services to reduce reoffending.

We work closely with probation services and related organisations in other jurisdictions, to increase co-operation as well as mutual learning and development. In this regard during the year we had a visit from the UK and a delegation from Scotland.

The Service is a long standing member of the [CEP \(Conférence Permanente Européenne de la Probation\)](#) which is a European wide organisation of Probation and related services committed to enhancing the profile of probation and to improving professionalism in probation on a national and a European level. CEP aims to promote the social inclusion of offenders through community sanctions and measures.

The Probation Service and the CEP jointly hosted the Directors General of Probation Conference on 24<sup>th</sup> and 25<sup>th</sup> February 2011 in Dublin Castle. The theme of the conference was 'Maximising Probation Resources in a Changing European Environment' and provided an opportunity for the 45 delegates from 24 countries to share experiences and find solutions.



**Directors General of Probation Conference, Dublin Castle**

The conference took place over 3 days beginning with a study visit to the Probation Service in Haymarket, Dublin. The programme included a number of international speakers addressing the challenges facing their organisations in the current economic climate and within the European context. Identifying some of the obstacles and outlining strategies to manage in this changing environment the conference guided delegates to agree their priorities for the next two years providing a unified voice through CEP to communicate on probation across Europe.

The Service is also participating in a number of EU funded projects including:

(a) a project aimed at supporting the implementation of the Council Framework Decision 2008/947/JHA on the application of the principle of mutual recognition to judgments and probation decisions, with Romania and Italy.

(b) the DOMICE project - the focus of which was to understand, compare and contrast the ways in which different European jurisdictions deliver case management of accused persons and convicted offenders within the respective correctional systems.



In 2011 we further developed strong working relationships with probation organisations internationally. Work continued towards the implementation of the Framework Decision 2008/947/JHA(FD) on the mutual recognition of Probation Measures through the Framework Decision working group comprising representatives of the Service and Department of Justice and Equality. Contacts were maintained on a regular basis with Northern Ireland, the United Kingdom and Scotland.

The Public Protection Advisory Group (PPAG) is a sub-group of the Intergovernmental Agreement Working Group and is jointly chaired by the Director of the Probation Board for Northern Ireland (PBNI) and the Director of the Probation Service. The PPAG held two meetings in 2011 – in April (Dublin) and October (Belfast), at which interagency and cross-border co-operation continued to be developed. A work plan was agreed for the coming twelve months including collaborative initiatives in relation to research and information sharing, work with violent offenders, contributing to speedier criminal justice process, women offenders, and substance misuse.

- Working to improve outcomes for victims and offenders through developing enhanced strategic alliances with the Statutory, voluntary and Community Sector.

The Service has established partnerships with community based projects and initiatives across the country that support and add value to the work of the Service funding community based organisations which support and enhance the objectives and work of the Service.

In 2011 the Probation Service commenced a pilot scheme to test a range of Restorative interventions for adult offenders. This involved the expansion within existing budgets of two restorative projects based in Nenagh and Tallaght. Restorative Justice Service based in Tallaght has extended to the Criminal Courts of Justice and to the Courts in South County Dublin. The Nenagh Reparation project has extended to the Courts in North Tipperary and Limerick.

### **3 STRATEGIC GOAL – ENHANCE ORGANISATIONAL CAPABILITY IN DELIVERING EXCELLENCE AND INNOVATION.**

The Probation Service is committed to achieving its objectives through best corporate governance principles with well defined and managed practices. We support the delivery of these objectives through the effective use of resources and by optimising staff performance and development. During 2011 the Service has worked towards this strategic goal by ensuring:-

- Services were delivered to the highest standards and levels of professionalism.

Staff attended training courses, seminars and conferences pertinent to the business and operations of the Probation Service throughout the year. The Service has ongoing contact with universities in order to promote and inform an evidenced and research based culture of continuous learning and development within the organisation. Professional standards introduced during the year included:

- Revised procedures for the presentation of Probation Service Reports
  - Management of the Probation Order
  - Protocol for Post Release Supervision Orders (Sex Offenders)
- Maximising the benefits of ICT, Research and Data management to enhance Service Delivery.

In 2011 the Service developed an online reporting application for Community Based Organisations which may be accessed through the Probation Service website. This application facilitates the business planning process and the management of funding arrangements. This application is transferable to other agencies who grant aid community organisations. Further work continued on the case tracking system to incorporate changes facilitating Community Service administration. The IT unit provides and maintains a range of IT services which supports the operational and strategic functions of the service.

- Effective management of resources achieving value for money.

During the year the Service ensured effective management of staffing resources through the redeployment of staff and realignment of Teams to identified priority areas. We availed of shared procurement opportunities including National Procurement Service contracts and Department of Justice and Equality tenders and framework agreements achieving value for money.



## PERFORMANCE MEASUREMENT

IMPLEMENTATION OF COMMUNITY SANCTIONS AS AN EFFECTIVE SENTENCING OPTION TO REDUCE REOFFENDING AND PREVENT FURTHER VICTIMISATION	
Extension of risk based approaches to the management of offenders.	<ul style="list-style-type: none"> <li>• An initiative for working with lower risk offenders was introduced and piloted in 5 locations.</li> <li>• A review of the Court Duty System was undertaken with recommendations for more efficient use of Probation Officer time.</li> <li>• Delivery of 796 Same Day Community Service Assessment reports in the year.</li> </ul>
Develop and implement group and individual programmes to address offending	<ul style="list-style-type: none"> <li>• Pilot offending behaviour programme completed in Dublin and Cork.</li> </ul>
Provide alternatives to custody and enable re-integration of offenders	<ul style="list-style-type: none"> <li>• New systems for community service introduced nationally.</li> <li>• A Community Return pilot, in conjunction with Irish Prison Service, was commenced on 3<sup>rd</sup> October 2011.</li> </ul>
Develop initiatives to break the cycle of offending	<ul style="list-style-type: none"> <li>• A pilot scheme to expand restorative Justice was commenced.</li> </ul>

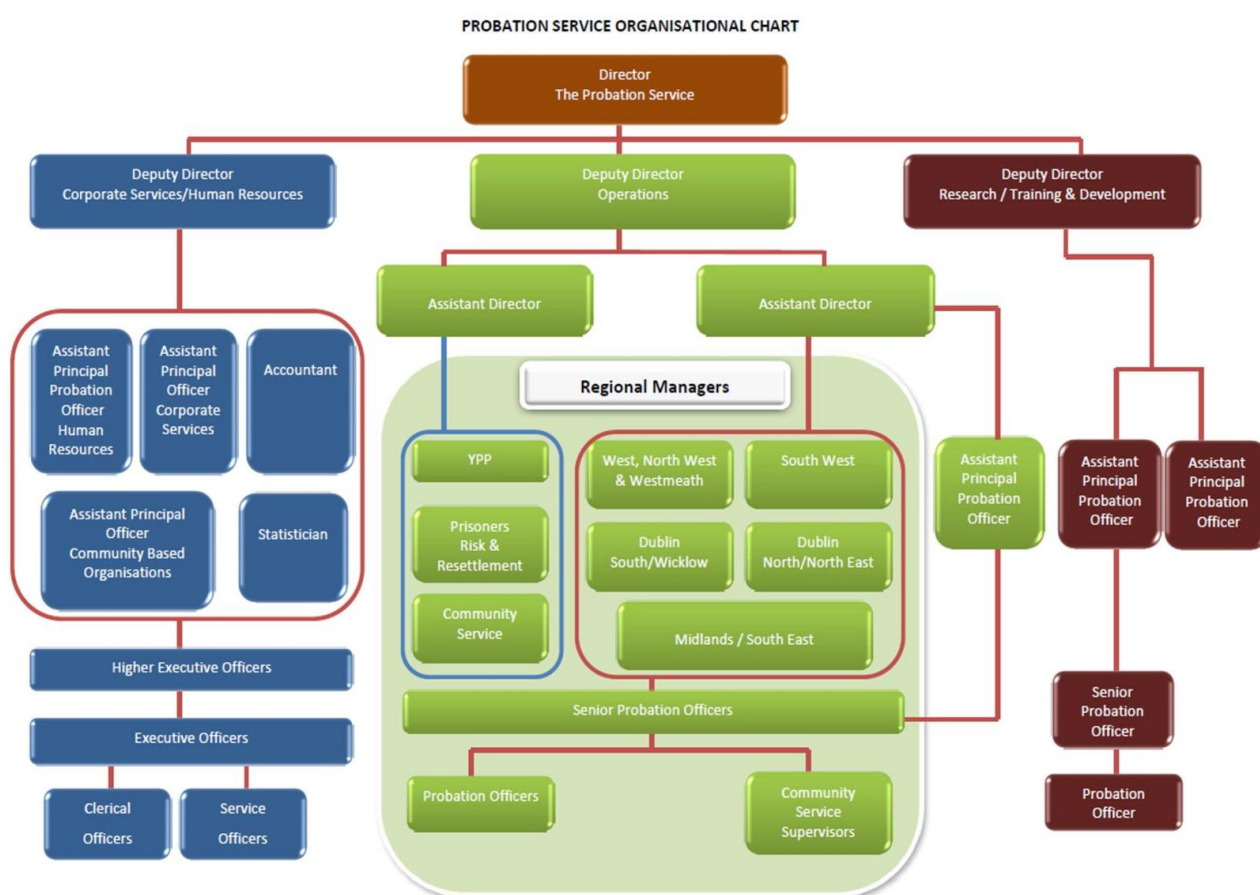
STRATEGIC ALLIANCES AND PARTNERSHIP IN ADDRESSING CRIME AND PROMOTING SOCIAL INCLUSION	
Develop alliances in relation to Criminal Justice and other relevant agencies nationally and internationally	<ul style="list-style-type: none"> <li>• In conjunction with the CEP the Service co-hosted the European Directors General Conference in Dublin Castle.</li> <li>• The work on the implementation of the Framework Decision on the harmonisation of supervision arrangements was progressed through working group and the EU funded project with Romania and Italy.</li> <li>• Representation continued on the CEP Board</li> </ul>
Contribute to multi-agency responses to offending	<ul style="list-style-type: none"> <li>• In collaboration with An Garda Síochána a review of SORAM (Sex Offender Risk Assessment and Management) was undertaken with a recommendation for an extension of the programme to other areas.</li> <li>• Funded projects provided a Victim Empathy programme for work with young persons.</li> </ul>

## ENHANCED ORGANISATIONAL CAPABILITY IN DELIVERING EXCELLENCE

<p>Deliver services to highest standards and levels of professionalism</p>	<ul style="list-style-type: none"> <li>• A Customer Service Survey was completed in Haymarket, Waterford, Limerick and Galway.</li> <li>• The website was reviewed and refreshed.</li> <li>• Professional standards for probation practice were introduced in the following areas:             <ul style="list-style-type: none"> <li>○ Revised procedures for the presentation of PSRs</li> <li>○ Management of the Probation Order</li> <li>○ -Protocol for PRSO (Sex Offenders)</li> </ul> </li> <li>• Routine internal auditing on data quality has been undertaken with revised procedures produced.</li> <li>• The Service has been working with State Claims Agency to achieve Service wide Health and Safety standard.</li> </ul>
<p>Maximise the benefits of ICT, research and data management</p>	<ul style="list-style-type: none"> <li>• A Workload Tracking System was developed to support new work practices and to provide real time management information.</li> <li>• A web based management information system for funded projects was introduced.</li> <li>• 2 national surveys were held:             <ul style="list-style-type: none"> <li>○ Foreign national survey</li> <li>○ Drug and alcohol survey</li> </ul>             Work with the Central Statistics Office on data matching undertaken.           </li> </ul>
<p>Effective management of resources</p>	<ul style="list-style-type: none"> <li>• 2 e-learning programmes were delivered - time management and information security.</li> <li>• A number of Service contracts were procured through the Department's centralised system.</li> </ul>

The Corporate Affairs directorate has a wide range of responsibilities including Human Resources, Information Technology, Finance, Estate and Facilities Management, Research, Learning and Development and Information and Statistics. The work of the directorate supports our frontline staff in the delivery of a quality service. The Probation Service is committed to best corporate governance principles with well-defined and managed practices that takes account of stakeholders and ensures ethical standards are met.

## Organisational Structure



Probation Service Organisational Structure, December 2011

## FINANCE

The Probation Service was allocated a budget of €41.253 million for 2011; actual expenditure was €38.336 million delivering savings of €2.917 million in the year. Pay accounted for approximately 62% of the Service's expenditure. The other most significant area of expenditure was Services to Offenders (Current and Capital) which accounted for 25% of the overall budget.

The primary function of the Finance Division of the Probation Service is the financial management of resources available to the Probation Service. The Finance Division has responsibility for the following areas;

- Financial management and planning
- Financial reporting and budgetary control within the Probation Service
- End of Year Reporting to Department of Justice and Equality
- Provision and management of financial management systems
- Procurement and Supplier contract management
- Employee allowances and expenses
- Financial Management of Probation Service funded community based organisations

### Financial Management

During 2011 the Probation Service continued to provide monthly financial reports to Directors and quarterly financial management reports for Regional Managers. The Probation Service continues to enhance financial reporting and develop systems of financial management to deliver effective monitoring of expenditure and improved financial management and control.

### Costing

The Service developed a costing model to calculate the Unit Cost of Assessment Reports to Court and Unit Cost of Supervision.

1. The overall Unit Cost of Assessment Reports to Court based on 2010 data is summarised in the following table:

	<b>Community Service Report</b>	<b>Pre-Sanction Report District Court</b>	<b>Pre-Sanction Report Circuit Court</b>
<b>Unit Cost per report</b>	€300	€1,000	€1,700

2. The overall Unit Cost of Supervision based on 2010 data is summarised in the following table:

	<b>Probation Order</b>	<b>Supervision during deferment of penalty</b>	<b>Community Service Order</b>	<b>Part Suspended Sentence Supervision Order (PSSSO)</b>	<b>Post Release Supervision Order (sex offender)</b>
<b>Unit Cost per annum</b>	€5,000	€6,200	€2,200	€5,500	€6,900

The Probation Service continues to monitor purchasing expenditure, review purchasing requirements and consolidate the purchasing of goods and services to ensure better value for money.

**Savings in purchasing have been achieved by:**

- Negotiating discounts from larger suppliers and availing of lower prices in a more competitive market.
- Reducing the amounts payable for goods and services by using centralised framework agreements and tenders arrangements in place.
- Managing stocks of stationery and ICT consumables more efficiently by implementing centralised purchasing arrangements.

**Savings in other operational areas have been achieved by:**

- Review and renegotiation of lease arrangements
- Review of work practices and procedures.

## HUMAN RESOURCES

Throughout 2011 the Probation Service continued to respond proactively ensuring effective management of resources. This involved the redeployment of staff and realignment of teams to identified priority areas. We aim for a high quality service to all stakeholders maintaining service delivery at the frontline.

The Unit is engaged on an on-going basis with HR Division in the Department of Justice and Equality on various staffing issues. The Performance Management and Development System which has been embraced by grades at all levels continued to be an integral part of the HR Management systems. On 1<sup>st</sup> May 2011 the Probation Service launched the Civil Service Attendance Management Policy nationally. This was facilitated through presentations at team and regional meetings. Since the introduction of the policy statistics show a 10% reduction of absenteeism compared to the previous year.

The Probation Service acknowledges that the health and wellbeing of all employees is vital to achieving a positive working environment and minimising absenteeism. During the year the HR Unit in the Service promoted a positive and healthy working environment through a Health and Well Being Programme. This programme included

- Health checks facilitated by the Civil Service Occupational Health Department (CSOHD).
- Positive mental health initiatives.
- Promotion of Healthy eating.

A multicultural survey was repeated in 2011 following on from an extensive survey in 2009. Results are to be published in 2012.

## CUSTOMER SERVICE

The Probation Service is committed to the delivery of a quality service to all customers in accordance with our Customer Service Charter and the Public Service Reform commitment to have 'Customer Service placed at the core of everything we do'.

A survey was carried out from 5<sup>th</sup> to 9<sup>th</sup> December in the Galway, Limerick and Waterford offices as well as the Haymarket office in Dublin. The regional offices were selected to ascertain the broader national views of clients. All clients visiting the offices were invited to participate with administration staff available to assist as required.



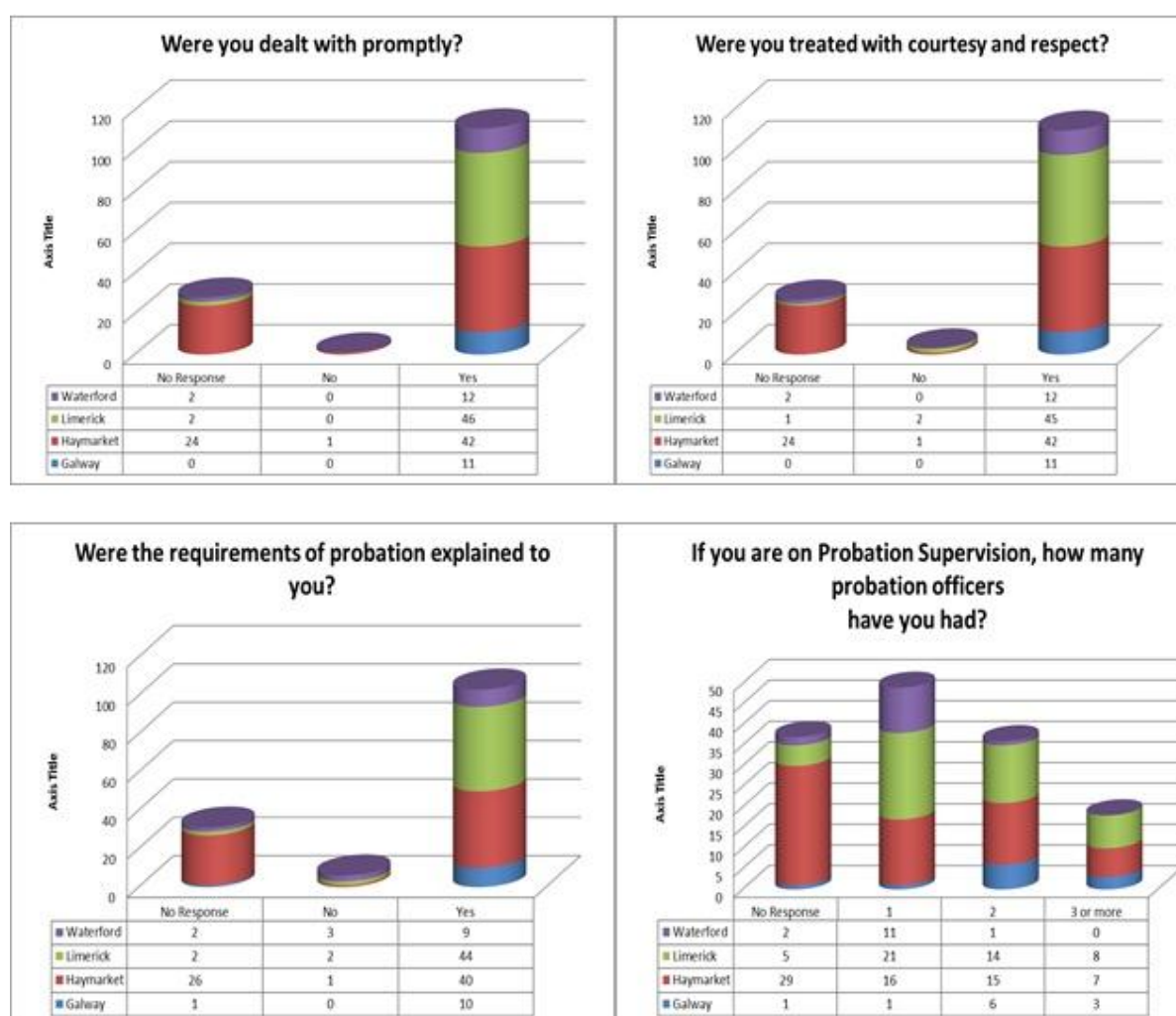
## Findings:

- The findings of the survey are very positive for the Probation Service with high levels of satisfaction being recorded since the previous survey.
- Clients reported that they are receiving a high standard of service, being dealt with promptly and in a fair and open manner. It is acknowledged that clients are being treated with courtesy in a helpful and professional manner.
- The results for some key of the key questions are represented in the graphs on the next page.

## Actions:

Priority actions for 2012 will be to review the Customer Service Action Plan and to promote awareness of our Customer Service policies taking cognisance of the survey information.

Consideration will be give to repeating a Customer Service Survey in two years.



- 79% of clients stated that they were dealt with promptly.
- 79% of clients stated that they were treated with courtesy and respect.
- 69% are satisfied with the progress they are making.
- 35% of clients had only one probation officer.



## STAFF TRAINING

During 2011 the Research, Learning & Development Unit facilitated training courses, seminars and conferences aligned to the business and operations of the Probation Service, ensuring staff are resourced and competent to meet business goals in a professional and efficient manner. A list of training provided in 2011 is set out in the following table:

TRAINING COURSES PROVIDED IN 2011	
• Pro-social Modelling	• The Management and Supervision of sex offenders
• Legislation and Breach	• Sex Offender
• Effective interventions with offenders	• Autism in Offenders
• Occupational training for C.S.	• Challenging Behaviour
• Principles of Probation Practice in Working with Substance Misusers	• Domestic Violence
• Management Training	• Child Protection Policy
• E-Learning Programmes	• Lunch Time Journal Club
• Induction for new staff & managers	• Risk Assessment

In 2011, the Probation Service facilitated approximately 50 social work student practice placements. Many probation officers also function as social work practice teachers within the organisation. Placements are provided to students pursuing the professional social work programmes in University College Dublin, Trinity College Dublin, University College Cork and National University of Ireland Galway. Practice placements are a core element in the professional training of social work students and are usually of a 14 week duration.

Providing such a facility to the universities is an example of the Probation Service' commitment to facilitating ongoing learning and development within the social work profession.

## RESEARCH

In 2011 the Service facilitated students and researchers who wished to avail of research opportunities within the organisation. The Service conducted research on 'Drugs and Alcohol Misuse Amongst the Adult Probation Population'. An Independent Researcher collated information which had been gathered through an anonymised survey of cases on probation supervision on 1<sup>st</sup> April 2011. This report will be presented to the Department of Justice and Equality in 2012.

Working with our colleagues in the Probation Board for Northern Ireland we contributed to the PPAG annual seminar held in Antrim. We also jointly published the Irish Probation Journal which was launched at this event.

## CORPORATE SERVICES

Corporate Services continued to provide business support nationally encompassing administrative support, Health and Safety, Information Management, Estate and Facilities, IT and procurement.

- **Health and Safety**

Health and Safety within the Service continued to be a priority. Following on from the State Claims Audit in 2010 an implementation group was formed to action the recommendations arising. To date 21 of these recommendations have been implemented with 8 on-going.

- **Estate and Facilities**

During 2011 Estate and Facilities liaised on an on-going basis with the Office of Public Works and Regional Managers on the management of Probation Service estate throughout all our offices nationwide.

- **Information**

Information and communication requests are co-ordinated through Corporate Services. A dedicated FOI and Data Protection unit facilitates prompt and efficient responses to requests for personal information and information about the Service and its work.

### INFORMATION REQUESTS 2011

FOI	<b>19</b>
Third Party	10
FOI Appeals	2
Total	31
Data Protection	<b>27</b>

PRESS QUERIES	<b>20</b>
PQS	<b>55</b>
OTHER	<b>116</b>
<b>Total for year</b>	<b>191</b>

- **Information Communication Technology**

The IT unit in the Probation Service provides and maintains a range of IT services which support the Operational and Strategic functions of the Service.

In 2011 the Unit worked very closely with the Community Based Organisations Unit to progress the development of the online reporting application for CBOs. This development will facilitate the business planning process, reporting on the progress of clients and the management of funding. IT provided training on this reporting application to staff in the CBOs.

During the year the Case Tracking System (CTS) was further developed to provide a more complete offender tracking system. In particular working closely with the Community Service Unit the CTS was enhanced to incorporate requirements arising from the new model of Community Service. These enhancements will also facilitate information management for Community Return launched in October 2011.

To assist in the ongoing management of caseloads and in the prioritisation of work and resources the CTS was also expanded to show the up to date status of team and regional caseloads. This Workload Tracking System was developed in 2010 in consultation with the Service Statistician and went live on 28<sup>th</sup> February 2011.

- **Management Information**

The Probation Service recognises the importance of quality data, statistics and analysis to inform and support the implementation of key policies and delivery of quality frontline services. The production of high quality data by the Service contributes to the overall information obtained by the Justice Sector. In addition this allows for a more integrated approach to information sharing between partner organisations.

During 2011 the Probation Service prioritised the provision of information on service delivery and all island data. The Workload Tracking System developed in conjunction with the Service Statistician has greatly facilitated the management of Cases and Resources.

The Probation Service continued to work very closely with the Central Statistics Office on a Data Matching project. Following this Data Matching project it is envisaged that a Report on Recidivism Rates will be prepared in 2012.

This information is essential to the work of the Service in contributing to public safety and improved customer service.

- **Procurement**

In 2011 the Probation Service continued to avail of shared procurement opportunities, where feasible, including National Procurement Service contracts and Department of Justice and Equality tenders and framework agreements to reduce the cost of goods and services.

# Appendices

# GLOSSARY OF TERMS

## ASSESSMENT

Probation Officers deliver an offender assessment service to Courts to assist in sentencing decisions, particularly where probation supervision or community service is being considered. There are two main types of offender assessment report:

**PRE-SANCTION REPORT (PSR)** These are also known as ‘probation reports’, assessing suitability for a community sanction and issues relevant to reducing reoffending. Building on the findings of structured risk assessment, probation reports outline the underlying factors in the offending behaviour, the offender’s attitude to the crime and motivation to change, and action to be taken to help prevent further offending.

**COMMUNITY SERVICE REPORT (CSR)** These reports assess suitability of an offender to do unpaid work in the community instead of going to prison.

## SUPERVISION OF OFFENDERS

### PROBATION ORDERS

Probation Orders are one of a range of options open to courts when sentencing individuals found guilty of criminal behaviour. Offenders give an undertaking to the court that they will be of good behaviour; avoid further crime; adhere to the conditions of the order and to follow the directions of a supervising Probation Officer, who will monitor and help them to stay out of further trouble.

### COMMUNITY SERVICE ORDERS

Instead of a prison sentence, convicted offenders over 16 years of age may, instead, be given the opportunity by the Court to perform unpaid work for the community. The legislation for Community Service Orders allows a Judge to sentence an offender to between 40 and 240 hours work. Any Order made must be completed within a year. Community Service is a direct alternative to a prison sentence and an Order will only be made by the Judge where a custodial sentence has first been considered.

## **COMMUNITY RETURN**

The Community Return Programme is an incentivised scheme introduced in line with the recommendations of the Thornton Hall Project Review Group which provides for earned temporary release under which offenders who are assessed by the Irish Prison Service are offered early temporary release in return for supervised community service. Officers of the Probation Service assess offenders as to suitability and motivation to complete the community work.

The scheme is applicable to suitably assessed prisoners who are serving sentences of more than one and less than eight years. Those participating are granted renewable temporary release having served at, or after, the 50% stage of their sentence with a condition of their release to undertake community service supervised by the Probation Service.

## **SUPERVISION DURING DEFERMENT OF PENALTY**

Supervision during deferment of penalty is a judicial practice whereby the Court does not proceed to determine the appropriate penalty but instead postpones the decision to a further date, on condition that the offender complies with to the supervision of a Probation Officer and avoids reoffending.

## **POST RELEASE SUPERVISION**

Under the Sex Offenders Act, 2001, Judges can sentence sex offenders to a period of probation supervision following their release from prison. Such offenders are monitored closely. During supervision, the Probation Officer focuses on the offence committed and its implications for public safety, helping the offender to see the past offending behaviour as a problem, identify risk factors and develop strategies and supports to ensure there is no repeat offending.

## **CONDITIONAL SUSPENDED OR PART-SUSPENDED SENTENCES**

Judges can deal with a case by way of a suspended or part-suspended sentence with conditions of probation supervision. This means the Judge may:

- Issue a prison sentence of a number of months or years; and
- Suspend all or part of the sentence for a period of time, conditional on the offender remaining under the supervision of a Probation Officer for the specified time for which the custodial sentence is suspended.

## **SUPERVISED TEMPORARY RELEASE**

The Probation Service supervises some prisoners on temporary release from custody (as provided for in the Criminal Justice Act, 1960 and the Criminal Justice (Temporary Release of Prisoners) Act, 2003) in the community with specific conditions aimed at helping with their reintegration in the community and to avoid further offending. Life sentence prisoners on release in the community are obliged to co-operate and comply with Probation Service supervision as a condition of temporary release. Such prisoners, in the normal course, remain subject to supervision for the remainder of their lives.

## **YOUNG PERSONS**

In addition to the above, there are a variety of disposals managed by the Probation Service specific to young persons who offend, as outlined under the Children Act 2001, as amended. These include family conferencing. A Family Conference is based on principles of restorative justice which, in essence, means healing the harm done to victims, while holding the offender accountable for his or her actions. The aim of the Family Conference is to divert the young person who has accepted responsibility for his/her behaviour from court, conviction and custody, and from committing further offences.

## **ACTION TAKEN IN CASES OF NON-COMPLIANCE WITH COURT ORDERS**

In cases where offenders on supervision fail to comply with the terms of any of the above supervision orders, they are returned to the relevant court to face the consequences. This can include imposition of an alternative penalty, up to and including a custodial sentence.



# FINANCIAL

## FINANCIAL STATEMENT INCOME & EXPENDITURE 2011

		BUDGET PROVISION	PROVISIONAL OUTTURN	SAVINGS	EXCESS
		€000	€000	€000	€000
<b>VOTE 19</b>	<b>JANUARY- DECEMBER 2011</b>				
<b>H1</b>	<b>Salaries, Wages and Allowances</b>	22,524	21,883	641	-
<b>H2</b>	<b>Operational (Travel, Postal &amp; Telecom, Office Premises, Office Machinery)</b>	4,923	4,599	324	-
<b>H3</b>	<b>Services to Offenders</b>				
	Assistance to Voluntary Bodies (Current)	11,522	9,773	1,749	-
	Probation Centres (Capital)	-	23	-	23
<b>H4</b>	<b>Community Service Order Scheme</b>	2,284	2,058	226	-
<b>TOTALS</b>		<b>41,253</b>	<b>38,336</b>	<b>2,940</b>	<b>23</b>

## FINANCIAL STATEMENT INCOME & EXPENDITURE 2010

		BUDGET PROVISION	PROVISIONAL OUTTURN	SAVINGS	EXCESS
		€000	€000	€000	€000
<b>VOTE 19</b>	<b>JANUARY- DECEMBER 2010</b>				
<b>H1</b>	<b>Salaries, Wages and Allowances</b>	23,394	21,826	1,568	
<b>H2</b>	<b>Operational (Travel, Postal &amp; Telecom, Office Premises, Office Machinery)</b>	5,814	4,547	1,267	
<b>H3</b>	<b>Services to Offenders</b>				
	Assistance to Voluntary Bodies (Current)	12,801	8,478	4,323	
	Probation Centres (Capital)	1,300	1,042	258	
<b>H4</b>	<b>Community Service Order Scheme</b>	2,284	2,081	203	
<b>TOTALS</b>		<b>45,593</b>	<b>37,974</b>	<b>7,619</b>	<b>0</b>

## **Prompt Payment of Accounts Act 1997**

The following information is provided in accordance with the Act within the guidelines issued by the Department of Enterprise, Trade and Employment. The Probation Service has procedures in place to ensure that all invoices are paid within the statutory time limit. While the procedures have been designed to ensure compliance with the Act, they only provide reasonable and not absolute assurance against material non-compliance with the Act.

These procedures operate in the financial period under review and, in the case of late payments, the relevant suppliers were notified and the interest due was paid to them.

In accordance with the prompt payment of Account Act, 1997, the following information is provided in respect of the financial period ending December 31st 2011:

### **(a) Payment Practices**

The Probation Service makes payment to suppliers in accordance with the terms specified in the respective invoices or conditions specified in individual contracts, if appropriate. Since 2002 the standard terms are 30 days.

### **(b) Late Payments**

There were no late payments in 2011.

### **(c) Overall percentage of late payments to total payments and total interest paid.**

There was no interest paid in 2011

## Statistics – Overall

Overall	2009	2010	2011
Total number of Offenders dealt with in Community over year <sup>1</sup>			14,845
Total court referrals to the Probation Service	9,675	8,934	9,347
Total number of persons referred from courts to the Service.	8,273	7,800	8,135

New Referrals From Court	2009	2010	2011
Referral for Probation (Pre-Sanction) Reports	6,280	5,470	5,299
Referral for Community Service Reports	1,712	1,960	2,577
Pre-Sanction Reports to consider Community Service	524	377	515
Orders without prior report	1,127	1,099	937
Family Conference	32	28	19

Completed Reports	2009	2010	2011
Probation (Pre-Sanction) Reports <sup>2</sup>		10,501	10,710
Community Service Reports <sup>2</sup>		2,474	2,812
Parole Board - Assessment and Home Circumstances Reports	100	74	108
Repatriation Reports provided to the Department	12	18	20
Victim Impact Reports - Total number of reports Completed	93	40	46

<sup>1</sup>This includes offenders being dealt with at the beginning of the year in addition to new referrals made during the year.

<sup>2</sup> Please note that this includes all progress reports requested from court in addition to initial assessment reports.

## Statistics – Supervision

Supervision	2009	2010	2011
Orders for Supervision made during year	2,865	2,733	2,033
Orders for Supervision During Deferment of Penalty made	2,021	1,965	1,882
Community Service Orders made	1,667	1,972	2,738
Fully Suspended Sentence with Supervision			570
Part Suspended Sentence Supervision Orders made <sup>3</sup>	528	590	434
Post Release Supervision Orders made <sup>3</sup>		33	25
Other Orders <sup>4</sup>			131
Number of life sentence prisoners supervised in the community	66	65	65
Number of sex offenders supervised in the community	154	158	173

## Statistics – Community Service

Community Service	2009	2010	2011
Referral for Community Service Reports	1,712	1,960	2,577
Pre-Sanction Reports to consider Community Service	524	377	515
Total Reports considering Community Service	2,236	2,337	3,092
Referral for Community Service Reports (Same Day)			795
Community Service Orders made	1,667	1,972	2,738
Total number of Community Service Hours ordered in lieu of custodial sentence	252,399	303,210	420,836
Total alternative sentence in years that would otherwise have been served	645	882	1,035

<sup>3</sup> Part Suspended Sentences and Post Release Supervision Orders are only activated upon release from custody.

<sup>4</sup> Other orders are probation type orders not included above and are mostly YPP.

## Statistics – Prisons

Prisons	
Number of prisoners on PSSSOs in prison on December 31 <sup>st</sup> 2011	812
Number of sex offenders in prison on December 31 <sup>st</sup> 2011 that have been in contact with Probation Service.	336
Number of new prisoners in contact with Probation Service during 2011.	499

## Statistics – Young Persons

New Referrals From Court	2009	2010	2011
Referral for Probation (Pre-Sanction) Reports	1,038	979	877
Referral for Community Service Reports	42	36	22
Pre-Sanction Reports to consider Community Service	18	30	15
Orders without prior report		41	13
Family Conference	32	28	19

Supervision	2009	2010	2011
Probation Orders	383	491	350
Orders for Supervision During Deferment of Penalty	418	405	449
Community Service Orders	43	30	44
Fully Suspended Sentence with Supervision			20
Part Suspended Sentence Supervision Orders Made		44	44
Other Orders			128

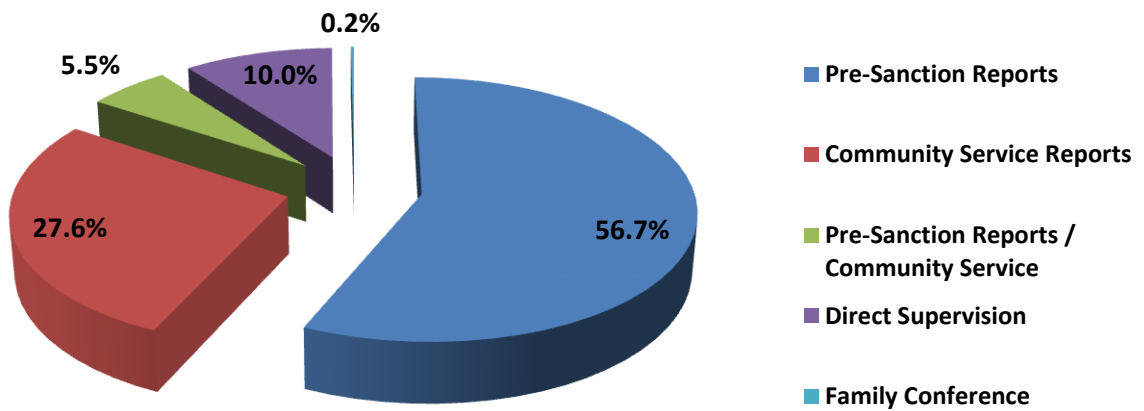
## Age / Gender breakdown of new referrals

Age Category	Gender			%
	Female	Male	Total	Female
12-17	74	818	892	8.3%
18-24	457	3347	3804	12.0%
25-34	436	2380	2816	15.5%
35-44	192	1090	1282	15.0%
45-54	73	342	415	17.7%
>54	25	114	139	18.1%
<b>Total</b>	1258	8089	9347	13.5%

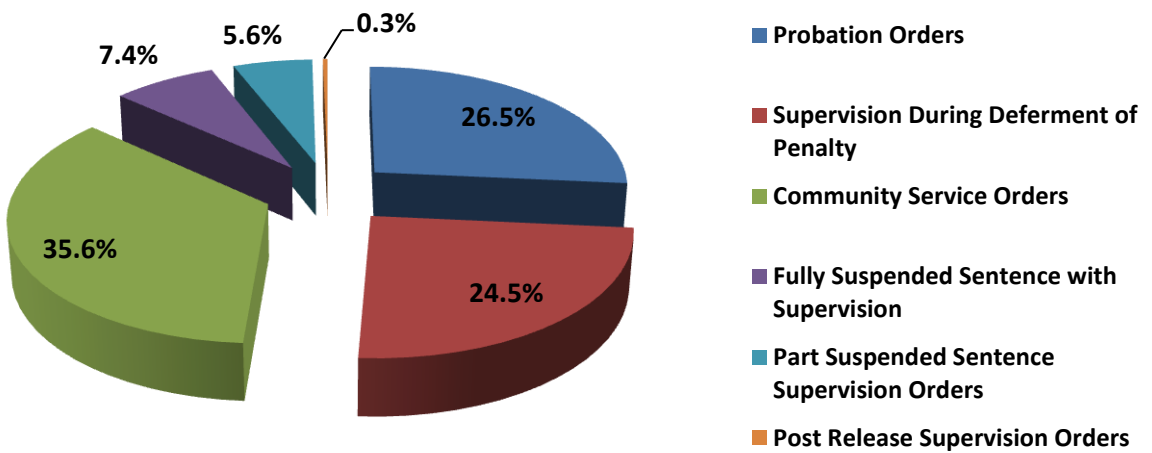
## Supervision – Female offenders

Supervision	2011
Probation Orders	378
Orders for Supervision During Deferment of Penalty	74
Community Service Orders	210
Fully Suspended Sentence with Supervision	55
Part Suspended Sentence Supervision Orders	14
Other Orders	13

## Breakdown of New Referrals 2011

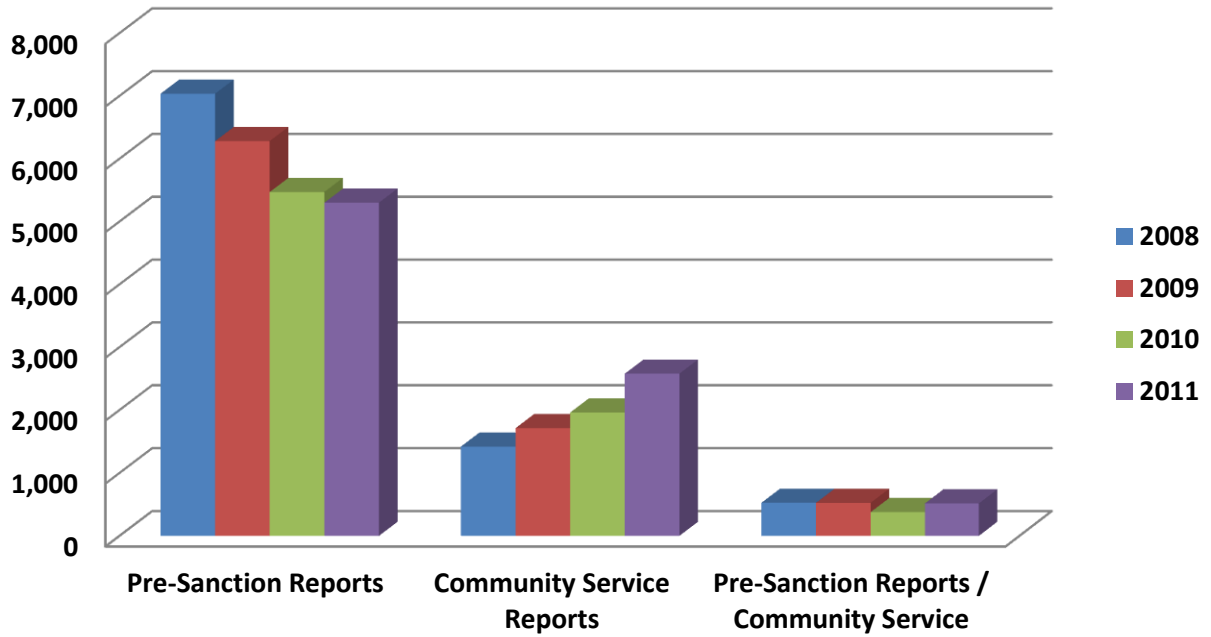


## Breakdown of Court Orders 2011

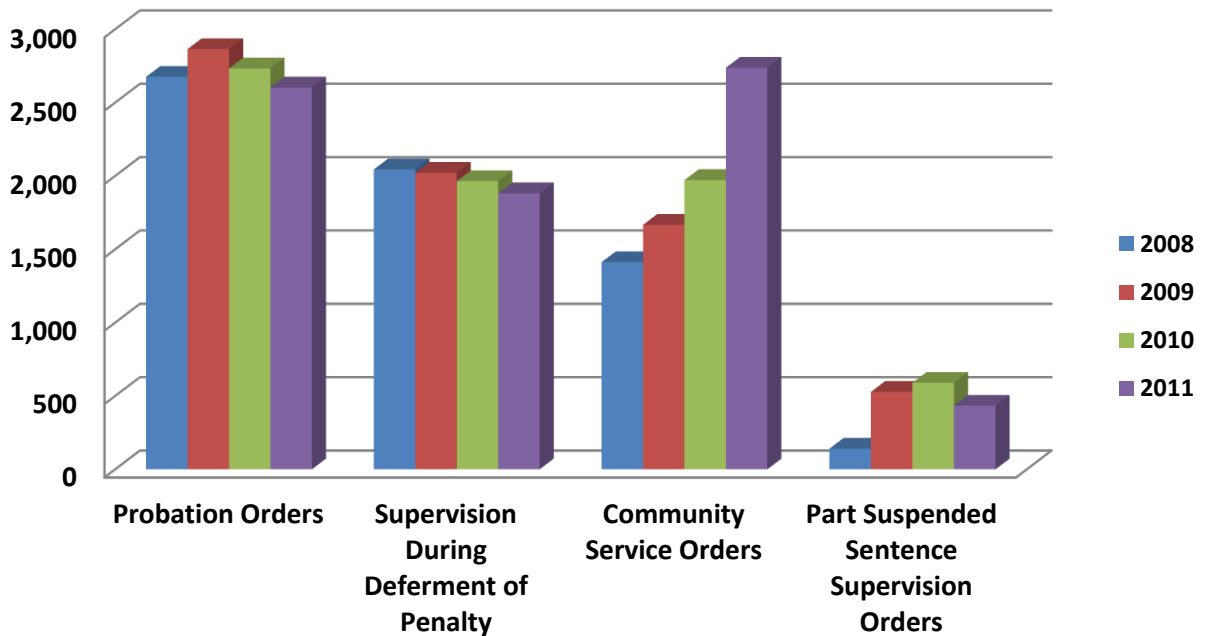




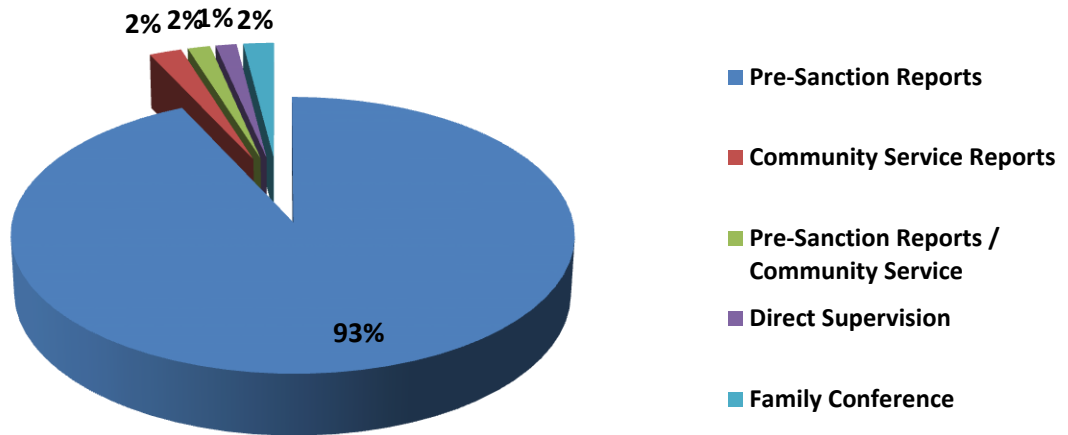
## Trend of Offender Assessment Reports Requested 2008 to 2011



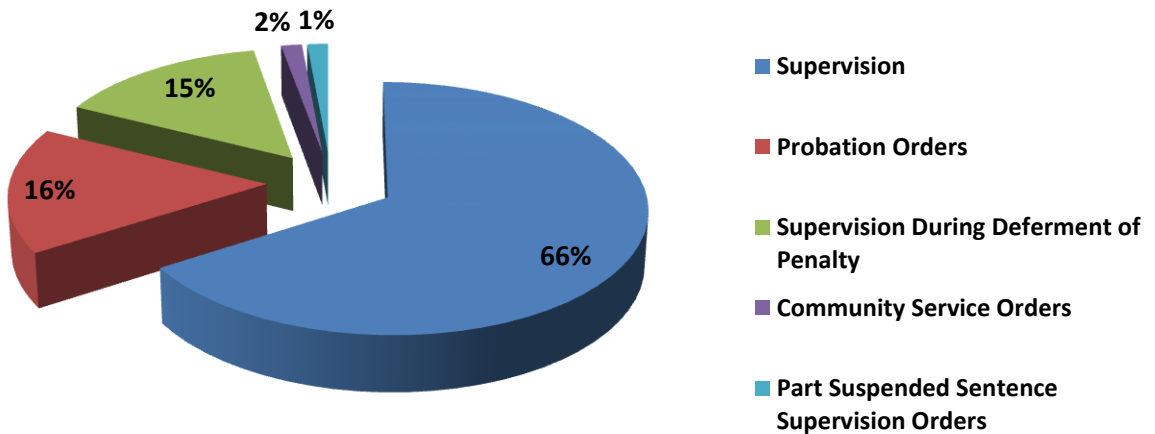
## Trend of Orders Made by Year 2008 to 2011



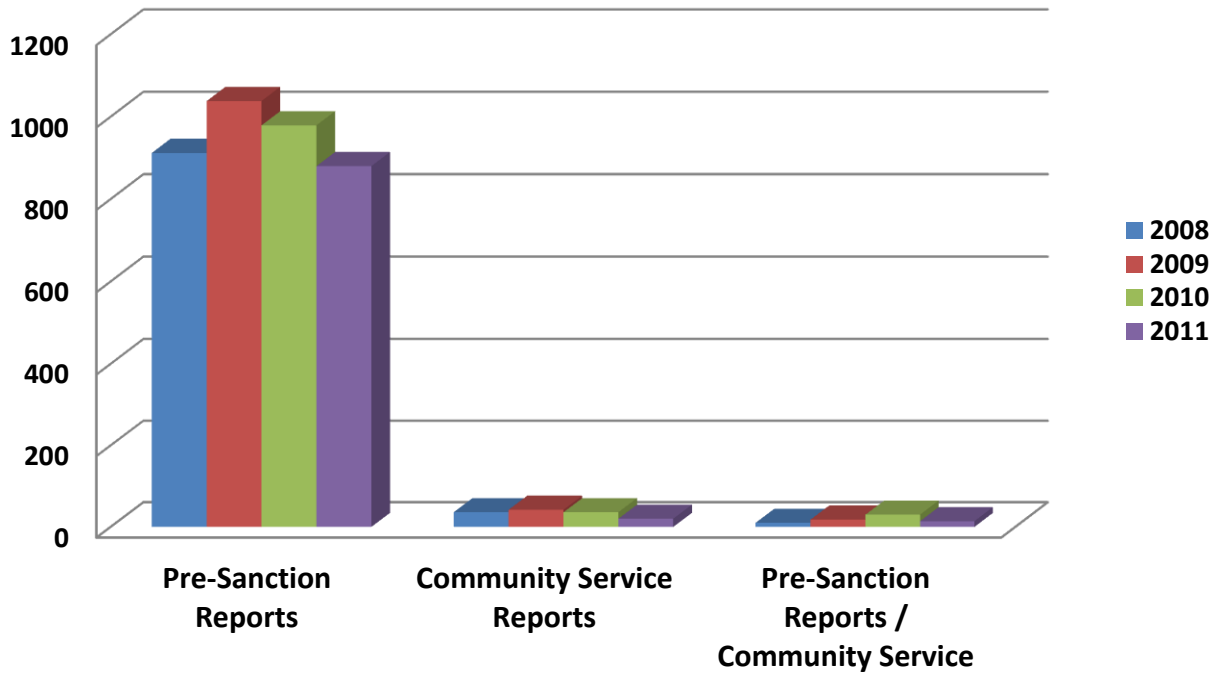
## Breakdown of New Referrals Young Persons - 2011



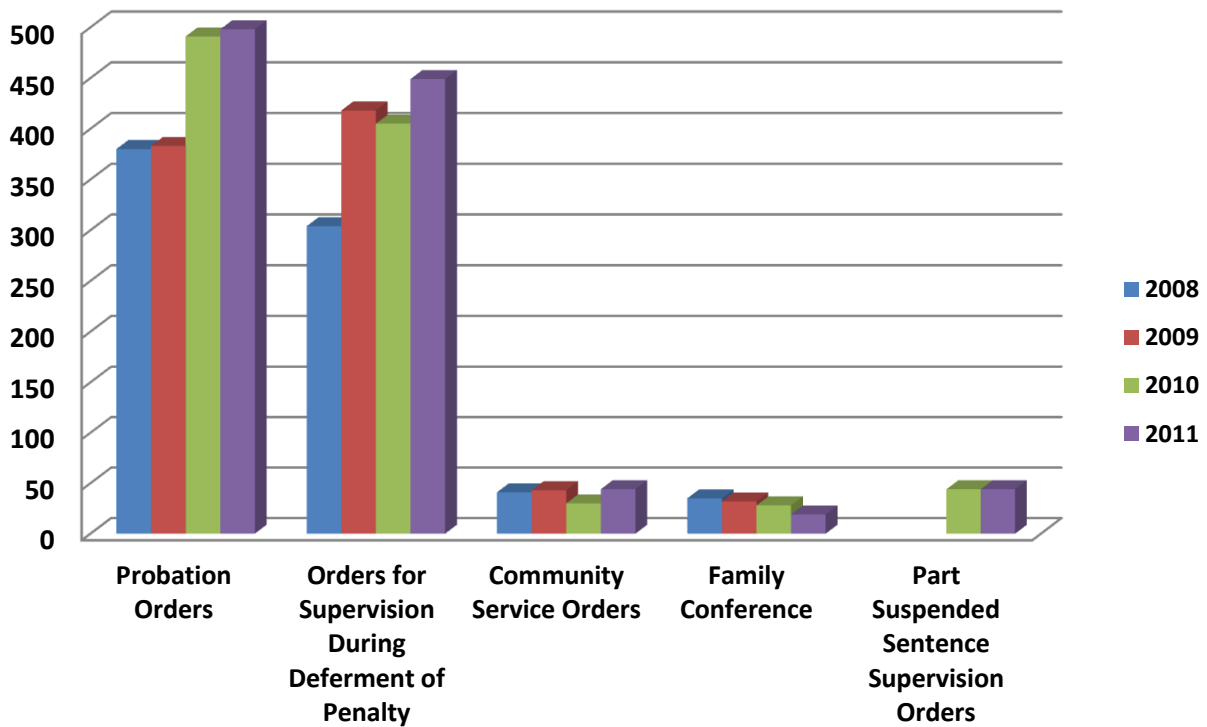
## Breakdown of Court Orders Young Persons - 2011



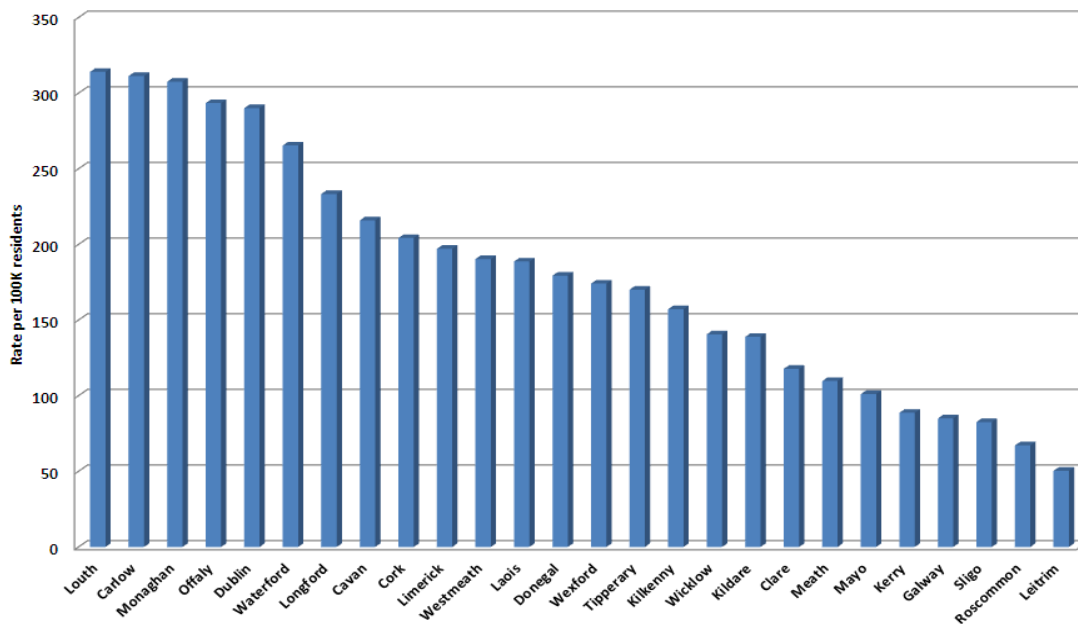
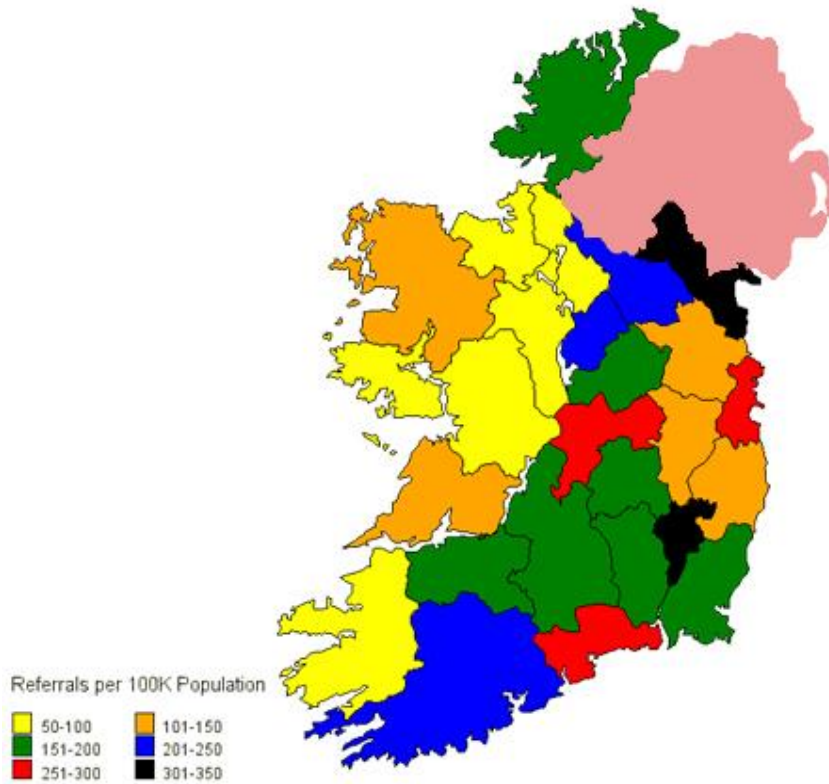
## Trend of Offender Assessment Reports Requested Young Persons 2008 to 2011



## Trend of Orders Made - Young Persons 2008 to 2011

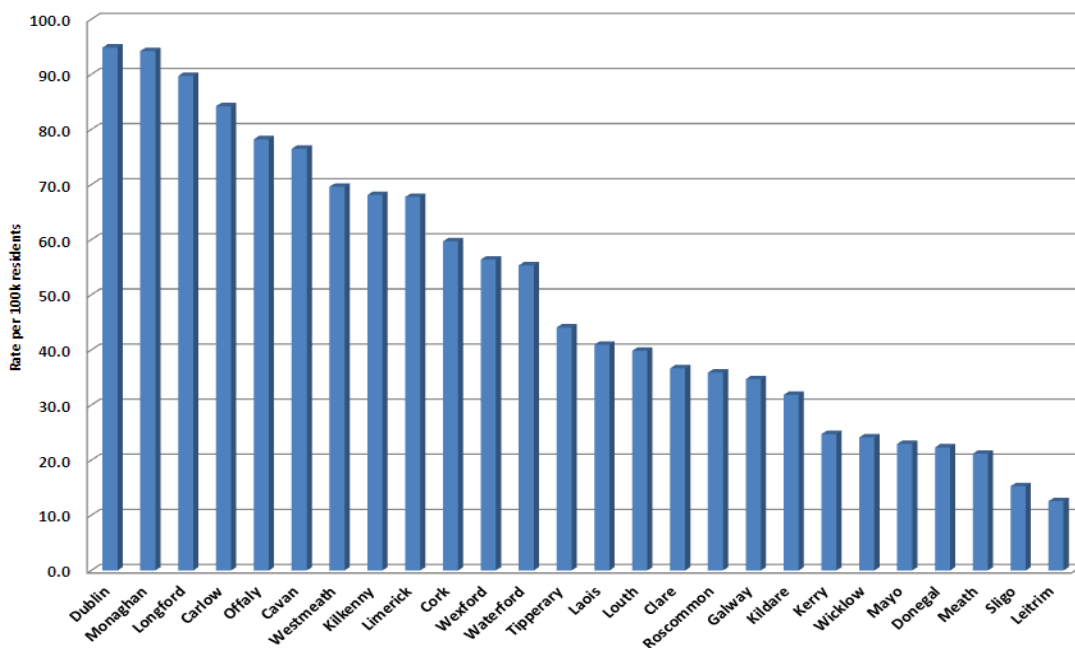
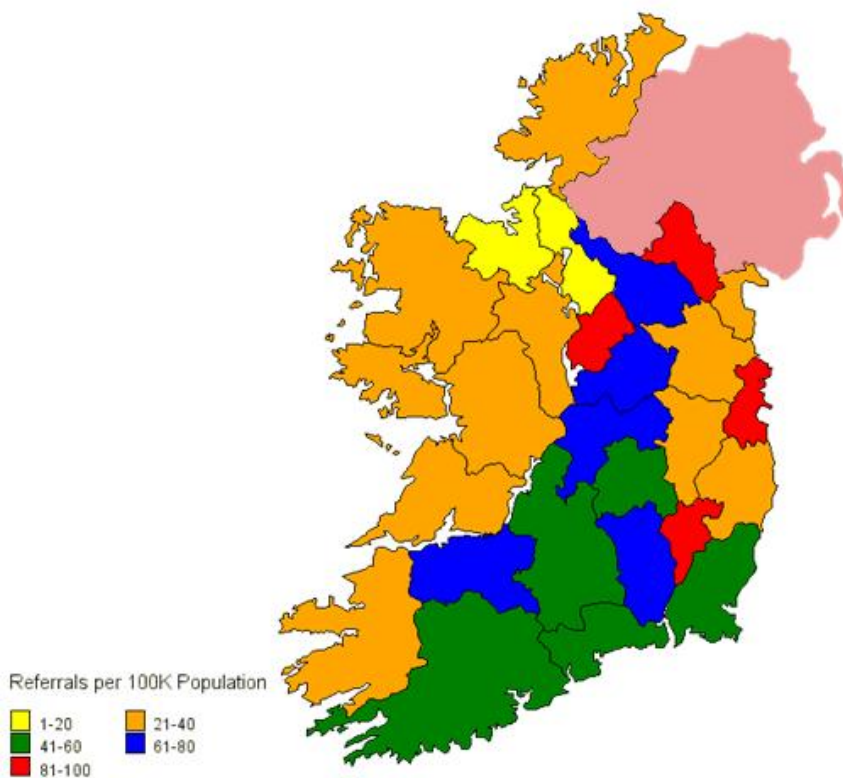


## Map of 2011 Referrals per 100,000 residents



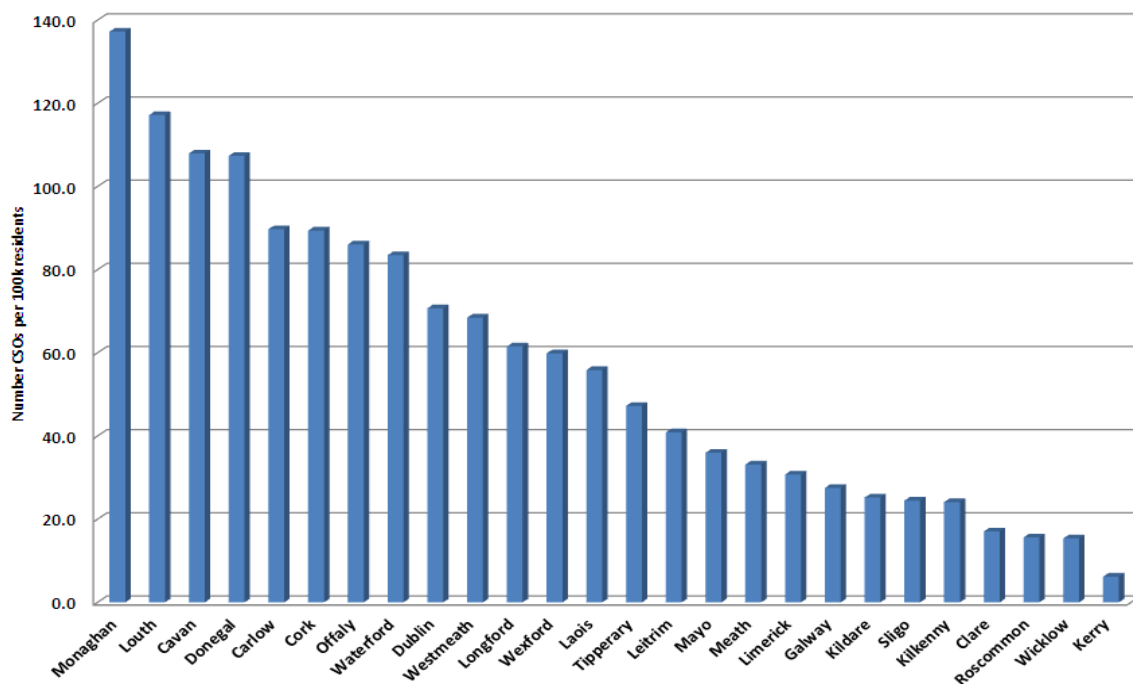
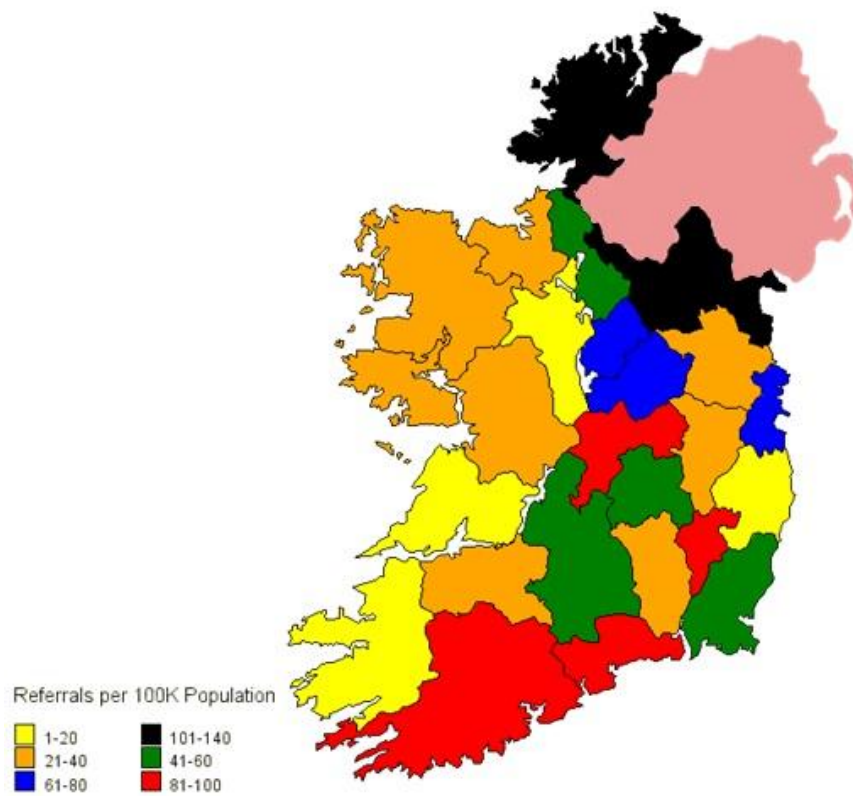
The map above and bar-chart gives the number of referrals each county would have if there were the same number of residents in each county. This demonstrates which counties have high, low and average referrals.

### Map of 2011 Probation Orders per 100,000 residents



The map above and bar-chart gives the number of probation orders each county would have if there were the same number of residents in each county. This demonstrates which counties have high, low and average probation orders.

## Map of 2011 Community Service Orders per 100,000 residents



The map above and bar-chart gives the number of community service orders each county would have if there were the same number of residents in each county. This demonstrates which counties have high, low and average community service orders.

## 2011 Referrals by Venue

The following is a breakdown of new court referrals to the Probation Service during 2011 listed by court venue. This includes referrals for reports and direct supervision.

Court Venue	Circuit and Higher Courts	Circuit Court appeals from DC	District Court	Other	Total
Dublin (CCJ)	588	53	1286	.	1927
Juvenile (Smithfield)	.	.	387	.	387
Blanchardstown	.	.	304	.	304
Dunlaoghaire	.	.	207	.	207
Tallaght	.	.	207	.	207
Chancery Street (Bridewell)	.	.	140	.	140
Richmond (now closed)	.	.	136	.	136
Swords	.	.	131	.	131
Balbriggan	.	.	50	.	50
Drug Treatment Court	.	.	24	.	24
CloverHill	.	.	148	.	148
<b>Total Dublin (City and County)</b>	<b>588</b>	<b>53</b>	<b>3020</b>	<b>0</b>	<b>3661</b>

Cork	138	7	709	.	854
Waterford City	55	17	189	.	261
Limerick Court	26	4	214	.	244
Dundalk	48	.	177	.	225
Naas	66	12	124	.	202
Letterkenny	30	4	162	.	196
Tullamore	7	6	168	.	181
Carlow	36	.	142	.	178
Drogheda	.	.	178	.	178
Kilkenny	40	6	122	.	168
Galway City	40	3	95	.	138
Portlaoise	17	4	117	.	138
Cavan	17	2	113	.	132
Monaghan	19	6	91	.	116
Wexford	41	1	68	.	110
Ennis	27	4	62	.	93
Mullingar	27	3	57	.	87
Tralee	50	2	35	.	87
Carrickmacross	.	6	80	.	86
Castlebar	57	1	23	.	81
Longford	22	.	58	.	80
Bray	.	.	78	.	78
Trim	45	10	22	.	77
Wicklow	49	1	27	.	77
Nenagh	16	1	58	.	75
Athlone	.	1	70	.	71
Clonmel	22	2	42	.	66



Court Venue	Circuit and Higher Courts	Circuit Court appeals from DC	District Court	Other	Total
Gorey	.	.	59	.	59
Listowel	.	1	54	.	55
Kilmallock	.	.	52	.	52
Virginia	.	.	49	.	49
Dungarvan	.	.	48	.	48
Birr	.	.	47	.	47
Navan	.	.	44	.	44
New Ross	.	.	43	.	43
Newcastlewest	.	3	37	.	40
Bandon	.	2	34	.	36
Sligo	6	1	29	.	36
Midleton	3	1	31	.	35
Edenderry	.	.	34	.	34
Thurles	.	.	31	.	31
Ballina	1	.	29	.	30
Portarlington	.	.	30	.	30
Arklow	.	.	29	.	29
Ballinasloe	.	.	29	.	29
Fermoy	.	.	28	.	28
Roscrea	.	.	26	.	26
Tipperary	.	.	26	.	26
Athy	.	.	24	.	24
Buncrana	.	.	24	.	24
Enniscorthy	.	.	24	.	24
Kinsale	.	.	24	.	24
Outside Jurisdiction	.	.	.	24	24
Cashel	.	.	20	.	20
Donegal	10	1	8	.	19
Clonakilty	.	.	18	.	18
Kilrush	.	.	17	.	17
Kells	.	.	16	.	16
Roscommon	3	1	12	.	16
Tuam	.	.	16	.	16
An Fal Carrach	.	.	15	.	15
Ballyconnell	.	.	15	.	15
Bantry	.	.	14	.	14
Carrick-on-Suir	.	.	14	.	14
Kilcock	.	.	14	.	14
Macroom	.	.	14	.	14
Shannon	.	.	13	.	13
Youghal	.	.	13	.	13
Abbeyfeale	.	.	12	.	12
Carrick-on-Shannon	5	.	7	.	12
Killaloe	.	.	12	.	12
Killarney	1	2	9	.	12

All other courts have made less than 12 referrals.

## COMMUNITY BASED ORGANISATIONS

### COMMUNITY BASED ORGANISATIONS IN RECEIPT OF FUNDING SUPPORT THROUGH THE PROBATION SERVICE

<b>(1). Adventure Sports Project (YPP)</b>	
<b>Address</b>	School on Stilts, Rutland Street, Dublin 1
<b>Telephone:</b>	01 836 33965
<b>Fax:</b>	01 855 0065
<b>Email:</b>	<a href="mailto:aspyouthproject@gmail.com">aspyouthproject@gmail.com</a>
<b>Website</b>	

<b>(2). Aftercare Recovery Group</b>	
<b>Address</b>	48 Seville Place, Dublin 1
<b>Telephone:</b>	01 855 7611
<b>Fax:</b>	01 855 7611
<b>Email:</b>	<a href="mailto:tkacrg@gmail.com">tkacrg@gmail.com</a>
<b>Website</b>	<a href="http://www.acrg.ie">www.acrg.ie</a>

<b>3). Aiseiri Cahir</b>	
<b>Address</b>	Townspark, Cahir, Co Tipperary
<b>Telephone:</b>	052 741 166
<b>Fax:</b>	052 744 2250
<b>Email:</b>	<a href="mailto:infocahir@aiseiri.ie">infocahir@aiseiri.ie</a>
<b>Website</b>	<a href="http://www.aiseiri.ie">www.aiseiri.ie</a>

<b>(4). Aiseiri Wexford</b>	
<b>Address</b>	Roxborough, Wexford, Co. Wexford
<b>Telephone:</b>	053 914 1818
<b>Fax:</b>	053 914 6004
<b>Email:</b>	<a href="mailto:wexford@aiseiri.ie">wexford@aiseiri.ie</a>
<b>Website</b>	<a href="http://www.aiseiri.ie">www.aiseiri.ie</a>

<b>(5). Aislinn (YPP)</b>	
<b>Address</b>	Ballyragget, Co Kilkenny
<b>Telephone:</b>	056 883 3777
<b>Fax:</b>	056 883 3780
<b>Email:</b>	<a href="mailto:breda@aislinncentre.com">breda@aislinncentre.com</a>
<b>Website</b>	<a href="http://www.aislinn.ie">www.aislinn.ie</a>

<b>(6). Ana Liffey Project</b>	
<b>Address</b>	48 Middle Abbey Street, Dublin 1
<b>Telephone:</b>	01 878 6899
<b>Fax:</b>	01 878 6828
<b>Email:</b>	<a href="mailto:marcuskeane@aldp.ie">marcuskeane@aldp.ie</a>
<b>Website</b>	<a href="http://www.aldp.ie">www.aldp.ie</a>

<b>(7). Athy Alternative Project</b>	
<b>Address</b>	Community Service Centre, Nelson Street, Athy, Co Kildare
<b>Telephone:</b>	059 863 2354
<b>Fax:</b>	059 8632067
<b>Email:</b>	<a href="mailto:billyaap@eircom.net">billyaap@eircom.net</a>
<b>Website</b>	

<b>(8). Ballinasloe Training Workshop</b>	
<b>Address</b>	Canal House, Harbour Road, Ballinasloe, Co Galway
<b>Telephone:</b>	090 964 3231
<b>Fax:</b>	090 964 4273
<b>Email:</b>	<a href="mailto:canalhouse@eircom.net">canalhouse@eircom.net</a>
<b>Website</b>	

<b>(9). Ballymun Youth Action Project</b>	
<b>Address</b>	Horizons Centre, Balcurris Road, Ballymun, Dublin 11
<b>Telephone:</b>	01 842 8071
<b>Fax:</b>	01 846 7901
<b>Email:</b>	<a href="mailto:nfo@byap.ie">nfo@byap.ie</a>
<b>Website</b>	<a href="http://www.byap.ie">www.byap.ie</a>

<b>(10). Bridge Project</b>	
<b>Address</b>	125 Parnell Street, Dublin 1
<b>Telephone:</b>	01 878 0901
<b>Fax:</b>	01 878 0896
<b>Email:</b>	<a href="mailto:manager@bridge.ie">manager@bridge.ie</a>
<b>Website</b>	

<b>(11). Bushypark (Clarecare)</b>	
<b>Address</b>	Bushypark House, Bushypark, Ennis, Co Clare
<b>Telephone:</b>	056 684 0944
<b>Fax:</b>	065 684 0450
<b>Email:</b>	<a href="mailto:bushyparkhouse@clarecare.ie">bushyparkhouse@clarecare.ie</a>
<b>Website</b>	<a href="http://www.bushypark.ie">www.bushypark.ie</a>

<b>(12). Candle Community Trust (YPP)</b>	
<b>Address</b>	PO Box 1145, Lynch's Lane, Ballyfermot, Dublin 10
<b>Telephone:</b>	01 626 9111/2
<b>Fax:</b>	01 626 9379
<b>Email:</b>	<a href="mailto:cashe@candletrust.ie">cashe@candletrust.ie</a>
<b>Website</b>	<a href="http://www.candletrust.ie">www.candletrust.ie</a>

<b>(13). Ceim ar Cheim (YPP)</b>	
<b>Address</b>	Unit 5 Shannon Development Units, Knockalisheen Road, Moyross, Co Limerick
<b>Telephone:</b>	061 322 122
<b>Fax:</b>	061 322 203
<b>Email:</b>	<a href="mailto:slatteryelaine@gmail.com">slatteryelaine@gmail.com</a>
<b>Website</b>	<a href="http://www.ceimarcheim.org">www.ceimarcheim.org</a>

<b>(15). Churchfield Community Trust</b>	
<b>Address</b>	107-109 Knockfree Avenue, Churchfield, Cork City, Co Cork
<b>Telephone:</b>	021 421 0348
<b>Fax:</b>	021 421 0034
<b>Email:</b>	<a href="mailto:cctrust@eircom.net">cctrust@eircom.net</a>
<b>Website</b>	<a href="http://www.cctrust.ie">www.cctrust.ie</a>

<b>(17). Cork Alliance Centre</b>	
<b>Address</b>	Robert Scott House, 6 Patrick's Quay, Cork City, Co Cork
<b>Telephone:</b>	021 455 7878
<b>Fax:</b>	021 455 7880
<b>Email:</b>	<a href="mailto:corkalliancecentre@eircom.net">corkalliancecentre@eircom.net</a>
<b>Website</b>	<a href="http://www.corkalliancecentre.com">www.corkalliancecentre.com</a>

<b>(19). Cox's Demesne (YPP)</b>	
<b>Address</b>	The House, 15-16 Oakland Park, Dundalk, Co Louth
<b>Telephone:</b>	042 933 0432
<b>Fax:</b>	042 933 1599
<b>Email:</b>	<a href="mailto:coxscycp@iol.ie">coxscycp@iol.ie</a>
<b>Website</b>	

<b>(21). Cuan Mhuire Athy</b>	
<b>Address</b>	Cuan Mhuire Athy, Milltown, Athy, Co. Kildare
<b>Telephone:</b>	059 863 1493
<b>Fax:</b>	059 863 8765
<b>Email:</b>	<a href="mailto:athy@cuanmhuire.ie">athy@cuanmhuire.ie</a>
<b>Website</b>	<a href="http://www.cuanmhuire.ie">www.cuanmhuire.ie</a>

<b>(23). Cuan Mhuire Coolarne</b>	
<b>Address</b>	Coolarne, Turloughmore, Co Galway
<b>Telephone:</b>	091 79 7102
<b>Fax:</b>	091 78 7458
<b>Email:</b>	<a href="mailto:coolarne@cuanmhuire.ie">coolarne@cuanmhuire.ie</a>
<b>Website</b>	<a href="http://www.cuanmhuire.ie">www.cuanmhuire.ie</a>

<b>(14). Ceim Eile (Aiseiri)</b>	
<b>Address</b>	1 Glencarra, Ballybeg, Waterford, Co Waterford
<b>Telephone:</b>	051 370 007
<b>Fax:</b>	
<b>Email:</b>	<a href="mailto:gwhelan@aiseiri.ie">gwhelan@aiseiri.ie</a>
<b>Website</b>	<a href="http://www.aiseiri.ie">www.aiseiri.ie</a>

<b>(16). Coolmine Therapeutic Community</b>	
<b>Address</b>	Ashleigh House, The Stables, Damastown, Dublin 15
<b>Telephone:</b>	01 640 4087
<b>Fax:</b>	01 640 4085
<b>Email:</b>	<a href="mailto:paulc@coolminetc.ie">paulc@coolminetc.ie</a>
<b>Website</b>	<a href="http://www.coolminetc.ie">www.coolminetc.ie</a>

<b>(18). Cornmarket Project – Wexford Local Development</b>	
<b>Address</b>	9 Mallin Street, Cornmarket, Wexford, Co Wexford
<b>Telephone:</b>	053 915 5800
<b>Fax:</b>	053 912 1024
<b>Email:</b>	<a href="mailto:pdelaney@wld.ie">pdelaney@wld.ie</a>
<b>Website</b>	<a href="http://www.wexfordpartnership.ie">www.wexfordpartnership.ie</a>

<b>(20). Crinan</b>	
<b>Address</b>	72 Sean McDermott Street, Dublin 1
<b>Telephone:</b>	01 855 8792
<b>Fax:</b>	01 855 2320
<b>Email:</b>	<a href="mailto:info@crinanyp.org">info@crinanyp.org</a>
<b>Website</b>	<a href="http://www.crinanyp.org">www.crinanyp.org</a>

<b>(22). Cuan Mhuire Bruree</b>	
<b>Address</b>	Bruree, Co Limerick
<b>Telephone:</b>	063 90555
<b>Fax:</b>	063 90555
<b>Email:</b>	<a href="mailto:bruree@cuanmhuire.ie">bruree@cuanmhuire.ie</a>
<b>Website</b>	<a href="http://www.cuanmhuire.ie">www.cuanmhuire.ie</a>

<b>(24). Cuan Mhuire Farnanes</b>	
<b>Address</b>	Farnanes, Co Cork
<b>Telephone:</b>	021 733 5994
<b>Fax:</b>	021 733 6377
<b>Email:</b>	<a href="mailto:farnanes@cuanmhuire.ie">farnanes@cuanmhuire.ie</a>
<b>Website</b>	<a href="http://www.cuanmhuire.ie">www.cuanmhuire.ie</a>

<b>(25). Daughters of Charity Community Services (YPP)</b>	
<b>Address</b>	8/9 Henrietta Street, Dublin 1
<b>Telephone:</b>	01 887 4100
<b>Fax:</b>	01 872 3486
<b>Email:</b>	<a href="mailto:info@doccs.ie">info@doccs.ie</a>
<b>Website</b>	<a href="http://www.doccs.ie">www.doccs.ie</a>

<b>(26). Dochas don Oige (YPP)</b>	
<b>Address</b>	Liosban Industrial Estate, Tuam Road, Galway, Co Galway
<b>Telephone:</b>	091 77 0887
<b>Fax:</b>	091 77 0899
<b>Email:</b>	<a href="mailto:dochasgalway@eircom.net">dochasgalway@eircom.net</a>
<b>Website</b>	

<b>(27). Educational Trust</b>	
<b>Address</b>	C/o PACE, 7 Upper Leeson Street, Dublin 2
<b>Telephone:</b>	01 660 2870
<b>Fax:</b>	01 660 2864
<b>Email:</b>	<a href="mailto:headoffice@paceorganisation.ie">headoffice@paceorganisation.ie</a>
<b>Website</b>	<a href="http://www.paceorganisation.ie">www.paceorganisation.ie</a> or <a href="http://www.niacro.co.uk">www.niacro.co.uk</a>

<b>(28). Fellowship House</b>	
<b>Address</b>	Fellowship House, Spur Hill, Doughcloyne, Togher, Cork City, Co Cork
<b>Telephone:</b>	021 454 5894
<b>Fax:</b>	021 434 4471
<b>Email:</b>	<a href="mailto:fellowship@eircom.net">fellowship@eircom.net</a>
<b>Website</b>	<a href="http://www.taborlodge.ie">www.taborlodge.ie</a>

<b>(29). Fusion CPL</b>	
<b>Address</b>	Cherry Orchard Health Centre, Cherry Orchard Grove, Dublin 10
<b>Telephone:</b>	01 623 1499
<b>Fax:</b>	01 623 1518
<b>Email:</b>	<a href="mailto:info@fusioncpl.ie">info@fusioncpl.ie</a>
<b>Website</b>	<a href="http://www.fusioncpl.ie">www.fusioncpl.ie</a>

<b>(30). GROW</b>	
<b>Address</b>	National Support Office, 6 Forrest Mews, Forrest Road, Swords, Co Dublin
<b>Telephone:</b>	01 840 8236
<b>Fax:</b>	01 840 8244
<b>Email:</b>	<a href="mailto:info@grow.ie">info@grow.ie</a>
<b>Website</b>	<a href="http://www.grow.ie">www.grow.ie</a>

<b>(31). Grattan House Project</b>	
<b>Address</b>	St Nicholas Church, Cove Street, Cork City, Co Cork
<b>Telephone:</b>	021 483 6700
<b>Fax:</b>	021 484 5146
<b>Email:</b>	<a href="mailto:liz.grattanproject@gmail.com">liz.grattanproject@gmail.com</a>
<b>Website</b>	

<b>(32). Guild of St Philip Neri</b>	
<b>Address</b>	St Vincent De Paul, 91-92 Sean McDermott Street, Dublin 1
<b>Telephone:</b>	01 855 0022
<b>Fax:</b>	01 855 9168
<b>Email:</b>	<a href="mailto:info@svpdublin.ie">info@svpdublin.ie</a>
<b>Website</b>	<a href="http://www.svp.ie">www.svp.ie</a>

<b>(33). Job Sampling Initiative</b>	
<b>Address</b>	St Brigid's Family and Community Centre, 37 Lower Yellow Road, Waterford, Co Waterford
<b>Telephone:</b>	051 371 830
<b>Fax:</b>	
<b>Email:</b>	<a href="mailto:lobrien@wap.ie">lobrien@wap.ie</a>
<b>Website</b>	<a href="http://www.wap.ie/job-sampling-initiative.aspx">www.wap.ie/job-sampling-initiative.aspx</a>

<b>(34). Kerry Adolescent Counselling (YPP)</b>	
<b>Address</b>	Balloonagh, Tralee, Co Kerry
<b>Telephone:</b>	066 718 1333
<b>Fax:</b>	066 718 1353
<b>Email:</b>	<a href="mailto:info@kerryadolescentcounselling.ie">info@kerryadolescentcounselling.ie</a>
<b>Website</b>	<a href="http://www.kerryadolescentcounselling.ie">www.kerryadolescentcounselling.ie</a>

<b>(35). Kilkenny Employment for Youth</b>	
<b>Address</b>	Garden Row, Off High Street, Kilkenny, Co Kilkenny
<b>Telephone:</b>	056 776 2774
<b>Fax:</b>	056 775 1144
<b>Email:</b>	<a href="mailto:key1@eircom.net">key1@eircom.net</a>
<b>Website</b>	

<b>(36). Le Cheile (YPP)</b>	
<b>Address</b>	24 Tivoli Terrace South, Dun Laoghaire, Co. Dublin
<b>Telephone:</b>	01 214 4350
<b>Fax:</b>	
<b>Email:</b>	<a href="mailto:info@lecheile.ie">info@lecheile.ie</a>
<b>Website</b>	<a href="http://www.lecheile.ie">www.lecheile.ie</a>

<b>(37). Lighthouse Programme</b>	
<b>Address</b>	Crinken House, Crinken Lane, Shankill, Co Dublin
<b>Telephone:</b>	01 272 1030
<b>Fax:</b>	01 272 0129
<b>Email:</b>	<a href="mailto:lighthouse@sjog.ie">lighthouse@sjog.ie</a>
<b>Website</b>	<a href="http://www.grnadainstitute.ie">www.grnadainstitute.ie</a>

<b>(38). Linkage Programme</b>	
<b>Address</b>	32 Lower O'Connell Street, Dublin 1
<b>Telephone:</b>	01 874 7232
<b>Fax:</b>	01 874 7637
<b>Email:</b>	<a href="mailto:prichardson@bitc.ie">prichardson@bitc.ie</a>
<b>Website</b>	<a href="http://www.bitc.ie">www.bitc.ie</a>

<b>(39). MAG</b>	
<b>Address</b>	Multi-Agency Group on Homeless Sex Offenders, Homeless Agency, Parkgate Hall, 6-9 Conyngham Road, Dublin 8
<b>Telephone:</b>	01 703 6100
<b>Fax:</b>	
<b>Email:</b>	<a href="mailto:kxcharnley@probation.ie">kxcharnley@probation.ie</a>
<b>Website</b>	

<b>(40). Matt Talbot Adolescent Services (YPP)</b>	
<b>Address</b>	Rockview, Trabeg Lawn, Douglas, Co Cork
<b>Telephone:</b>	021 489 6400
<b>Fax:</b>	021 489 6419
<b>Email:</b>	<a href="mailto:suzanne.picton@mtas.ie">suzanne.picton@mtas.ie</a>
<b>Website</b>	<a href="http://www.mtas.ie">www.mtas.ie</a>

<b>(41). Matt Talbot Community Trust</b>	
<b>Address</b>	Rear of Assumption Church, Kylemore Road, Dublin 10
<b>Telephone:</b>	01 626 4899
<b>Fax:</b>	01 623 4021
<b>Email:</b>	<a href="mailto:info@MattTalbot.org">info@MattTalbot.org</a>
<b>Website</b>	

<b>(42). Merchants Quay Project</b>	
<b>Address</b>	4 Merchants Quay, Dublin 8
<b>Telephone:</b>	01 679 0044
<b>Fax:</b>	01 679 3738
<b>Email:</b>	<a href="mailto:info@mqi.ie">info@mqi.ie</a>
<b>Website</b>	<a href="http://www.mqi.ie">www.mqi.ie</a>

<b>(43). Nenagh Community Reparation</b>	
<b>Address</b>	Connolly Street, Nenagh, Co Tipperary
<b>Telephone:</b>	067 415 65
<b>Fax:</b>	067 415 65
<b>Email:</b>	<a href="mailto:ncrp@eircom.net">ncrp@eircom.net</a>
<b>Website</b>	<a href="http://www.nenaghreparation.org">www.nenaghreparation.org</a>

<b>(44). New Directions</b>	
<b>Address</b>	34 Manor Street, Dublin 7
<b>Telephone:</b>	087 120 8691
<b>Fax:</b>	
<b>Email:</b>	
<b>Website</b>	

<b>(45). Ogra Chorcaí (YPP)</b>	
<b>Address</b>	Westview House, 17 Audley Place, Cork
<b>Telephone:</b>	021 450 2112
<b>Fax:</b>	021 450 9877
<b>Email:</b>	<a href="mailto:ograchorcailtd@eircom.net">ograchorcailtd@eircom.net</a>
<b>Website</b>	<a href="http://www.ograchorcai.org">www.ograchorcai.org</a>

<b>(46). PACE</b>	
<b>Address</b>	7 Upper Leeson Street, Dublin 4
<b>Telephone:</b>	01 660 2870
<b>Fax:</b>	01 660 2864
<b>Email:</b>	<a href="mailto:headoffice@paceorganisation.ie">headoffice@paceorganisation.ie</a>
<b>Website</b>	<a href="http://www.paceorganisation.ie">www.paceorganisation.ie</a>

<b>(47). PALLS</b>	
<b>Address</b>	Unit 2, Docklands Business Park, Dock Road, Limerick, Co Limerick
<b>Telephone:</b>	061 608 180
<b>Fax:</b>	061 608 187
<b>Email:</b>	<a href="mailto:jenniferhannon@palls.ie">jenniferhannon@palls.ie</a>
<b>Website</b>	<a href="http://www.palls.ie">www.palls.ie</a>

<b>(48). Restorative Justice Services</b>	
<b>Address</b>	Village Green, Tallaght, Dublin 24
<b>Telephone:</b>	01 451 5022
<b>Fax:</b>	01 451 5025
<b>Email:</b>	<a href="mailto:rjsi@eircom.net">rjsi@eircom.net</a>
<b>Website</b>	<a href="http://www.rjs.ie">www.rjs.ie</a>

<b>(49). SAOL Project</b>	
<b>Address</b>	58 Amiens Street, Dublin 1
<b>Telephone:</b>	01 855 3391
<b>Fax:</b>	01 855 3395
<b>Email:</b>	<a href="mailto:admin@saolproject.ie">admin@saolproject.ie</a>
<b>Website</b>	<a href="http://www.saolproject.ie">www.saolproject.ie</a>

<b>(50). Southill Outreach (YPP)</b>	
<b>Address</b>	The Factory, Southside Youthspace, Galvone Industrial Estate, Limerick, Co Limerick
<b>Telephone:</b>	061 603 002
<b>Fax:</b>	
<b>Email:</b>	<a href="mailto:info@southilloutreach.ie">info@southilloutreach.ie</a>
<b>Website</b>	

<b>(51). Stepping Out Athlone</b>	
<b>Address</b>	National Learning Network, Belhavel, Golden Island, Athlone, Co Westmeath
<b>Telephone:</b>	090 644 1267
<b>Fax:</b>	090 647 9290
<b>Email:</b>	<a href="mailto:steppingout@eircom.net">steppingout@eircom.net</a>
<b>Website</b>	

<b>(52). Tabor Lodge</b>	
<b>Address</b>	Ballindeasig, Belgooly, Co Cork
<b>Telephone:</b>	021 488 7110
<b>Fax:</b>	021 488 7377
<b>Email:</b>	<a href="mailto:taborlodge@eircom.net">taborlodge@eircom.net</a>
<b>Website</b>	<a href="http://www.taborlodge.ie">www.taborlodge.ie</a>

<b>(53). Tallaght Probation Project</b>	
<b>Address</b>	Courthouse Square, Westpark, Tallaght, Dublin 24
<b>Telephone:</b>	01 427 0600
<b>Fax:</b>	01 427 0649
<b>Email:</b>	<a href="mailto:project@tpp.ie">project@tpp.ie</a>
<b>Website</b>	

<b>(54). Tivoli Training Centre</b>	
<b>Address</b>	24 Tivoli Terrace South, Dun Laoghaire, Co Dublin
<b>Telephone:</b>	01 284 1028
<b>Fax:</b>	01 280 2699
<b>Email:</b>	<a href="mailto:mairead@tivolittrainingcentre.ie">mairead@tivolittrainingcentre.ie</a>
<b>Website</b>	<a href="http://www.tivolittrainingcentre.ie">www.tivolittrainingcentre.ie</a>

<b>(55). Tower Programme</b>	
<b>Address</b>	Cusack House, St Mark's Lane, Neilstown Road, Clondalkin, Dublin 22
<b>Telephone:</b>	01 623 6230
<b>Fax:</b>	01 623 6237
<b>Email:</b>	<a href="mailto:info@towerprogramme.ie">info@towerprogramme.ie</a>
<b>Website</b>	<a href="http://www.thetowerprogramme.org">www.thetowerprogramme.org</a>

<b>(56). Trail</b>	
<b>Address</b>	12-13 Berkley Street, Dublin 7.
<b>Telephone:</b>	01 830 8335
<b>Fax:</b>	01 830 8335
<b>Email:</b>	
<b>Website</b>	

<b>(57). TREO</b>	
<b>Address</b>	34 Tycor Business Centre, Tycor, Waterford, Co Waterford
<b>Telephone:</b>	051 379 740
<b>Fax:</b>	051 379 740
<b>Email:</b>	<a href="mailto:admin@treoportlairge.ie">admin@treoportlairge.ie</a>
<b>Website</b>	<a href="http://www.treoportlairge.ie">www.treoportlairge.ie</a>

<b>(58). Tuam Community Training Workshop</b>	
<b>Address</b>	Vicharschoraland, Tuam, Co Galway
<b>Telephone:</b>	093 28 115
<b>Fax:</b>	093 25 673
<b>Email:</b>	<a href="mailto:tctc@eircom.net">tctc@eircom.net</a>
<b>Website</b>	

<b>(59). Tus Nua</b>	
<b>Address</b>	136 Nth Circular Road, Dublin 7
<b>Telephone:</b>	01 453 7111
<b>Fax:</b>	01 453 7551
<b>Email:</b>	<a href="mailto:depaul@depaulireland.org">depaul@depaulireland.org</a>
<b>Website</b>	<a href="http://www.depaulireland.org">www.depaulireland.org</a>

<b>(60). Waterford Area Partnership U-Casadh Project</b>	
<b>Address</b>	Westgate Park, Tramore Road, Waterford, Co Waterford
<b>Telephone:</b>	051 841 740
<b>Fax:</b>	051 853 153
<b>Email:</b>	<a href="mailto:info@wap.ie">info@wap.ie</a>
<b>Website</b>	<a href="http://www.wap.ie">www.wap.ie</a>

<b>(61). Wexford Centre Project (YPP)</b>	
<b>Address</b>	5/7 Upper O'Connell Street, Dublin 1
<b>Telephone:</b>	01 888 1075
<b>Fax:</b>	01 855 7207
<b>Email:</b>	<a href="mailto:wexfordcentre@eircom.net">wexfordcentre@eircom.net</a>
<b>Website</b>	<a href="http://www.wexfordcentreproject.com">www.wexfordcentreproject.com</a>

<b>(63). WRENS (YPP)</b>	
<b>Address</b>	Killinarden Enterprise Park, Killinarden, Tallaght, Dublin 24
<b>Telephone:</b>	01 466 4275
<b>Fax:</b>	01 466 4291
<b>Email:</b>	<a href="mailto:info@kdppg.ie">info@kdppg.ie</a>
<b>Website</b>	<a href="http://www.kdppg.ie">www.kdppg.ie</a>

<b>(62). WHAD (YPP)</b>	
<b>Address</b>	Orchard Community Centre, Cherry Orchard Grove, Dublin 10
<b>Telephone:</b>	01 620 9160
<b>Fax:</b>	01 626 2799
<b>Email:</b>	<a href="mailto:whad@cherryorchard.ie">whad@cherryorchard.ie</a>
<b>Website</b>	







Above: Cathleen Gargan, Ireland's first Probation Officer (appointed in 1907), with a group of boys from the Newsboys' Club, an initiative she began in 1911 to provide for the barefooted sellers of newspapers on the streets of Dublin. The photograph has kindly been provided by Frances Blackburn, grandniece of Cathleen Gargan, from a family album of the time.



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