

OVERSIGHT AGREEMENT 2019

**BETWEEN THE PROBATION
SERVICE & THE DEPARTMENT OF
JUSTICE AND EQUALITY**

PART I – OVERSIGHT AGREEMENT

1. Introduction

1.1 The Probation Service is a non-statutory body established on an administrative basis under the aegis of the Department of Justice & Equality.

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

Relevant legislation includes:

Probation

- Probation of Offenders Act 1907
- Criminal Justice (Administration) Act 1914

Community Service

- Criminal Justice (Community Service) Act 1983 (as amended)
- Criminal Justice (Community Service)(Amendment) Act 2011

Temporary Release (supervised)

- Criminal Justice Act 1960 (as amended)
- Criminal Justice (Temporary Release of Prisoners) Act 2003

Prisoners

- Transfer of Sentenced Persons Act 1995
- Transfer of Sentenced Persons (Amendment) Act 1997

Suspended Sentences (supervised)

- Criminal Justice Act 2006
- Criminal Justice (Suspended Sentences of Imprisonment) Act 2017

Children/Young Persons Probation

- Children Act 2001
- The Children First Act 2015

Sex Offenders

- Sex Offenders Act 2001
- Criminal Law (Sexual Offences) Act 2017

Misuse of Drugs

- Misuse of Drugs Acts, 1977 (as amended)

Fine Default Alternatives

- Fines (Payment and Recovery) Act 2014

Spent Convictions

- Criminal Justice (Spent Convictions and Certain Disclosures) Act 2016
- Section 258 Children Act 2001

Data Protection/Freedom of Information

- Freedom of Information Act 2014
- Data Protection Act 1988, Data Protection (Amendment) Act 2003 and Data Protection Act 2018

In addition, practice is guided by:

- Council of Europe Recommendation CM/Rec (2010)1 of the Committee of Ministers to Member States on the Council of Europe Probation Rules
- Council of Europe Recommendation CM/Rec (2017)3 of the Committee of Ministers to Member States on the European Rules on Community Sanctions and Measures
- Council of Europe Recommendation CM/Rec (2008)11 of the Committee of Ministers to Member States on the European Rules for juvenile offenders subject to sanctions or measures
- United Nations Standard Minimum Rules for Non-custodial Measures (The Tokyo Rules) 1990
- United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders (The Bangkok Rules) 2010
- United Nations Standard Minimum Rules for the Administration of Juvenile Justice (The Beijing Rules) 1985
- CORU Code of Professional Conduct and Ethics for Social Workers issued February 2019.

2 Role of the Probation Service in the Justice and Equality Sector.

2.1 The Department works in close partnership with its Agencies/Bodies and the Probation Service is a key agency within the criminal justice system. The Department has responsibility *inter alia* for the strategic development of penal policy in Ireland and for driving the implementation of penal reform. While punishment for those who commit crime is a central element of the justice system, the rehabilitation and reintegration of offenders is at the core of the penal system and is the best way to achieve a reduction in re-offending and fewer victims. One of the six strategic goals of the Department in the Department's Strategy Statement 2016-2019 is "A Safe, Secure Ireland: To safeguard the security of the State and to achieve reductions in crime and re-offending and improvements in people's safety".

The Probation Service contributes to this by:

- Ensuring court ordered supervision is implemented.
- Reducing the likelihood of reoffending and risk of harm to the public.
- Making good the harm done by crime (reparation and restorative justice).

The Probation Service delivers the following services:

1. Offender assessment, supervision and sentence management
2. Community Service and Community Return
3. Young Persons Probation (YPP)
4. Community Partner Initiatives, (including Community Based Organisations in receipt of funding).

2.2 Probation Service Vision, Mission & Values

The Mission of the Probation Service is:

Offender rehabilitation and integration through respect, accountability, restoration and social inclusion.

The Vision of the Probation Service is:

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

3 Corporate Governance

3.1 Roles and Responsibilities

Accounting Officer

The Probation Service falls under the Department of Justice and Equality's Vote (Vote 24) and, as such, the Department's Secretary General is the Accounting Officer. The Accounting Officer is responsible for the safeguarding of public funds and property under the Department's control, for the efficiency and economy of administration by the Department and for the propriety of all transactions in the appropriation account. Further external scrutiny and governance is provided through the submission and analysis of the Appropriation Accounts to the Comptroller and Auditor General and ultimately to the Oireachtas through the Public Accounts Committee.

Director

The Head of the Probation Service is the Director who is responsible for the day-to-day management and administration of the business of the Probation Service and is appointed by the Minister. The Director is a member of the Criminal Justice Executive Board (Plus).

The Director will furnish a Compliance Statement to the Minister, in conjunction with the Probation Service's Annual Report, outlining any significant developments in the preceding year and affirming the Probation Service's compliance with relevant codes and regulations, in accordance

with the 2016 Code of Practice for the Governance of State Bodies (the “Code of Practice”), in particular addressing the relevant requirements of paragraph 1.9 of the “Business and Financial Reporting Requirements” Annex to the 2016 Code of Practice.

Directors

There are 2 Deputy Directors and 2 Assistant Directors supporting the Director. The 2 Deputy Directors lead the Corporate Affairs Directorate and the Operations Directorate.

Probation Senior Management Team

The senior management team comprises the Director, 2 Deputy Directors, 2 Assistant Directors, 12 Regional Managers/Assistant Principals, an Accountant and a Statistician. There is also a well-organised administrative and regional support structure.

3.2 Statement of Strategy

In accordance with section 1.17 of the Code of Practice for the Governance of State Bodies, the Probation Service should adopt a Statement of Strategy every 3 to 5 years which should be submitted to the Minister for consideration before its formal adoption. The Probation Service produces a multi-year Strategic Plan. The current plan covers the period 2018-2020. It also has a number of other strategy documents and protocols in place that are aligned to the Department’s overall mission and good governance practices. This includes a Joint Irish Prison Service and Probation Service Strategic Plan.

3.3 Annual Report

In accordance with section 6 of the Code of Practice, the Probation Service will prepare and submit to the Minister for Justice and Equality an Annual Report in relation to the performance of the functions and activities of the Probation Service during the preceding year. This Annual Report will be published not later than four months after the end of the relevant year.

In accordance with Appendix A of the 'Business & Financial Reporting Annex' to the *Code of Practice*, the Annual Report should:

- (i) Note that this Oversight Agreement has been reached with the Department of Justice & Equality and, in particular, indicate the Probation Service's level of compliance with the requirements of the Code of Practice for the Governance of State Bodies.
- (ii) Confirm that the Probation Service has carried out an appropriate assessment of principal risks, including a description of these risks and, where appropriate, outline any associated mitigation measures or strategies.
- (iii) Confirm that the Probation Service is adhering to the relevant aspects of the Public Spending Code.
- (iv) Confirm that the Probation Service is in compliance with relevant tax obligations.
- (v) Provide a statement on the system of internal controls in the Probation Service, addressing each of the items listed in Appendix D of the 'Business and Financial Reporting' Document of the *Code of Practice for the Governance of State Bodies*.

3.4 Internal Audit

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. Any audit work will be agreed between the Director and the Head of Internal Audit in the Department. The Internal Audit Unit, subject to available resources, will carry out the audits within an agreed timeframe.

3.5 Audit and Risk Committee

As the Probation Service falls under the Justice Vote (Vote 24), the Department's Audit Committee, subject to resources, 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.

The Probation Service has its own Risk Management Policy which is aligned with the Department of Justice & Equality policy. The register is reviewed and updated by the senior management. The outcome of these assessments is used to plan and allocate resources to ensure risks are managed to an acceptable level.

As an agency of the Department of Justice and Equality, the DJE Risk Committee may invite the Probation Service to outline details of their risks and to explain how they are being managed.

3.6 Protected Disclosures

In accordance with section 21(1) of the Protected Disclosures Act, 2014, the Probation Service has adopted the Department of Justice & Equality's Protected Disclosures policy. This is recorded under Appendix 1 of the Department's policy. This Policy outlines the process for the making of protected disclosures by workers who are or were employed in the Probation Service and for dealing with such disclosures. If a worker wishes to report a wrongdoing they may contact their line manager or the Head of Internal Audit at the Department of Justice & Equality.

3.7 Children's First

The Probation Service is identified as a 'relevant' Service under the Children's First legislation and is required to have a Child safeguarding Statement. Probation Officer grades are designated as mandated persons (Schedule 2 (11)). Mandated persons are persons who, by virtue of their training, responsibilities and experience, should have an awareness of issues relating to child protection. Either these professionals work with children or young people, or they are in service sectors that encounter adults or families and children where there is risk of abuse and neglect.

Mandated persons are required to report child abuse which comes to their attention in the course of their professional or employment duties. They are also required to report any direct disclosures of abuse from a child. Therefore, on full commencement of the Act, Probation Officers will be obliged (Section 14) to bring concerns to TUSLA's attention.

3.8 Procurement

In accordance with section 8.16 of the *Code of Practice*, the Director will ensure that competitive tendering is standard procedure in the procurement process of the Probation Service and that procurement policies and procedures have been developed and published to all staff.

The Director should affirm adherence to the relevant procurement policy and procedures in the annual compliance statement to the Minister.

3.9 Customer Charter

The Probation Service has a customer charter setting out the level of service a customer can expect. The charter is displayed prominently on the Probation Service's website and is supported by a customer action plan.

3.10 Data Protection

The Probation Service will engage proactively with the data protection obligations with a view to ensuring compliance with the General Data Protection Regulation (GDPR) (in force from May 25, 2018) and the Data Protection Acts 1988 & 2018. As an agency of the Department of Justice and Equality, the Probation Service is committed to the implementation of the Department of Justice and Equality's Data Protection Policy. The Department's Data Protection Officer (DPO) is the DPO for the Probation Service.

3.11 Public Sector Equality and Human Rights Duty

Section 42 of the Irish Human Rights and Equality Commission Act 2014 establishes a positive duty on public bodies to have regard to the need to eliminate discrimination, promote equality and protect the human rights of staff and persons to whom services are provided.

In particular, the Probation Service will have regard to its obligations under Section 42 of the Act to:

- Assess and identify human rights and equality issues relevant to its functions, including through its Strategic Plan 2018-2020.
- Identify the policies and practices that are in place/will be put in place to address these issues.
- Report on developments in that regard in its Annual Report.

3.12 Environmental and Energy Issues

The Probation Service will fulfil statutory and other obligations in relation to environmental and energy issues as follows:

- (i) In accordance with requirements set out in the Department of Communications, Climate Action and the Environment's Public Sector Energy Efficiency Strategy 2017, the Probation Service has appointed an Energy Performance Officer, who has responsibility for the delivery of the following actions and targets:
 - Striving to achieve the statutory target of a 33% reduction in energy use by 31st December 2020 in accordance with S.I. 426 of 2014 (European Union (Energy Efficiency) Regulations).
 - Accurately reporting energy use, annually, to the Sustainable Energy Authority of Ireland (SEAI), in advance of their deadline.
 - Publishing progress (or lack thereof) achieved on energy reduction in the annual report.
- (ii) Eliminating the use of single-use plastics from the organisation, in accordance with the Government Decision of 3 January 2019.
- (iii) Participating in Justice-sector and wider public sector initiatives in relation to energy and environmental issues.

3.13 Governance Obligations

As a non-statutory administrative body operating under the aegis of the Minister, the Probation Service is subject to a range of statutory and corporate governance obligations including the 2016 Code of Practice. The Probation Service will ensure that all the necessary obligations, including those for risk management, internal audit and the Public Spending Code are fully complied with.

Governance obligations will also be reviewed as part of the overall monitoring process of this Oversight Agreement itself.

3.14 Compliance Statement to the Minister

To confirm compliance (or otherwise) with the key provisions of the Code of Practice and the Governance Standard for Justice and Equality Sector Bodies, the Director will complete on an annual basis and submit to the Minister a Compliance Statement. This, in conjunction with the Annual Report, served to provide assurance to the Department that the systems of internal control, risk management and other areas of compliance are operating effectively. This Statement will address all of the relevant requirements of paragraph 1.9 of the 'Business & Financial Reporting Requirements' Annex to the Code of Practice for the Governance of State Bodies.'

3.15 Provision of Information to Members of the Oireachtas

In accordance with D/PER Circular 25/2016 – *Protocol for the Provision of Information to Members of the Oireachtas by State Bodies under the aegis of Government Departments/Offices*, the Probation Service is obliged to:

- i. Provide and maintain a dedicated email address. Oireachtas@probation.ie for Oireachtas members.
- ii. Put in place formal feedback processes to obtain feedback from Oireachtas members.
- iii. Comply with target deadlines and standards in terms of acknowledgements and responses to queries.
- iv. Ensure the timely provision of information to members of the Oireachtas (Assistant Principal, Corporate Services, has been assigned responsibility for this within the Probation Service).
- v. Report annually (in the Compliance Statement to the Minister) on compliance with standards sets out in Circular 25/2016.
- vi. Seek where appropriate, to publish the response to queries from members of the Oireachtas on the Probation Service website.

3.16 Comply or Explain

- i. As the Probation Service is an Agency of the Department which falls under the Justice Vote (Vote 24), it does not have its own Internal Audit Unit or Audit Committee. Alternatively, arrangements have been put in place to provide the Probation Service with access to the Department's Internal Audit Unit and Audit Committee.
- ii. As an Agency of the Department, the Probation Service is not required to produce Financial Statements. The Probation Service liaises with the Department's Financial Management Unit who report on the Probation Service's income and spending in their monthly management reports.

PART II – PERFORMANCE DELIVERY AGREEMENT

4 Objectives of the Agreement

The purpose of this agreement is to formalise a process through which the outputs and outcomes required from the Probation Service can be measured and assessed. Equally, the agreement will set out the expectations of the Probation Service in relation to the support, guidance and information flow from the Department of Justice & Equality, which are vital to enable the Probation Service to achieve its strategic and operational goals. To achieve this, it is necessary to set out the following:

- The Department's expectations of the Probation Service;
- The key inputs, outputs and expected outcomes of the Probation Service's activities;
- Assessment of performance by monitoring of agreed targets, around those key outputs, inputs and outcomes;
- Support of Probation Service by the Department in the delivery of its functions.

This Agreement documents the agreed level of service between the parties in order to facilitate improved effectiveness and efficiency of relevant public services. It sets out the Probation Service's key targets for 2019 and defines the output and outcome indicators on which performance should be measured.

The Agreement seeks to (a) facilitate the Probation Service in carrying out its functions, (b) progress the ongoing development of output measures for its expenditure, and (c) improve the effectiveness and efficiency of public services.

5 Commitments

5.1 Mutual Commitments

Both parties will:

- Be proactive and timely in communications, co-operation and information sharing on service delivery.
- Support the effective achievement of agreed targets.
- Promote partnership, responsiveness and mutual co-operation in our interactions.

- Provide prompt and timely responses to correspondence, information requests and related matters.
- Keep each other apprised and updated on all key issues.

The annual budgetary provision for the Probation Service forms part of the estimates for the Justice & Equality Vote and the requirements of the Probation Service will be considered in that context.

5.2 Department of Justice and Equality commitments

- Provide dedicated support from the nominated Division within the Department.
- Liaise with the Department of Public Expenditure and Reform to ensure timely sanction for expenditure and staffing in line with public financial procedures and public service numbers policies.
- Provide a Human Resource Management Service not limited to recruitment involving employee relations, workforce development, performance management and liaison with (HR) shared services.
- Liaise with the Probation Service in relation to Public Service Reform initiatives.
- Liaise with Probation Service in relation to agreed policy objectives.
- Provide guidance and direction on Government Accounting and Governance.
- Provide guidance and direction on procurement when required via the Department's Procurement Strategy Group.
- Provide invoice processing and other accounting services through the Department's Financial Shared Services.
- Provide for and resource the annual budget for the Probation Service which forms part of the Estimates of the Department of Justice and Equality Vote (24).
- Provide ICT Services and support to the Probation Service through the Managed Service.

6 Inputs

6.1 Financial Inputs

The following table summarises the Probation Service's budget allocation for 2019.

Expenditure	2019 Budget Allocation
B4-salaries, wages & allowances	€23.905m
B5-operating expenses	€3.375m
B6-services to offenders	€17.532m*
B7-community service order scheme	€3.002m
TOTAL	€47.814m

*includes YPP project funding

6.2 Staffing Resources

The following table sets out the Probation Service's staffing levels as at 1st January 2019.

Grade	Staffing Level 1st January 2019
Director	1
Deputy Director	2
Assistant Director	2
Regional Manager	9
Senior Probation Officer	45
Probation Officer	223
Professional Accountant	1
AP	3
HEO	4
EO	11
CO	54
SVO	2
Community Service Supervisors	47
TOTAL	404

7 Outputs/Targets

The following sections set out the Key Performance Indicators which will be used to assess the Probation Service's progress towards achieving its key mandate and core function;

7.1 Service Levels & Performance Measurement 2019

Key Performance Indicators - 2019

Total Number of Persons Subject to Supervision in the Community: This total figure includes the following:	2019 Target
1) Assessments for Court	11,000
2) Same Day CS Assessments	800
3) Supervision of Community Service Orders	1,800
4) Sex Offenders supervised in the community	375
5) Life Sentence Prisoners supervised in the community	90
6) Repatriation Reports prepared for the DJE (Note: *No Repatriation Reports requested in 2017)	10
Number of Persons Engaged Within a Custodial / Detention Setting: This total figure includes the following:	
7) Community Return Cases assessed and subsequently supervised in the community – and/or successful number of community return completions	250
8) Parole Board Assessments	60
9) Sex Offenders	250

Based on the 2018-2020 Probation Service Strategy Statement the Probation Service will deliver the following:

Strategic Goal 1: Evidence - Informed Practice: The Probation Service is committed to providing the best evidence informed interventions to reduce reoffending, protect the public and enable sustained desistance from offending.

Actions	KPI	2019 Target
Finalise the Offender Supervision Framework and commence implementation phase.	<ul style="list-style-type: none"> Design phase finalised. Tendering process for implementation managed. Implementation commenced. 	QTR 2
Ensure the continued availability of innovative and effective direct alternatives to custody.	<ul style="list-style-type: none"> Deliver on PS commitments arising from the implementation of the Fines (Payment & Recovery) Act 2014. Potential to extend eligibility for community return scoped out. 	QTR 3 QTR 4 QTR 2
Further development of targeted interventions to address the needs of specific offender groups subject to probation supervision..	<ul style="list-style-type: none"> Specific programmes for women further developed. Ongoing work with partners/stakeholders in other Agencies to progress. Supported accommodation for women provided in the community in partnership with the IPS Service delivery model in respect of young persons reviewed. 	QTR 4
The Probation Service will further develop our services to victims.	<ul style="list-style-type: none"> Existing dedicated victim service developed and expanded and awareness raised. Further training provided to relevant frontline staff. 	QTR 4

Strategic Goal 2: **Connected and Trusted:** The Probation Service recognises that to achieve its vision of a safer and more inclusive Ireland it needs to work with a range of stakeholders, including probation colleagues, criminal justice partners, service-users, and the wider community.

Actions	KPI	2019 Target
The Probation Service will continue to deliver on and further develop, the operation of the Joint Agency Response to Crime (J-ARC) initiative with our key partners.	<ul style="list-style-type: none"> J-ARC operational in specific areas and continued engagement with multi agency partners 	QTR 4
In partnership with key stakeholders, develop the 2 nd joint strategy on the Management of Offenders.	<ul style="list-style-type: none"> Offender Management Strategy developed. Continued participation on high level group on Offender Management strategy. 	QTR 3 QTR 2,3,4.
Work in partnership with international probation and criminal justice partners on shared relevant initiatives.	<ul style="list-style-type: none"> Co-chair the Public Protection Advisory Group. Work with international partners to develop good practice and identify opportunities for collaboration 	QTR 2 QTR 4

Strategic Goal 3: **People Centred**: The Probation Service is a people-centred organisation that believes in people's capacity to change their behaviour; with its knowledgeable, skilled and engaged staff acting as change agents, it can achieve better outcomes for service users and the wider community.

Actions	KPI	2019 Target
Implementation of Probation Service Action Plan on Public Sector Duty	<ul style="list-style-type: none"> • Action plan arising from the Public Sector Duty pilot finalised • 2019 actions implemented. 	QTR 2 QTR 4
The PS will respond to the many complex challenges service users present with. This includes drugs, mental health and domestic violence.	<ul style="list-style-type: none"> • Commitments on a range of strategies in place and delivered on. • Requirements for survey on service users with mental health issues scoped out. 	QTR 4 QTR 3
Ensure relevant procedures are in place to safeguard children who use or come into contact with the Service.	<ul style="list-style-type: none"> • Remaining Staff trained in Children's First. • Appropriate systems in place to manage mandatory reporting. 	QTR2 QTR 1

Strategic Goal 4 Learning Organisation: The Probation Service will remain informed about the best empirical evidence of what is effective probation practice, and take appropriate measures to incorporate new learning into its work, creating a culture of continuous learning and reflective practice.

Actions	KPI	2019 Target
The Probation Service will keep abreast of best practice developments in offender rehabilitation and management, ensuring our work is evidence informed.	<ul style="list-style-type: none"> Continued collaboration with 3rd level institutions social work depts. Supported learning opportunities for staff. 	QTR 4
Implementation of Probation Service Research Strategy 2018-2020..	<ul style="list-style-type: none"> Further Recidivism published in collaboration with CSO. 2019 Actions delivered. 	QTR 3
Learning and Development Strategy.	<ul style="list-style-type: none"> Strategy finalised and circulated to all staff. Staff training implementation plan in place. 	QTR 2 QTR 4

Strategic Goal 5: **Efficient and Accountable:** 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 the work it does.

Actions	KPI	2019 Target
The PS will ensure that robust and effective accountability systems are in place.	<ul style="list-style-type: none"> • Risk register in place. • All audit recommendations implemented. • Awareness raised of effective accountability systems. 	QTR 3
Establish Environmental Group.	<ul style="list-style-type: none"> • Appoint Environmental Officer. • Establish 'Green Team'. • Liaise with Dept Environmental Group. 	QTR 1
Process Data Sharing Arrangements as appropriate with key partners.	<ul style="list-style-type: none"> • Data Sharing Agreements in place. 	QTR 4
Health and Safety Statements/Policies and Procedures reviewed.	<ul style="list-style-type: none"> • H&S statement reviewed and circulated. 	QTR 4
		QTR 3

8 Potential Risk Factors

The Probation Service operates a formal Risk Management Policy and maintains a Risk Register, in accordance with the Department of Public Expenditure and Reform guidelines. A Risk Register is in place. The register is reviewed and updated by the senior management. The outcome of these assessments is used to plan and allocate resources to ensure risks are managed to an acceptable level.

Reflecting the key priorities of the organisation, the main potential risks to the achievement of targets set out in this Agreement are:

- 1) The impact of delays in the staff recruitment process – The risk is failure to have sufficient resources required to meet service delivery needs.
- 2) A pay budget underspend in 2019 due to delays in staff recruitment – The risk is failure to have sufficient staffing budget to meet requirements in future years.
- 3) An operational budget overspend in 2019 primarily due to increased ICT, Estate and Facilities costs – The risk is failure to have a sufficient operational budget to meet service delivery requirements.
- 4) Delay in the publication of 2017 recidivism study – The risk is failure to have evidence informed practice.

9 Flexibility and Amendment of Targets

Where amendments become necessary, both parties will engage to agree on amended targets.

10 Monitoring Arrangements

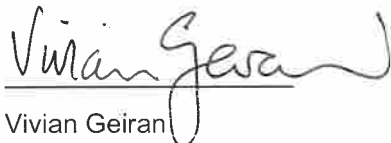
In accordance with the Department's policy on the monitoring of governance arrangements in relation to the organisations within its remit, the Probation Service will meet with the Department twice yearly, or more frequently if required by the Department, to provide an update on developments and achievement of targets as set out in this Agreement.

The Probation Service undertakes to return:

- (a) Relevant and appropriately detailed performance information to allow for monitoring of this agreement.
- (b) Relevant and appropriately detailed performance information for inclusion in the Revised Estimates for Public Services volume; and
- (c) Performance information in line with the set of indicators, and in keeping with the timeframe, agreed with the Department of Justice and Equality.

11 Duration and Signatories to the Agreement

Mr Vivian Geiran, Director, Probation Service and Mr. Michael Flahive, Assistant Secretary, Department of Justice and Equality agree that the arrangements as set out in this Agreement will apply with effect from the date signed hereunder until 31 December, 2019.



Vivian Geiran
Director, Probation Service



Michael Flahive
Assistant Secretary
Department of Justice and Equality

Date: 31/05/19 2019

Date: 31 May 2019

