



PBNI

**PROBATION BOARD FOR
NORTHERN IRELAND**

20 JUNE 2017


**22nd COUNCIL OF EUROPE CONFERENCE OF
DIRECTORS OF PRISON AND PROBATION SERVICES
Lillestrøm (Norway)
20-21 June 2017**

STAFF RECRUITMENT INNOVATION & GOOD PRACTICE

Cheryl Lamont - Chief Executive

**Gillian Robinson -
Head of Human Resources &
Organisational Development**

FIRST OF ALLWHO ARE WE?

- **FUNDED BY DEPARTMENT OF JUSTICE**
 - **BOARD**
 - **400 STAFF, 27 LOCATIONS**
 - **PROBATION OFFICERS – MUST BE SOCIAL WORK QUALIFIED**
 - **SUPERVISE OVER 4,400 OFFENDERS AND OVER 10,000 REPORTS COMPLETED ANNUALLY**
 - **DELIVER BEHAVIOURAL CHANGE PROGRAMMES FOR OFFENDERS – IN CUSTODY AND COMMUNITY**
 - **VICTIM INFORMATION SCHEME**
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RECRUITMENT – ADVERTISING DID WE ALWAYS DO?

- **NEWSPAPER ADVERTISING**
- **ONLINE**


WHAT IS NEW?

- **USE OF SOCIAL MEDIA ONLY**


RECRUITMENT - SELECTION

- **ALL CORRESPONDENCE ON-LINE**
 - **AUTOMATED HR SYSTEM (CURRENTLY BEING UPGRADED – EMPLOYEE SELF SERVICE)**
 - **ALWAYS MORE THAN ONE MEANS OF SELECTION – RESEARCH SHOWS MORE VALID**
 - **SECURITY CLEARANCE – ALL ON-LINE**
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INDUCTION

- **A 'MUST DO' FOR ALL NEW EMPLOYEES**
 - **COLLABORATION WITH NORTHERN IRELAND PRISON SERVICE – PARTNERSHIP WORKING FROM THE OUTSET**
 - **PART OF INDUCTION COMPLETED ELECTRONICALLY**
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TALENT MANAGEMENT

- **MOBILITY POLICY**
 - **MENTOR PROGRAMME – NEW MANAGERS & EXECUTIVE TEAM**
 - **CONTINUOUS PROFESSIONAL DEVELOPMENT – PROFESSIONAL IN PRACTICE**
 - **ONLINE PERFORMANCE APPRAISAL**
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THANK YOU FOR YOUR TIME

QUESTIONS?

