



An tSeirbhís Phromhaidh
The Probation Service

Probation Service Annual Report 2021





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Foreword and Introduction

I am very pleased to present the Annual Report of the Probation Service for 2021 to the Minister for Justice, Helen McEntee, TD. This report sets out the work and performance of the Probation Service against our key objectives and priorities.

2021 was a year of challenges and important changes for the Probation Service as we continued to meet our commitments on service delivery while working under the exceptional challenges of the COVID-19 pandemic. Colleagues across the Service prioritised the delivery of services to the courts and prisons whilst maintaining the quality of services to clients and ensuring the continuation of the effective management of risk in our communities.

2021 was a milestone year for the Service as we launched our new *Strategy Statement 2021-2023: Probation Works for Community Safety* which outlines our ambitions for the next three years. The Strategy builds on the strong foundations which have been laid in developing effective probation practice in Ireland. It sets clear objectives for the expansion of community sanctions, enhanced collaboration, staff development, diversity and inclusion and modernising our organisation.

I am pleased to report that one year in, we have made excellent progress with more than 60% of actions started and on track for completion. Our success in meeting these targets is in large part due to the dedication and commitment of colleagues right across the Service.

We witnessed a sustained increase in referrals over the course of the year as normal operations resumed following the interruption to the work of the courts at the beginning of the year due to COVID-19. In 2021 the Service worked with more than 15,400 offenders in the community and 2,730 prisoners in custody. We completed over 10,000 Probation Assessment Reports, as well as more than 2,000 Community Service Assessment Reports.

Our commitment to evidence-based practice remained steadfast in 2021 and we were delighted to publish two pieces of research in the significant areas of mental health and substance misuse. The outcomes of this research will inform and support the sustained development of best practice for working with clients with complex needs. In addition, our Learning & Development Unit continued to ensure that we as a Service remained responsive to new developments in practice and legislation with the delivery of a busy and innovative training schedule.

Finally, an important focus in 2021 was on building the capacity of the Service and developing a road map to strengthen the use of and competence in community sanctions. This included a detailed review of our senior management structures and scoping our capabilities to meet strategic objectives in relation to social inclusion. We addressed critical skills gaps with a renewed focus on recruitment, the establishment of a new Legal & Quality Affairs unit and the appointment of a new Communications specialist.

As such, I am confident that we enter 2022 in a much stronger position as a Service to continue meeting our strategic commitments, delivering greater impact across the justice sector and most importantly producing better outcomes for our clients, their families and wider communities.



Mark Wilson
Director

A handwritten signature in black ink, appearing to read 'Mark Wilson'.

Mark Wilson
Director

“2021 was a year of challenges and important changes for the Probation Service as we continued to meet our commitments on service delivery while working under the exceptional challenges of the COVID-19 pandemic. ”

2021 In Numbers Infographic

15,448

Offenders dealt with in the community



Probation reports completed

10,013

2,044

Community Service assessments completed



2,730

Offenders dealt with in prison



Orders made for post custody supervision by the Probation Service

670



Assessments for the Parole Board

44



Offenders commenced Community Return

218



461

Sex offenders supervised in the community

Life sentenced prisoners supervised in the community

128



1,360

Community Service Orders managed, totalling:

203,306

Hours of community service work in lieu of



713

Years in prison, resulting in



€2M

Over €2 million worth of unpaid work for the benefit of communities nationwide

Offender Profile



15.5%

Women

84.5%

Men

7.57%

Less than or equal to 18 years of age

92.43%

Over 19 years of age

Top 6 Offences Resulting in Referrals to the Probation Service



1. Drug Offences



4. Road Traffic



2. Assault



5. Burglary



3. Public Order



6. Theft

Representing 77% of all referrals

12 Months

Duration of the most frequently imposed Probation Order



221-240 Hours

Duration of the most frequently imposed Community Service Order



Probation Service

A Year in Highlights



JULY

The Strategy Statement 2021-2023: 'Probation Works for Community Safety' was launched by the Interim Minister for State at the Department of Justice, Hildegard Naughton, TD



NOVEMBER

The drugs & alcohol misuse research report, Informing & Supporting Change: Drug and Alcohol Misuse among People on Probation Supervision in Ireland by Dr Louise Rooney was launched by Minister for Justice, Helen McEntee, TD



JAN FEB **MAR** APR MAY JUN **JUL** AUG **SEP** OCT **NOV** DEC



MARCH

The mental health research report, 'Moving Forward Together: Mental Health Among Persons Supervised by the Probation Service' by Dr Christina Power was launched by Minister for Justice, Helen McEntee, TD



SEPTEMBER

Probation Service and Irish Prison Service jointly developed revised 'Management of the Community Return Scheme Procedures'



NOVEMBER

The new Probation Service office in Mulgrave Street, Limerick was opened as part of the new prison complex.



Strategy Statement 2021-23

In July 2021, the Service launched its new *Strategy Statement 2021-23: Probation Works for Community Safety* which charts the strategic direction for the Probation Service over the next three years.

The strategy builds on the strong foundations which have been laid in developing effective probation practice in Ireland over recent years and seeks to drive new ambitions around quality supervised community sanctions, collaboration, staff development, diversity & inclusion and modernising the Probation Service.

Our Vision:

Safer and more inclusive communities where offending, and its causes, are effectively addressed.



Our Mission:

To provide services to the courts and wider criminal justice system through the delivery of effective community sanctions.

Our Guiding Principles:

- Professional & Accountable
- Transparency & Openness
- Respect & Integrity
- Collaboration & Partnership
- Innovation & Creativity
- Evidence Informed & Data Driven



5 Strategic Pillars:

The strategy centres on five strategic pillars and associated goals, which have been identified as necessary to realise this vision. These priority areas align directly with the Department of Justice Strategy 2021-23 and support principles set out in the *Programme for Government: Our Shared Future*.



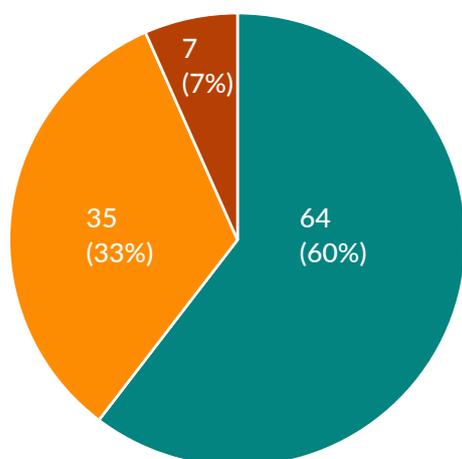
Strategy Statement 2021-23: Our Progress in Year 1

The Probation Service Strategy 2021-2023 is supported by a detailed action plan with 106 outcome-focused actions which are tracked against the high-level goals set out in our strategy.

The action plan has been developed into a three-year work plan with 339 targeted Key Performance Indicators (KPIs) with clear timelines for delivery. This work plan is reviewed quarterly by senior management and ensures the effective oversight, monitoring and implementation of the Service's high level goals.

At the end of Year 1 of the strategy, the Probation Service is well on track to successfully deliver on its strategic objectives with 60% of Actions and 44% of KPIs recorded as complete or on track for imminent completion on the 31st December 2021.

Probation Service Strategy 2021-23 Action Status on 31st December 2021



-  Action almost complete (>75% complete)
-  Action started and on-track for completion (<50% complete)
-  Action not started (less than 10% complete)

Pillar 1: Enhancing Community Safety



Despite another challenging and unpredictable year, the Probation Service prioritised its core objective to bolster community safety through the effective supervision of 15,448 individuals subject to community sanctions and 2,730 within the prison environment. In achieving this, the Service remained responsive to the evolving COVID-19 environment and focused the best evidence-informed interventions to reduce reoffending, protect the public and enable sustained desistance from offending.

Comprehensive Review of Risk Assessments

The Probation Service is committed to evidence-informed practice and as such, recognises the need to regularly review its risk assessment tools to ensure they are up-to-date and in line with the latest research developments.

In 2021, the Learning & Development (L&D) Unit conducted a comprehensive review of all risk assessment instruments in use by the Service including an evaluation of its national training needs.

Key outcomes of this review included:

- **A decision to update to the Spousal Assault Risk Assessment V3 (SARA V3) instrument.** SARA V3 reflects advancements in the empirical research on intimate partner violence and addresses issues raised in feedback from users of the tool. SARA V3 training was delivered online by Dr Randall Kropp, one of the developers of the SARA tool. 55 probation officers from across the Service were trained and additional training is planned for 2022.
- **A requirement to address training needs in RM2000 and S&A2007**, the core instruments used in the assessment and management of people convicted of sexual offences. The L&D Unit worked with specialist providers to develop online training in both instruments which proved highly successful. Colleagues in An Garda Síochána were invited to participate in the S&A2007 online workshops.
- **A Quick Guide to Risk Assessment Instruments used by the Probation Service** was developed as an additional resource to staff who are trained in the application of the various instruments. This new 'go-to' document offers a clear and concise overview of the applicability and utility of each instrument and is a useful reference guide for staff to refresh their knowledge of each instrument's application, including areas where caution needs to be exercised.



Working with Perpetrators of Intimate Partner Abuse

The Probation Service plays an important role within the criminal justice system working with both offenders and victims and collaborating with other stakeholders to minimise the occurrence of intimate partner abuse in all its forms. Over recent years, the Service has experienced a significant rise in intimate partner abuse cases among its overall caseload and therefore continues to prioritise training, upskilling and collaboration to address this important issue.

In November 2021, the Service carried out a routine audit of intimate partner abuse cases managed by the Service which found that there were **337 such cases on probation caseloads on a given day**. This snapshot audit highlighted that intimate partner abuse cases have more than doubled over a three year period when compared with a similar audit conducted in 2018.

COVID-19 galvanised joined-up action across all state agencies to anticipate and respond to needs and emerging situations. In 2021 the Probation Service continued to work closely with the non-government organisation sector members who deliver specialist support services to victims and perpetrator programme providers Men Overcoming Violence (MOVE) Ireland and Men Ending Domestic Violence (MEND). The Service continued to collaborate with key statutory partners such as Tusla and An Garda Síochána to enable coordinated activities.

Other key highlights from 2021 include:

- **Learning & development** focused on building awareness of the new legal framework introduced as part of the commencement of the Domestic Violence Act 2018. Training was designed to improve knowledge of the new offence of coercive control and to ensure staff were equipped to intervene effectively with offenders referred by the courts. In addition, training on the new SARA V3 risk assessment tool enabled probation officers to identify victim vulnerabilities, as well as offender risk factors in the area of intimate partner abuse.

- **Supporting Programme for Government Commitments:** The Service contributed to an audit by independent consultants aimed at examining the effectiveness of current structures in place to oversee policy and its implementation in the area of domestic, sexual and gender-based violence. The audit was conducted as part of commitments outlined in the *Programme for Government: Our Shared Future* and will inform the development of a new Third National Strategy on Domestic, Sexual and Gender Based Violence which is due for publication in 2022.
- **Revised policy and guidelines on intimate partner abuse:** The Domestic Violence Working Group carried out a comprehensive review and revision of the Service's existing policy and guidelines on intimate partner abuse which will further support best practice amongst practitioners in this area.

Working with People Convicted of Sexual Offences

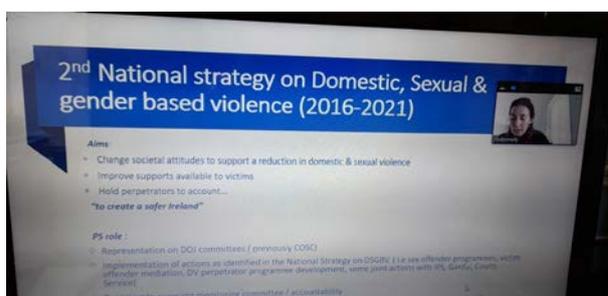
The management of sex offenders in the community is operated via the Sex Offender Risk Assessment and Management (SORAM) which is led jointly by An Garda Síochána and the Probation Service with the active support of Tusla, Local Authority Housing and the Irish Prison Service.

Proactive use of technology and inter-agency cooperation ensured that SORAM meetings and risk management procedures were maintained throughout the pandemic situation

Highlights from 2021 include:

- **Safer Lives:** the community sex offender treatment programme funded by the Probation Service and operated jointly by the community-based organisation, PACE and Probation staff continued to deliver programmes nationally on Zoom.
- **A pilot of a Child Pornography Offender Risk Tool (CPORT)** was carried out by the Service and included online training overseen by the L&D Unit. CPORT aims to improve accuracy of risk assessment for people convicted of child pornography offenses. Data from this CPORT pilot scheme will be reviewed by the Service to inform its approach into the future.

- **Provided feedback on the new Council of Europe protocols** which were agreed by the Committee of Ministers in Strasbourg in October 2021 on the adoption of Recommendation CM/Rec(2021)6 regarding the assessment, management and reintegration of persons accused or convicted of a sexual offence. The Service took note of its explanatory memorandum, which will inform practice into the future.



Pictured: Assistant Principal Probation Officer, Carmel Donnelly addressing the Domestic Violence and Coercive Control Inter-agency Seminar 2021, hosted by the Legal Aid Board in January 2021.

Working with Individuals Serving Prison Sentences

The Probation Service has a presence in each of the 12 prisons nationwide, working as part of multi-disciplinary teams supporting reintegration. In 2021 the Service worked with 2,730 men and women in prison.

This work includes completing assessments on life sentenced prisoners and home circumstances reports for the Parole Board. Probation staff also conduct offence-focused and reintegration work with people who will be subject to court-mandated supervision orders upon their release from custody. In addition, probation officers conduct assessments for prisoners who are considered for the Community Return Scheme.

During 2021, the Prisons Region continued to adapt to the ever-changing face of COVID-19. Each prison team had to adapt to local health and safety measures for each prison. Senior probation officers on the ground worked closely with individual governors to ensure that the Service could continue to deliver to individuals in custody throughout the year.

Working with the New Parole Board:

Following the commencement of the Parole Act in July 2021, the parole process was placed on a statutory basis and a new Parole Board was established, replacing the interim Parole Board.

Key changes to the parole process are - that eligibility is restricted to life-sentenced prisoners, first parole reviews will now take place after twelve years of a life sentence have been served, victims' families can choose to have a voice in the parole process and victims and parole applicants are entitled to legal representation.

In the first half of 2021, the Prisons Region completed their work with the interim Parole Board, and the second half of the year saw preparations in advance of the new Parole Board becoming operational. The first requests for reports under the new legislation were received at the end of 2021. Work in 2022 will include the development of revised protocols and procedures in line with the new legislation.

In 2021, Leah McCormack Assistant Principal Probation Officer was appointed as the Probation Service's nominee on the new Parole Board.

Working with Oberstown Children Detention Centre

The Probation Service provides an in-reach service to Oberstown Children Detention Centre two days per week. This work involves the co-facilitation of offence-focused programmes with young people in detention as well as completing individual work with these children

In 2021, the Probation Service and Oberstown reviewed its agreed protocol on working together with a view to strengthening their combined approach to the effective management and through care of children and young persons. The review process saw management from Oberstown and the Probation Service come together to develop a data sharing agreement and to agree the overarching shared commitments to support each young person's journey.

In 2021, 9 young people received a Detention and Supervision Order. The Probation Service worked with each of these young people both while in detention and post release. Probation staff attend organised placement planning meetings at Oberstown throughout the young person's detention. Probation Officers support each young person's return to the community in a planned, safe and where possible seamless manner.

Additionally, in line with the ethos of the Children Act 2001, Oberstown and the Probation Service proactively identify any young people in detention who may benefit from an early return to the community. A number of young people benefited from early return in 2021.



Pictured: Director of Oberstown, Damien Hernon with Assistant Principal Probation Officer & YPP Regional Manager, Olivia Keaveney signing Joint Protocol for Working Together.

Legal & Quality Assurance

The Probation Service Legal and Quality Assurance (LQA) Unit was set up in December 2020 and became operational in January 2021.

The Unit is a new addition to the Service and falls under the Business Support & Development Directorate. Since its inception, the Unit has set up a legal queries inbox to deal with specific information requests from staff. Analysis of legal queries is being used to inform future training and policy reviews. For example, cumulative queries with related core issues have identified the need to develop policies related to the work of the Probation Service in respect of matters of deportation, freedom of movement and BREXIT, among others. These issues have resulted in

co-ordinated work with partners across the criminal justice sector including the Department of Justice and the Office of the Director of Public Prosecutions.

The Unit actively contributes to the development of new legislation and in 2021 was heavily involved in the drafting of the new Criminal Justice (Community Sanctions) Bill and worked closely with the Department of Justice in developing the Sex Offenders (Amendment) Bill 2021.

Staff in the LQA Unit contribute to the development and delivery of training in relation to legal practices and this has been delivered both online and in person.

Community Return

At the outset of the COVID-19 pandemic, the Probation Service and the Irish Prison Service developed specific interim operational arrangements to facilitate the continued implementation of the Community Return Scheme. During the restrictions Community Return was managed via telephone contact with clearly identified procedures in place.

In line with the on-going development and delivery of the Community Return Scheme, the Probation Service and the Irish Prison Service developed revised procedures for its operation which were published in September 2021. The 'Management of the Community Return Scheme Procedures' outlined the role played by each organisations in the operations of the Scheme and were signed by the Director of the Probation Service and the Director General of the Irish Prison Service. They were subsequently circulated to staff in both organisations.

Overall compliance rates with the Community Return Scheme remained high in 2021 (above 85%) and the Service oversaw 222 community return completions during the year. The continued partnership between the Irish Prison Service and the Probation Service to manage all stages of the Community Return Scheme has been critical to ensuring its efficient, effective and safe management.

Community Service

2021 was a challenging year for the operation of community service nationwide. As high-level national restrictions remained in place, access to sites / host organisations was suspended. Similar to 2020, a 'stop and start' approach to the implementation of community service was adopted in line with health and safety guidelines.

During periods of suspension, those clients who were unable to attend sites continued to be facilitated by the Service with remote programme work where accessible. (E.g. *sessional programmes addressing car crime, supporting the development of pro-social thinking and attitudes and promoting the development of employability skills*).

As restrictions eased during the latter part of 2021, community service operations resumed incrementally. Capacity at outdoor sites was

increased and indoor sites began to reopen where social distancing and COVID-19 specific control measures could be implemented.

Despite these interruptions, community service continued to deliver positive social, economic and environmental impact on towns and communities across the country. Some key milestones throughout the year include:

- Eglinton Canal clean up (Co Galway)
- Design and build of a sensory garden at Cherry Orchard Equine Centre (Co Dublin)
- Dublin Homecare Day Centre outdoor clean up (Co Dublin)

In 2021, the Probation Service managed **1,360 Community Service Orders**.

Client Story:

My Journey through Community Service

"Community service has really helped me and my mental health. At first I was scared, mentally fragile and was so afraid of the unknown and the process. I was afraid of being judged on a past massive mistake which was totally out of character. I felt like a really bad person. First of all, I met with my probation officer who inducted me and ran through the process. After this meeting, I felt positive about community service after the respect and compassion they showed me. Then, when I began community service I again felt very apprehensive about the process and was feeling quite scared. My community service supervisor was so friendly, helpful and good fun to be around. As I adapted myself and put my head down, I began seeing the results of the work I carried out which was super pleasing and self-rewarding.



Not only did I become more aware of different courses and coaching sessions that I could do on the outside world, I began to take interest in the disability football coaching. There are no words to explain the joy and fun I felt when interacting and playing a part for these children's needs. They have so much fun and it's also a great feeling to be involved.

If it wasn't for community service, I would never have had these opportunities. My probation officer and the community service supervisor were always at the other end of the phone to help in any way I needed. I feel very thankful to this process, as I feel I have given something good back to our community which has boosted my self-esteem and has helped me be the best person I can be. I just hope others going forward feel the difference and cling to hope that you can turn the bad things into good things and start over with a happy heart. I'll be forever grateful to everyone involved for helping me along my way."



Before and after images of new picnic areas constructed by a community service team in a secondary school in Inchicore, Co Dublin.

Community Service Host Testimonial: Secondary School County Dublin

“Under the direction of the community service supervisor, we have been fortunate to see positive community reintegration taking place on a daily basis. A wide range of work is done including grounds maintenance, school-building maintenance, litter control, refurbishment and general school improvements. I believe the work is particularly successful because of the community service supervisor’s hands-on approach. Irrespective of what work is taking place, the supervisor is directly involved with those in their care. This is invaluable and ensures that the works completed are also to the highest quality possible. I hope that the partnership continues and grows.”



Pillar 2: Strengthening Collaboration & Engagement



The Probation Service recognises that in order to achieve its vision of safer and more inclusive communities, it needs to work closely with a range of stakeholders, including criminal justice partners, service-users and the wider community and voluntary sector.

This was particularly important in 2021 as it continued to navigate the challenges of the pandemic. The Service gained valuable shared learnings from regional and European partners and collaboration was crucial to ensuring that risk was managed effectively and supports continued to be provided to the most vulnerable.

Restorative Justice

The Service has increasingly recognised the role of restorative justice as a distinct approach that engages offenders, victims and the community in addressing the harm caused by crime, while balancing the respective needs of each. During 2021, the Service continued to embed restorative justice principles and interventions into supervision practice. Throughout the course of the year the Restorative Justice & Victims Services Unit (RHVSU) received 40 referrals to deliver a range of restorative justice interventions in response to requests by the Court.

Other 2021 highlights include

- **A paper on the implementation of restorative justice in the Service** was published which tracked the development of restorative justice in probation practice and in particular the wider application of the approach since the establishment of the RJVSU in 2019. The paper responds to the increased visibility of and engagement with restorative justice practice within traditional criminal justice procedure and to recent legislative and policy developments, including the Programme for Government.
- **The launch of the RJ website** (www.restorativejustice.ie) took place in January 2021 and was an output of the work of the European Project Restorative Justice Strategies for Change (RJS4C).

- **The Service supported the production of the play 'Stronger'** which tells the story of a woman's quest for and experience of a restorative justice intervention. It was shown as part of the Dublin Theatre Festival 2021 and resulted in a very effective way to increase public understanding of this complex theme.



Pictured: The Probation Service organised a Restorative Justice Webinar exploring relevant themes within the production of 'Stronger' which featured in Dublin Theatre Festival 2021.

- **Restorative Justice Week (21st -28th November):** In recognition of this international awareness week, the Service organised a series of events designed to share knowledge and build awareness of restorative justice nationally. Highlights included:

- o A video recording of the production of 'Stronger' was made available to colleagues and partners to watch online during the week.
- o An online panel discussion was organised aimed at creating open dialogue with representatives from practice, academia and victim advocacy to discuss themes within the play.
- o An online webinar workshop was organised for colleagues on 'victim offender mediation: the power of dialogue'. Anonymised case material tracked the progress of referral, preparation and facilitation of facilitated conversations in three complex cases.
- o The Service collaborated with the Probation Board of Northern Ireland (PBNI) to jointly promote Restorative Justice Week and Northern Ireland colleagues were invited to participate in the events.
- o Le Chéile Mentoring celebrated Restorative Justice Week with a number of in-person and online events. Events included a special online seminar looking at the opinions of Limerick's general public, who were asked to put themselves in the position of a victim of crime and to consider if they would meet the offender and discuss the offence.



Pictured: Assistant Principal Probation Officer, Ursula Fernée provides online training to Garda National Protective Services Bureau in relation to the work of the Service' Victims Services Unit.

Supporting Victims of Crime

The Probation Service is committed to reducing the number of victims of crime through the successful rehabilitation of offenders and it continues to work with partners across the justice sector to support the rights of victims.

In February 2021, the revised Department of Justice Victims Charter was launched in conjunction with a dedicated website designed to provide a more effective response to the needs of victims as required by the Victims of Crime Act 2017.

Section 10 of the charter outlines the role and function of the Probation Service and how within that role it can effectively respond to victim concerns and needs. The Service appointed a senior manager with dedicated responsibility for oversight of the charter and ongoing liaison with victim service colleagues across the department.

Following the publication of the revised charter and building on the work of the staff in the Restorative Justice & Victim Services Unit (RHVSU), the Service

drafted a new policy on victim engagement. This policy identifies the distinct strands of victim engagement that are interwoven with probation practice.

During 2021, the Restorative Justice & Victims Services Unit delivered training to Probation Service staff on the integration of the victim perspective in probation practice and developed resource materials to provide additional guidance.

In addition, in September the Unit contributed to an online training programme for staff of the Garda National Protective Services Bureau on the topic 'The Victim Perspective in Probation Practice'.

Supporting the Working to Change Strategy

In 2020, the Minister for Justice launched the Department of Justice's 'Working to Change – Social Enterprise and Employment Strategy 2021 – 2023' which sets out ambitious targets to increase the employment options for people who have criminal records and builds on a strong foundation of supports already in existence across the criminal justice sector. The strategy involves direct collaboration between the Probation Service, the Irish Prison Service and the Department of Justice.

The Probation Service has worked closely with the Criminal Justice Sector Social Enterprise Project Manager, Siobhan Cafferty to drive progress across the strategy's 46 inter-connected actions. Additional oversight of the committee is provided by Probation Service Director, Mark Wilson who chairs the Working to Change (WTC) Steering Committee.



Pictured: [L-R] Richard Deane, Head of Funder Liaison and Programme Design at Pobal, Siobhán Cafferty, Social Enterprise Project Manager, Mark Wilson, Director of the Probation Service and Joseph Keane, CBO Assistant Principal.

KickStart Funding

An important deliverable of the WTC Strategy is the provision of the KickStart fund which provides grants to social enterprises nationwide and is aimed at increasing access to employment opportunities for people with criminal convictions.

During 2021, the KickStart 2 funding programme was further progressed by Pobal and the grant timeline was extended to June 2022 due to disruptions caused by COVID-19.

An interim report on KickStart 2 funding confirmed that the programme is on course to reach the target number of additional employment opportunities.

Dormant Account Funding Secured

Dormant Accounts Funding of €1.150m was approved under the Dormant Accounts 2021 Programme for a third round of KickStart funding. The Probation Service once again entered into an agreement with Pobal for the administration of the programme.

Applications for the third round of KickStart funding opened on November 25th 2021. A total of 27 applications were received under the scheme, and it is intended that the applications will be assessed in early 2022.

Probation Board of Northern Ireland:

The Probation Service continued its close working relationship with colleagues in PBNI and participated in a variety of shared initiatives of areas of mutual interest including practice development, domestic violence, service user engagement and restorative justice, among others.

The Service also acknowledged the contribution of the outgoing PBNI CEO, Cheryl Lamont who retired in June and welcomed the appointment of the new PBNI CEO, Amanda Stewart who commenced her role in October.



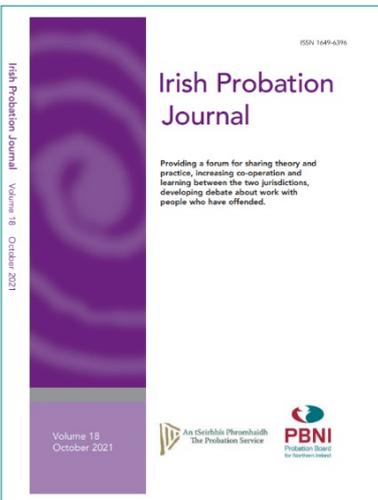
Pictured: Probation Service Director, Mark Wilson and newly appointed PBNI Chief Executive, Amanda Stewart pictured in PBNI HQ in Belfast.

Irish Probation Journal:

The 18th edition of Irish Probation Journal (IPJ) was published and launched online by the Probation Service and PBNI in November 2021.

The IPJ continues to feature articles from international contributors reflecting a broad and enthusiastic readership. An increasing number of articles from practitioners from across the island of Ireland is very encouraging. The journal covers a wide range of criminal justice themes including resettlement, electronic monitoring, social enterprise, trauma-informed practice, substance abuse, mental health, working with female offenders, restorative justice and organised crime.

The 'Writing for Publication' workshop was held once again in January and is now an established annual event for the Service. It provides the editorial committee with the opportunity to engage directly with potential authors.



Confederation of European Probation (CEP)

Throughout 2021, the Probation Service continued to play an active role in the CEP, driven by Gerry McNally, Assistant Director in his role as serving CEP President. Colleagues from across the organisation contributed to and attended CEP conferences, expert groups and other meetings, some of which took place online due to COVID-19.

Some 2021 highlights include:

- 40th anniversary of the first CEP meeting:** In November, the 9th CEP Conference for Directors General of Probation was hosted in co-operation with the French Ministry of Justice at the Abbaye de Saint Louis, Royaumont, near Paris. The conference celebrated the 40th anniversary of the first CEP meeting back in November 1981 and included participation from some founding members. The theme for the conference addressed probation in the 'new normality' with presentations and workshops on leadership, organisational change, quality assurance, education and training, mental health and domestic violence.
- Participation in the CEP Expert Group on Domestic Abuse:** In December 2021, members of the Domestic Violence Working Group joined colleagues across Europe to attend the CEP Expert group on Domestic Abuse Conference in Leuven, Belgium. Workshops sessions focused on a variety of themes including the use of virtual reality to rehabilitate domestic abusers.



Pictured: Probation Service Director, Mark Wilson, PBNI Chief Executive, Amanda Stewart and CEP Secretary General Willem van der Brugge at the CEP 40th Anniversary Jubilee Conference at the Abbey of Royaumont in France

Council of Europe

The Probation Service continued to contribute to the work of Council of Europe bodies and provided updated data reports for the annual SPACE II publication on probation statistical analysis across Europe. In September the Director joined more than 80 colleagues from across Europe at the 26th Council of Europe Conference of Directors of Prison and Probation Services (CDPPS) in Madeira. Topics for discussion included mental health and the criminal justice system, people convicted of sexual offences, the impact of COVID-19 on prison and probation, as well as the implications of artificial intelligence for the criminal justice system.

progress and challenges to date in relation to the application of the Framework Decision in Ireland, as it related to the Probation Service. The panel also met with various probation officers from across the Service. The visit proved highly productive and outcomes of the evaluation are expected in 2022.



Pictured: Probation Service Director, Mark Wilson with Irish Prison Service Director of Corporate Services, Donna Creaven at the 26th Council of Europe Conference in Madeira

9th Round of Mutual Evaluation on Mutual Recognition on EU Council Framework Decision 2008/947/JHA

In November 2021, the Probation Service participated in a visit by an expert EU panel as part of the 9th Round of Mutual Evaluation on Mutual Recognition in respect of the *EU Council Framework Decision 2008/947/JHA of 27 November 2008*. The purpose of the visit was to evaluate the application of the principle of mutual recognition to judgments and probation decisions with a view to the supervision of probation measures and alternative sanctions.

The visit was coordinated by the Department of Justice and included a visit to the Probation Service HQ. The panel received a presentation on the

Pillar 3: Promoting Inclusion



In 2021, the Probation Service furthered its commitments to becoming a more inclusive organisation by reviewing its practice, policies and guidelines in relation to working with vulnerable and excluded groups in Ireland. In addition the Service further developed its research programme on critical social inclusion issues affecting the outcomes of service-users today.

Towards a 'Best Practice' Approach to Working with Women who Offend.

International research recognises that women's pathways to crime are closely related to their histories of childhood and lifetime trauma and adversity, poverty and disadvantage. Consequently all interventions should be underpinned by a gender- and trauma-informed approach.

Building on previous initiatives that include dedicated transitional accommodation for women and peer education and training programmes, the Probation Service completed a scoping report in 2021 entitled, '*Towards a 'Best Practice' approach with Women who Offend*' that reviewed existing practice against the backdrop of 'best practice' research. The report identifies opportunities to replicate some existing approaches across regions that are responsive to local need and community concerns and provide a consistent and integrated approach to our work with women.

Celebrating International Women's Day - 8th March 2021

International Women's Day is an important date in the Probation Service calendar as it provides an opportunity to celebrate the achievements of women, especially those in the criminal justice

system who are striving to meet a range of personal and social challenges in order to grow, to change and to reach their full potential.

The Women's Strategy Working Group decided to mark and celebrate the day through prose, poetry and pictures. A dedicated newsletter brought together the experiences of staff and service users under a variety of themes, many of which were centred on the lived experiences of women and girls who generously shared their stories, their poetry and their artwork.

The newsletter provided a platform for staff across the country to share their experience of effective engagement with women, to reflect on the additional challenges posed by COVID-19 and to share information on initiatives designed to respond to a range of complex needs.



Pictured: Members of the Women's Strategy Working Group raising their hand high to show their support for the #ChooseToChallenge theme for International Women's Day 2021.



Pictured: Service user, Bernie receives lift via DePaul Mini Bus to her new home.

Client Story: A New Home and New Start for Bernie

Bernie came to stay in Tus Nua in January 2020, having been in Dóchas for a while and having spent time living on the streets. At Tus Nua she was given the chance to get the treatment and services she needed and it didn't take long for her to settle in. She quickly formed a close bond with both staff and peers. It was an easy, relaxed environment for Bernie and she was very involved in day-to-day activities, cooking, preparing meals, and, when she got the chance, making brownies – a big hit with everyone at Tus Nua.

Bernie was supported to register for a HAP allowance, which meant she could start hunting for accommodation. It wasn't easy, but after lots of searching she finally secured a new home for herself outside of Dublin. She also got a part-time job, making Covid-19 masks. Her next challenge was to move from Tus Nua to her new home. Thanks to DePaul and their brand new mini-bus, Bernie was transported in style to her new house. Within hours she was unpacking and doing her first shop in the local supermarket.

Bernie is missed in Tus Nua, but she has checked back in with the staff and the friends she made there to thank them all for their support and to let them know how happy she is in her new home.



Young Persons Probation

In 2021, the Service received 621 court referrals for young people. On receipt of the referrals the Service prepare detailed pre-sanction reports and make proposals to the court. In 2021, 584 pre-sanction reports were prepared for the Children's Court by the Probation Service.

In keeping with the ethos of the Children Act 2001, every child or young person who is supervised by the Service is afforded the opportunity for engagement at the lowest level of intervention possible to keep them and the community safe. Detention is a measure of last resort.

Probation officers supervise young people as directed by the courts, addressing the young person's risks and needs and making referrals to appropriate services to address their risks and needs.

In 2021, 566 young people were supervised by the Service.



Pictured: Young Persons Probation team in Haymarket.

Youth Justice Strategy 2021- 2027

The Probation Service endorses the objectives of the Youth Justice Strategy 2021 - 2027 to maximise opportunities to promote positive behavioural change through the development and delivery of opportunities for vulnerable children at risk of or already engaged in the criminal justice system.

In 2021, the Service supported the Youth Justice Strategy in a variety of ways including:

- Supporting and resourcing the deployment of probation officers to engage effectively with children and young people;
- Promoting the diversion of children away from crime, the criminal justice system and from reoffending;
- Supporting children in detention and post release;
- Providing specialist support to children who have been referred to the Service, including restorative justice approaches and work with children who have sexually harmed;
- The Service funds sixteen community based organisations (CBOs) that work directly with young people. Probation officers make direct referrals to these CBOs and services include education and training, respite, counselling, mentoring and outdoor pursuits. Annually, approximately 400 young people receive support from a probation funded CBO.
- Collaboration continued across all sectors of government and society in the development and delivery of opportunities for children and young people, their families and communities in order to strengthen their capacities to live free from crime and harm. This includes work with the Youth Joint Agency Response to Crime (YJARC) Initiatives, Greentown, Bail Supervision Scheme, Youth Diversion Projects and the wider statutory, community and voluntary sector.
- In 2021, the Probation Service assisted the expansion of the Bail Supervision Scheme to courts in Cork and Limerick and it makes direct referrals or can recommend that other agencies make referrals to bail supervision, where appropriate.

Working with the Traveller Community

In 2021, the Probation Service worked on a number of important initiatives aimed at improving outcomes for members of the Traveller community engaged with the criminal justice system. Highlights include:

- The Service commenced working with Pavee Point to develop Good Practice Guidelines for probation officers in relation to ethnic data collection.
- A number of colleagues undertook a 'Train the Trainer' programme in ethnic data collection delivered by Pavee Point. The Service is planning to deliver training on ethnic data collection to all probation practitioners in 2022.
- In May and November the Service worked with Pavee Point to co-deliver online training entitled 'Working with Travellers' to 25 members of staff.
- In October the Director of the Service participated in the Travellers in Prison Initiative National Conference which included speakers from the Traveller community with experience of the criminal justice system and discussed the impact of imprisonment on their lives and recommendations for positive change.
- Also in October, the Service was invited to appear before the Joint Oireachtas Committee on *Key Issues Facing Members of the Traveller Community* to provide insights and considerations on policy directions aimed at improving outcomes and quality of life for Travellers.



Pictured: Director, Mark Wilson participates in Travellers in Prison Initiative National Conference alongside Irish Prison Service Director General, Caron McCaffrey.

Housing First Project

The Probation Service in partnership with the Irish Prison Service and the Dublin Region Homeless Executive established the Criminal Justice Sector Housing First Project on 1st October 2020 to support commitments contained in the Housing First National Implementation Plan 2018-2021. Over 3 years, the jointly commissioned project aims to secure permanent housing with time unlimited multi-disciplinary supports for people who are under probation supervision in the community or leaving prison custody. In 2021, 13 tenancies were secured as part of the criminal justice pilot scheme in Dublin.

The Probation Service has appointed a senior manager as the nominated representative for the Probation and the Irish Prison Service on the National Housing First Implementation Group. This should assist in ensuring a continuity of focus on persons engaged with the criminal justice system within the Housing First National Implementation Plan 2022-2025.

The Probation Service recognises that homelessness can be a very significant contributory factor in re-offending, particularly on release from custody. With this in mind, it has committed to commissioning new research in 2022 examining the impact of homelessness on people on probation supervision in Ireland.



Research

In 2021 the Probation Service Research Committee continued to work closely with researchers, research bodies and third-level education institutions to develop and facilitate post-graduate research proposals and projects. It was a busy year for research output.



Mental Health Research

In March 2021, the Probation Service published '*Moving Forward Together: Mental Health Among*

Persons Supervised by the Probation Service' a report by Dr Christina Power, former Senior Clinical Psychologist at the Service. The report examines mental health issues among individuals under probation supervision in Ireland. It was commissioned in the context of the Justice Plan 2021 and its commitment to establishing a new cross-departmental task force on mental health. The report was launched by the Minister for Justice, Helen McEntee, TD.

Dr Power's report indicates that at least 40% of people on probation supervision in Ireland present with symptoms indicative of at least one mental health problem. This compares with 18.5% of the general population. Approximately 50% of all those supervised also present with one or more of the following issues: alcohol and drug misuse, difficult family relationships and accommodation instability. The research also identified that there is significant unmet psychological and psychiatric need amongst individuals subject to probation supervision.

The report has significance for the criminal justice sector and will be used to inform policy and develop strategy. The Mental Health Working Group has developed a five year action plan to address the needs and issues identified in the study.

On foot of this research, the HSE appointed a senior clinician to join the Service's Mental Health Working Group to help both organisations work more collaboratively together.

Parallel to Dr Power's research, the Minister for Justice and Minister for Health established a High Level Task Force on Mental Health and Addictions. Mark Wilson, Director of the Probation Service chairs one of the subgroups of the task force focused on community issues.

The Mental Health Working Group also marked World Mental Health Awareness Day on 8th October 2021 with a webinar for staff entitled, 'Minding Mental Health in the Probation Service'.



Drugs & Alcohol Misuse Research

The Probation Service commissioned a research report *Informing & Supporting Change: Drug and Alcohol Misuse among People on Probation Supervision in Ireland* which was authored by Dr. Louise Rooney, UCD and launched by Minister for Justice Helen McEntee, TD at an online event in November 2021.

Building on previous research, the study identifies substance misuse prevalence among people on probation supervision, examines the relationship between substance misuse behaviour and offending, and explores the engagement of people supervised as well as the Probation Service response. The research was supported by the Central Statistics Office (CSO),

The report finds that 81% of Probation Service clients reported misusing drugs and/or alcohol at some point in their lifetime. The highest prevalence rates of combined drug and alcohol misuse were observed for clients aged 25–34. A link between alcohol and current offence was reported for 53% of the sample; the link between drug misuse and current offence was reported for 48% of the sample.

The report highlights that the Probation Service represents a critical point at which assessment, intervention and appropriate referral can take place as part of the care pathway.

In response the Probation Service has developed a detailed work plan which addresses the report's core recommendations.

The Probation Service continued to have representation on the National Oversight Committee tasked with the implementation of National Substance Misuse Strategy 'Reducing Harm – Supporting Recovery' (2017-2025) and will have representation on a number of the newly established Strategic Implementation Groups.

The Probation Service is also represented on the

Drug Related Intimidation & Violence Engagement (DRIVE) Oversight Committee. The committee is an interagency group with representatives from the Regional and Local Drug & Alcohol Task Forces, HSE Social Inclusion, An Garda Síochána, Probation Service, community & voluntary sector and Family Support. DRIVE is funded through the Strand 3 funding initiative within the office of Frank Feighan, TD, Minister of State with responsibility for Public Health, Wellbeing and the National Substance Misuse Strategy. It is focused on building the capacity of communities to respond to drug related intimidation and violence.

The research report setting out a national data driven model to respond to drug related intimidation and violence in communities was subsequently launched in November 2021

Review of Community Service

In 2021, the Service commissioned researchers Dr Louise Kennefick, Maynooth University and Dr Eoin Guilfoyle, University of Bristol to conduct an 'Evidence Review of Community Service Policy, Practice and Structure'.

This review was commissioned as part of the Service's strategy to maximise the potential and benefits of community service in the Irish criminal justice system, and to reform and revitalise the current operating model. The reviewers conducted a desk-based literature review of findings and knowledge from academic journals, national and international policy materials, reports, and publications relating to community service spanning the key areas of strategic innovation, operational practice, legal structure, impact, evaluation and related developments.

The evidence review will be published in 2022 and will be followed by an operational review of community service which will inform and develop community service provision into the future.



PhD Research Candidate:

Alison Coyne

PhD researcher Alison Coyne is based in the community-based organisation Deonach from September 2021 – August 2024 as part of the UCD Sutherland School of Law PhD programme. The project is funded by the Irish Research Council and The Probation Service under the employment-based postgraduate programme. Alison's research asks: 'Are the needs of young adults, who transition from the Irish Youth Justice Service to custodial and non-custodial settings being met in Ireland?'

At the outset of her research Alison formed a working group, comprised of representatives from the Probation Service and Deonach who are advising her on her research. As part of this research she has attended events and seminars, the Children's Court and has begun conducting semi-structured interviews with young adults who have come into contact with the criminal justice system.



- Over 50% of the 2015 cohort did not reoffend within 3 years. Re-offending by those sentenced to probation supervision in 2015 was 49.2% after a 3-year period compared to a figure of 54.6% after 3 years for the 2008 cohort. This represents a reduction in re-offending of 5.4%.
- Younger people continue to have a much stronger tendency to re-offend. 42% of under 18s linked to re-offending incidents compared to just 8% of over 65s
- 43% of all re-offending by adults under 25 were in two offence categories, public order (22%) and road and traffic offences (21%)
- Overall, women were slightly less likely to be re-convicted than men (26.5% vs 28.1%)
- The majority of those who received probation orders in 2017 were male (86%).

Findings from the study continue to inform the Probation Service practice and wider strategy. A copy of the report is available via the Probation Service website and the CSO website (<https://www.cso.ie/en/csolatestnews/presspages/2021/probationre-offendingstatistics2017/>)

Probation Re-offending Statistics 2017

The latest Probation Service re-offending study was published by the Central Statistics Office (CSO) in November 2021. The focus of the study was on the 2015, 2016 and 2017 cohorts.

Key highlights from the study include:

- In 2017, just under one-third (29.3%) of individuals who received a probation order re-offended within a year of receiving the order in comparison to 35.5% for the 2008 cohort.
- There was a decrease in the 1-year probation re-offending rate between 2016 and 2017 from 31% to 29%.

Community Based Organisations in Action

In 2021, the Probation Service provided €17.532m in funding to 60 community based organisations (CBOs) across the country to develop and deliver services to offenders in their communities. These organisations provide a range of services to offenders in local communities, including training and education, offender management programmes, support to access accommodation, drug and alcohol treatment programmes, and access to employment opportunities.

The services developed and delivered by CBOs enhance the work of the Service in challenging offending behaviour and supporting change. They are also often a very important step in the re-integration of an offender back into their local community.

The impact of COVID-19 and government restrictions continued to present challenges for the community organisations sector and their staff and clients. The Probation Service acknowledges the work of all its funded organisations, which continued to provide support and interventions to all their participants over the last year.

The following is a snapshot of highlights in the life of some of the funded CBOs in 2021.



Southill Outreach Moves to New Limerick City Centre Location

2021 was a big year in the life of Southill Outreach as the young persons' project moved into the

centre of Limerick city, having spent over 31 years in the heart of the Southill community.

Stepping Out Participants Construct New Obelisk in Athlone

In May, a new obelisk sculpture was erected in Burgess Park, Athlone. The sculpture was designed and built by participants of the Probation Service-funded Stepping Out programme based in Athlone and is dedicated to those who have lost family members and friends to the River Shannon.



Pictured: Obelisk sculpture installed in Burgess Park, Athlone by Stepping Out participants.

Athy Alternative Project in Carlow Goes Green with Village Garden

The Athy Alternative Project provides a range of programmes to enable adults or young people who are involved in criminal activity to reduce their offending behaviour, improve their life options and participate positively in the community. In 2021, participants in the project worked on the village garden.

It is intended that this will act as a catalyst for the development of a horticultural training programme and enable clients may explore possible qualification and employment in this area.



Pictured: Athy Alternative Project Village Garden in Co. Carlow.

Coolmine Lights Up for Christmas

In December, Coolmine Therapeutic Community held an event to turn on their Christmas lights. Christmas can often be a very difficult time for people in recovery, but organisations such as Coolmine enable clients to enjoy Christmas knowing that they are in a safe, secure and caring environment.

Irish Association for Social Inclusion Opportunities (IASIO) Launches New Strategic Plan

In April, the Minister for Justice, Helen McEntee TD, launched IASIO's new Strategic Plan 2021-2023 at a virtual event. The Strategic Plan was formulated following a wide-ranging consultation process with key stakeholders, which included clients, IASIO staff, Irish Prison Service and Probation Service staff, employers and other organisations.

We Have A Dream (WHAD) Expands Outdoor Pursuit Programmes in Dublin

WHAD continued to operate outdoor pursuits programmes throughout 2021, working restoratively with young people to promote positive behaviour changes and encourage participants to re-engage towards a positive future. WHAD expanded its services into areas in the north of Dublin city, and also to other parts of South Dublin such as Tallaght and Dun Laoghaire.



Pictured: WHAD participants taking part in the newly expanded outdoor pursuits programme.

Le Chéile Mentoring Organises Virtual Volunteer Conference

In September, Le Chéile held its 4th annual volunteer conference remotely. The theme of the

conference was 'Inspiring hope, believing in change' and included opening remarks by Mark Wilson, Director of the Probation Service.

Le Chéile also launched their new website in 2021, which can be found at www.lecheile.ie



Pictured: Le Chéile Mentoring celebrates Restorative Justice Week 2021 in Limerick.

TREO Port Lairge Launches New Car Maintenance and Dangerous Driving Programmes

In December 2021, Treo officially launched the Car Maintenance and Dangerous Driving programmes. The Car Maintenance and Dangerous Driving programmes aim to provide a new respect and understanding for motor vehicles, which are often contributing factors in young adults finding themselves in court. The goal is to reduce the harm on the roads in the Waterford area and the amount of people that find themselves in front of the courts because of car related crimes.

Pillar 4:

Empowering Our Team



The Probation Service is a people-centred organisation. In 2021 the Service continued to invest in its people to develop their skillsets and its overall capability as an organisation. As with the previous year, the safety and wellbeing of colleagues was prioritised to ensure staff were supported and connected as it navigated the changing tides of the pandemic.

Learning & Development

Despite challenges posed by COVID-19, the Service continued to prioritise continuous professional development and career development for all staff. The Learning & Development (L&D) Unit responded to identified skills needs and new legislative developments by delivering an ambitious training & development calendar for staff via a mixture of online and in-person formats. A summary of 2021 highlights include:

- **Induction for New Probation Officers:** The L&D Unit delivered two induction programmes for new probation officers in April 2021 and October 2021. The latter was a blended approach using both on-line and in person delivery methods and was one of the first in-person training delivered since the outset of the COVID-19 pandemic.
- **Management Training for Senior Probation Officers (SPOs):** The L&D Unit collaborated with 'Theatre at Work' to design and deliver a bespoke training workshop entitled '*Effective Conversations and Communication*'. The innovative training workshop used theatre-based techniques and facilitation skills to create an interactive and practical virtual workshop. Co-designed by the L&D team, scenarios were scripted to reflect real probation situations and the roles were played by actors which allowed participants to observe, reflect and engage with the content. In total 50 senior probation officers participated in four workshops which were delivered in September 2021.
- **A Gender-Informed Approach to Working with Female Offenders:** In April 2021, the L&D Unit launched a new modular training programme to support staff to become more gender-informed and develop their knowledge, skills and confidence in working with girls and women engaged in the criminal justice sector. Supplementing the training, the L&D Unit utilised the online tool 'Padlet' to develop a virtual bulletin board for staff, providing easy access to relevant resources such as articles, videos, etc. The training programme was delivered to 36 staff members in 2021.
- **Hate Crime and Radicalisation Training:** The L&D Unit developed and commenced delivery of information sessions on hate crime and radicalisation in preparation for the new emerging hate crime legislation. In addition, 5 staff were selected to receive training in the 'VERA 2R' risk assessment instrument (Violent Extremist Risk Assessment 2 Revised). 'VERA 2R' is a structured professional judgment

tool which aims to assess the risk of violent political extremism. This training was delivered by members of the Radicalisation Awareness Network and included participation from colleagues in An Garda Síochána and the Irish Prison Service Psychology team.

- **Sex Offender Training Programme:** A new sex offender training programme specifically focusing on addressing S&A2007 risk factors was delivered in September and November 2021. This training was entitled 'Working Effectively with Sex Offenders' and the intention is to deliver more sessions in 2022.

Implementing the Irish Offender Supervision Framework:

In 2021, the Service made significant progress in implementing the Irish Offender Supervision Framework (IOSF), a bespoke model of probation practice that addresses all elements of the service users' probation journey and is evidence-informed and underpinned by research.

A summary of 2021 activity includes:

- **Core Probation Skills Training** was delivered to nearly 200 probation officers and senior probation officers. Given the practical basis of this training, L&D trainers used innovative and novel ways to promote engagement and interaction, resulting in highly positive feedback from participants. Training in core probation skills will continue into 2022.
- **Probation Service Toolbox:** The Service advanced the development of the Toolbox – an online learning resource for probation officers which is scheduled to launch in early 2022.
- **IOSF Practice Manual:** In November, the Service commenced the development of the new IOSF Practice Manual which marks an important phase of the IOSF implementation process. The practice manual is planned for publication in 2022 and key actions completed in 2021 include:
 - Velia Ltd was appointed to lead the development of IOSF Practice Manual which is being developed according to the principal of co-production, ensuring that as

many Probation Service staff as possible are involved in the process.

- Six project leads were appointed to oversee the work of six corresponding working groups which are comprised of colleagues from across the Service from a variety of different functions, grades and regions. Each group had a particular focus on specific stages of the IOSF or a related process and each working group was supported and guided by a member of the Velia team.
- In November more 90 members of staff participated in a series of interactive focus groups aimed at eliciting feedback to inform the development of the practice manual. Implementation of the Risk Based Approach to Workload Management

Sarah-Jane Kavanagh, Senior Probation Officer & IOSF Project Lead

"I believe the Irish Offenders Supervision framework will shape the future of the Probation Service and how we deliver a high quality public service. Having recently completed a course in project management, I am delighted to be part of a programme development team to develop & co-produce the practice manual alongside colleagues & Velia Ltd."



Rachel Lillis, Senior Probation Officer & IOSF Project Lead

“My experiences in my posts to date has enabled me to develop an understanding of how to coach and manage people to achieve success and implement emerging practices and policies. I sought to become involved with the IOSF project because I am invested in the progression and development of the Service and hope that the IOSF provides us with a supervision pathway. I hope that more focused interactions will lead to better outcomes for clients.”



Implementation of the Risk Based Approach to Workload Management

In 2021, the Service commenced the implementation of a Risk Based Approach to Workload Management, developed in partnership with the Probation Officers' Branch, Fórsa Trade Union.

Taking into account the fundamental principles of the risk, need and responsivity presented by individuals on probation supervision, the Risk Based Approach to Workload Management aims to ensure that the workload of probation officers is managed fairly and consistently to ensure that they can discharge their roles and responsibilities effectively and in accordance with evidence informed probation practice.

To support its implementation a number of staff support measures were established, including an Implementation Oversight Group, comprising of representatives of staff and management from across the organisation as well resource materials among others.

Review of the Probation Service Management Structure:

In August 2021, the Probation Service commissioned the professional services firm, Mazars to conduct a detailed evaluation of its existing Executive Management Structure with a view to supporting increased capacity to meet the strategic priorities outlined in the Strategy Statement 2021-23.

This review involved extensive consultation with Probation Service management team in addition to key stakeholders from across the Department of Justice and the criminal justice sector. Mazars completed their report in December 2021, the outcomes of which will be shared with staff for further discussion in early 2022.

Health and Safety

With the onset of COVID-19, the primary focus for the Health and Safety Unit was ensuring that the Probation Service offices were both safe for staff to work in and safe for clients. This continued throughout 2021.

Risk assessments were completed for all offices with COVID-19 control measures established and maintained. Client interviews were permitted by appointment only with COVID-19 checks on arrival. Meetings were behind screens, with both clients and staff wearing masks. Hygiene etiquette was maintained throughout with signage on display setting out the controls measures.

A summary of other Health & Safety highlights include:

- Risk assessment documents for all community service sites were reviewed. The majority of community service was completed at outdoor sites with strict control measures in place and ongoing engagement with host organisations.
- Lead Worker Representatives continued to provide valuable assistance in all offices nationwide, completing daily checks and managing staff queries as they arose.
- The COVID-19 Health and Safety folder on the portal was kept up to date at all times with staff

having easy access to protocols and standard operating procedures.

- Training was delivered in areas including fire safety, safety officer, manual handling, first aid and refresher training.
- COVID-19 Health & Safety meetings were held fortnightly throughout the year and close engagement with the Department of Justice was maintained.
- Regular communications were issued to staff, including guidelines issued by the Department of Public Expenditure and Reform, the Health Service Executive and the Health and Safety Authority.
- Health and safety remained on the agenda for national, regional and team meetings. The Service continued to report all incidents/accidents in a timely fashion to the State Claims Agency and maintained links with the network during the year.



Pictured: Health and safety measures implemented across Probation Service offices.

'Seat at the Table' Initiative

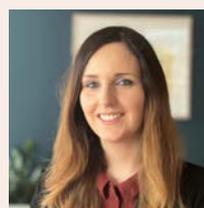
In 2021, the Service introduced the new 'Seat at the Table' initiative which provided colleagues with a unique career development opportunity to join one of the many active strategic working groups and committees across the organisation. The programme was designed to generate fresh-thinking and provide colleagues with a chance to influence decision-making and make meaningful contribution to diverse issues such as corporate governance, strategy, mental health, Travellers, women, data, health safety, wellbeing, etc.

There was significant interest in the new programme with 48 colleagues nominating themselves to take

a 'seat at the table'. Matching took place during the year with candidates joining the Mental Health Working Group, the Wellbeing Committee, the Public Sector Duty Group and the IOSF Working Groups. It is anticipated that more opportunities will be created for staff in 2022, in line with the introduction of the new management structure.

Yvette Kelly, Higher Executive Officer participated in Criminal Justice Governance meetings

"This experience was a valuable opportunity that allowed me to engage with senior management and observe in practice how governance works at a higher level in the Department. This complemented my studies, adding theory to practice as I was completing my Professional Certificate in Governance at the time."



Dale Muphy, Higher Executive Officer participated in Public Sector Duty Working Group

"I was asked to participate in this working group following completion of a Professional Diploma in Human Rights and Equality with the Institute of Public Administration. The Seat at the Table initiative enables the Service to utilise the qualifications and skills of staff across the organisation and also gives colleagues a valuable opportunity to work on policy for areas that may not be directly connected to their own role."



Probation EPIC Awards

Building on the success of the inaugural 2019 Staff Awards, in 2021 the Service continued celebrating its talented and dedicated colleagues with the launch of the newly branded Probation EPIC Awards 2021. EPIC stands for *Extraordinary People Inspiring Change* and the awards aim to celebrate excellence across the organisation, recognising high-performing individuals and innovative projects within the Service

The Probation EPIC Awards were launched in September 2021 and colleagues were invited to nominate members of their team for one of seven awards including:

- Enhancing Community Safety Award
- Collaboration & Engagement Award
- Coaching & Inclusion Champions Award
- Rising Star Award
- Innovating Our Service Award - *entries for both teams and individuals*
- COVID-19 Response – Special Recognition Award

As part of the awards, the Service will celebrate those colleagues who have dedicated more than 30 years working with the Probation Service and/or the Department of Justice with Long Service Awards.

In total, more than 50 nominations were received. Unfortunately, the awards ceremony had to be postponed due to COVID-19, however the Service looks forward to planning an in-person event in 2022 when winners will be announced.

Prioritising the Wellbeing of Staff

With the additional stresses introduced as result of the COVID-19, the Service increased its focus on wellness and creating opportunities for staff to stay connected to one another during periods of social distancing, restricted office settings and remote working. While in-person wellbeing events could not take place during 2021, the Wellbeing Committee demonstrated innovation by organising a diverse range of activities and information sessions and supports for colleagues to engage

with throughout the year. In many ways, the flexibility of Zoom extended the reach of wellbeing activities and the committee has gained some valuable insights that it will carry into 2022.

In true Probation Service style, the most successful event of 2021 was the event held for World Pet Day in October. A competitive photo competition for staff pets took place, with a large volume of entries. A special newsletter was issued to reflect the diversity of pets in the Probation Service network. The Steps Challenge in November also proved to be as popular and competitive as ever.

A number of seminars were organised via the



Holly, the three-year old Bichon Frisé (owned by Probation Officer Ciara Harris) wins best photo.

Employee Assistance Programme provider, Laya Healthcare and ongoing support from the Department of Justice “Justbe” Wellbeing Committee provided a huge range of topical seminars on areas including physical and mental health, diversity & inclusion, culture and history and much more.

Some highlights from the Probation Service wellbeing calendar 2021 include:

- International Women’s Day with Speaker Debbie Deegan from ‘To Russia with Love’ Charity (March)
- Easter Art Competition (April)
- Spring Nature Walk (April)
- 100km in 30 days Breast Cancer Awareness (June)
- Laya Healthcare Seminar: Beating Burnout (June)
- World Pet day Photo Competition (October)
- World Mental Health Awareness Day Seminar on Exercise for the Mind (October)
- Steps Challenge (November)
- Virtual Santa Claus Visit (December)
- Christmas Jumper Day (December)
- Book Club, Art club and Garden Club (On-going)

Pillar 5: Modernising Our Approach



The Probation Service has committed to driving modernisation across the organisation to maximise performance, enhance service delivery and respond effectively to the evolving needs of our service users.

During 2021 the Service made some important structural changes which will help build capacity and increase expertise to meet its strategic objectives. The Service also continued to make more use of data and technology to improve efficiencies and enhance how we communicate to our key stakeholders.

Recruitment:

During the year, recruitment activity remained high. A number of competitions were held, some with interviews taking place remotely due to the ongoing presence of COVID 19

- A Senior Probation Officer campaign took place in September & October in conjunction with the Public Appointments Service (PAS);
- A Probation Officer campaign, with close to 100 candidates being interviewed, took place in October and November;
- A Deputy Director competition took place in the autumn via Public Appointments Service;
- Additional recruitment took place across administrative grades and a specialist Assistant Principal in Communications was appointed in June.

A total of 16 new probation officers were assigned to various locations across the country, filling important gaps and helping to maximise our frontline service delivery. 16 other staff joined the Service throughout 2021.

37 staff left the organisation through resignation or retirement. Unfortunately due to COVID-19, their departures were very low key events, some of which were celebrated online. The Service is planning an in-person retirement-event in 2022.

Communications Unit

In June the Service appointed a new Assistant Principal for Communications to lead and establish a new Communications Unit. The unit provides and supports aspects of strategic and corporate communications.

The core focus of the Communications Unit is to:

- Build awareness of the impact of work of the Probation Service in creating safer, more inclusive communities;
- Drive engagement with colleagues and internal stakeholders to foster a culture of participation and transparency;
- Embrace new digital platforms to enhance communications and reach new audiences;
- Oversee public affairs and facilitate effective engagement with stakeholders across the criminal justice sector and beyond.

During its first six months in operation, the Communications Unit focused on improving communications infrastructure including the development of a new intranet portal (planned to go live in 2022), the expansion of social media channels (LinkedIn & Twitter), the diversification of the content through the introduction of video and animation, and the launch of a new internal email tool (Poppulo). In addition, the unit provided support to the Senior Management Team in relation to public events and media engagements.

A new Communications & Engagement Strategy is due for publication in 2022 and will chart the strategic direction for the Service's communications effort over the next two years.

During 2021, the Communications Unit oversaw the preparation of responses as required to parliamentary questions, ministerial representations and other information requests continued across directorates in partnership with the Department of Justice Transparency Unit.

Information Requests coordinated centrally	
PQs	49
Media	15
Other	73
Total	143

*(Includes responses to representations from public representatives, requests for input to policy documents etc.)

Assistant Principal for Communications, Thomas Redmond

“Professional, targeted communications play a critical role in the successful development of policy and the effective delivery of services across the public sector. In establishing a Communications Unit the Probation Service is demonstrating a firm commitment to professionalising both internal and external communications. A strong focus of the Probation Service Communications Unit is to harness digital technology to extend our reach and raise awareness of the Service and the work we are doing, and in turn to encourage a better understanding of the Service's unique role within the wider criminal justice system.”



Extending Our Reach

In March 2021, the Probation Service participated in the International Network for Criminal Justice (IN-CJ) podcast to discuss the experiences of Irish probation officers during the Covid-19 lockdown, in particular focusing on how the Service adapted its approach to meet the increasingly complex needs of service users during the pandemic. The IN-CJ is an online network of people engaged in international development work in Criminal Justice. It aims to use new technologies to build new networks, share knowledge and exchange ideas.

In May 2021 Margaret Griffin, Assistant Principal Probation Officer participated in the highly acclaimed *The Two Norries* podcast to discuss the important role probation officers play in supporting community safety in Ireland. The podcast discussed topics including probation orders, courts, crime, rehabilitation, community supervision, desistance and offending. Participation in the podcast was an opportunity to extend the reach and increase

public understanding of the work of the Service. The podcast episode has received 240,000 views on YouTube and the series regularly tops audience figures of 20,000 listeners.



Pictured: Assistant Principal Probation Officer, Margaret Griffin participating in the Two Norries Podcast.

The Information Unit

The Information Unit co-ordinates and manages information requests relating to Freedom of Information (FOI), Data Protection, and other information requests. The unit works closely with the Data Protection Compliance and Support Unit, of the Department of Justice, in terms of guidance, policies and procedures.

2021 Information Requests Information Access Requests Received 2021	
Freedom of Information	15
Data Protection	5
Third Party Requests	27
Other Requests outside of FOI / DP	14
Total	61

Estate

The Probation Service has over thirty five offices in the community as well as offices in each of the prisons. The Service also avails of 'contact' offices in various locations nationwide in order to manage and supervise many clients in remote and rural areas.

The Estate and Facilities Unit continually liaises with the Office of Public Works (OPW) and regional managers in relation to the estate and facilities issues. This was evident during the COVID-19 pandemic with the strong focus on health and safety prevention and control measures.

In September 2021, the Probation Office in Drogheda relocated to new premises at Dyer Street, in Drogheda. The new office, which is central to the town, is open plan with a number of purpose built interview rooms for client face-to-face meetings.

In addition, construction was completed on the new office in Mulgrave Street, Limerick alongside the new prison build and close to the courthouse. Limerick staff vacated Theatre Court and moved across the city to the 12,500 square foot purpose-built building, which boasts a large, bright open-plan office space, multiple conference and interview rooms and on-site parking.

In line with the Service's commitments to sustainability, the Mulgrave Street office utilises solar PV panels to generate both electricity and hot water, state of the art ventilation technology throughout the space and a large outdoor garden area.



Pictured: Assistant Principal, Christine Hanney and Assistant Principal Probation Officer, Margaret Griffin take a tour of the new Limerick Office in Mulgrave Street.

Energy

The Annual Report for the SEAI shows that the Probation Service had achieved a savings of 35.3% on the 2009 baseline figures and an improvement of 18.4% on energy consumption compared to the figures for 2020.

The Service continues to link in regularly with the SEAI and with OPW in managing its Energy consumption, participating in the OPW's Optimising Power @Work campaign which aims to help public sector staff reduce energy consumption both at home and in the workplace.

SEAI energy consumption figures for Haymarket for end of 2021 show a decrease in energy consumption in the building of approximately 45% since joining the Optimising Power @ Work campaign in 2010.

Data & Statistics:

The Probation Service strategy emphasises the role of data in achieving its strategic objectives. Data will act as an enabler in identifying and using key data sets to inform policy, decision making and research, both internally and within the broader criminal justice system. The Service is in the process of developing a data road map to ensure that it maximises its use of data.

In 2021, the Service continued to publish point-in-time statistics on its website. Statistics were provided in response to stakeholder requests, press and parliamentary questions. The Service published a drug and alcohol misuse research study and facilitated other research projects in 2021, including research on foreign national and minority ethnic groups in the penal system.

Data Think Tank

Another key deliverable during 2021 was the establishment of a Data Think Tank which was designed to generate open discussion among staff, stakeholders and relevant experts working in the Criminal Justice System. The think tank involved

a variety of meetings with key stakeholders and investigated ways to collect, analyse and understand data so that the Probation Service can more accurately measure the effectiveness and efficacy of its current operations. It also aimed to inform development of new strategies and processes while being mindful of the complexities and the interpretations involved.

A report was compiled to reflect the work of the think tank and provided a number of recommendations to be considered by the Service for further development and implementation.



Information Management and Technology (IM&T)

The Probation Services IM&T requirements are provided through the Department of Justice IM&T Shared Services which operates via a service level agreement. During 2021, the Service worked closely with IM&T to ensure its business and operations were supported.

Facilitating smooth and effective remote working remained a priority and staff across the country were provided with laptops and relevant ergonomic equipment as quickly as possible to enable remote and agile working.

Community Service supervisors were provided with iPads to enable recording of attendance on sites and access to emails including Health & Safety updates.

Both the APEX and Business Process Group met on a regular basis, discussing suggested enhancements and developments to ensure the efficiency and continuity of our operational systems.

Oversight and Governance Arrangements



The Probation Service is an agile and resilient organisation, with structures and processes to support the attainment of organisational goals, promote good governance and ensure it remains accountable for its performance and meets its strategic objectives.

Oversight and Governance Arrangements

The Probation Service ensures that oversight of its administration follows the requirements set out for all public bodies in the Code of Practice for the Governance of State Bodies (2016). As part of governance practice the Probation Service, with the Department of Justice, has put in place an Oversight Agreement 2020 – 2022 and Performance Delivery Agreement (PDA) 2021.

This Oversight Agreement 2020-2022, which is published on the Department's website, sets out the broad governance and accountability framework within which the Probation Service operates and defines key roles and responsibilities that underpin the relationship between it and the Department. This is a three year agreement but in accordance with the Code of Practice it is reviewed annually and updated as necessary.

The Performance Delivery Agreement sets out the Probation Service's key targets for 2021 (in the context of the resource inputs provided) and how their delivery will be measured in terms of performance targets/indicators. It also highlights any potential risk factors.

The Probation Service's compliance with the requirements of the Agreement is monitored through at least three formal Governance meetings per year between the Department and the Probation Service. These meetings consider the following as required:

- Delivery of the Probation Service Strategic Plan and its annual business plan(s);
- Progress against the targets and indicators set out in the annual PDA;
- Financial management and budgetary matters;
- Human resource issues including staffing, training and industrial relations matters;
- Risk management;
- Any internal governance-related issue;
- Any matter relating to the Probation Service that might have been the subject of, or might give rise to, public commentary or scrutiny;
- Any matter that might impact on the reputation of the Probation Service;
- Any other matter comprehended in, or arising from, this Agreement.

There are also continuous, less formal interactions in accordance with business needs and mutual commitments of each party.

A Compliance Statement for 2020, which includes a statement of internal controls, in respect of the Probation Service in relation to matters set out at paragraph 1.9 of the Code of Practice for the Governance of State Bodies – Business and Financial Reporting Requirements published by the Department of Public Expenditure and Reform, was submitted to Minister Hildegard Naughton in June 2021. A similar Compliance Statement for 2021 will be submitted to the Minister for Justice, in parallel with the 2021 Annual Report.

Appendix 2 sets out the Statement on the Probation Service System of Internal Controls for 2021.

The Probation Service has a risk register which is formally appraised by the Probation Service Risk Management Committee, which meets at least three times per annum. The risk register is also reviewed as part of normal business monitoring and planning arrangements. This ongoing and embedded monitoring of the risk management process is supported by progress reports to the Director of the Probation Service and the Executive Leadership Team. The Probation Service Risk Management Policy was updated and approved in December 2020.

The Probation Service confirms that it adheres to the relevant aspects of the Spending Code and has procedures in place to ensure compliance with current procurement policy and guidelines and confirms that during 2021 these were complied with.

Quantitative Targets

The following are the key performance targets and outputs for 2021 with 2020 comparatives. These targets were set at the beginning of the year to assess the performance of the Probation Service in terms of output, efficiency and effectiveness:

Output area or initiative	Target	Associated strategic goal/ objective (Probation Service Strategy 2018-20)	2021 Outturn	2021 Target	2020 Target	2020 Outturn
Assessment and supervision of offenders for the courts nationwide	Adult pre-sanction assessment reports completed	Goal 1 Evidence Informed Practice	9,055	8,500	5,500w	8,501
	% of total young person reports submitted within 28 days		100%	100%	100%	100%
	Young person pre sanction assessment reports completed		958	800	350	865
	Total number of offenders engaged with in the community		15,448	15,500	15,500	15,537
Efficient & effective delivery of Community Service	% of community service assessments completed as same day assessments.	Goal 1 Evidence Informed Practice	9.31%	10%	5%	12%
	Community service reports completed		2,044	2,000	New Metric No Target set in 2020	2,164

Other targets met during the year included the publication of the 2021 Probation Reoffending Statistics in November 2021 and the publication of the Irish Probation Journal Vol 18.

Risk-based approach to supervision	SORAM used to manage sex offenders assessed as moderate or high risk	Goal 1 Evidence Informed Practice	100%	100%	100%	100%
Supporting sentence management and reintegration of imprisoned offenders	Engage with prisoners in custody	Goal 2 Connected & Trusted Goal 3 People Centred	2,730	2,000	1,000	2,730
Victim services	% of victim queries responded to within 2 working days	Goal 3 People Centred	100%	100%	100%	100%
Community Return	Number of offenders who commence community return	Goal 1 Evidence Informed Practice	218	250	250	287
	% successful community return completion rate		95%	85%	85%	91%
Delivery of services to offenders through community based organisations	% of service level agreements in place by Q1 (across 61 CBOs)	Goal 2 Connected & Trusted	100%	100%	New Metric	New Metric
Ongoing professional development and training for all staff	Internal training events delivered to front line staff	Goal 4 Learning Organisation	82	85	35	59
Induction of new probation officers	% of new probation officers inducted within 16 weeks of commencing employment	Goal 4 Learning Organisation	95%	95%	90%	95%
Remote enabled working	% of training delivered online to ensure CPD requirements are met	Goal 4 Learning Organisation	100%	75%	New Metric	New Metric
	% of staff supervision meetings with probation officers held remotely		71%	60%	New Metric	New Metric
	% of remand in custody assessment interviews conducted remotely		100%	80%	New Metric	New Metric

Equality, Diversity and Human Rights

Equality, diversity and inclusion (EDI) themes are deeply embedded within the Probation Service Strategy Statement 2021-23 which includes a dedicated strategic pillar focused on the *promotion of inclusion*.

This pillar is aimed at ensuring the Probation Service becomes a more inclusive organisation by further strengthening its organisational culture to fully recognise and support diversity, integration and human rights. It aims to deliver fair and accessible services to all by ensuring the themes of EDI are fully reflected in all aspects of the Probation Service policy and practice.

In 2021, the Service progressed the following actions as set out in the 2019 Public Sector Duty Action Plan:

- Supervision of people on probation continued to be delivered in accordance with the identified level of risk and need, ensuring our interventions remain equitable and proportionate.
- Continued to deliver services focused on the needs of female clients
- In April 2021 the Learning & Development Unit launched a new modular training programme called 'A Gender-Informed Approach to Working with Female Offenders'.
- The Learning & Development Unit and Pavee Point commenced working together to develop Good Practice Guidelines for Probation Officers in relation to Ethnic Data Collection.
- In May and November 2021 the Probation Service and Pavee Point co-delivered training entitled 'Working with Travellers', using the platform Zoom and 25 staff members undertook this training.
- During 2021 the Core Probation Skills training programme was rolled out to nearly 200 probation staff. Requirements as set out in the New Code of Practice Provision, specifically 4.10: Promoting Diversity and Inclusion, was also considered where applicable.

Public Sector Duty Action Plan 2022-23

In 2021, the Service conducted a review and evaluation of actions completed and progressed as part of the Public Sector Duty Action Plan 2018-20. Using these insights, a working group was convened to commence work on the new action plan which will be published in 2022.

The new Public Sector Duty Action Plan 2022-23 will outline how the Service will meet its obligations under the Irish Human Rights and Equality Commission Act, 2014. This action plan will build on previous progress in this area and outline its commitment to continue promoting equality, diversity & inclusion, prevent discrimination and protect the human rights of all those with whom they engage, staff, service-users and stakeholders alike.

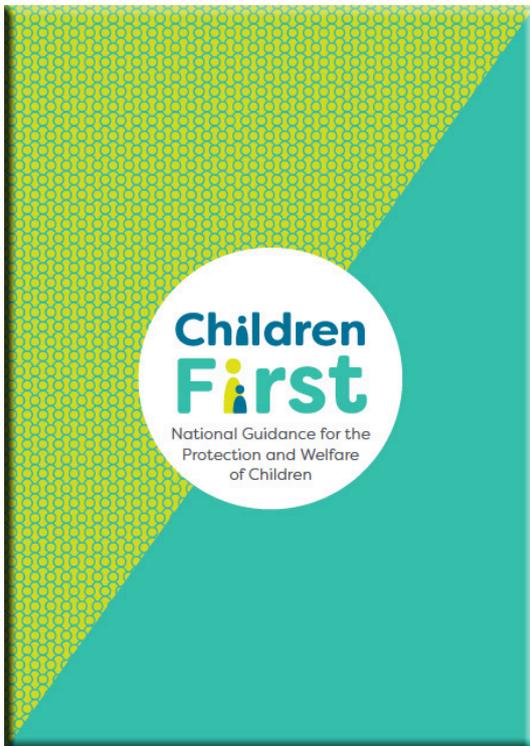


Meeting Our Children First Requirements.

As a Relevant Service under Children First Act 2015, child safeguarding remained a priority for the Probation Service during 2021. The Service carried out a review of its Child Safeguarding Policy and Procedures to ensure they are up-to-date and in line with current guidelines and legislative developments.

The development of effective child safeguarding practice and policy procedures will ensure that the risk of child abuse going unrecognised and unreported will be minimised. This policy should assist staff to recognise features of child abuse, handle disclosures from a child and/or an adult, and report concerns, ensuring that all disclosures are dealt with promptly, appropriately and professionally.

An updated training strategy for the revised Child Safeguarding Policy and Procedures was developed and training will be delivered to all staff as relevant to their roles.



Procurement

In accordance with section 8.16 of the Code of Practice, the Probation Service is required to ensure that competitive tendering is a standard procurement processes and that the applicable procurement policies are disseminated to all staff and adhered to.

To this end the Probation Service continued to monitor purchasing expenditure, review purchasing requirements and consolidate the purchasing of goods and services to ensure better value for money. During 2021 we continued to avail

of contracts placed centrally by the Office of Government Procurement, centralised framework agreements and tender arrangements made available through the Department of Justice and its Agencies.

Protected Disclosures

In June 2017, the Probation Service became a member of the Integrity at Work Programme, which is operated by Transparency International (TI) Ireland. This membership arrangement was put in place to support compliance with the Protected Disclosures Act, 2014 and ensure a consistent approach to protected disclosures. An updated membership agreement and pledge was signed by Mark Wilson, Director in April 2021.

There were no Protected Disclosures relevant to the Probation Service in 2021.

Customer Service

The Probation Service Customer Service Policy is available via its website and is scheduled for revision in 2022. One complaint was received by the Service in 2021.

Reporting On Our Performance



Financial Statement

Financial Statement Income & Expenditure 2021							
		Budget estimate	Supplementary estimate	Estimate and supplementary	Provisional outturn	Savings	Excess
		€000	€000	€000	€000	€000	€000
Vote 24	January-December 2021						
A7	Salaries, Wages and Allowances	24,499	(800)	23,699	23,308	1,191	
A8	Operating Expenses (Travel, Postal & Telecom, Office Premises, Office Machinery)	4,885		4,885	4,141	744	
A9	Services to Offenders Assistance to Voluntary Bodies (Current)	17,532		17,532	17,529	3	
A10	Community Service Order Scheme	3,075		3,075	2,527	548	
	Totals	49,991	(800)	49,191	47,505	2,486	

Financial Statement Income & Expenditure 2020							
		Budget estimate	Supplementary estimate	Estimate and supplementary	Outturn	Savings	Excess
		€000	€000	€000	€000	€000	€000
Vote 24	January-December 2020						
B.4	Salaries, Wages and Allowances	24,234	(2,000)	22,234	21,950	2,284	
B.5	Operating Expenses (Travel, Postal & Telecom, Office Premises, Office Machinery)	4,125		4,125	4,002	123	
B.6	Services to Offenders Assistance to Voluntary Bodies (Current)	17,532		17,532	16,866	666	
B.7	Community Service Order Scheme	3,045		3,045	1,984	1,061	
	Totals	48,936	(2,000)	46,936	44,802	4,134	

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 2021:

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.

Late payments:

Invoice Amount	No. of Invoices	Amount of Interest Paid (€)
Under €317	14	562.53
Over €317	1	40.41
Total	15	602.94



Statistics - Overall

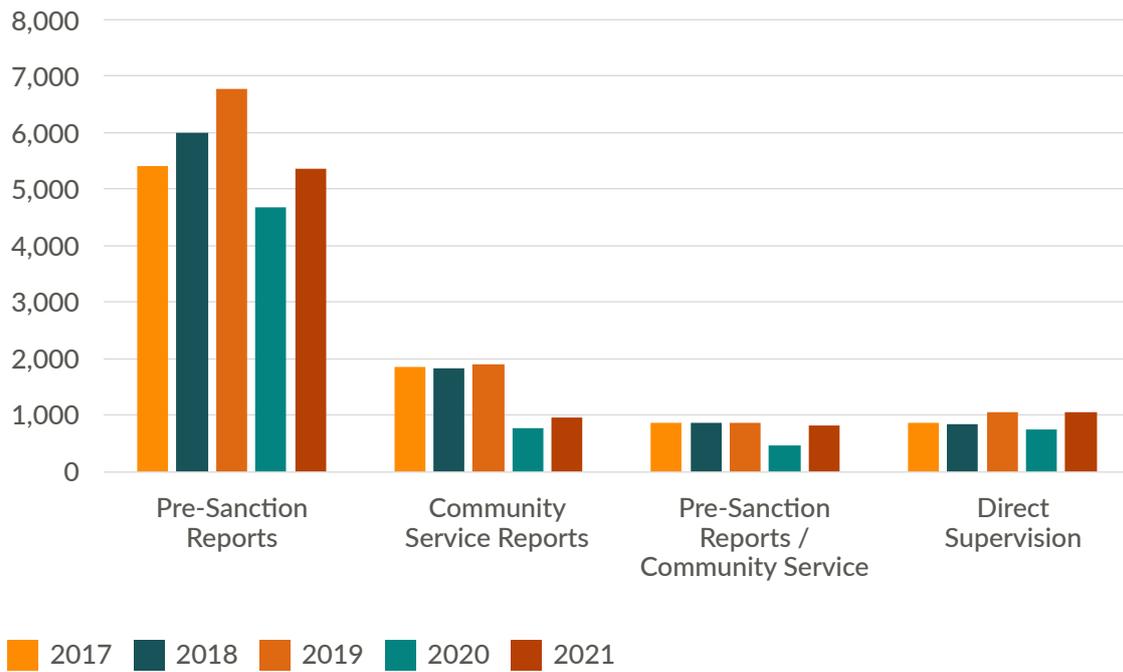
Overall	2019	2020	2021
Total number of Offenders dealt with in Community over year*	16,607	15,537	15,448
Total court referrals to the Probation Service	10,574	6,661	8,201
Total number of persons referred from Courts to the Service.	9,009	6,059	7,277

New Referrals From Court	2019	2020	2021
Referral for Probation (Pre-Sanction) Reports	6,762	4,683	5,358
Referral for Community Service Reports	1,898	774	955
Pre-Sanction Reports to consider Community Service	864	464	822
Orders without prior report	1,043	740	1,059
Family Conference	7	0	7
Total Court Referrals	10,574	6,661	8,201

Breakdown of New Referrals -2021



Trend of Offender Assessment Reports Requested 2017 to 2021



Completed Reports	2019	2020	2021
Probation (Pre-Sanction) Reports**	12,502	9,366	10,013
Community Service Reports (Standard)**	1,939	1,362	1,615
Community Service Reports (Same Day)	996	256	192
Community Service Reports (Fines Act)	626	546	237
Parole Board - Assessment and Home Circumstances Reports	63	55	44
Repatriation Reports provided to the Department	12	9	8
Victim Impact Reports - Total Number of Reports Completed	19	8	3
Reports on Life Sentence Prisoners to IPS	77	87	107
Total Completed Reports	16,234	11,689	12,219

* This includes offenders being dealt with at the beginning of the year in addition to new referrals made during the year.

** Please note that this includes all progress reports requested from court in addition to initial assessment reports. In the case of Community Service this does not include Same Day reports.

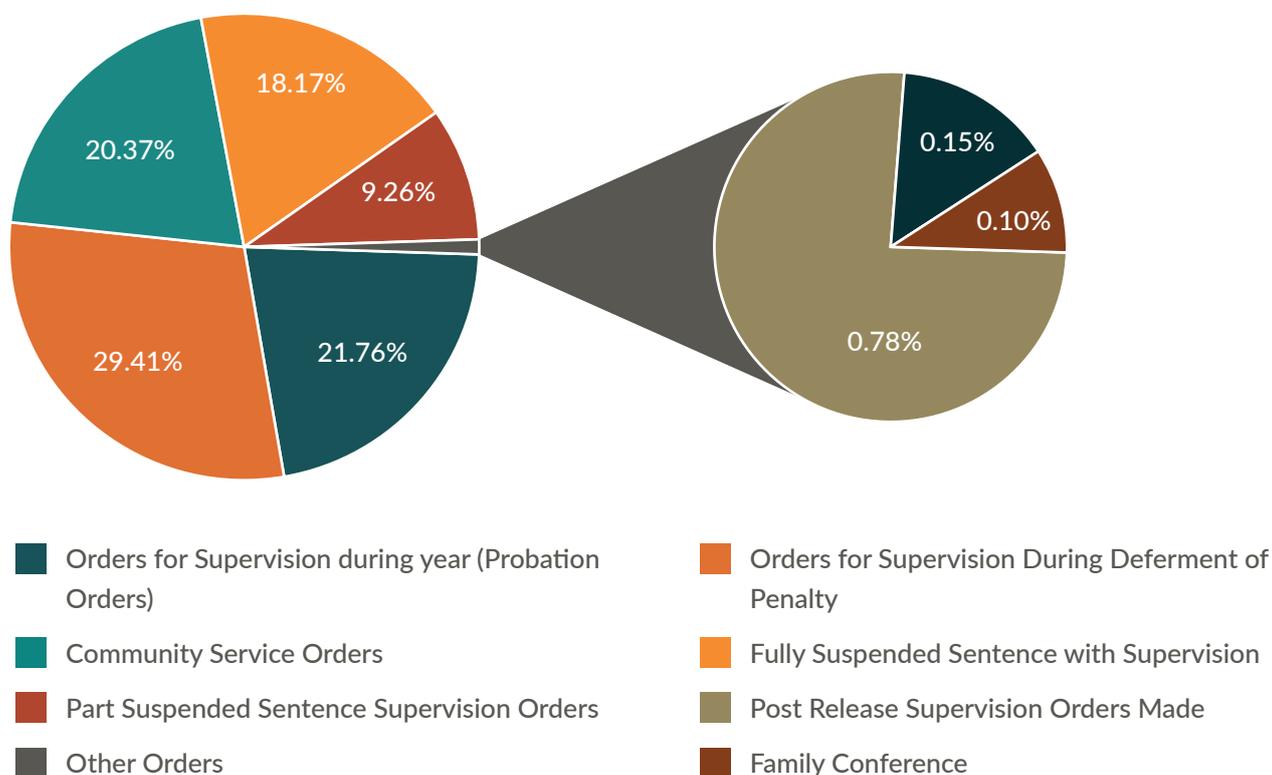
Statistics - Supervision

Supervision (Orders)	2019	2020	2021
Orders for Supervision during year (Probation Orders)	1,732	1,124	1,453
Orders for Supervision During Deferment of Penalty	2,275	1,698	1,964
Community Service Orders	2,791	1,161	1,360
Fully Suspended Sentence with Supervision	1,068	759	1,213
Part Suspended Sentence Supervision Orders	726	572	618
Post Release Supervision Orders Made*	57	28	52
Other Orders	12	21	10
Family Conference	0	0	7
Total Supervision Orders made during year	8,661	5,363	6,677
Number of life sentence prisoners supervised in the community**	103	115	128
Number of sex offenders supervised in the community**	407	429	461

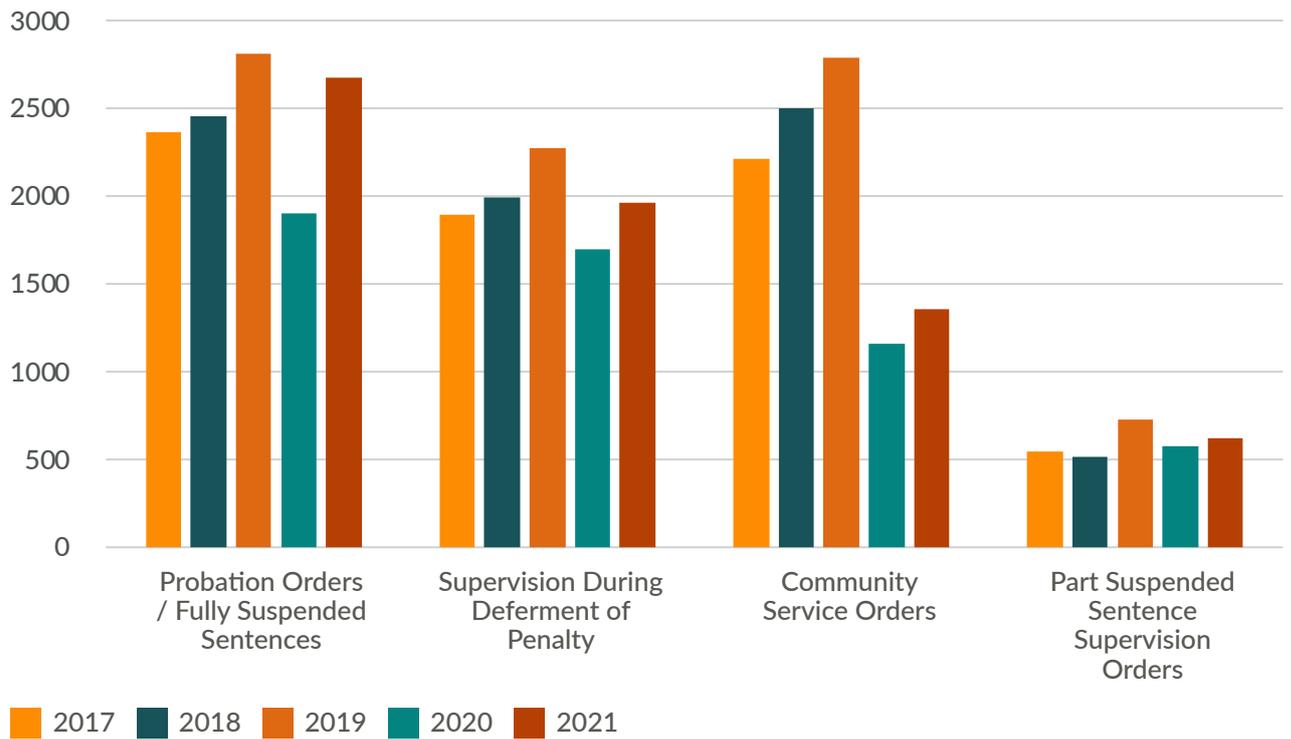
* This cohort is predominantly comprised of complex, high risk cases

** Figure for life sentence prisoners and sex offenders are the total supervised over the year.

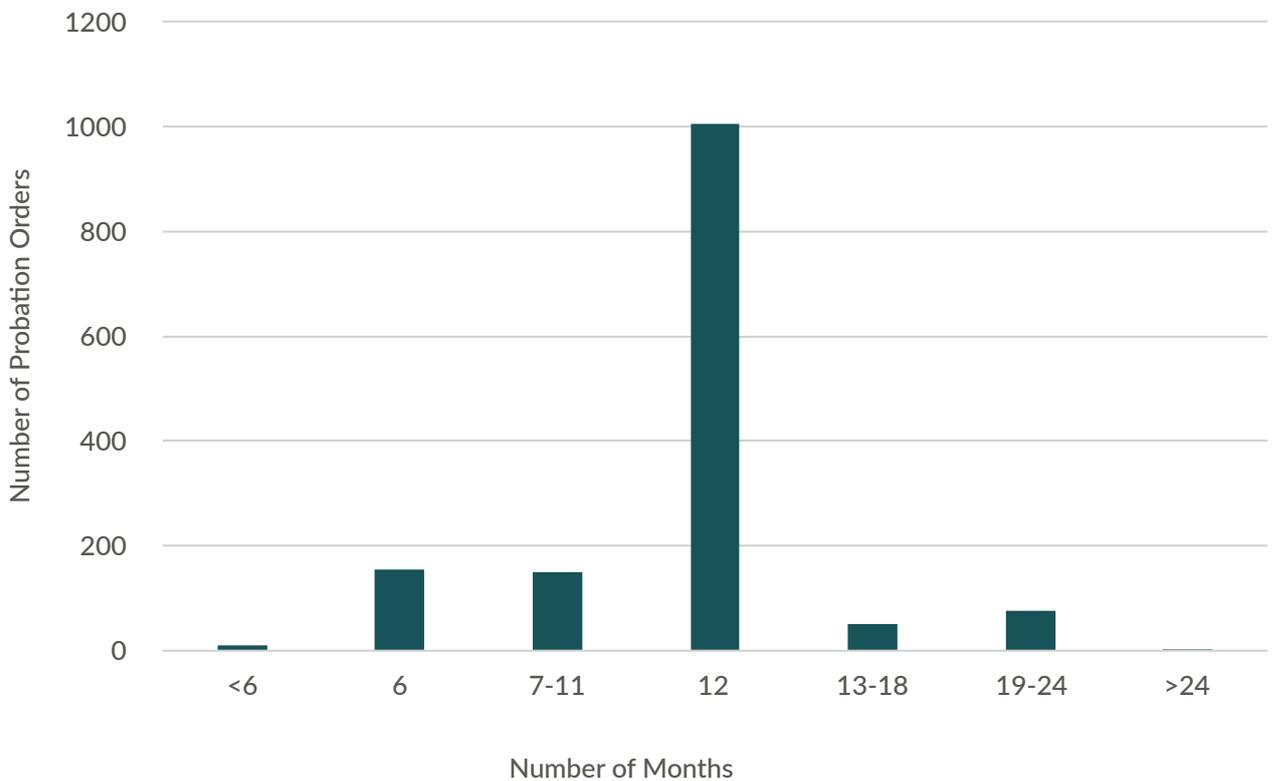
Breakdown of Court Orders - 2021



Trend of Orders Made by Year 2017 to 2021



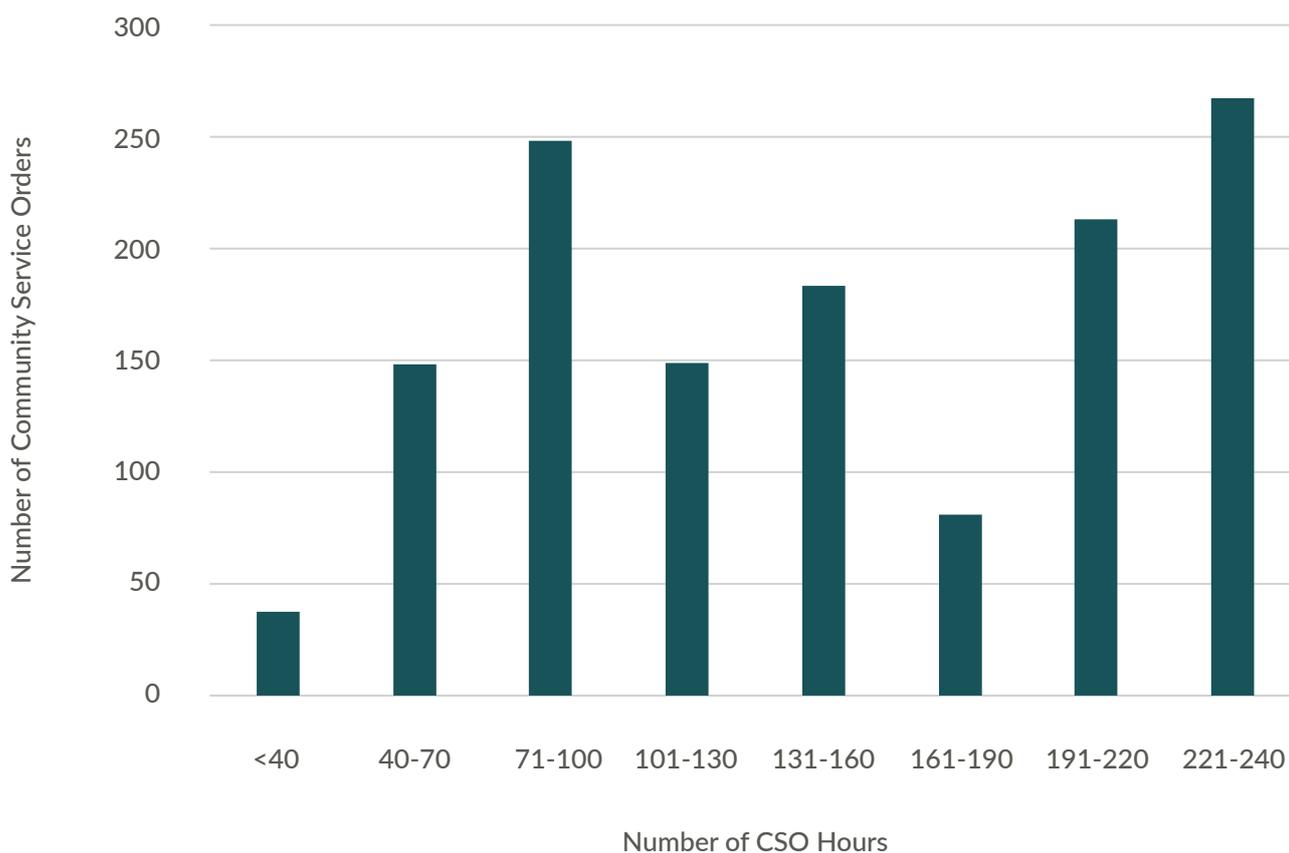
Distribution of Probation Orders made in 2021



Statistics – Community Service

Community Service	2019	2020	2021
Referral for Community Service Reports	1,898	774	955
Pre-Sanction Reports to consider Community Service	864	464	822
Total Reports considering Community Service	2,762	1,238	1,777
Community Service Reports (Same Day)	996	256	192
Community Service Reports (Fines Act)	626	546	237
Community Service Orders made	2,791	1,161	1,360
Total number of Community Service Hours ordered in lieu of custodial sentence	379,815	162,829	203,306
Total alternative sentence in years that would otherwise have been served	1,247	593	713

Distribution of Community Service Orders made in 2021



Statistics – Community Return and Prisons

Community Returns	2019	2020	2021
Number of offenders on Community Return on December 31st	87	86	66
Number of offenders that commenced over the year	206	287	218
Number of successful completions over the year	159	263	226
Prisons	2019	2020	2021
Total number of prisoners dealt with over the year	2,689	2,730	2,730
Number of prisoners on PSSSO's in prison on December 31st	835	837	843
Number of sex offenders in prison on December 31st that have been in contact with the Probation Service	340	345	382
Number of new prisoners in contact with Probation Service	567	363	435

Age / Gender breakdown of new court referrals

Age Category	Gender			%
	Female	Male	Total	Female
12-17	40	459	499	8.0%
18-24	227	1,835	2,062	11.0%
25-34	441	2,327	2,768	15.9%
35-44	342	1,453	1,795	19.1%
45-54	142	604	746	19.0%
>54	81	250	331	24.5%
Total	1,273	6,928	8,201	15.5%

Statistics – Female offenders

New Referrals From Court	2019	2020	2021
Referral for Probation (Pre-Sanction) Reports	1,220	803	855
Referral for Community Service Reports	219	105	103
Pre-Sanction Reports to consider Community Service	120	63	131
Orders without prior report	158	122	184
Family Conference	0	0	0
Total Referrals Female Offenders	1,717	1,093	1,273
Supervision (Female Offenders)	2019	2020	2021
Probation Orders	356	229	270
Orders for Supervision During Deferment of Penalty	356	237	320
Community Service Orders	352	167	162
Fully Suspended Sentence with Supervision	181	118	193
Part Suspended Sentence Supervision Orders	47	27	51
Other Orders	0	2	0
Total	1,292	780	996

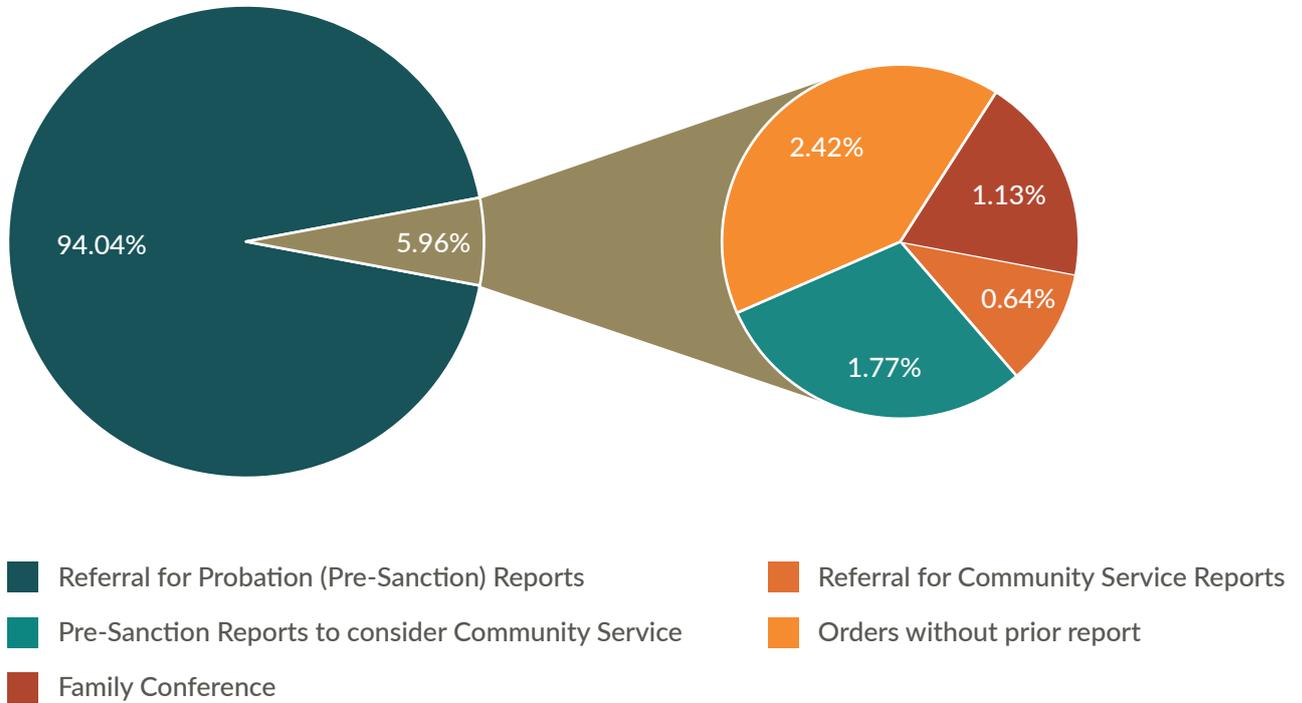
Statistics – Young Persons

New Referrals From Court	2019	2020	2021
Referral for Probation (Pre-Sanction) Reports	641	508	584
Referral for Community Service Reports	3	**	**
Pre-Sanction Reports to consider Community Service	7	**	**
Orders without prior report	15	**	15
Family Conference	7	**	**
Total Referrals Young Persons	673	519	621
Supervision	2019	2020	2021
Probation Orders	275	198	260
Orders for Supervision During Deferment of Penalty	254	233	243
Community Service Orders	16	13	8
Fully Suspended Sentence with Supervision	20	17	27
Part Suspended Sentence Supervision Orders Made	5	**	12
Deferment of Detention Orders	0	0	0
Detention & Supervision Orders	11	21	9
Family Conference	0	0	7
Other Orders*	0	**	0
Total Supervision Orders Young Persons	581	490	566

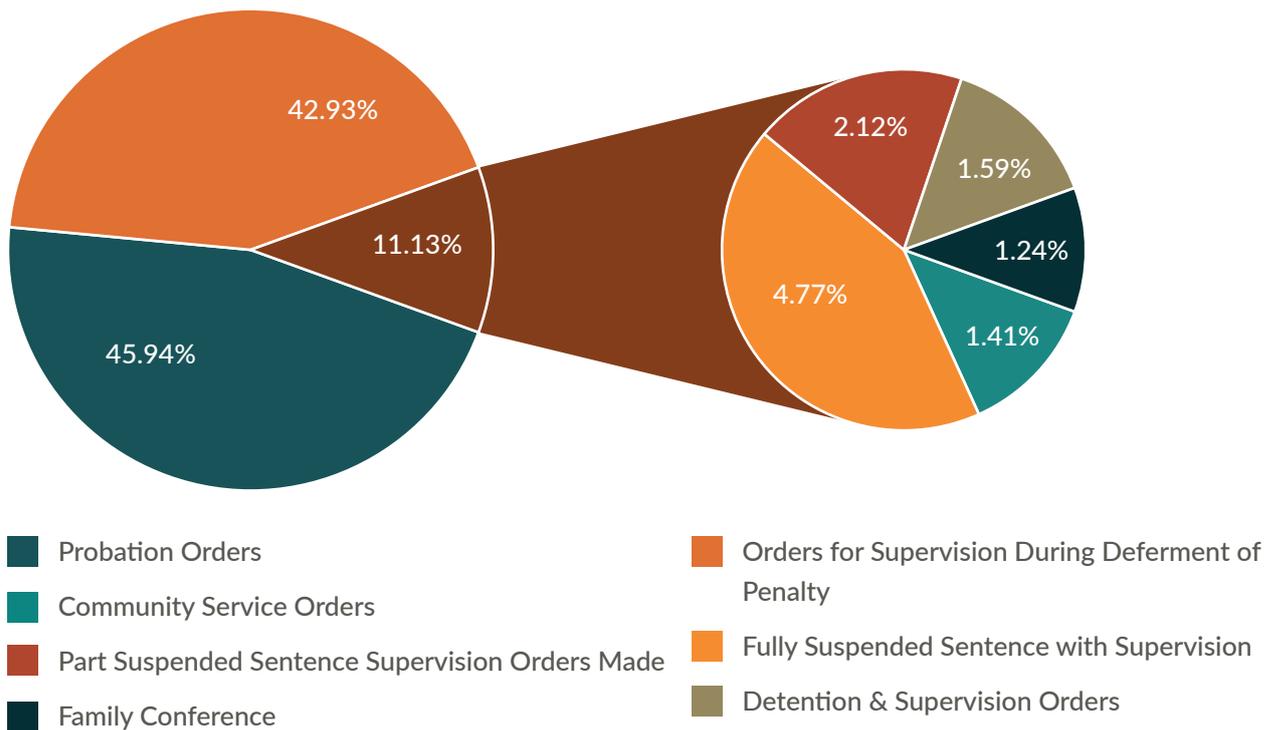
* Other Orders includes various disposals under the Children Act, 2001.

** Beginning from 2020 Data for some categories are not displayed in accordance with Statistical Disclosure control to ensure that individuals are protected against disclosure.

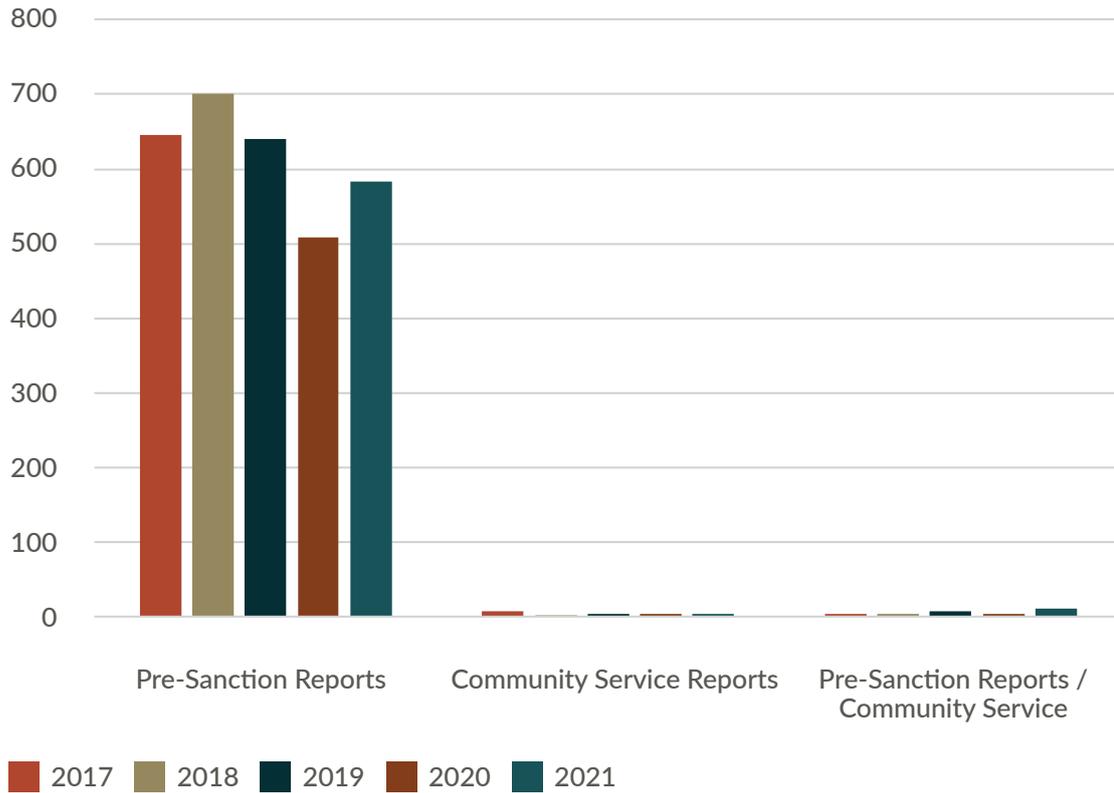
New Referrals (Young Persons) 2021



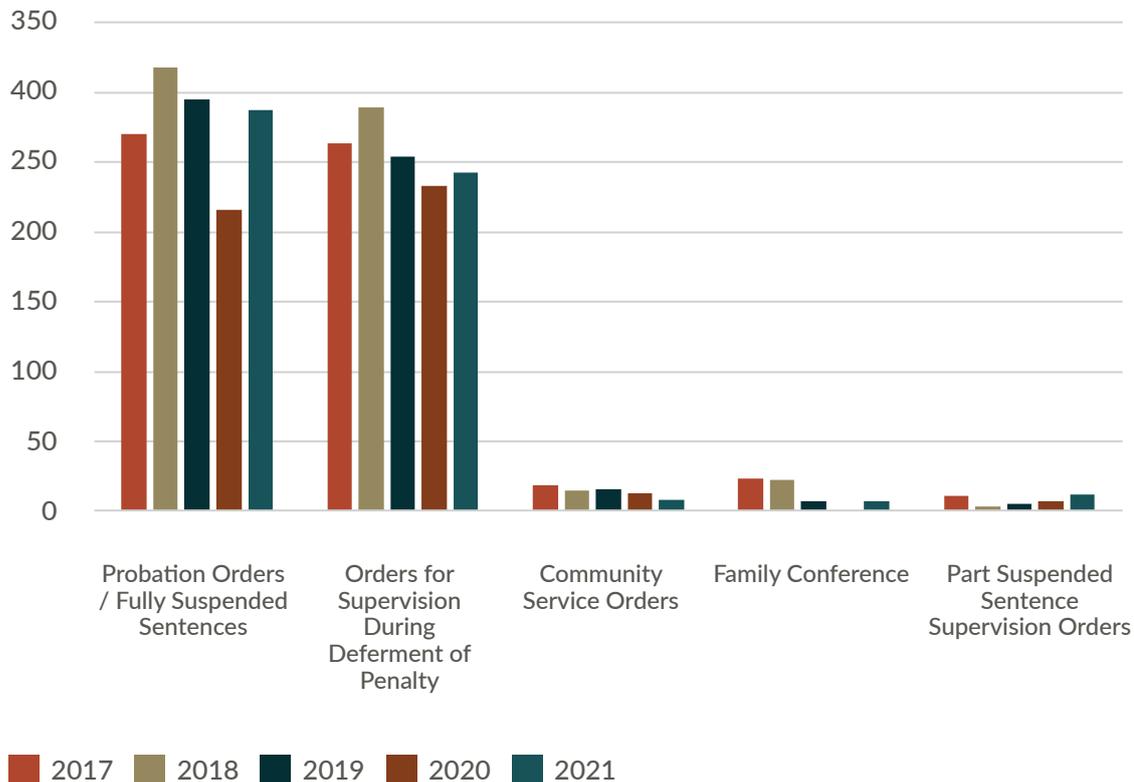
Court Orders (Young Persons) 2021



Trend of Offender Assessment Reports Requested (Young Persons) 2017 - 2021



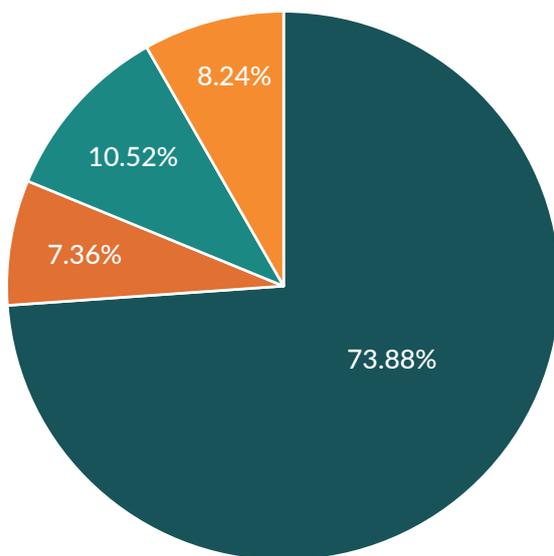
Trend of Orders Made by Year (Young Persons) 2017 - 2021



Statistics – 18 to 21 year olds

New Referrals From Court	2019	2020	2021
Referral for Probation (Pre-Sanction) Reports	1,042	742	843
Referral for Community Service Reports	186	60	84
Pre-Sanction Reports to consider Community Service	123	70	120
Orders without prior report	112	80	94
Family Conference	0	0	0
Total Referrals Young Adults	1,463	952	1,141
Supervision	2019	2020	2021
Probation Orders	291	221	250
Orders for Supervision During Deferment of Penalty	407	343	336
Community Service Orders	291	97	162
Fully Suspended Sentence with Supervision	123	98	164
Part Suspended Sentence Supervision Orders Made	33	33	27
Other Orders	1	2	0
Total Supervision Orders Young Adults	1,146	794	939

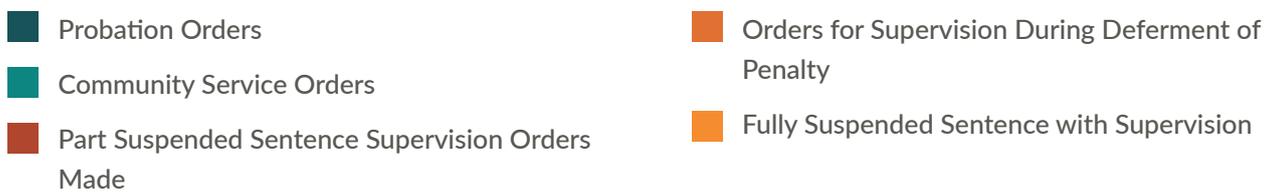
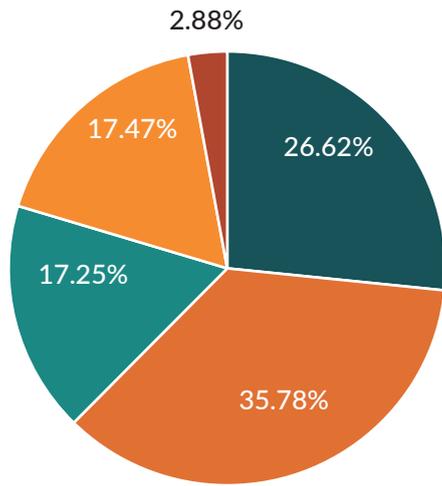
New Referrals (18 to 21 Year Olds) 2021



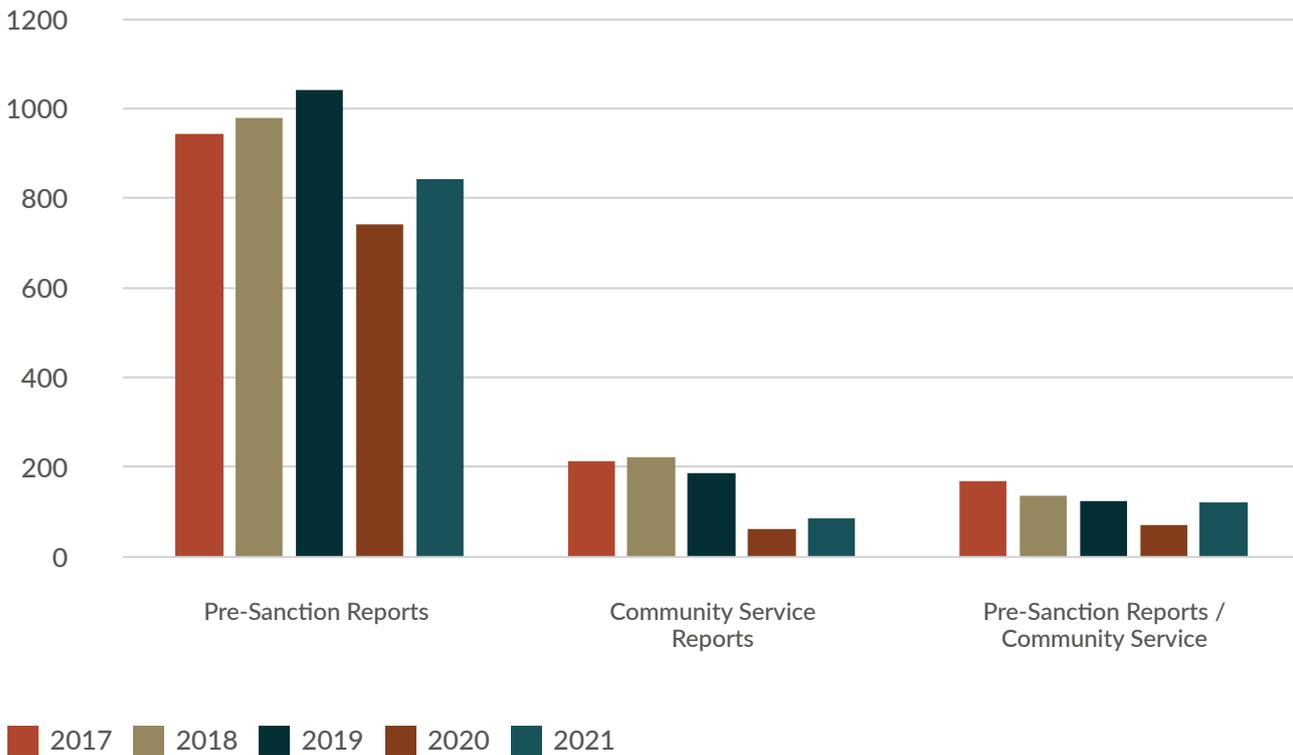
■ Referral for Probation (Pre-Sanction) Reports
■ Pre-Sanction Reports to consider Community Service

■ Referral for Community Service Reports
■ Orders without prior report

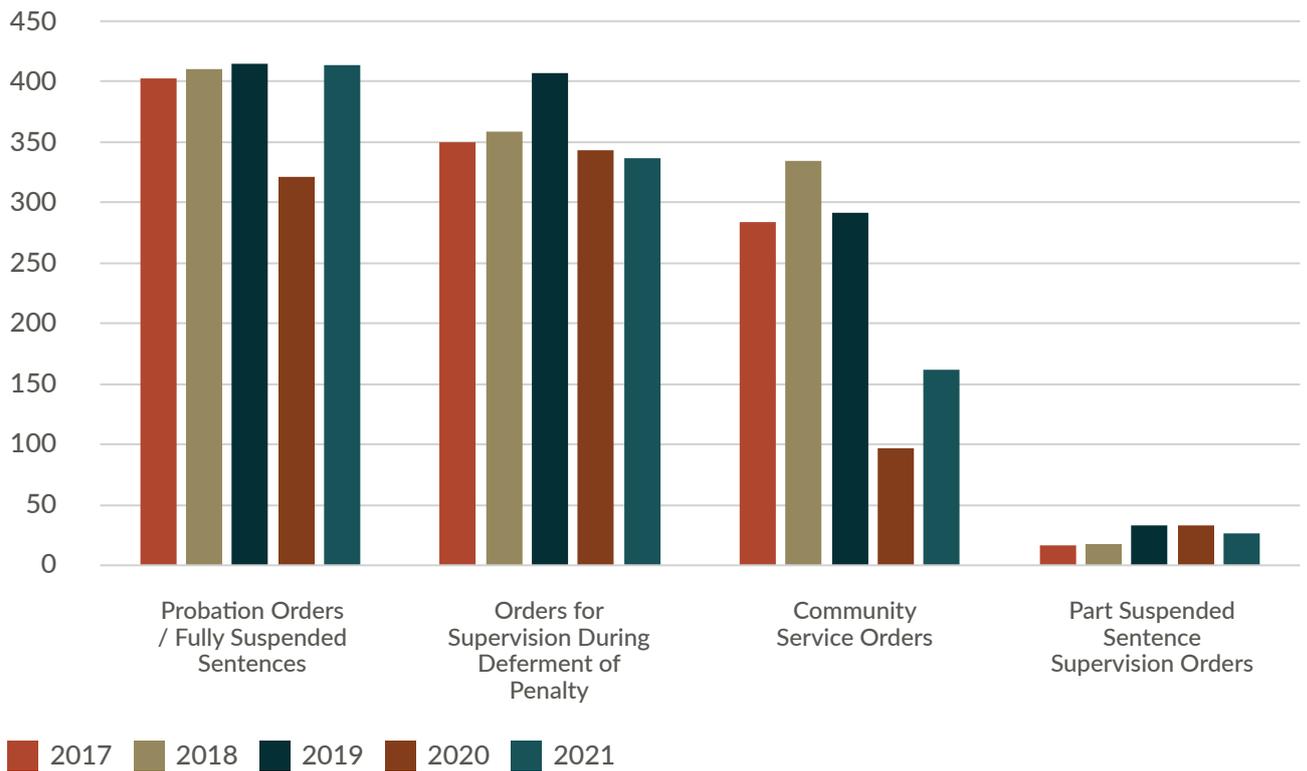
Court Orders (18 to 21 Year Olds) 2021



Trend of Offender Assessment Reports Requested (18 to 21 Year Olds) 2017 - 2021



Trend of Orders Made by Year (18 to 21 Year Olds) 2017 - 2021



Flow of Persons on Supervision during 2021

Order Type	Active Jan 1 2021	Orders Commenced	Orders Closed	Active Jan 1 2022
Probation Order	1,240	1,337	1,109	1,468
Community Service Order	1,686	1,278	943	2,021
Fully Suspended Sentence with Supervision	1,176	1,164	733	1,607
Part Suspended Sentence with Supervision	1,176	556	502	1,230
Community Return	86	218	238	66
Life Sentence Prisoner Supervision	110	13	3	120
Post Release Supervision	124	45	46	123
Family Conference	1	7	2	6
Deferment of Penalty	686	1,879	1,963	602
Other	53	9	13	49
Total	6,338	6,506	5,552	7,292

Offence Breakdown of all Referrals and Orders made 2021

Offence Category	Referrals During 2021
Drug Offences	23.1%
Assault Offences	16.6%
Theft	15.2%
Public Order Offences	9.1%
Road Traffic Offences	7.0%
Burglary	6.0%
Dangerous Acts	3.5%
Property Offences	3.3%
Sexual Offences	3.1%
Weapons & Explosives	2.7%
Offences against Justice	2.6%
Robbery	2.6%
Fraud Offences	2.4%
Miscellaneous Offences	2.4%
Homicide Offences	0.3%
Kidnapping	0.1%
Total	100%

Probation Type Supervision	Community Service Orders
25.2%	14.9%
16.2%	12.4%
17.6%	10.2%
8.7%	13.0%
3.8%	20.8%
6.9%	2.8%
3.3%	4.3%
4.0%	2.8%
2.5%	0.3%
2.7%	2.9%
3.5%	1.3%
3.0%	0.9%
1.7%	4.4%
0.8%	8.9%
0.0%	0.1%
0.1%	0.0%
100%	100%

Referrals by Court Venue - 2021

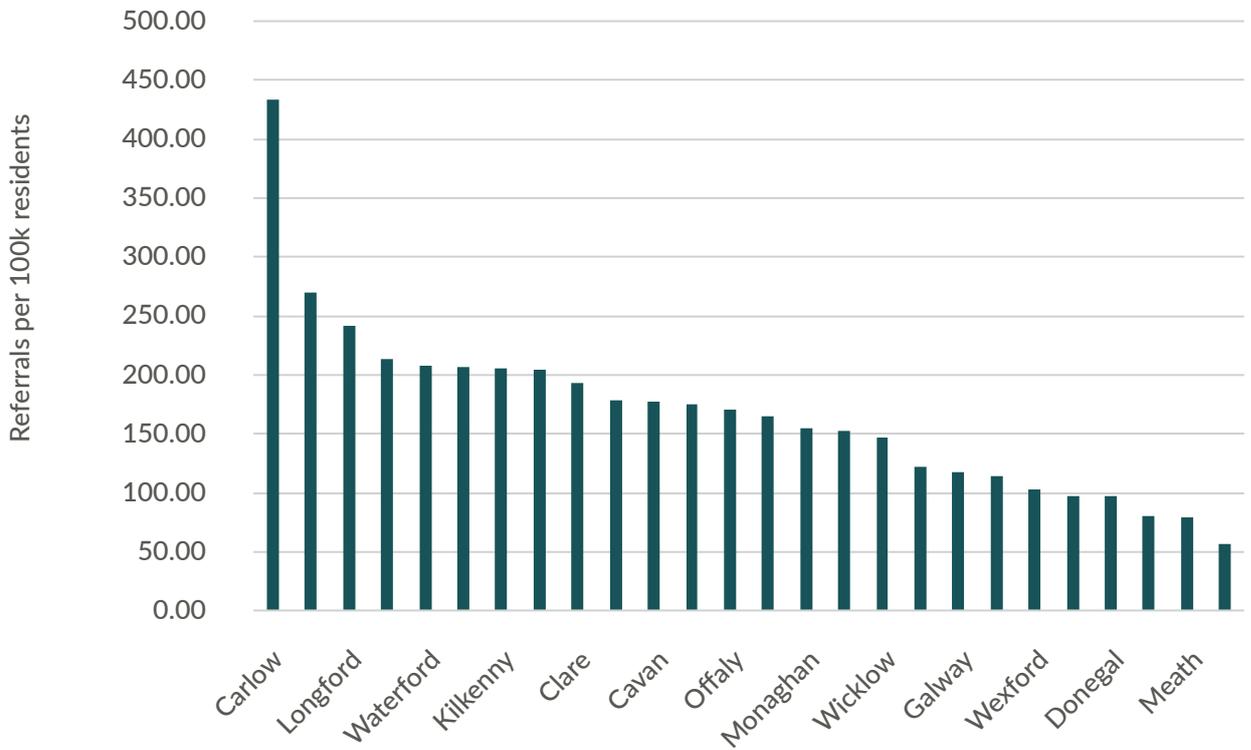
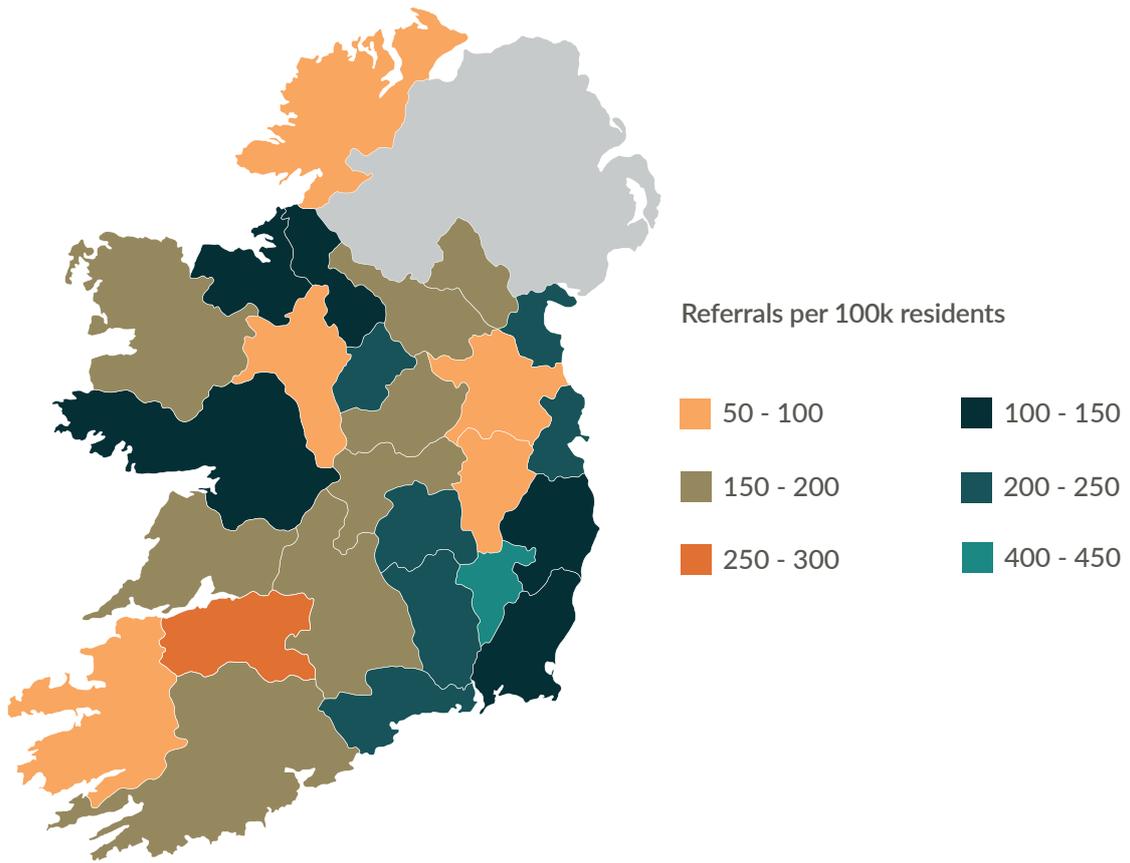
	Jurisdiction			Total
	Circuit Court and Higher Courts	Circuit Court Appeals from District Court	District Court	
Dublin (CCJ)	722	105	1,050	1,877
Dublin	26	.	1	27
Smithfield	3	.	311	314
Dunlaoghaire	.	.	197	197
Tallaght	.	.	160	160
Swords	.	.	84	84
Blanchardstown	.	.	78	78
Balbriggan	.	.	30	30
CloverHill	.	.	26	26
Drug Treatment Court	.	.	8	8
Four Courts	.	.	1	1
Total Dublin (City and County)	751	105	1,946	2,802
Cork	107	2	498	607
Limerick	77	6	394	477
Carlow	31	7	237	275
Kilkenny	59	8	165	232
Waterford City	74	33	108	215
Ennis	39	4	170	213
Galway City	94	6	109	209
Portlaoise	50	16	115	181
Castlebar	58	.	116	174
Dundalk	59	15	90	164
Tullamore	37	7	87	131
Naas	78	20	29	127
Cavan	41	2	83	126
Bray	.	.	119	119
Letterkenny	37	3	75	115
Mullingar	69	3	38	110
Trim	50	20	38	108
Wexford	52	.	46	98
Nenagh	25	.	69	94
Clonmel	55	3	35	93
Wicklow	53	8	32	93

Referrals by Court Venue - 2021

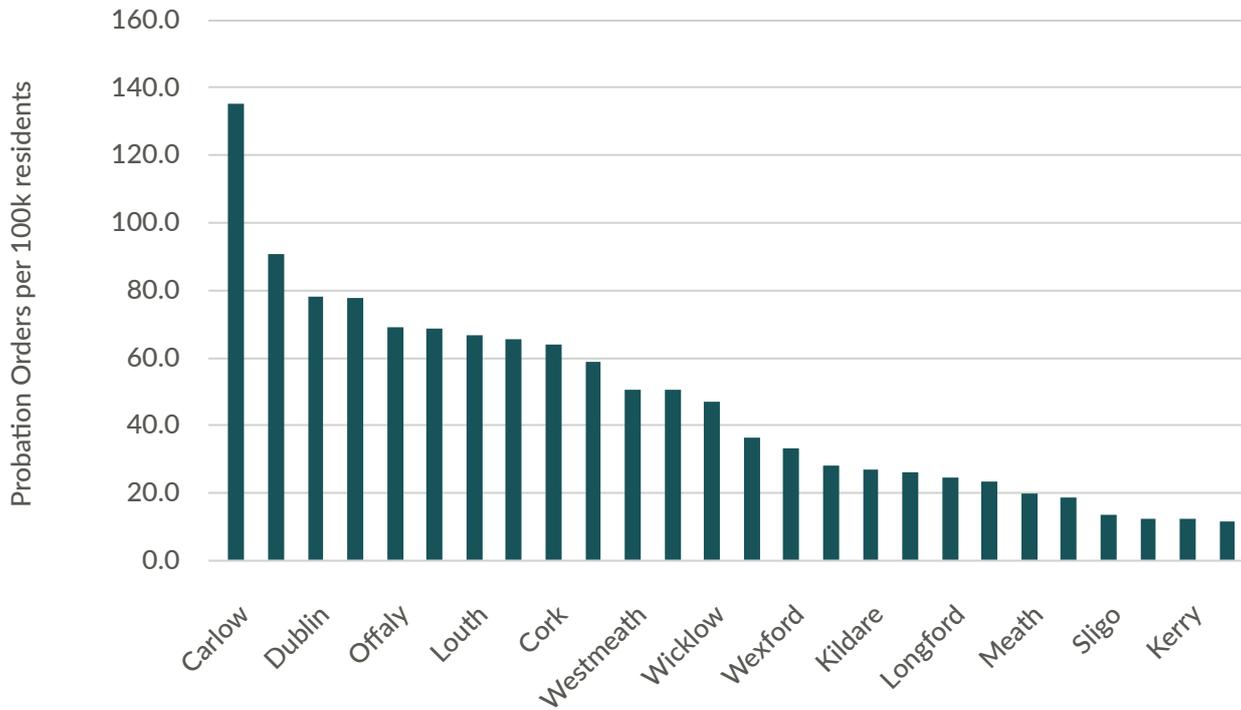
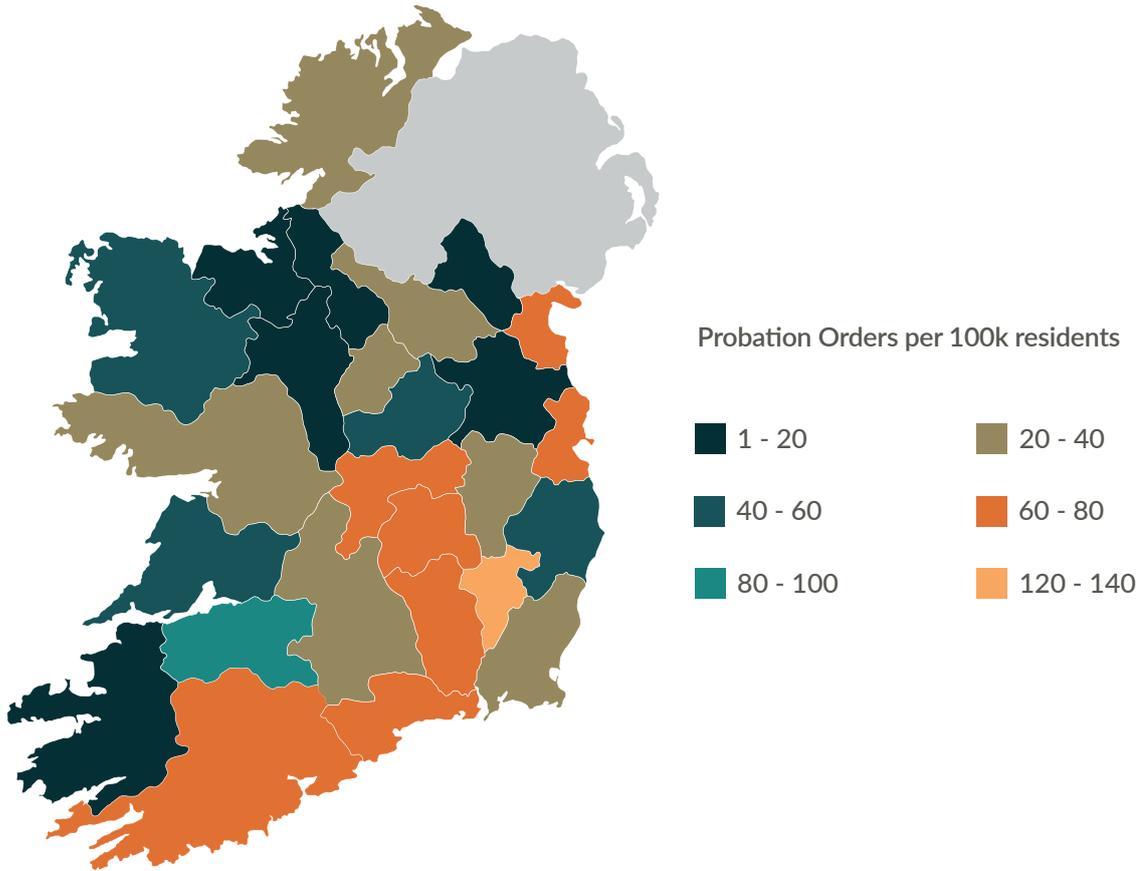
	Circuit Court and Higher Courts	Circuit Court Appeals from District Court	District Court	Total
Monaghan	16	7	62	85
Midleton	.	1	78	79
Longford	30	14	33	77
Drogheda	6	.	69	75
Bandon	.	2	71	73
Ballina	.	.	72	72
Sligo	25	2	44	71
Mallow	.	.	63	63
Tralee	17	6	32	55
Newcastlewest	.	.	48	48
Criminal Court	45	.	.	45
Fermoy	.	.	45	45
Roscommon	29	.	14	43
Athlone	.	1	34	35
Carrick-On-Shannon	9	7	18	34
Ballinasloe	.	.	30	30
Virginia	.	.	29	29
Gorey	.	.	29	29
Macroom	.	.	28	28
Dublin	26	.	1	27
Carrickmacross	.	.	26	26
Thurles	.	.	26	26
Arklow	.	.	26	26
Tuam	.	.	22	22
Bantry	.	.	22	22
Loughrea	.	.	21	21
Skibbereen	.	1	18	19
Dungarvan	.	2	17	19
Clonakilty	.	1	17	18
Kilrush	.	.	18	18
Youghal	.	2	15	17
Tipperary	1	.	14	15
Donegal	7	4	3	14
Ardee	.	.	13	13
Killaloe	.	.	11	11
Castlerea	.	.	10	10
Overall Total	2,102	319	5,780	8,201

All other courts have made 10 or less referrals in 2021. The total figures include all referrals, some not shown in table.

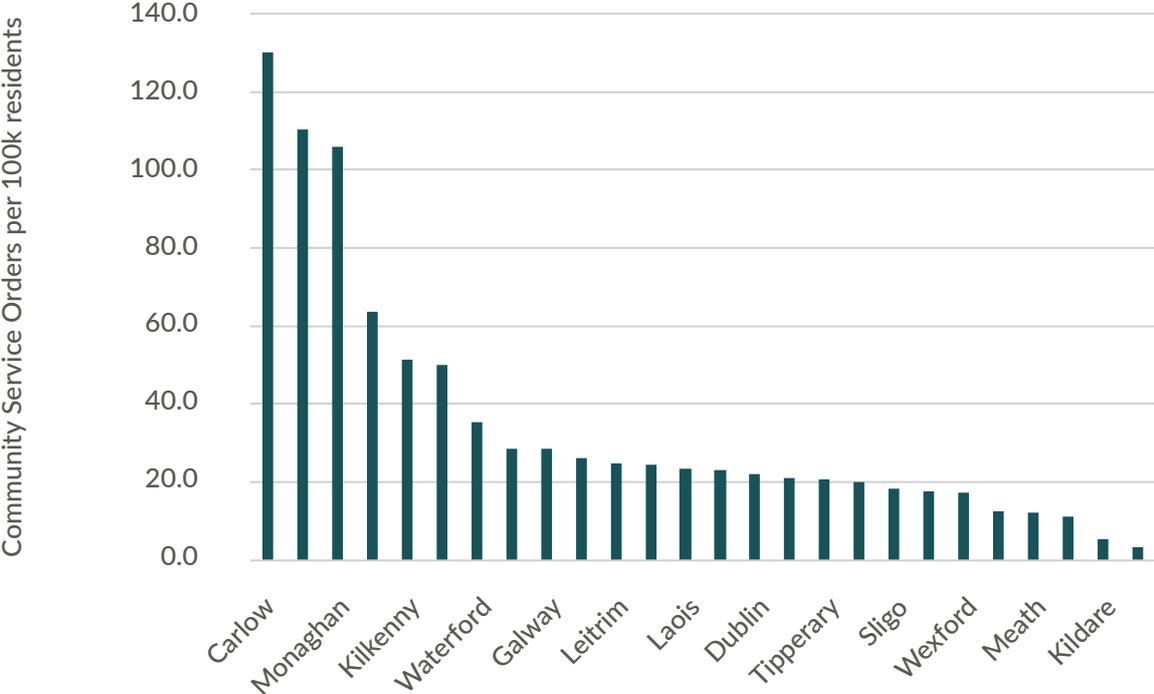
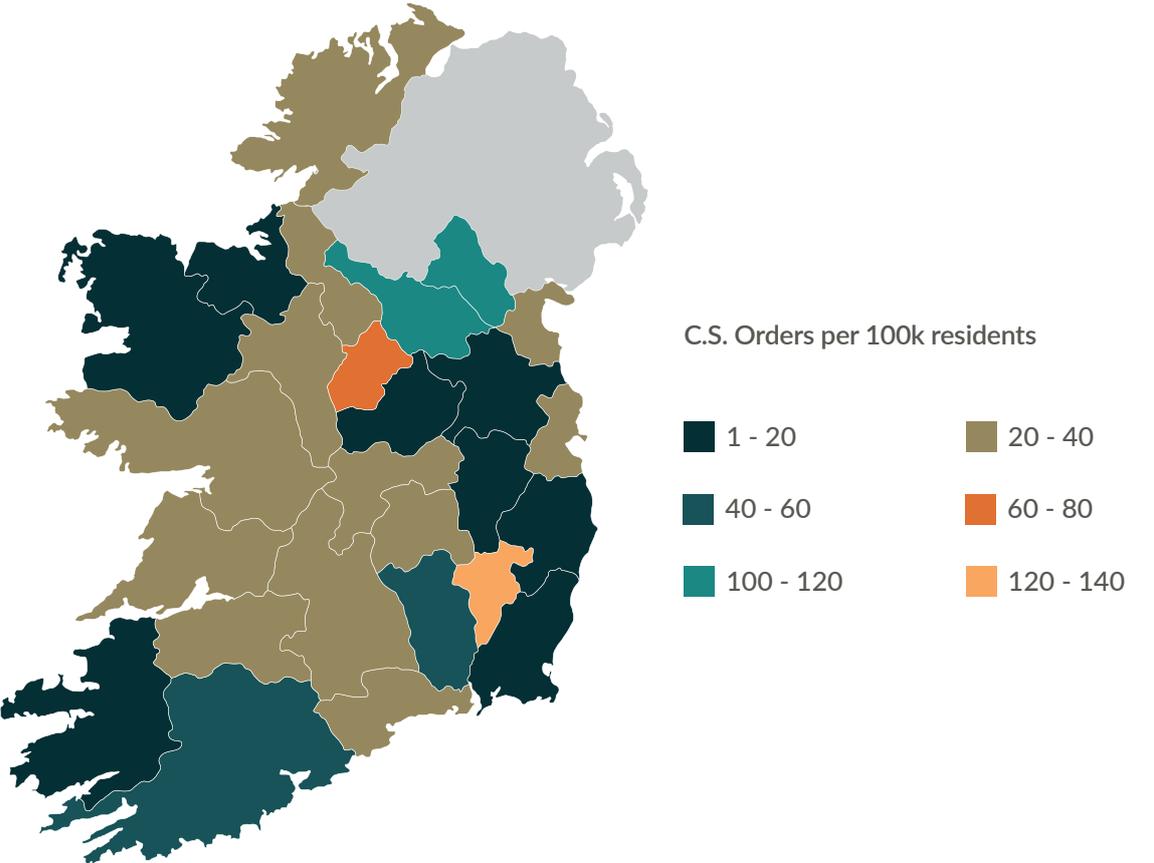
New Referrals by County in 2021 per 100,000 Residents



Probation Orders by County in 2021 per 100,000 Residents



Community Service Orders by County in 2021 per 100,000 Residents



Appendix 1

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 reports:

1. 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.

2. Community Service Report (CSR)

These reports assess suitability of an offender to do unpaid work in the community instead of going to prison.

Supervision 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 Scheme 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 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 cooperate 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.

Family Conferencing

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.

Joint Agency Response To Crime (J-ARC)

J-ARC is a joint strategy developed and agreed by An Garda Síochána, the Probation Service and the Irish Prison Service in 2015. It aims to provide a strengthened and visible inter agency approach in the management of identified recidivist offenders in order to reduce crime and increase public safety.

SORAM

The Sex Offender Risk Assessment and Management (SORAM) model is a structured system for sharing information and expertise on those offenders subject to supervision requirements of the courts, and garda notification under the legislation, and managed on a multi-agency basis.

Irish Offender Supervision Framework (IOSF)

The Irish Offender Supervision Framework, designed in 2019, describes the model and methods used by the Irish Probation Service with clients, from the initial point of engagement until contact is completed. It draws on “what works” and “who works” principles and desistance theories. It is underpinned by research and empirical evidence.

Appendix 2

Statement on the Probation Service System of Internal Control



Scope of Responsibility

I along with senior management acknowledge responsibility for ensuring that an effective system of internal control is maintained and operated. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016).

Purpose of the System of Internal Control

The system of internal control can provide only reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely manner. Maintaining the system of internal controls is a continuous process and the system and its effectiveness are kept under ongoing review. The system of internal control, which accords with guidance issued by the Department of Public Expenditure and Reform, has been in place in the Probation Service for the year ended 31 December 2021.

Capacity to Handle Risk

There is a non-statutory senior management team (Executive Leadership Team) in place, which comprises the director, deputy directors, assistant director and the accountant. Any major strategic matters, which arise for the Probation Service, are considered by this team, which meets monthly. The Department's Internal Audit Unit provides support to the Probation Service in monitoring and reviewing the effectiveness of its arrangements for governance, risk management and internal control. I have put procedures in place to ensure the reports of the internal audit function are followed up.

As the Probation Service falls under the Justice Vote (Vote 24), the Department's Audit Committee supports the Probation Service in order to provide oversight, ensuring that the interests of Government and other stakeholders are protected in relation to business and financial reporting and internal control.

Risk and Control Framework

The Probation Service has its own Risk Management Policy in place. This Risk Management System identifies and reports key risks and management actions being taken to address and, to the extent possible, to mitigate these risks. A risk register is in place. The register is reviewed and updated by the Probation Service Risk Management Committee. The outcome of these assessments is used to plan and allocate resources to ensure risks are managed to an acceptable level. I confirm that a control environment containing the following elements is in place:

- Financial responsibilities have been assigned at management level with corresponding accountability
- A budgeting system with an annual budget which is kept under review by senior management
- Formal procedures have been established for reporting significant control failures and ensuring appropriate corrective action
- There are systems aimed at ensuring the security of the information and communication technology systems, the IM&T Division of the Department of Justice provide the Probation Service with ICT services through the managed service.
- The HR Division of the Department of Justice provides a human resource management service not limited to recruitment involving employee relations, workforce development, performance management and liaison with (HR) shared services.

Ongoing Monitoring & Review

Formal procedures are in place for monitoring control processes and control deficiencies are communicated to those responsible for taking corrective action and to management, where relevant, in a timely manner. I can confirm that the following ongoing monitoring systems are in place:

- Key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies
- There is an appropriate budgeting system with an annual budget which is kept under review by the Probation Service's senior management team
- There are regular reviews by the Probation Service's senior management team of periodic and annual financial reports which indicate financial performance against forecasts
- Reporting arrangements have been established at all levels where responsibility for financial management has been assigned
- Audits of financial and other controls are carried out by the Department's Internal Audit Unit.

Procurement

The Probation Service ensures that there is an appropriate focus on good practice in purchasing and that procedures are in place to ensure compliance with all relevant guidelines and procurement policy.

Review of Effectiveness

The Probation Service in monitoring and reviewing the effectiveness of its risk management and control procedures is informed by the reports of the Department's Internal Audit Unit and the reports and comments of the Comptroller and Auditor General. The Department of Justice Internal Audit Unit conducted a Review of Internal Controls 2020 which was finalised in March 2021.

Internal Control Issues

The report on the Review of Internal Controls 2020, finalised in March 2021, indicated that the Probation Service has an effective system of internal controls in place.

DPER Public Spending Code

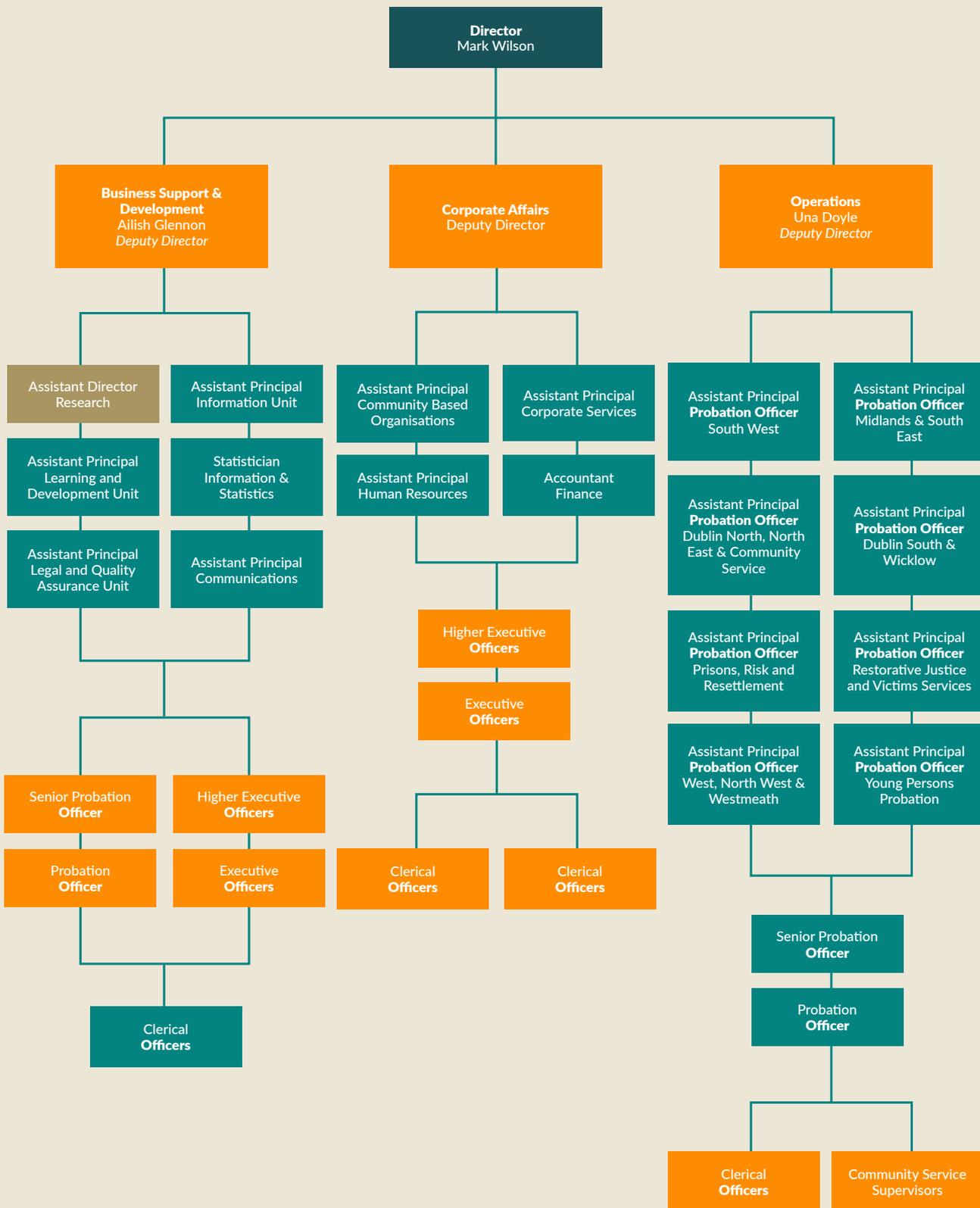
I confirm that the appropriate requirements of the Department of Public Expenditure and Reform's Public Spending Code are being complied with.



Mark Wilson
Director

Appendix 3

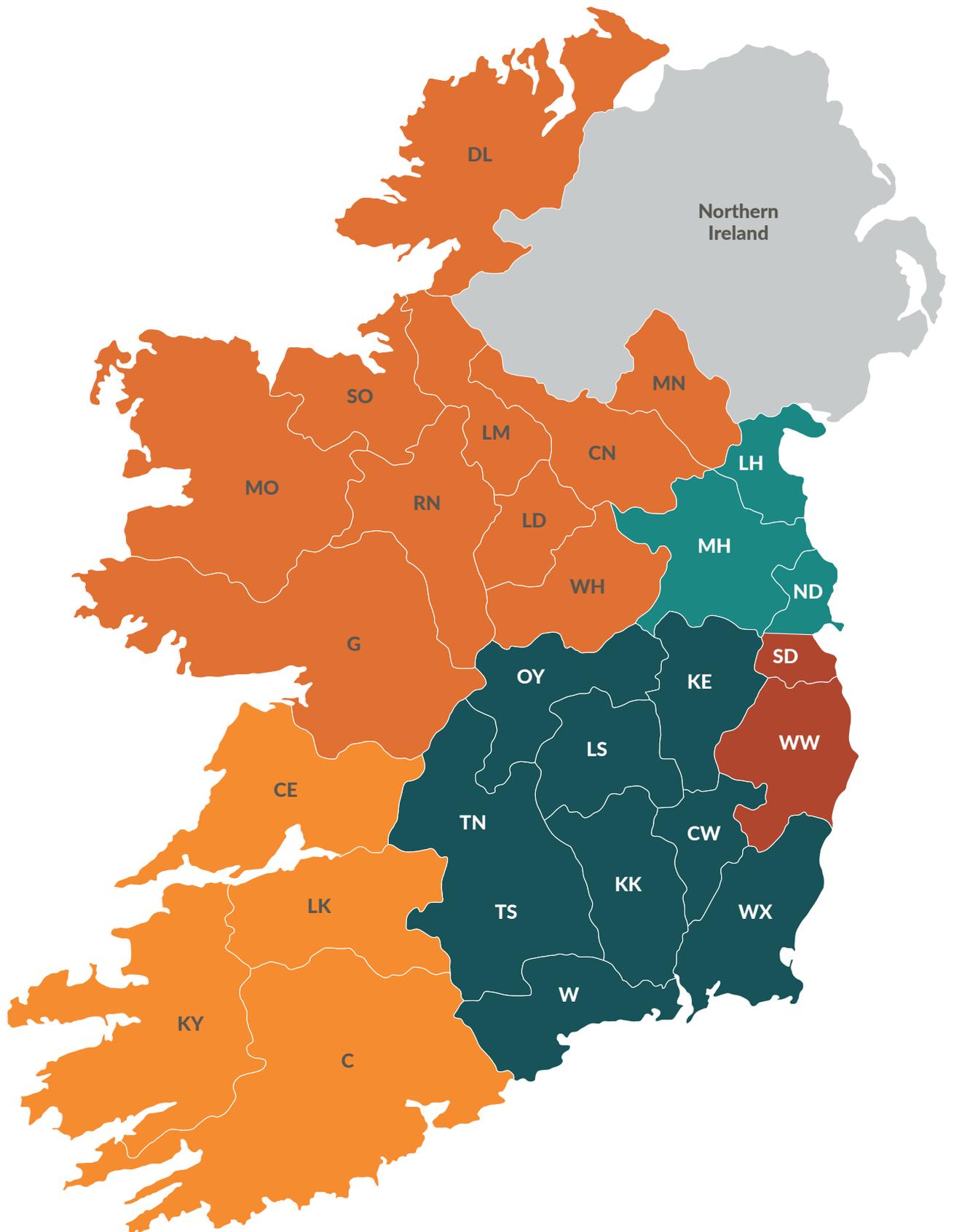
Organisational Chart



*Organisation Chart as per 31st December 2021.

Appendix 4

Regional Map



Appendix 5:

Main Probation Service Delivery Locations 2021



Appendix 6:

Community Based Organisations

In receipt of funding support through the Probation Service

- | | |
|---|--|
| <p>1) Adventure Sports Project (YPP), 21 Summerhill Place, Buckingham Street, Dublin 1. D01 XO86.</p> | <p>15) Céim ar Chéim (YPP), Moyross Youth Academy, The Bays, Knockalisheen Road, Moyross, Co Limerick, V94 XR4A.</p> |
| <p>2) Aftercare Recovery Group, 48 Seville Place, North Wall, Dublin 1, D01 AD72.</p> | <p>16) Céim Eile (Aiseiri), 1 Glencarra, Ballybeg, Waterford, Co Waterford, X91 FH61V.</p> |
| <p>3) Aiséirí Cahir, Townspark, Cahir, Co Tipperary, E21 E206.</p> | <p>17) Churchfield Community Trust, 107-109 Knockfree Avenue, Churchfield, Cork, Co Cork, T23 YR66.</p> |
| <p>4) Aiséirí Wexford, Roxborough, Wexford, Co Wexford, Y35 AH70.</p> | <p>18) Coolmine Therapeutic Community, Ashleigh House, Damastown Walk, Damastown, Dublin 15, D15 HK12.</p> |
| <p>5) Aislinn (YPP), Ballyragget, Co Kilkenny, R95 R859.</p> | <p>19) Cork Alliance Centre, Robert Scott House, 6 Patrick's Quay, Cork, Co Cork, T23 Y2EA.</p> |
| <p>6) Ana Liffey Project, 48 Middle Abbey Street, Dublin 1, D01 TY74.</p> | <p>20) Cornmarket Project – Wexford Local Development, Old County Hall, Spawell Road, Wexford, Co Wexford, Y35 E2FK.</p> |
| <p>7) Athy Alternative Project, Community Service Centre, Unit 1&2 Nelson Street, Athy, Co Kildare, R14 PD88.</p> | <p>21) Cox's Demesne (YPP), The House, 15-16 Oakland Park, Dundalk, Co Louth, A91 AN25.</p> |
| <p>8) Ballinasloe Training Workshop, Canal House, Harbour Road, Ballinasloe, Co Galway, H53 N8P8.</p> | <p>22) Crinan, 72 Sean McDermott Street, Dublin 1, D01 K201.</p> |
| <p>9) Ballymun Youth Action Project, Horizons Centre, Balcurris Road, Ballymun, Dublin 11, D11 X2EP.</p> | <p>23) Cuan Mhuire Athy, Milltown, Athy, Co Kildare, R14 XH79.</p> |
| <p>10) Ballyrunners, Ballymun Job Centre Co-op, Civic Centre, Main Street, Ballymun, Dublin 9, D09 C8P5.</p> | <p>24) Cuan Mhuire Bruree, Bruree, Limerick, Co Limerick, V35 CP57.</p> |
| <p>11) Bridge Project, Unit 3, 131-133 Francis Street, Dublin 8, D08 EW44.</p> | <p>25) Cuan Mhuire Coolarne, Coolarne, Turloughmore, Athenry, Co Galway, H65 YW98.</p> |
| <p>12) Bushypark (Clarecare), Bushypark Treatment Centre, Bushypark, Ennis, Co Clare, V95 A895.</p> | <p>26) Cuan Mhuire Farnanes, Merri Heits, Farnanes, Co Cork, P14 X590.</p> |
| <p>13) Candle Community Trust (YPP), Candle Centre, Lynch's Lane, Ballyfermot, Dublin 10, D10 F519.</p> | <p>27) Daughters of Charity Community Services (YPP), 8 Henrietta Street, Dublin 1, D01 W825.</p> |
| <p>14) Care After Prison, 56 Aungier Street, Dublin 2, D02 R598.</p> | <p>28) Deonach, Courthouse Square, Westpark, Tallaght Village, Tallaght, Dublin 24, D24 XR274.</p> |
| | <p>29) Dóchas don Óige (YPP), Liosban Industrial Estate, Tuam Road, Galway, Co Galway H91 V20H</p> |

- 30) Fellowship House, Spur Hill, Doughcloyne, Togher, Cork City, Co Cork
-
- 31) Fusion CPL, Cherry Orchard Health Centre, Cherry Orchard Grove, Ballyfermot, Dublin 10, D10 AA25.
-
- 32) GROW, National Support Office, 5 Forest Mews, Forrest Road, Swords, Co Dublin, K67 XR96.
-
- 33) Guild of St Philip Neri, St Vincent De Paul, 91-92 Sean McDermott Street, Dublin 1, D01 WV38.
-
- 34) Kerry Adolescent Counselling (YPP), St. John's Pastoral Centre, Lower Castle Street, Tralee, Co Kerry, V92 K88V.
-
- 35) Kilkenny Employment for Youth, Garden Row, High Street, Kilkenny, Co Kilkenny, R95 WT28.
-
- 36) IASIO (Linkage Programme), Block 3, Grove Court, Grove Road, Blanchardstown, Dublin 15, D15 HV2H.
-
- 37) Le Chéile (YPP), 24 Tivoli Terrace South, Dun Laoghaire, Co Dublin, A96 K522.
-
- 38) Matt Talbot Adolescent Day Services CLG Counselling (YPP), Rockview, 7 Trabeg Lawn, South Douglas Road, Cork, Co Cork, T12 YP49.
-
- 39) Matt Talbot Community Trust, Rear of Assumption Church, Kylemore Road, Ballyfermot, Dublin 10, D10 EH34.
-
- 40) Merchants Quay Project, 24 Merchants Court, Merchants Quay, Dublin 8, D08 X7YK.
-
- 41) Pro-Social Ireland, Unit B3, Enterprise Fund Business Centre, Ballyraine, Letterkenny, Co Donegal, F92 HP64.
-
- 42) PACE, Block 3, Grove Court, Grove Road, Blanchardstown, Dublin 15, D15 HV2H.
-
- 43) PALLS, Unit 2, Docklands Business Park, Dock Road, Limerick, Co Limerick, V94 DR12.
-
- 44) Restorative Justice in the Community, Annbrook Business Centre, Cleary's Garage, Limerick Road, Nenagh, Co Tipperary, E45 W903.
-
- 45) Restorative Justice Services, Marshalsea Court, 22/23 Merchants Quay, Dublin 8, D08 C6XP.
-
- 46) SAOL Project, 58 Amiens Street, Dublin 1, D01 K253.
-
- 47) SOLAS, Unit 1, Liberty View, Longs Place, Dublin 8, D08 WY84.
-
- 48) Southill Outreach (YPP), The Factory, Southside Youthspace, Galvone Industrial Estate, Limerick, Co Limerick, V94 A9KT.
-
- 49) Stepping Out Athlone, National Learning Network, Belhavel, Golden Island, Athlone, Co Westmeath, N37 A5R.
-
- 50) Tabor Lodge, Spur Hill, Doughcloyne, Co Cork, T12 YE14.
-
- 51) Tivoli Training Centre, 24 Tivoli Terrace South, Dun Laoghaire, Co Dublin, A96 K522.
-
- 52) Tower Programme, St Mark's Lane, Neilstown Road, Clondalkin, Dublin 22, D22 H9Y9.
-
- 53) TRAIL, Peter McVerry Trust, 29 Mountjoy Square East, Mountjoy, Dublin 1, D01 C2N4.
-
- 54) TREO, Unit 2, Block 4, Lacken Road Business Centre, Kilbarry, Waterford, Co Waterford, X91 PW29.
-
- 55) Tuam Community Training Workshop, Vicharschoraland, Tuam, Co Galway, H54 KX78.
-
- 56) Tus Nua, Abigail Centre, 106 Kildonan Road, D11 EHK2.
-
- 57) U-Casadh Project, The Solas Building, Belmont Park, Ferrybank, Waterford, Co Kilkenny, X91 NCX7.
-
- 58) Westview Day Centre (Foroige) (YPP), Westview House, 17 Audley Place, Patricks Hill, Cork, Co Cork, T23 EP63.
-
- 59) Wexford Centre Project (YPP), Unit 7, Liberty Corner, Dublin 1, D01 K5C9.
-
- 60) WHAD (YPP), Cherry Community Centre, Cherry Orchard Grove, Ballyfermot, Dublin 10, D10 HO24.
-





An tSeirbhís Phromhaidh
The Probation Service

