

PROBATION IN EUROPE

Bulletin of the Conférence Permanente Européenne de la Probation

Juliette Laganier

Fédération Nationale des Associations d'Accueil et de Réinsertion Sociale

The return to society of long sentenced prisoners CEP Strasbourg Workshop

In the context of a Europe more deeply concerned with security in recent years, with a consequent sharp increase in prison populations, longer sentences and a decrease at the same in conditional release and other forms of sentence review time, how can conditions be improved for people returning to society after long sentences? This was the key challenge when delegates of a recent CEP workshop met at Strasbourg, a city at a cross-roads in Europe, to discuss the question of the return into society of people with long prison sentences.

Release is both longed for and feared.

After 13 years behind bars, how can we know what life outside has in store for us ?

The television, radio, and newspapers allow us to maintain some contact but nothing prepares us for release.

»» As this testimony of a former prisoner shows, the complex question of the reintegration of people after many years in custody challenges the community of European countries. Detainees adapt to the prison environment by adopting survival strategies which cut them off from reality outside and make their reintegration into society more difficult. Forms of sentence review, which offer gradual, assisted reintegration of the person into society, appear to be a particularly appropriate solution. However, clear disparities can be seen in their use in Europe. So it was useful, during the workshop, to analyse the prevailing thinking behind the systematic use of sentence reviews with special regard to the advantages of individualising sentences.



The contrast of different European models, which came out in the participants' discussions, provides valuable lessons for everyone and puts a perspective on the, often automatic, day-to-day practices. These raise questions about public policy and the integration of European policy in each country. At the time of adoption, by 45 member states, of two Council of Europe recommendations (conditional liberty and management by the prison administrations of detainees sentenced to life imprisonment, or long sentences) we should be addressing standardisation of practice in the use of sentence reviews for those with long sentences.

Release is a nightmare, but life itself is a nightmare, a madness, it is however worth living, it seems to me...

More than any other conclusion, this statement of an ex prisoner gives us reason to hope and to continue our work in the interest of the individual and of society as a whole. ««

In this issue »»

CEP Strasbourg Workshop <1> The probation officer between judicial, penitential, and probation perspectives <2> In memoriam: Luigi Daga <3> Looking for evidence after Inspector Morse in Oxford <4> Probation in the EU accession countries <5> Creating probation in Kosovo <6> EOEf: what works with offenders report <7> Probation and Mediation in the Slovak Republic <8> Portrait of an Expert <9> Probation in Kosovo: a reality and a new challenge <10> Central Europe Justice Co-operation Project <12> In Brief <13> The Next Edition <16>

The probation officer between judicial, penitential, and probation perspectives

Daniel Biancalana

Probation Officer/Criminologist
Service Central d'Assistance Sociale
Daniel.Biancalana@ja.etat.lu

»» The probation officer also plays a part. In Luxemburg he or she operates in both the custodial phase (from the moment judgement is passed) and the post-custodial phase (parole, suspended sentences and, shortly, electronic monitoring). Thus, the probation officer guarantees the psycho-social monitoring of an assigned number of detainees during incarceration until their release, either definitive (at the end of the sentence) or conditional (parole, suspended sentence). In this way, the probation officer becomes a key person for the detainee. This is reflected in the probation

Probation officer as the corner stone

officer's role as the 'corner stone' or even 'lynch pin' on the various committees. However, as they belong to the judicial, and not the prison, administration, they enjoy considerable autonomy. This is made clear (and may cause conflict) when the consultative bodies meet as these are mainly made up of members of the prison administration. In other words, the probation officer does not come under the authority of the prison governor but rather the authority of the State Procurator General or their deputy.

The Grand Duchy of Luxemburg has a range of bodies, each with a different role, to deal with sentence reviews and treatment in custody. Some are consultative in nature and others decision-making. They have always depended on the multi-disciplinarity of their members even if interdisciplinarity is not always encouraged. But, what they all have in common is that the starting point for all their actions must necessarily be the personality of the offender and his or her development in custody.

A brief summary of the commissions in existence

Firstly, there is the Guidance Committee (created 2000/2001) one of the most important of the consultative bodies. There is a guidance committee at the Centre Pénitentiare de Luxembourg (CPL), a closed prison, and also at the Centre Pénitentiare de Givenich (CPG), a semi-open prison. This committee does not have legally-binding authority. Functioning under the aegis of the Deputy of the State Procurator General, the committee is responsible for dealing with all matters relating to the custodial treatment of detainees. This they do in the form of recommendations made to the Deputy of the State Procurator General or the Penitential Commission¹. The committee is made up of various members, both permanent and 'non-permanent' (i.e. called for the occasion) from the custodial and post-custodial spheres: the prison governor; a representative of the prison officers, the workshops, the medical service, the psycho-social services and educational services of the prison; and of the probation service. Among the non-permanent members, there are a representative of 'Project Tox' (a project begun in 2002 with the aim of

taking charge of the psychological, medical and social needs of detainees with drug problems through consultations and support groups) and also a representative from the CPG of the Transfer Committee (created in 2001) if the detainee has requested transfer from CPL to CPG.

So each delegate has their own experience of the detainee, depending on their role, and each is able to contribute to a more rounded and detailed picture of the offender. However, there is one contribution that is missing in this consultative process: that of the psychiatric service of the prison. This service came about thanks to an agreement reached in 2002 between the Neuro-Psychiatric Hospital and the Ministry of Justice. Based on the model of the French prison psychiatric service, it enjoys considerable autonomy and is not subject to the prison administration. The psychiatric service of the CPL has decided not to participate in the Guidance Committee. Furthermore, it gives almost no information about diagnosis, treatment or prognosis to the said committee on account of medical confidentiality. Granted this is a legitimate position but it raises questions. Effectively, the Guidance Committee (especially

the probation officer) lacks sufficient information to make recommendations about granting future conditional liberty (or any other custodial arrangement). Therefore, two situations arise: either the probation officer him/herself establishes diagnosis, treatment and prognosis, or s/he automatically makes a negative recommendation to the detriment of the detainee. At present, it is this latter course which predominates.

Requests for clemency

Another consultative body is the Commission for Social Defence (CDS). This was created in 1967 and since 1984 has no legally-binding authority. Nonetheless, it still meets to deal solely with detainees' requests for clemency. With this one purpose, this commission draws up recommendations for the Clemency Committee (created in 1925) which submits its recommendation to the Grand Duke with whom the final decision rests (royal prerogative). The CDS is presided over by a magistrate and comprises the governors of both prisons, representatives of the police, trades unions, the public Minister, the 'service for foreigners', the prison chaplain, prison doctor and lastly a psychiatrist and the probation officer. The commission frequently follows the recommendation of the latter, as they alone of all the delegates have had real experience of the offender.

For detainees with a long prison sentence (in theory 8 years or more in Luxembourg but, following the recent recommendations of the Council of Europe, now 5 years or more) the Consultative Committee for the Custodial Treatment of Offenders with Long Sentences (CTP) was created in

1996. It does not have legally-binding authority but functions under the aegis of the Deputy of the State Procurator General. This commission is presided over by a magistrate and comprises the governors of the two prisons, the director of the Central Service for Social Welfare, the head of the probation service and, in the past, the probation officer. The purpose of this committee is to propose guidelines to the Penitential Committee regarding the custodial treatment of long sentences.

Here it should be noted that recently, new guidelines emanating from the CTP have succeeded in running counter to the freedom of action enjoyed by the probation officer. In the past, the latter was a permanent member. Now, they have 'non-permanent' status. They may be called as experts to make recommendations (oral or written) about custodial treatment without, however, having the possibility of engaging in professional discus-

sion with the other members of the committee. Their role is now limited to that of providing information. The reason for this change is the 'relationship' between the probation officer and the detainee. Somehow this relationship which is positive (from the point of view of the social and professional reintegration of the detainee) is penalised on account of the overly subjective attitude of the probation officer. The prevailing argument runs as follows: it is necessary to protect, or even exclude, the probation officer. From whom, from what, how, by whom? Henceforth, more 'remote' and so by definition more objective delegates will offer guidelines to the probation officer to carry out. It is therefore a pragmatic managerial tendency which is taking effect. <<

1 The Penitential Commission, created in 1986 and comprising three magistrates, is responsible for decision-making in relation to the custodial treatment of all detainees given sentences greater than two years. In all other cases, the Deputy of the State Procurator General alone decides.

IN MEMORIAM: LUIGI DAGA

On 17 November 2003 the Department of Penitentiary Administration of the Italian Ministry of Justice commemorated the tenth anniversary of the death of Luigi Daga. The President of CEP sent his personal greetings to Giovanni Tinebra, the head of the department, to pay tribute to all that Luigi Daga did for the CEP and for probation in Europe.

Luigi Daga died on 17 November 1993. He was victim of a terrorist attack in Cairo, where he was attending an international conference. He was shot in the lobby of the hotel.

Luigi Daga had a distinguished career in his own country, both as a judge and as a very senior official in the Ministry. He was actively involved in the work of the Council of Europe and chaired the Committee on Crime Problems for some years. He was involved with the CEP from its earliest days and was a member of the Board for nine years. He was involved in organising the first CEP workshop in Rome in April 1988.

Luigi Daga's contribution to the advancement of probation in Europe was substantial and distinctive and it has not been forgotten. He was a man of great experience and wisdom, a generous colleague and a good friend.



Looking for evidence after Inspector Morse in Oxford

We found ourselves staying in the elegant Victorian hotel called 'The Randolph' in the centre of Oxford. Here some of Inspector Morse's most notorious murder mysteries were committed, and in the hotel bar Inspector Morse frequently cogitated with his faithful colleague, Sergeant Lewis, over the complexity of the evidence and identity of perpetrators on the famous TV series. Over sixty delegates and presenters from nineteen European jurisdictions and fifteen countries, gathered for two days to hear presentations, ask questions and participate in group discussions. Simultaneous translation was provided in French and English for all delegates. Five syndicate groups met regularly throughout the event, one group was conducted in French and the remaining four in English.

»» The purpose for the event was “to increase the capacity of correctional services in Europe to establish, as mainstream practice, interventions which are based on evidence of what is effective in reducing re-offending.”

Plenary speakers from four European countries presented papers about their recent experiences of delivering 'effective' correctional interventions with adult offenders.

Delivering 'effective' correctional interventions

Lena Häll Erikson, the recently appointed Director General of the Swedish Prison and Probation Administration, explained to the conference how in Sweden the “What Works” strategy is being planned and implemented, using careful structured risk and need assessments, sentence plans, motivational work, national programmes, accreditation, well documented implementation and extensive research. She described in more detail two examples of

evidence based programmes and entitled her presentation “Prospects and Pitfalls.” In her concluding summary, she emphasised the importance of five key factors in delivering effective work on a large scale:

1. managing the political and financial environment,
2. changing the organisational culture
3. achieving good quality service delivery
4. recognising and planning for implementation problems
5. installing the right type of information technology to monitor and evaluate processes and outcomes.

Then Han van der Leek, the Director General of the Dutch Probation Service (Reclassering Nederland) called his presentation very aptly “Clear Choices in Troubled Times.” He described the current growth in crime and the political reaction to it in the Netherlands. Then he showed how the probation service has had to re-define its key role and contribution to crime reduction. He detailed how reducing

recidivism was a priority for probation staff and gave excellent examples of new developments in assessment, supervision and changing offender behaviour. He discussed how in the Netherlands a national programme panel had been set up, and a separate national accreditation panel, all requiring careful evaluation and research. He concluded by saying that in the Netherlands probation has faced clear choices, difficult choices but in the longer term inspirational ones.

Dr Priska Schürmann, the Director General of the Federal Prison Administration, from the Swiss Federal Office of Justice, began by describing the organisation and structure of the Swiss penal system, with the key delivery responsibilities of the 26 cantons. She described the legal basis for supporting pilot schemes on effectiveness and how the Federal Office of Justice was able to financially support measures to improve the implementation of criminal sentences in all cantons in Switzerland. Objectives and preconditions for pilot projects

included special recognition of the importance of reputable evaluations by independent researchers wherever possible. Her final point was some observations about what appeared to be key factors in the more successful pilots: small samples sizes to begin with, recognition of different institutional, cantonal and regional characteristics, federal government commitment, financial planning and management, and the identification of the reasons for poor outcome findings as well as good ones.

Implementation successes and problems

Sarah Mann, Head of Interventions in the National Probation Directorate for England and Wales, described developments the National Probation Service (NPS). In a very open and clear way she also described successful achievements, such as the OASys assessment system, and the implementation and delivery difficulties with accredited cognitive behavioural offending behaviour programmes: problems of attrition, lower attendances in some probation areas, and lower than expected completion rates. She explained how the National Directorate was addressing issues of inconsistent implementation and delivery, and how local probation areas were beginning to succeed to use more focussed assessment, planning and provide more Enhanced Community Punishment.

The five syndicate groups met on four occasions during the conference. Each group covered a similar agenda but a very wide ranging discussions took place in each group. The rapporteurs recorded the essential elements of each discussion on a lap top computer with a large screen for

each member to see the content. These outputs from each group were retained and shared with the other groups. On the Friday morning Chris Johnson chaired a plenary session in which the major concerns and issues of each group could be discussed. A representative of each group presented these with accompanying slides produced by the rapporteurs and facilitators. Simultaneous translation was available for this feedback. This method of recording and sharing with the whole conference worked well, and ensured continuity and good communication for all delegates.

Dr Colin Roberts in the final plenary session identified five core elements, which had been spoken about and discussed in the plenary sessions and in the syndicate group feedbacks. He spoke in turn about:

- (I) Political objectives and priorities, the role of the media, and the growth of pressure groups.
- (II) Offender characteristics in all countries, with reference to demography, criminal careers, poor skills and abilities, drugs, alcohol, mental health, neighbourhoods and criminal associates, and partners and families.
- (III) Organisational models and work between agencies.
- (IV) Staff and management issues – recruitment, training, supervision, pay and conditions and quality assurance.
- (V) Key tasks and processes for effective delivery of services: assessment, planning, delivery, reviews of progress, termination and research and evaluation.

While the formal conference finished promptly on the Friday afternoon, some additional historic and cultural visits to parts of the

city and the University of Oxford were arranged. So small groups wandered the colleges and streets in the late afternoon, culminating in a visit to Christ Church College, to attend Evensong sung by the College Choir in the Cathedral. A truly memorable experience for all who attended, as the whole conference also appeared to have been.

CEP is particularly grateful to Chris Johnson of the National Probation Directorate who took the lead in planning the event and chaired it with great skill and to GM Associates who provided just perfect administration. A full report of the workshop will be sent to all CEP members and will be posted on the CEP website. <<

Inspector Morse is the famous fictional Oxford Police detective, created by Colin Dexter for his novels, and portrayed by the actor John Thaw in the TV series called Inspector Morse.

PROBATION IN THE EU ACCESSION COUNTRIES

The invaluable resource book 'Probation and Probation Services – a European Perspective' edited by Anton van Kalmthout and Jack Derks and published in 2000 as a result of an initiative of CEP has been followed by a similar, very useful book on the EU accession countries: 'Probation and Probation Services in the EU accession countries' edited by Anton van Kalmthout, Jenny Roberts and Sandra Vinding, published 2003 by Wolf Legal Publishers, PO Box 31051, 6503 CB Nijmegen, The Netherlands.

More information at www.wlp.biz

Creating probation in Kosovo

Luisa Gandini of the Italian Penitentiary Administration provides a personal account of her part in building a probation service in Kosovo.

»» “Metije Ademi, Shpresa Elshani, Ilir Loshi, Ilaz Derguti and Valon Qeska are the first probation officers of Kosovo”. The number of times I repeated this sentence in my last weeks in Pristina, as I introduced the first probation officers of Kosovo to a whole variety of people, a sentence that no longer reflected just a dream, a desire, but rather an extraordinary reality: in Kosovo, too, a service for the execution of sanctions and measures in lieu of imprisonment had been created.

This achievement meant that, even within this difficult and bitterly disputed Balkan territory, an opportunity had been sought and found – as part of the efforts to secure a return to normality – for the renewal and modernisation of institutions and systems, including the penal system and criminal sanctions in particular.

Renewal and modernisation of institutions

But let us start from the beginning: Summer 2000, first mission in Kosovo, within the framework of an Italian program undertaken by the Ministry of Justice, in support of the United Nations Interim Mission in Kosovo (UNMIK).

All energies had understandably been at first focused on the prison emergency. Addressing the issue of ‘alternatives’ seemed a luxury; however, some had realised that in the construction of a modern correctional system, it was also necessary to design penal alternatives to imprisonment.

The first step necessarily had to be taken in the direction of the legislative framework: to introduce solutions other than imprisonment in the system of criminal sanctions, and not only in the executive phase of a sentence. With the exception of suspended sentences, subject to obligations but not to the ‘supervision’ of anybody, it was established that the execution of all ‘community sanctions’ would be entrusted to a probation service.

We analysed the community sanctions used in European countries. We studied the adaptability of

such sanctions to the Kosovar reality, choosing among a range of options those which best suited the characteristics of crime in Kosovo; finally we went on to formulate the text of the articles in both Albanian and English.

The technical choice – but not only technical, since it aimed to avoid the risk of ‘colonising’ Kosovo on this front as well – was to adhere as closely as possible to the country’s legal culture, a culture akin to that of Southern European countries: the alternative form of sanction proposed was modelled after the French and German ‘suspended sentence subject to probation’ rather than British-style ‘probation’, precisely because the juridical principle of suspended sentences, albeit without supervision, belonged to the legal tradition of the former Yugoslavia.

The alternative sanctions accepted were the following: 1) suspended sentence; 2) suspended sentence under probation supervision; 3) suspended sentence with treatment; 4) community service; 5) “combination” of probation supervision and community service. 6) semi-liberty “ab initio”. Added to these there were two alternative measures whose execution was assigned to the probation service: conditional release (already existing) and compulsory treatment for drug addicts and alcoholics, to be performed outside the correctional facility.

My efforts were then turned to outlining the possible tasks and organisation of the ‘Service for the Execution of Alternative Sanctions and Measures and the Social Reintegration of Criminal Offenders’ (thus defined in law) and to making the outside world acquainted with the new ‘alternative’ system, above all in judicial circles. First, It was agreed to locate the new service to coincide with the organisation of district courts, under the authority and responsibility of the Kosovo Correctional Service. Secondly, a seminar was organised on the topic of ‘Alternative Sanctions and Measures in Europe’, with the participation of local judges and prosecutors.

At the end of the mission, as I departed from Pristina, I realised I had just gone through an extraordinary professional and personal experience and I could not help feeling a deep sadness because this ‘adventure’ was about to come to an end.

But that is not what happened. In January-February 2002 the Italian Penitentiary Administration Department again acceded to UNMIK's request for aid to continue the project for the construction of a system of alternative sanctions and measures, which had unfortunately been stalled for over a year.

Despite the short time available (6 weeks) important objectives were achieved: as regards the legal framework, we drew up the articles related to the execution of alternative sanctions and measures; as regards the institution of a probation service, we set out to define the role of the probation officers and management, the necessary professional qualifications, the tasks to be performed in the phases before and after sentencing, etc. and, finally, as regards the dissemination of knowledge and information about alternative criminal punishment systems I managed to secure the support of Kosovo Judicial Institute. The success of a seminar we organised convinced us that Kosovar judicial circles were receptive to an untraditional approach to sanctions and punishment.

And so we come to the third mission: September-December 2002, this time as a resident expert for the Council of Europe, as the latter body had provided funding to the 'Probation in Kosovo' project, at the request of UNMIK and obviously with the participation of the Italian Penitentiary Administration.

Once again it was a race against time: 90 days to prepare the pilot project, get an O.K. from those in charge, set up and conduct the competitive examination (publication of notice in Albanian and Serbian in local independent newspapers, written and oral tests), hire the winners, organise and carry out the initial training course, find and furnish an office, equip it with basic tools, persuade other Penitentiary Administrations of European countries to second probation experts for a few months, define a legal and administrative framework of reference for the service and, last but not least, procure funds.

One may easily imagine in what state of mind I departed, shortly before Christmas, at the end of the 90 days: the difficulties faced, by no means few, were overshadowed by the emotions, the numerous opinions and insights I picked up, and above all by the faces, sometimes a bit frightened but always collaborative and enthusiastic, of Metije, Shpresa, Ilir, Ilaz and Valon, who were building day by day a real "team" enriched by their differences. <<

This is an abridged version, published here with permission, of an article which previously appeared in the December 2003 edition of 'Connections', the journal of the European Network of Drug Services in Prison. The full text and further information about this project is available in English, French and Italian from Luisa Gandini, e mail: luisa.gandini@giustizia.it

EUROPEAN OFFENDERS EMPLOYMENT FORUM (EOEF): WHAT WORKS WITH OFFENDERS REPORT

EOEF have recently published the above report. The report is based on EOEF's project by the same name, which was funded by the European Commission under their social exclusion programme.

The report is based on the need of organisations to widen their knowledge on successful models of work with offenders. It also makes recommendations to national and European policy makers in devising and improving policies and program-

mes designed to enable ex offenders to access employment and integrate fully into society.

The report identifies the work done in the development of policy and practice in the offender employment field. It also identifies gaps in basic information and knowledge highlighting the need for further work.

The EOEF works at developing and sharing information about good practice in helping offenders into employment. EOEF would welcome

comments and suggestions enabling it to push this very worthwhile agenda forward to European policy makers, including the new accession countries.

To access the report or become a member of EOEF please visit their website www.eoef.org. Alternatively contact Madhuri Vadgama on madhuri.vadgama@cesi.org.uk. Address: EOEF (Inclusion), Camelford House, 3rd Floor 89 Albert Embankment, London SE1 7TP

Probation and Mediation in the Slovak Republic

Jana Kunova, one of the first three probation officers in Slovakia, describes the development of the probation service from the perspective of working in Spišská Nová Ves in a region with a high population of Roma people.

»» A pilot project was launched in April 2002 based on the intention of the Slovak government to change the overall philosophy of penal policy with the emphasis on the introduction of alternative sanctions and diversion. It was planned that the probation and mediation service would create conditions for the application of such procedures in the criminal justice system. In April 2002, three probation officers started to work at three district courts. Their role was to test various forms and methods of probation work in the Slovak criminal law system so that practical experience would contribute to drafting the Act on Probation and Mediation Officers.

From April 1, 2002 until December 31, 2003 three probation officers dealt with 182 cases. It is important to underline the differences in the selected regions of Slovakia. In Bratislava, the capital of the Slovak Republic and a city with a high density of population, the prevailing problems related to individuals abusing psychoactive substances. Nové Zámky is in a rural area with a

Working together to provide
for the basic needs of offenders

substantial Hungarian speaking minority. In the Spiš region, in the city of Spišská Nová Ves, the important factor was the high density of the Roma population. Estimates are that the population of Roma people in Slovakia is about 300,000 – 500,000, the majority of whom live in Eastern Slovakia.

The replacement of the purely formal supervision that was in place in Slovakia until recently by the more active supervision of a probation officer has proved to be well justified. The probation officer not only controls but he/she also assists offenders to fulfill the tasks assigned by the court. Roma people, for example, are typically inexperienced in administrative work. They face problems with writing a job application, filling in post office forms etc. Assistance in these ‘trivial’ tasks can represent

the first step in fulfilling their duty to pay for the damage to the victim. Another important aspect of the probation officer’s work is cooperation with the victim. An example is a case of an unemployed Roma man. Damage that he caused to the forest management company was not paid back but, after an agreement reached by the probation officer with the company, the offender worked for the company to compensate the damage. For both parties, this type of solution was satisfactory.

The presumption that, if the meaning of probation is duly and properly explained to the offender his/her willingness to cooperate is high, was confirmed. Also, family members are open to cooperation with the probation officer and they are helpful in influencing offenders to lead a normal life.

Along with the cooperation of the probation officer with state institutions, another important part of his/her work is cooperation with charities, non-governmental institutions and associations. By working together it is possible to provide for the basic needs of offenders.

In case of the Roma population, cooperation with the non governmental institutions proved to be useful and helpful. There is a potential to prepare various projects aimed at this target group. The goal of the projects should be developing special programmes – such as motivational and pre-qualification courses or, potentially, generating short term job opportunities, depending on the opportunities and needs in the region concerned. Actually, there are wood-carving and cabinet making workshops already established for Roma men where they can acquire basic skills in wood processing that they will be able to use in their future jobs. In various municipalities there are sewing and ‘basket making’ workshops, where Roma women can get training. The cooperation of the probation service with non-governmental institutions deals with the consequences of unemployment: the loss of working habits and positive use of leisure. Another crucial aspect is the development of the offender’s social relations: the individual is not alone with his/her problems.

The activities of probation officers also include mediation. Initial concerns about the introduction of mediation into the criminal justice system were

not justified. Throughout the two years of the pilot, probation officers dealt with 121 cases of mediation. The success rate was about 85%. The most important fact is that mediation proved to be a satisfactory approach not only for offenders but also for victims and the law enforcement agencies.

In mediation, the Roma people were involved not only as offenders, but also as victims. At the beginning of our work we faced some distrust about involving Roma people in the mediation process. However, current experience shows that, in terms of keeping the agreement, the differences between Roma and non-Roma are minor.

Even though the probation and mediation service in Slovakia is only in its very initial phase of existence, the current experience firmly justifies its importance for our society. The approval of the Act on Probation and Mediation Officers on October 28 2003, effective as of January 1 2004 provides a legal framework for our work. The Slovak Ministry of Justice also wants to focus more on work with minorities. In 2005 there will be a pilot project of Roma assistants working with probation officers to improve the effect of probation work in this community. <<

Portrait of an Expert



It was at a CEP seminar in 1994 in Oslo that Dick Whitfield, then the chief probation officer for Kent in South East England, first met Ruud Boelens of the Dutch probation service. Dick and Ruud found that they had both started to collect information about the electronic monitoring of offenders. They decided to collaborate in writing joint articles on the subject and, together with others, they have been responsible for three highly successful CEP workshops on electronic monitoring in 1998, 2001 and 2003.

>> The reports of all three workshops can be found in the reports section of the CEP website at <http://www.cep-probation.org/reports> and there is no question but that these events have played an important role in informing the use of electronic monitoring in Europe. Dick has become a leading expert and has written two authoritative books on the subject: *Tackling the Tag* (1997) and *The Magic Bracelet* (2001). But electronic monitoring is only one of Dick's many interests in the field of the supervision of offenders and, though he has become closely identified with the subject, he retains a critical view of its indiscriminate application. He argues strongly that it should be targeted at those whose behaviour is likely to be positively affected. He speaks well of practice in Sweden where it is an integrated part of a package of intensive supervision and of its use with younger offenders in the UK where the focus is on a short term holding operation while other things are set up.

Dick Whitfield started work as a probation officer in 1968 and worked in probation services in the South East of England for the next thirty one years. From 1988 to 1999 he was the chief probation officer for Kent and was responsible for a service with a reputation for innovation and high quality work. Since his retirement he has been a member of the Parole Board for England and Wales and he enjoys the fact that this involves personal interviews with prisoners to enable them to make out their case for conditional release. Though much of his career was at a senior level his interest in individual offenders, their life stories and their possibilities remains fresh. Among the things he most valued about probation work was what he calls 'good honest supervision' which, ironically, is being re-discovered as the essential element of effective case management.

In 1972 Dick attended a lecture given by Gunnar Marnell for the Howard League for Penal Reform, a prominent pressure >>

group in the UK. He was so intrigued by what he heard that he went to work in Sweden for three months where, like many before and since, he came under the influence of Norman Bishop. On his return he wrote a paper for the Howard League and soon found himself a member of the governing council of the League. Since 2003 he has been chair of the council and he has a great deal of first hand knowledge of the difficulties of promoting progressive practice at a time when the liberal consensus which

once informed much penal policy has been lost. The Howard League has learned that in the changed climate more direct action is needed and has been successful in exposing bad practice by taking the cases of individual offenders through the process of judicial review. The League also maintains its reputation for serious study and is the publisher of the academically respected Howard Journal of Criminal Justice.

Dick has enormous experience of working with offenders at first

hand, of running probation services and as an active member of a leading pressure group for reform so it seemed worth while asking him what he sees as the most important issues for probation in Europe. First he had no hesitation in identifying issues of social exclusion, noting how much the criminal justice process deals with people from minorities and the way crime is inextricably bound up with poverty. He is clear that probation services have a responsibility to high light the part played by social exclusion

As this Bulletin was almost completed a further article on developments in Kosovo was received from Guy Schmit, former Parole and Probation Officer for the Penal Management Division, Department of Justice, United Nations Interim Mission in Kosovo.

Probation in Kosovo: a reality and a new challenge

»» In February 2004, the Council of Europe Secretariat in Kosovo organised a series of six seminars, 'Probation in Kosovo: a reality and a new challenge' in order to promote community sanctions and measures provided for in the new law which will come into force on 6 April 2004. The seminars were aimed at raising awareness among local professionals: penal law professors, students of the penal law faculty, judges and prosecutors, police trainers, regional police and station commanders, legal officers from the Police School and lawyers.

The Council of Europe had contracted local and international experts. Professor Ismet Salihu and Professor Ejup Sahiti, of the Penal law faculty of Pristina University had been involved in the revision of the new Criminal Code and Code of Criminal Procedure. International experts comprised Luisa Gandini from Italy, David O'Donovan from

Ireland, and Guy Schmit from Luxembourg. In addition to being a Council of Europe expert, David O'Donovan, as a member of the CEP Board, actively represented the CEP during the seminars.

The six seminars were a success: feedback from the audience was very positive, and the organisers were very pleased with the discussions among participants arising from the question and answer session. Members of all professional categories displayed a lot of interest in how probation could be implemented in Kosovo. During the course of the seminar, the following questions and issues were raised:

- Since December 2002, the Pristina probation service pilot project has been operating without a clear legal basis. The new law coming into force should solve this.

and to find solutions. When he was chief probation officer in Kent his service took a leading role in identifying and attending to the needs of foreign nationals in prison but of course the issues are wider than that.

The community justice movement is one which Dick believes should be more influential in Europe. He reckons that the best developments here are in North America and are very local and concerned with the empowerment of some quite unusual

organisations. It is perhaps an approach which is difficult for our highly centralised European bureaucracies to embrace but maybe there is a subject here for a CEP workshop and maybe there is in Dick an expert who could advise us about that.

CEP is enormously grateful to Dick for what he and others, especially Ruud Boelens, have done to organise excellent workshops on electronic monitoring. At the 2003 workshop Dick made it clear that this would

be his last but the challenge has been taken up by others and there will be a further workshop on the subject before long. For now, though, CEP wanted to let its members know a little more about the enormously talented man who has done so much for us. Dick's commitment to the humane and just treatment of offenders is matched by real skills in getting people together and making things happen and by a remarkable ability to communicate his enormous store of knowledge. <<

- Participants at the seminar were eager to get further information about the nature of community service orders in different European countries and the reasons for the importance of the offender's consent.
- Judges and prosecutors inquired about the existence of conversion criteria of a given suspended sentence into a certain number of community service hours. Since there is no such mechanism in most western countries, the conversion will depend on mitigating and aggravating circumstances of the offence and be dealt with in a discretionary way by the judges.
- The current lack of funds has been identified as a potential hindrance to the implementation of probation in Kosovo.
- 'Probation' being a fairly new concept for Kosovo, there is still some confusion about the name 'probation' itself, both in Albanian and Serbian; a truly satisfactory translation has indeed yet to be found. While 'Service for the Execution of Alternative Sanctions and Measures and the Social Reintegration of Offenders' - as referred to in the draft Law on the Execution of Penal Sanctions - would be the most accurate translation, it is obviously far too long for everyday use. This difficulty of translating the concept of 'probation' into local languages for now still reflects a clear search for an identity on the ground. Hopefully, once community sanctions and measures in Kosovo have become

established in practice, a more satisfactory wording will be found.

- The acceptance or potential resistance of public opinion requires further attention.
- Further clarification with regard to probation for juveniles is still needed. The NGO 'Terre des Hommes' has been running Kosovo's first community service pilot project for juveniles. Whether probation for juveniles will also be dealt with by the Penal Management Division of the Department of Justice or be out-sourced to private non-governmental organizations has yet to be decided.

In spite of the success of the seminars, we cannot forget that throughout this series of seminars - for whatever reasons - representatives from the Serbian community, as well as ethnic minority groups such as Roma, Askali, Egyptians and Turks were few. Although the President of the Kosovo Bar Association (KBA) is a woman (whereas some 95 percent of KBA's members are men), women, throughout the seminars, for cultural and historical reasons, were also largely under-represented.

With the creation of a probation service and the introduction of community sanctions and measures in the new criminal codes probation has become a reality in Kosovo. Its implementation will remain a true challenge to all those who will want the new law provisions to become successful in field practice. <<

Central Europe Justice Co-operation Project

Zoltán Bogschütz of the Hungarian Probation and Legal Aid Service Directorate describes a field visit to Canada in June 2003.

»» As an initiative of the Canadian Federal Ministry of Justice, a multilateral co-operation programme began in 2001 between Canada and the Justice Ministries of three Central European countries: the Czech Republic, Hungary and Slovakia. The programme makes it possible for law enforcement professionals to discuss - in the framework of field visits and seminars - professional experience and development possibilities in connection with the legal practice and jurisdiction of the individual countries. Within this project, programmes concerning the Hungarian Ministry of Justice have included:

- studying the Canadian system of imposing punishment and law enforcement;
- discussing the law with regard to juvenile offenders, organising an international seminar on the topic and introducing new practice;
- seminars and workshops on parole, probation and restorative justice; on risk assessment and sentence planning; and on mediation

Although the three participating Central-Eastern European countries belong to the same region, there are significant differences among them in the field of justice. Therefore, instead of a multilateral relationship, three bilateral contacts were established so that focussed answers could be provided to the

individual needs of the countries. This article concerns the experience gained from a two week long field visit organised in June 2003.

Within the Canadian system of law enforcement two organisations carry out the supervision of alternative punishments. Offenders sentenced to up to two years imprisonment are dealt with at provincial level. In many cases the alternative to a prison sentence is supervision carried out by a probation officer. In the case of sentences of more than two years imprisonment, the sentence has to be served in federal penal institutions. There is a possibility to get parole and release is supervised by parole officers. Everyone released is first on day parole and is sent to a half-way house. After meeting the requirements of the half-way house, the offender is granted full parole.

In Canada, the fine may be served as community work in many cases and the sentence to community work can also be imposed on juvenile offenders. Since in the case of juvenile offenders education is of primary importance, the community work has to be carried out in a way that it does not obstruct schooling. It is worth mentioning that in Manitoba province an Intensive Support & Supervision Programme (ISSP) has been in existence since 1994 in the case of high risk offenders. The ISSP officer deals with 10-15 clients, and closely co-operates with the probation officer to create a special aiding dynamic. There are juvenile half-way house as well (the Canadian term is open custody home), where the clients live according to very clearly

defined, strict rules. There are also bail hostels, where there is an increased amount of control, and less support.

According to Canadian practice, the approach to successful case management is holistic. Besides working with the offender's own relationships and involving justice stakeholders, Canadian professionals involve, as necessary, educational and health institutions, the local community, family, school and child care institutions as well. The programmes relating to offenders are continuously developed on the basis of research findings.

The group of aboriginal people requires special handling, and is over-represented in the justice system. This group accounts for 3% of the entire Canadian population, though 45% of them live in three prairie provinces. In 1991 the Aboriginal Justice Inquiry Report showed that the methods applied in law enforcement had not been efficient. On the part of aboriginal leaders, the we would like to take care of our people attitude started to gain ground. In 1998 the First Nation Strategy was developed, which is supported both at provincial and federal levels. Some of its points are as follows:

- culturally adjusted jurisdiction;
- involvement of the local community - the trial is set locally, involving elders;
- developing the local community, and applying judicial procedural methods which promote this development;
- increasing the number of aboriginal probation and parole officers.

RESTORATIVE VS. RETRIBUTIVE JUSTICE:

EURO-CANADIAN APPROACH

- Hierarchical top-down approach
- Adversarial system
- Formal process, rigid procedure and formal laws applied
- Minimal contact between the offender, victim and the community
- Emphasis on fault-finding and punishment

ABORIGINAL APPROACH:

- Emphasis on the healing of the wrongdoer, the victim and the community
- Input/participation by the victim and community
- Restoration of harmony between the wrongdoer, the victim and the community

Restorative Justice is not a novelty in these communities. Before the appearance of white men, they had applied such techniques, so it is possible and necessary to build upon these bases. A good example of this is participation in the Healing Circle with the leadership of an experienced, wise man, the elder: discussing and approaching the problem or situation from different angles, and solving it.

This aspect of Canadian experience is extremely useful, since the European countries participating in the program have a similar, yet in a sense different problem, with the Roma population, which lives there as visible minority.

The official end of the project is 2004, but we hope this co-operation will continue between the participating countries. Thank you to all Canadians who made this project possible. <<

For further information contact:
bogschutz@pjsz.gov.hu

Roma Mentors for the Czech Probation and Mediation Service

The Association for Probation and Mediation in Justice (SPJ) has recently launched a project aimed to develop a new service to address the needs of Roma clients of the Czech Probation and Mediation Service (PMS). Probation workers in some regions estimate that people of Roma background represent as many as 50% of the total number of their clients. Still none of 216 PMS's officers and assistants is of Roma origin.

The project will develop and test a system and rules for mentoring work and a training program for Roma mentors. First twenty Roma mentors will be trained in the project. They will assist PMS's Roma clients at their request in order to help them understand the benefits of community-based sanctions and measures, to strengthen their existing life skills and competencies and to gain new ones. The project includes three months of pilot mentoring work.

The project was inspired by the mentoring project of the Danish probation service that will provide its know-how in the form of information seminars and consultations. The Athinganoi – a Roma not-for profit organization operating in the Czech Republic will provide its know-how as well. The project, co-financed by the EU, will be in Southern and Central Bohemia.

The SPJ is very keen to learn about other similar projects and experience. If you are willing to share your know-how, please contact: Lenka Ourednickova or Lida Hasmanova at e-mail: institut@spj.cz

Luxembourg Association of Criminology

On 3rd March the Luxembourg Association of Criminology held its augural meeting. This is a not for profit organisation aiming to develop the study of criminology in the Grand Duchy of Luxembourg, an area of study which is currently lacking. The objectives are:

- to promote the development of the study of criminology in the social-penal field of Luxembourg
- to conceptualise the interaction of different principles – psychological, psychiatric, judicial, sociological, educational and medical – with reference to criminology with a view to informing all interested parties about current thinking and practice
- to bring together all persons whose work or study is concerned with the phenomenon of crime, as it is defined, or who wish to participate in discussion in this area
- to provide information relevant to work and study in the field of criminology
- to promote dialogue and debate among all interested parties in the field of criminology and penal justice
- to promote development of dialogue at national, European, and international levels
- to promote dialogue and exchange with other professional associations

Eligible to be an active member: anyone who

- works in the field of criminology
- has an interest in criminology

The association is registered at
Service Central d'Assistance Sociale, Galerie Kons, 24-26 Place de la Gare, L-1616 Luxembourg.

Contact:

Daniel Biancalana, president, probation officer / criminologist, Daniel.Biancalana@ja.etat.lu

Marc Weis, secretary, probation officer, Marc.Weis@ja.etat.lu

Anne Mignon, treasurer, criminologist, Anne.Mignon@ja.etat.lu

Pilot scheme for a new treatment programme for juvenile sexual offenders

Since March 2003, there is a new pilot project running funded by the Swiss Federal Department of Justice and Police. The main goals of this project are to inform and support young sexual offenders. Early care is seen as an important preventive measure. The dynamic of the therapy group, as well as the entire programme, should help to escape from isolation and find a place for discussing and understanding problems instead. Discussion sessions aim at developing new personal and social competence and restoring self-respect. The program involves three sequences of ten weekly meetings and lasts one year. Admission is only possible if the offence has been reported to the juvenile court or youth welfare office. The offender himself must not deny the offence and there must be a clear indication for this kind of programme.

For information detailing the concept of the scheme and evaluation see overview on pilot projects (available in G/F/I/E); URL: [www.ofj.admin.ch / Services / Execution of sentences and measures](http://www.ofj.admin.ch/Services/Execution_of_sentences_and_measures).

Further information is available from Josiane George, ctas@bluewin.ch.

First research results about Electronic Monitoring in Switzerland

First evaluation results about the inter-cantonal trial on 'Electronic Monitoring' are now available on [www.ofj.admin.ch / Services / Execution of sentences and measures](http://www.ofj.admin.ch/Services/Execution_of_sentences_and_measures). Further information also provided by the Swiss Penal Review, edition 4/03, (available in G/F), URL: [www.ofj.admin.ch / Services / penal review](http://www.ofj.admin.ch/Services/penal_review).

New paths in the Swiss penal field

The Swiss Federal Office of Justice has published a booklet (available in German and French) summarising pilot projects funded since 1987. It concludes with observations of obstacles regarding definite implementation with special emphasis on the Federation's role and benefit in promoting innovative schemes. URL German: <http://www.ofj.admin.ch/themen/stgb-smv/mv-bestell-d.pdf>
URL French: <http://www.ofj.admin.ch/themen/stgb-smv/mv-bestell-f.pdf>

Swiss Probation Association seminar on the subject of the social report, Fribourg, November 2003

The revised version of the Swiss penal code is likely to come into force in January 2006. The 'social reports' which the probation service is obliged submit to the courts and the executive authorities will therefore have an even greater importance than they have had up until now. On this occasion, experts in sentence implementation from Germany, Belgium and Switzerland spoke about their experiences of the social report in their country or institution. Briefly, the following should be included in the social report: information about the personality of the client, their development, the progress of supervision and also about the personal circumstances and difficulties faced by the client; furthermore, the report should mention specific possibilities of

assistance and make suggestions regarding any specialist help provided by third parties. Partner institutions (courts / sentence implementation officials / prisons) want probation services to be involved sufficiently early on in the assistance work. They also want probation services to take the same open and transparent attitude to them as they take to the people they help. Given the autonomy of the cantons with regard to probation, it seems rather unrealistic to try to standardise the structure of social reports. The ASP (Swiss Association for Probation) proposes the creation of minimum standards, along the lines of those developed in the practice of forensic psychiatry.

For more information, please contact: asp.svb@pom.be.ch

Starting Within and Staying Out: the Schakelproject, a Dutch correctional intervention programme

During the past decade Dutch prisons have developed special, more intensive intervention programmes for adult offenders. The main purpose of these programmes is to reduce future criminality. Initially, most programmes showed a strong focus on training in vocational skills relevant to the current job market. During the process of implementation however, most programmes showed a gradual shift to a multi-component approach covering the multiple needs of offenders. To examine the question of the effectiveness of these interventions an evaluation study on the post-release offending behaviour of participants in one of the programmes, the Schakelproject, was conducted. In addition a second, more intriguing, research question regarding the mechanisms of why and how this type of programme works was formulated. Regarding the first question of effectiveness, the study included a programme group of 112 participants and a non-programme group of 86 subjects with statistical controls for other factors.

Compared with the control group reconviction-rates of the programme group are significantly lower (25%). In addition, median survival time shows a significant difference in favour of the programme group. The economic efficiency of the programme amounts to a cost benefit ratio of 3.5. Each euro invested results in a cost saving of 3.50 euro.

Regarding the second research question the study included quantitative and qualitative analyses of programme-client transactions. The results show a clear pattern of key factors and mechanisms explaining the success of failure of programme participants. One of the key factors concerns the contribution of the Dutch probation service to desistance from offending. Important impediments to desistance were removed by intensive probation service work during the period of incarceration and during a period of aftercare in the community. The impact of intensive probation work on the process of desistance is mainly indirect.

Information can be obtained at nelissen@hcnet.nl

Socio-educational activities, a new measure for youth justice in Spain

In Spain, for a long time, the only non-custodial measures which the law allowed, and which had any significant use (with the exception of 'penal mediation' when used as an alternative to the judicial process) were 'monitored liberty' and community service.

Since January 2001, when law 5/2000 on penal responsibility for minors came into force throughout Spain, other non-custodial measures have been created. The organisations and professionals responsible for their application have therefore been faced with the task of developing the operational and methodological aspects of these measures. Among the new range of measures a notable one is envisaged which may eventually play an important role: socio-educational activities.

Professionals and youth justice experts have been calling for socio-educational activities for some time for two main reasons. Firstly, by individualising the sentence, they allow for measures which are appropriate to each case and to the circumstances of the young person. Secondly, they represent a type of judicial measure that is clear, specific and can be easily understood by the young person.

While this measure has been little used in Catalonia until now, there is strong demand for its wider application. It is in this spirit that the Catalan Directorate of Youth Justice has taken a range of actions:

1. Consultations with the services and professionals responsible for its application in order to understand their perspectives and their technical and practical requirements.
2. Creation of a Commission responsible for preparing the programme of implementation of socio-educational activities. The final draft of the programme has been approved and will be made available to judges, magistrates and all teams which give technical recommendations before judgement.
3. Creation of ad hoc working groups for the implementation of activities: information and advice about sexuality, prevention of drug-addiction, and social skills among others.
4. Research into material suitable for use in five different areas: basic training, professional training, social awareness and responsibility, health, and leisure.
5. Designating the person responsible for supporting the teams working in non-custodial sentencing in choosing materials and activities suitable in each case.

For information please contact wmartinj@gencat.net

Evidence based sentence planning

The Swedish Prison and Probation Administration introduced evidence based sentence planning for all clients in prison and probation, starting in 2002. The aims can be described as follows:

- Based on risk- and need assessment, including static and dynamic risk factors. We are also introducing ASI, (Addiction Severity Index), primarily for drug addicts but we will try to expand its use to all clients on probation. This year where we will also try to use ASI as part of the pre sentence report.
- Carried out together with the client. Our probation officers are learning the special Motivational Interviewing method according to Miller et al. in order to enhance motivation to change.
- Areas that are most important in reducing relapse have the highest priority.
- Set goals. Goals should be realistic, measurable and activity oriented. Start with small steps instead of aiming too high. Define who is responsible for things to be done.
- Evidence based practice should be used when trying to avoid relapse. So far we only have accredited programmes on a small scale within the probation service but almost all programmes that are being developed will also be used in the community.
- Revise planning, set new goals according to what has happened, learn from mistakes.

Getting an organisation to work according to this is not easily done and a lot of effort must be put into education and follow up. So far the most difficult thing seems to be to set goals, to make a real plan. We have organised a lot of seminars with people responsible for the local introduction but still there is much to be done. Another thing of great importance is auditing the work. The local management must have a system to check how work is being carried out and the means to support those who have difficulties. Introducing new methods always takes time but we hope we will soon have reached "the critical mass", when most of our probation officers will have realized that evidence based practice is here to stay, which will promote respect from clients, from courts and other agencies.

Information: stig.ake.johansson@kvv.se.

"Vista: Perspectives on Probation"

Founded in 1995 as a specialist, quarterly, journal for English probation managers, and others interested in probation matters, this is now jointly managed by The Probation Boards' Association and The School of Public Policy, University of Birmingham.

It is edited by Christine Knott, Chief Officer, Greater Manchester Probation Area, and John Raine, Professor of Criminal Justice Management, University of Birmingham. Policy, practice and research issues are routinely covered. The next, 'special' issue will review recent British research on effective probation practice.

For subscription and other information please contact J.W.Raine@bham.ac.uk

Probation in the mother and child section of a Hungarian penal institution

The Penal Institute of Bács-Kiskun County has established a mother and child section for the first time in Hungary. The building, which is able to house 20 mothers and children, was handed over on 3 December, 2003.

Babies born in the hospital of the penal institution may stay with their mothers from the age of 4-6 weeks until 6 months, or if justified, until the age of one year. Child health experts, nurses and specially trained prison officers provide help to promote the children's physical, emotional and cognitive development.

Personal help / training sessions also focus on the improvement of mother craft skills. A personalised, tailored training plan is worked out with each mother.

Probation officers are cooperating with this project. They provide general information about aftercare and the probation service every month. This may be followed by a personal interview at the request of the prisoner, particularly for those before release. The next task is to solve the problems revealed during the personal interview, such as:

- recovering family connections,
- preparing for administrative tasks after release, e.g.: ID card acquisition, vindication of charge exemption, different social benefits,
- information about contact with job centres, unemployment and retraining programmes,
- introducing national, municipal, NGO organisations that may provide help for the released person.

Probation officers focus on preparing the family to receive the released mother and her child. The established and continuously improving cooperation between the penal institution and the probation service promotes the success of the mother's reintegration into the society and the children's development.

Contact: Ms. Edit Gedó Serfözö - maposz@index.hu

The Next Edition

>> This is the last edition of the Bulletin to be produced by the present editorial board of Han van der Leek, John Walters and Martine Dikmans. We would like to take this opportunity to express our gratitude to all our contributors and translators over the last three years. The new Board of CEP will be elected at the General Assembly in Lugano and will have the responsibility for deciding how future editions of the Bulletin will be edited. There will not be sufficient time to produce a December edition in the usual way but the next edition of the Bulletin can be expected early in 2005. <<

PRODUCTION

EDITOR

THE CEP BOARD

EDITORIAL STAFF

HAN VAN DER LEEK (NL), VICE-PRESIDENT

MARTINE DIKMANS (NL), EXECUTIVE

OFFICER

JOHN WALTERS (UK), SECRETARY GENERAL

CONTRIBUTORS TO THIS ISSUE

DANIEL BIANCALANA (L)

ZOLTAN BOGSCHUTZ (H)

LUISA GANDINI (I)

JANA KUNOVA (RS)

JULIETTE LAGANIER (F)

MIKE NELLIS (UK)

COLIN ROBERTS (UK)

GUY SCHMIT (L)

JOHN WALTERS (UK)

TRANSLATORS

MICHELLE HOMDEN (UK)

JOHN WALTERS (UK)

DESIGN AND LAY-OUT

INDEX, UTRECHT (NL)

© CEP ALL RIGHTS RESERVED. NO PART OF THIS PUBLICATION MAY BE REPRODUCED, STORED IN RETRIEVAL SYSTEM OR TRANSMITTED IN ANY FORM OR BY ANY MEANS, MECHANICAL, PHOTOCOPYING, RECORDING OR OTHERWISE WITHOUT PRIOR WRITTEN PERMISSION OF THE CEP BOARD.

ISSN 1382-7790.