

Individual and Organisational Accountability: Professional Supervision within the Probation Service

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Summary: This article is based on research conducted for a Master's dissertation which investigated the practice of professional staff supervision within a specific area of Ireland's Probation Service (PS) (O'Connell 2005). Survey research and qualitative interviews with probation officers and senior probation officers were carried out in the context of a review of the literature in relation to staff supervision in a probation setting. Findings on the practice of staff supervision within the PS are presented. The need for a consistent form of delivery of supervision supported by a standard model of provision is indicated. Key recommendations include:

- The use of standardised formal supervision contracts and agendas.
- A clear agency policy and standards on staff professional supervision.
- Education, training and supervision for all supervisors.