

**WE BREAK
THE VICIOUS CIRCLE**

**KRIM:
VÅRD**



Kriminalvården

To implement a modern evidence based Probation Service



Agenda

- Sweden facts and values -an extremism country
- History Lesson
- The creation of a modern Probation service
- The three C's
- And now what ?
- Questions ?



Sweden

- Length 2000 km (3200 miles)
- Area 450 000 km²
- Population 10.2 millions

Swedish Prison and Probation service (SPPS)

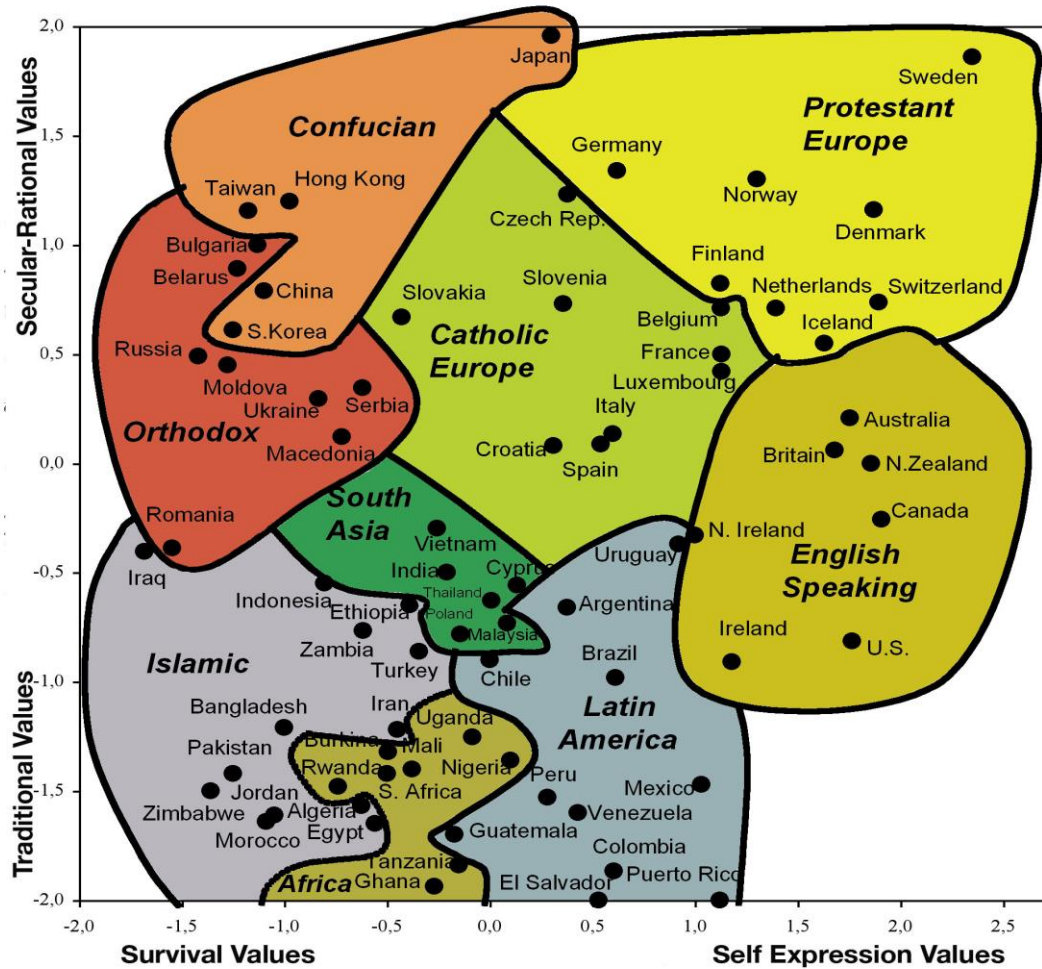
- Prisons 46
- Remand prisons 35
- Probation offices 34

Population:

- Prison 4200 (6% women)
- Remand 1850
- Probation 11 000
- Electronic monitoring 1600
- 30% recidivism rate within 3 years



WVS5, 2008



<https://youtu.be/ABWYOcru7js>

History lesson Swedish Probation Service



Before

- Long tradition of Probation Service, started by NGO:s, governmental org. since around 1950, 1974, big expansion of the Probation Service, Probation Officers as case managers with an unclear role
- A lot of knowledge on What works and RNR theory but old school social work in practice
- Inconstancies for the clients, hard to manage the dual role of support and control
- A clear need for change

Finding your why

Vision and method needs to support the why

The vision for a modern Probation service:

- Evidence based
- RNR in theory and in practice
- Probation Officers as Change agents

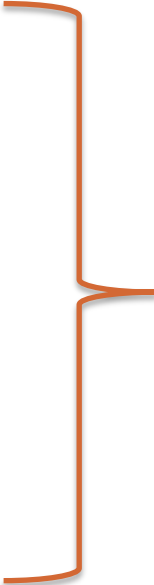
RNR-A -instrument for risk, need and responsivity assessment

National Police and SPPS files

1. History of antisocial behavior

Part B addressed with a client interview

2. Antisocial personality pattern
3. Antisocial attitudes / beliefs
4. Antisocial friends
5. Substance misuse
6. Family/relationships
7. Work/school / living conditions
8. Leisure/recreation



Central eight risk factors (Andrews & Bonta, 2010)

Individual sentence planning

- All clients
- From the beginning
- Prison and Probation together
- The RNR-A is included



KRIMSTICS

Strategic Training Initiative in Community Supervision

A method to work in line with RNR

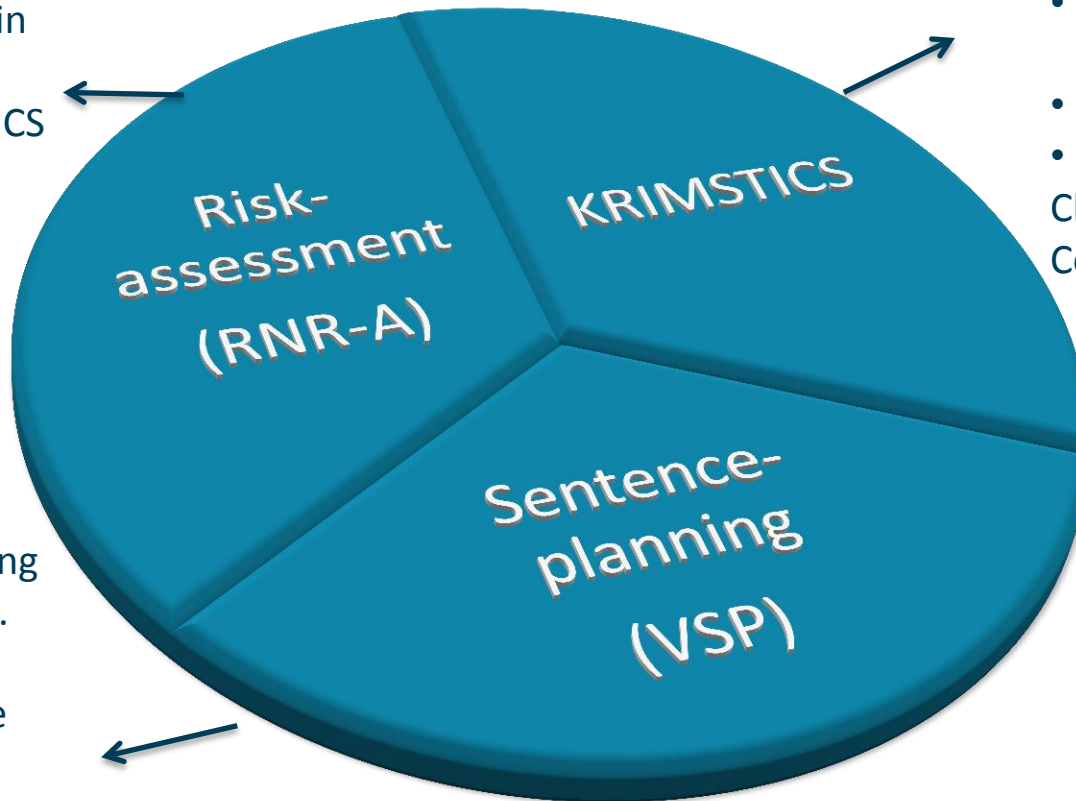
Improves the PO's skills and intervention techniques

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Improved compliance with conditions and lower recidivism rates

Evidence Based Practice in the Swedish Probation Service

All PO:s trained in RNR-A, prior to KRIMSTICS training



Sentence planning based on RNR-A. Clear roles and functions for the PO:s.

PO:s trained in

- Relationship building skills
- Structuring skills
- CBT interventions

Clinical support
Coach organisation

To implement an Evidence based practice

- Building internal capacity
- Start with the low hanging fruit
- Believe in the methods
- Identify early adopters with high credibility
- Educate in "phases"

Focus for the implementation

- Organization
- Leadership
- Method



What's in it for me?

Strategic decisions on all levels from the top to the bottom

From DG to PO's

If you are going to find a way you need a map

A clear model for implementation from the beginning

Witnesses to help you "sell" the change

Same messages from all levels

The 3 C's

- Communicate
- Collaborate
- Commit



Cultural Change, the hardest part ?

PO Before



PO Today:

Unclear role

Clear dual role

Inconsistency's regarding
methods

RNR-based
model KrimStics

Unexpected challenges?

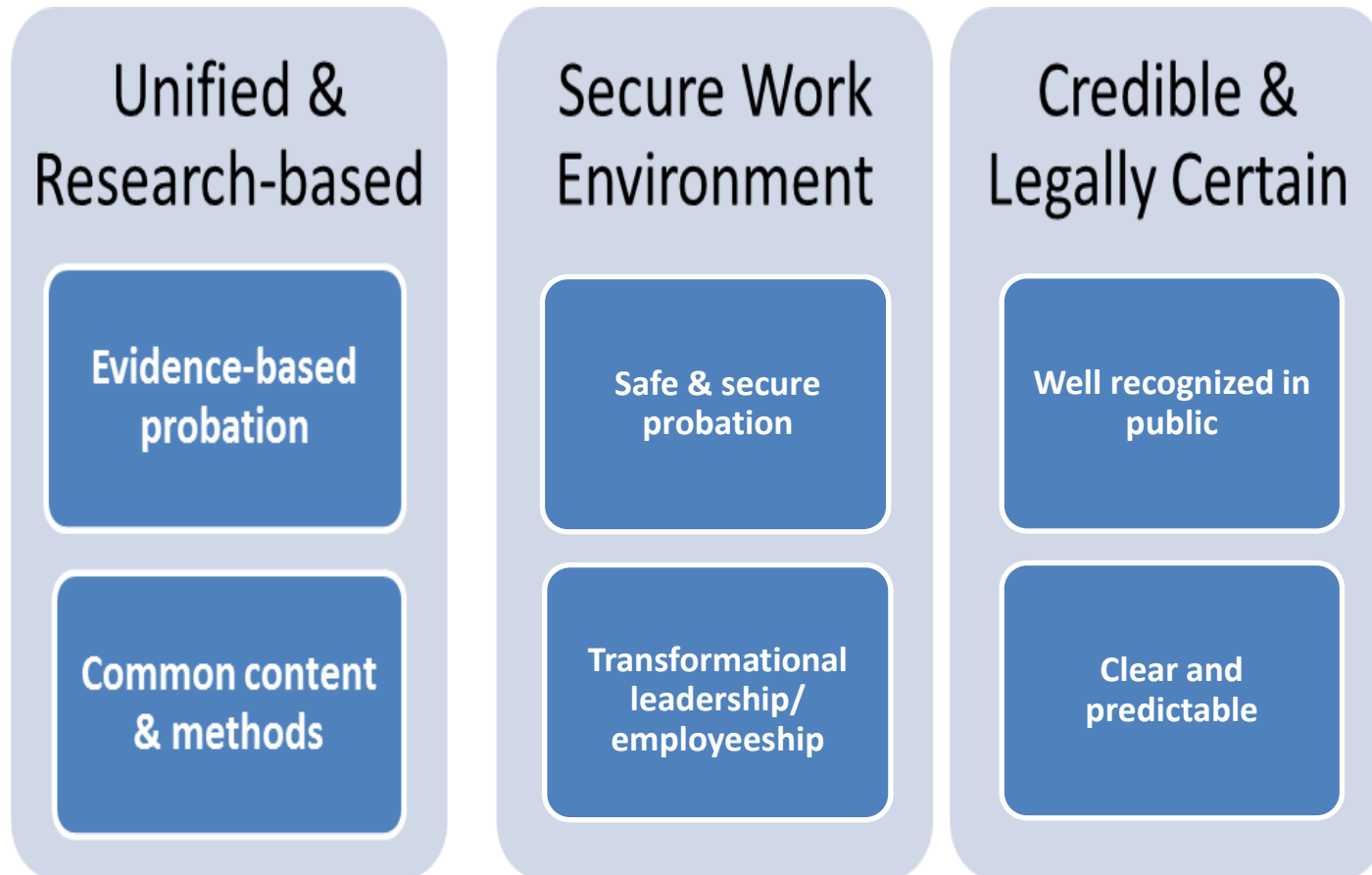
- A more professional Probation Officer expect more from their leaders
- The training of new probation staff has become more qualified, thus more difficult to provide

Today:

Evaluation of KrimStics

- Large and consistent improvement of skills and techniques among PO's
- Clear focus in the criminogenic needs
- Good therapeutic skills to facilitate attitude and behavioral change
- Improvement needed regarding the adherence too the Risk principle
 - matching frequency of contact with the Probation Officer to the offender recidivism risk

Modern Probation according to Sweden



Questions?

Thanks for your attention!

maria.lindstrom@kriminalvarden.se
maria@cep-probation.org