



**PROBATION AND COMMUNITY
REHABILITATION SERVICE**

2019 ANNUAL REPORT

VISION

Changed lives. Safer community

MISSION

To work with Youths-At-Risk and individuals who have offended, in collaboration with families and the community, to lead socially responsible lives

VALUES

Progressive, Collaborative, Responsive, Service

QUALITY POLICY



We commit to quality service in the probation of offenders and their rehabilitation in the community

GUIDING PRINCIPLES

Rehabilitation with the goal of facilitating pathways towards desistance*

Adopt evidence-informed practice

Anticipate and respond to changing needs

Develop and maintain well-trained and professional staff

Play an active and influencing role in the criminal justice and social service sectors

** In the field of criminology, desistance is generally defined as the cessation of offending or other antisocial behaviour.*



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PROBATION COMMITTEE

2019-2020

Standing (left to right):

District Judge Eddy Tham (former member), District Judge Eugene Tay, Mr Azman Bin Anuar, Justice See Kee Oon (former Chairperson), Senior District Judge Ong Hian Sun (former member), SAC Lian Ghim Hua, Mr Yoganathan Ammayappan

Seated (left to right):

Dr Vivien Huan, Mdm Shie Yong Lee, Ms Aileen Tan (former Chief Probation Officer), Ms Morene Sim, Mdm Choy Wai Yin

Not in photograph:

District Judge May Lucia Mesenas



Chairperson

Justice Vincent Hoong

(wef 1 Apr 2020)
Presiding Judge
State Courts

Members

Mr Toh Han Li

(wef 1 May 2020)
Principal District Judge
State Courts

Mr Seah Chi-Ling

(wef 1 Oct 2019)
Deputy Principal District Judge
State Courts

Ms May Lucia Mesenas

District Judge
State Courts

Mr Eugene Tay

District Judge / Assistant Registrar
Family Justice Courts

Mr Yoganathan Ammayappan

Senior Director
Rehabilitation and Protection Group
Ministry of Social and Family
Development

Mdm Shie Yong Lee

Deputy Commissioner
(Policy and Transformation)
Singapore Prison Service
Ministry of Home Affairs

SAC Lian Ghim Hua

2 Deputy Director
Criminal Investigation Department
Singapore Police Force
Ministry of Home Affairs

Mdm Choy Wai Yin

Director, Guidance Branch
Student Development
Curriculum Division
Ministry of Education

Mr Azman Bin Anuar

Head
Education and Prevention Services
Singapore Armed Forces
Counselling Centre

Dr Vivien Huan

Deputy Associate Provost
(Student Well Being)
Associate Professor of Psychology
and Child & Human Development
Nanyang Technological University

Ms Morene Sim

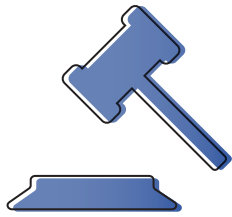
Company Director
Inlingua School of Languages

Secretary

Ms Carmelia Nathen

(wef 1 Jul 2019)
Chief Probation Officer / Director
Probation and Community
Rehabilitation Service
Ministry of Social and Family
Development

KEY FIGURES



671 referrals for Pre-Sentence Reports



538 New Probation Orders



80% of Probation Orders completed



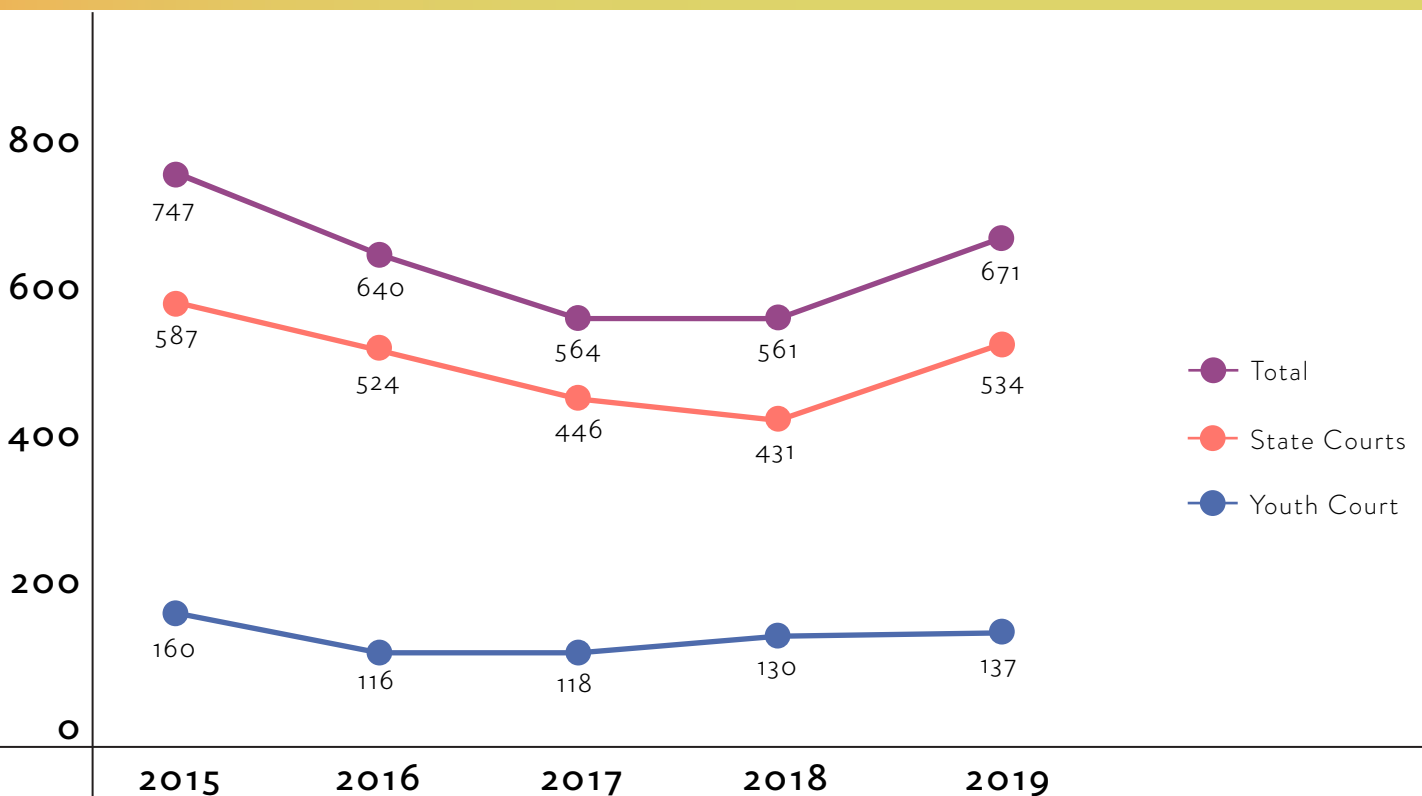
10% of new orders had hostel residency as a condition



41% of new orders had electronic monitoring as a condition

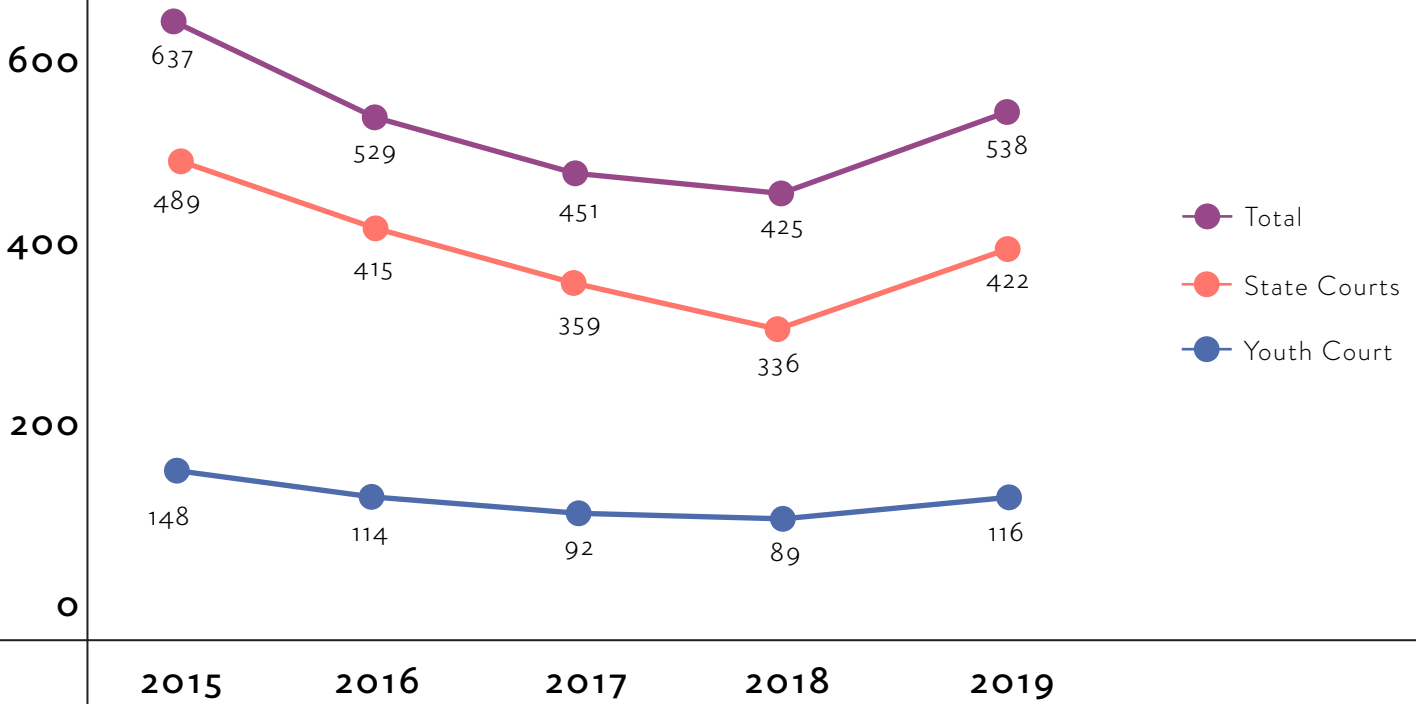
PRE-SENTENCE REPORTS

The Courts can call for a pre-sentence report (PSR) on an offender before sentencing him/her. The PSR is prepared by a Probation Officer and entails a comprehensive social investigation into an offender's family background, attitude towards the offence/s, pro-criminal behaviours and risk of future offending, strengths and needs and ability to commit to requirements and a rehabilitation plan under the probation regime. Other professional reports such as psychiatric or psychological reports may be included.

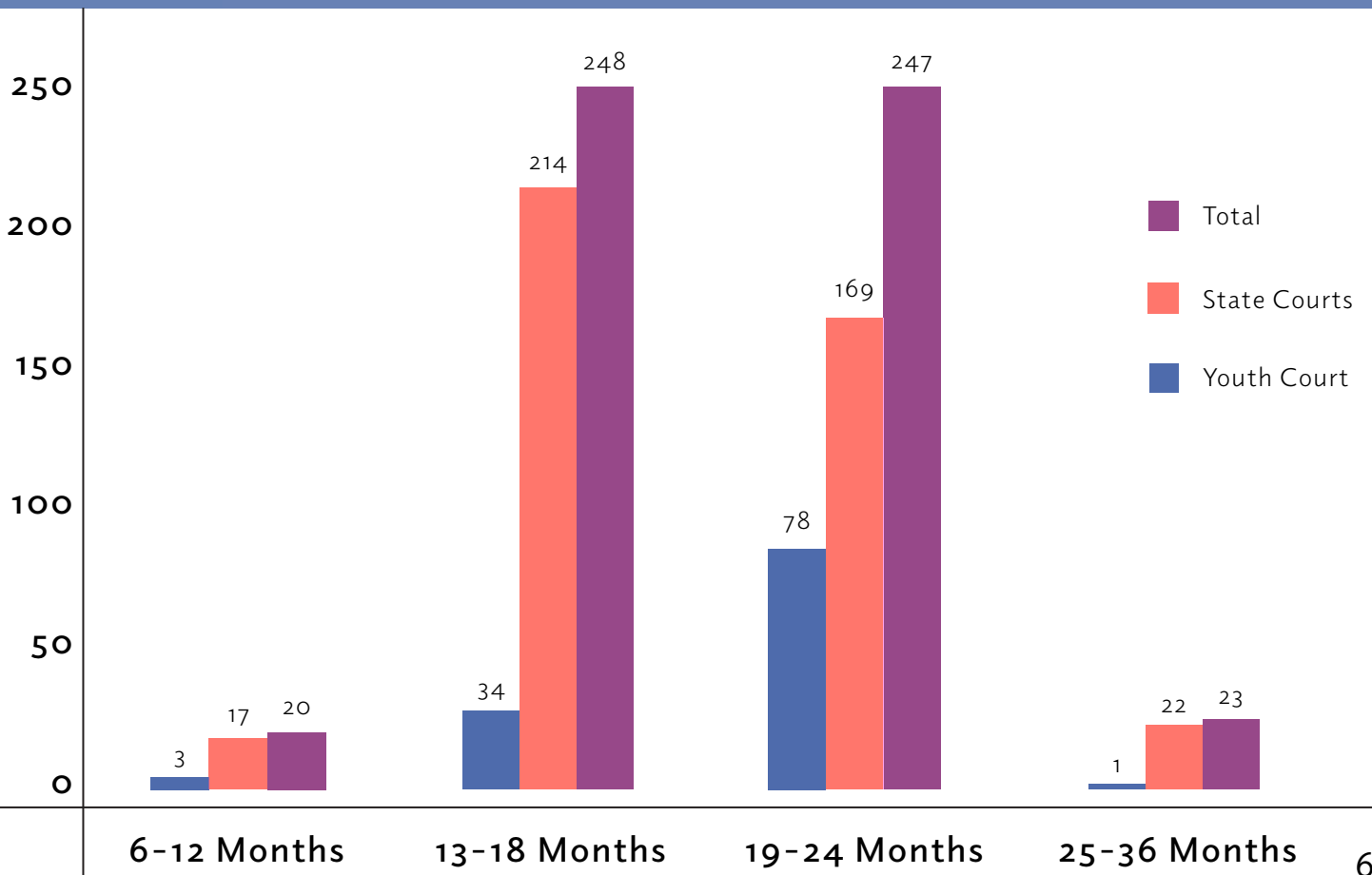


NEW PROBATION ORDERS

Probation is a community rehabilitation sentence ordered by the Court that requires the offender to be under the supervision of a probation officer or a volunteer probation officer for a period between 6 months to 3 years.

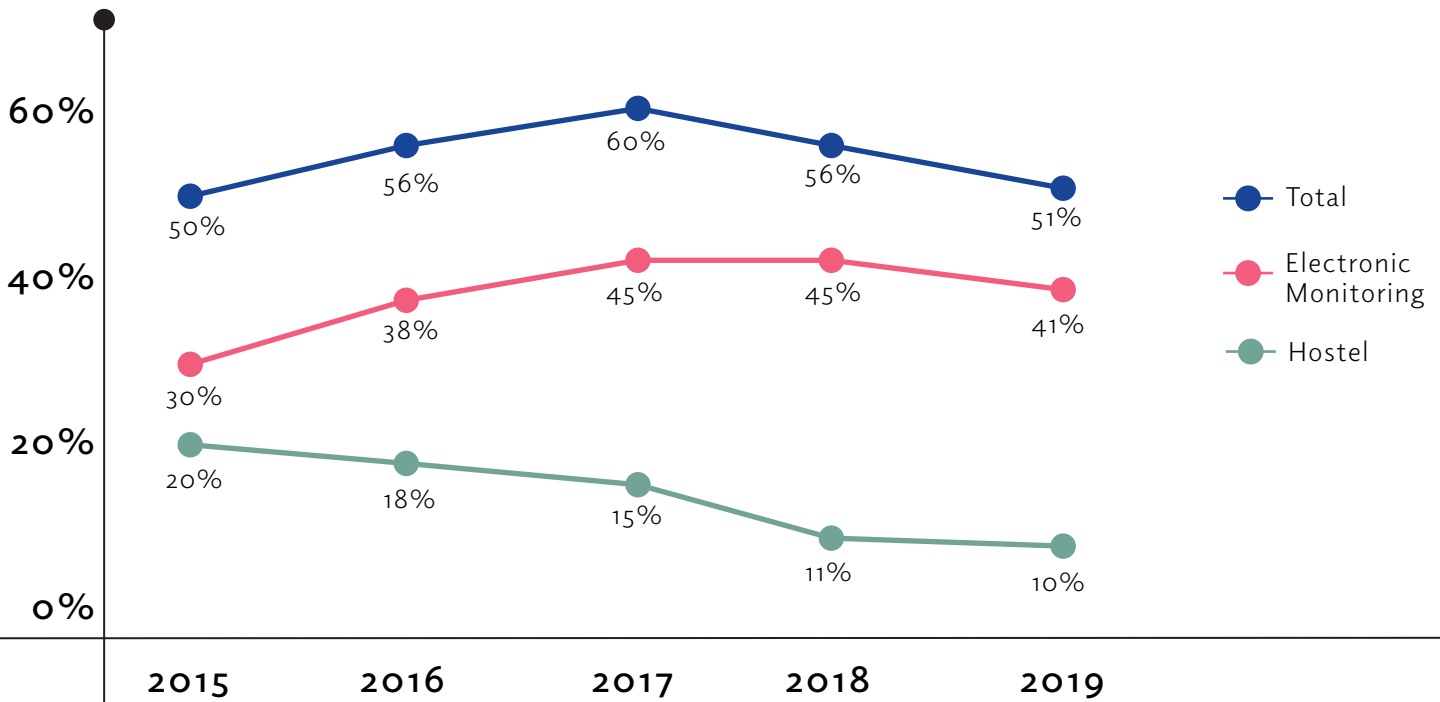


LENGTH OF PROBATION ORDERS



NEW PROBATION ORDERS

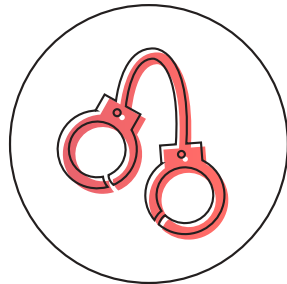
Restrictive Conditions



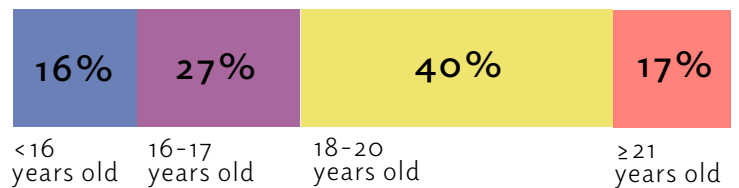
Profile

Common Offences

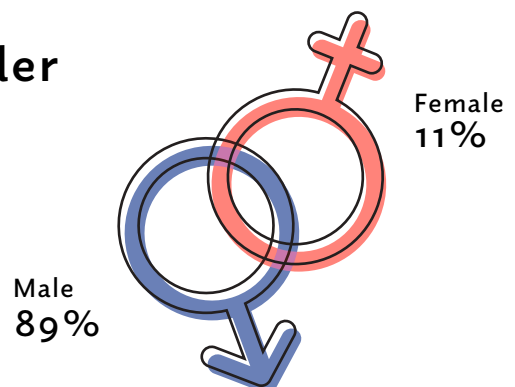
1. Theft and related
2. Voluntarily causing hurt
3. Fraud / Forgery
4. Housebreaking
5. Drug and related
6. Rioting
7. Unlawful assembly
8. Unlicensed moneylending and related
9. Outrage of modesty
10. Vandalism / Mischief



Age at start of Probation Orders



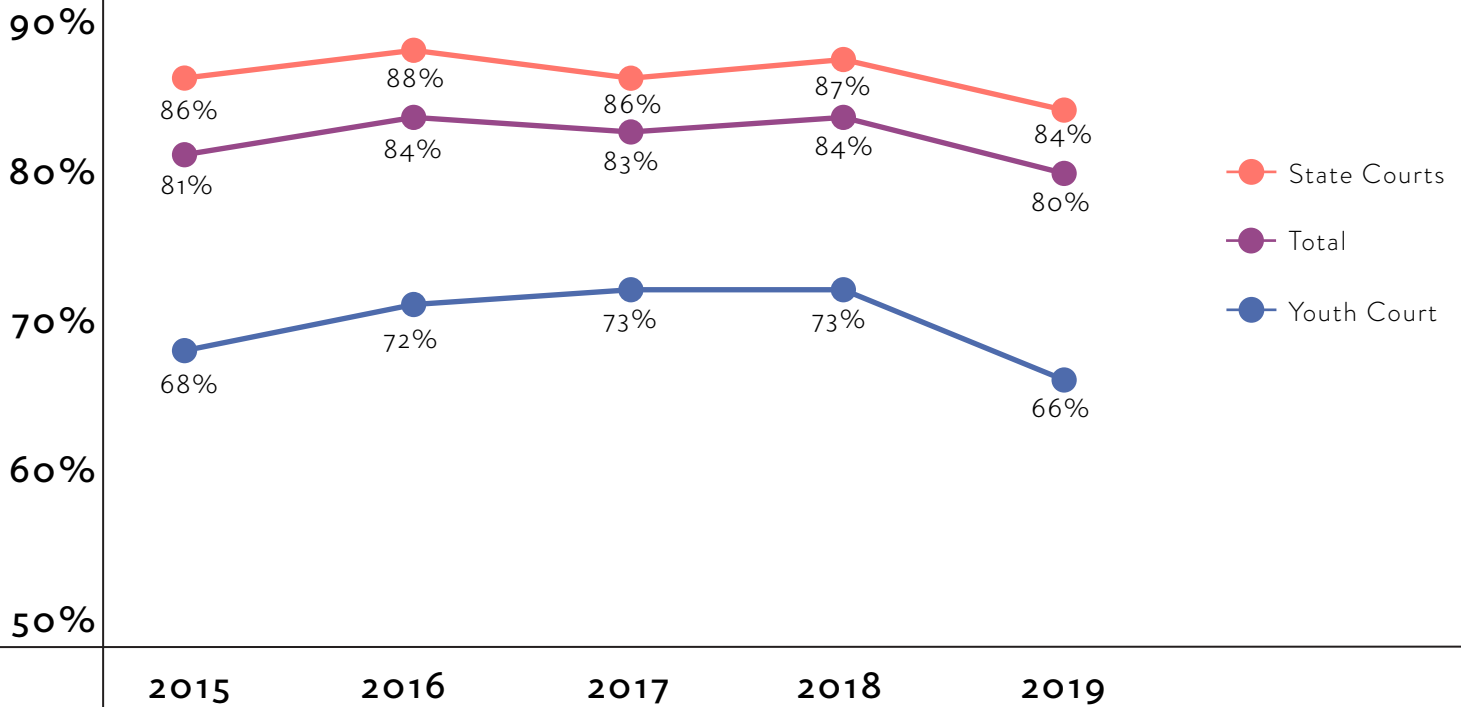
Gender



COMPLETION OF PROBATION ORDERS

(OVERALL)

In 2019, 364 (80%) Probation Orders were completed.

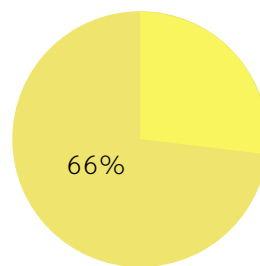


90 Probation Orders were revoked in 2019

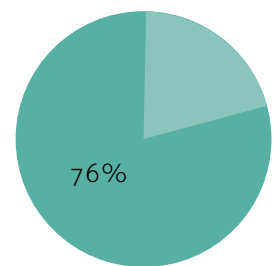
29% re-offended while on probation

71% persistently failed to comply with probation conditions¹

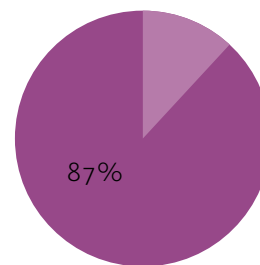
Completion Rates across Age Groups (based on age at start of Probation Order)



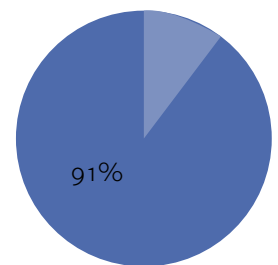
59/90
<16 years old



94/124
16-17 years old



163/187
18-20 years old



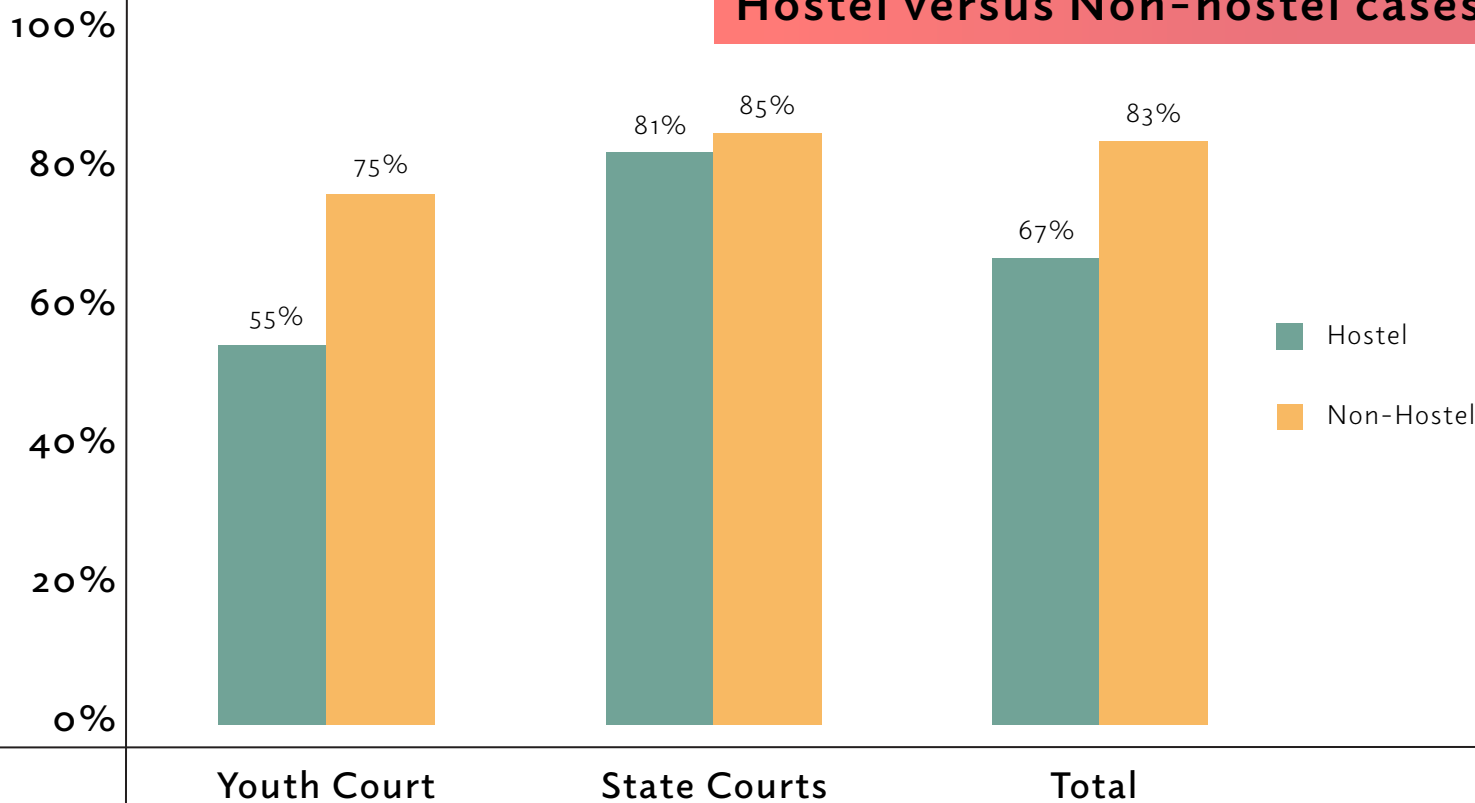
48/53
≥21 years old

¹Violations include repeated failure to abide by time restriction, perform community service, attend rehabilitation programmes, return to hostel and serious infringements at school/work.

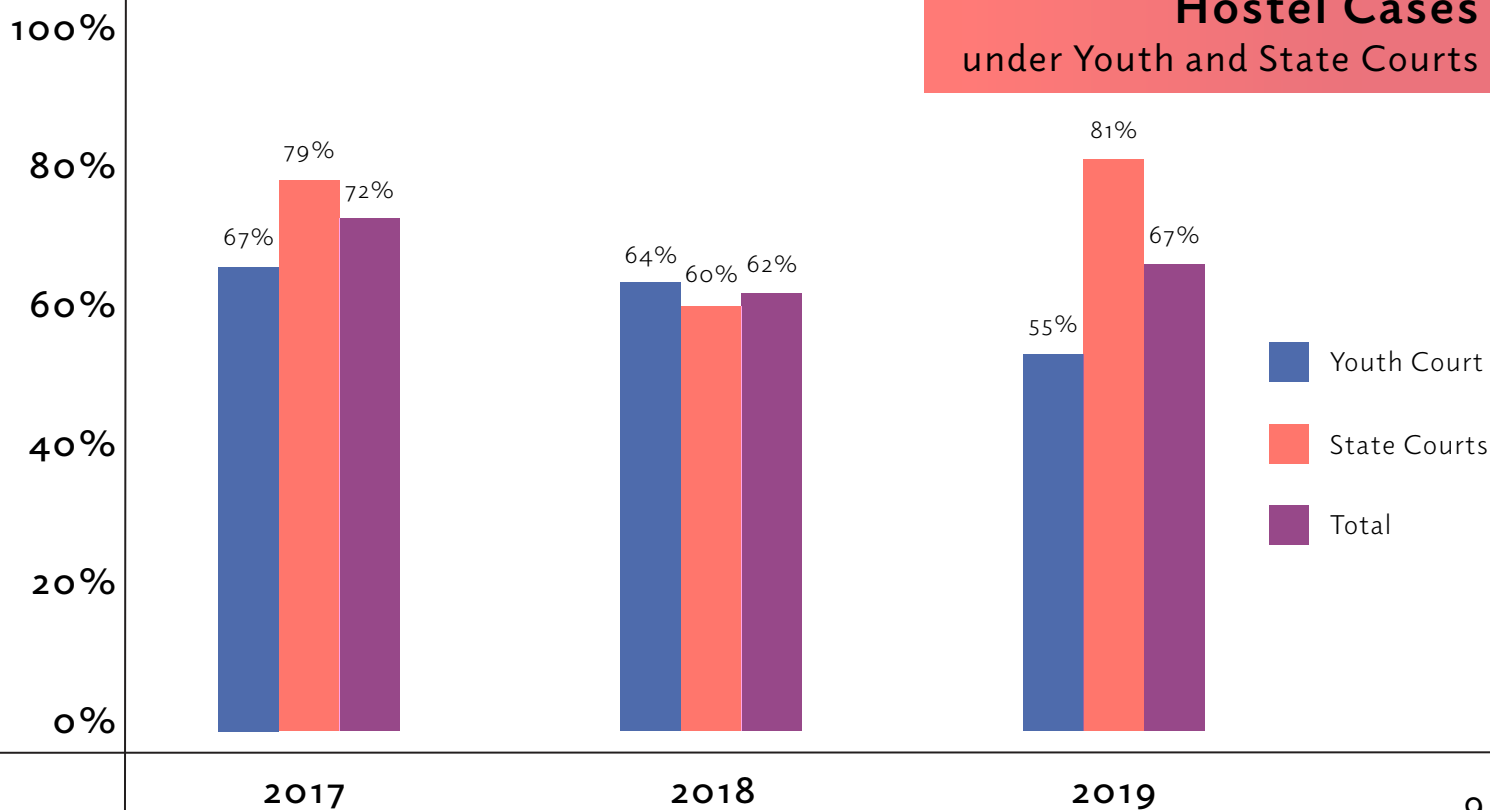
COMPLETION OF PROBATION ORDERS

Offenders with more complex risk issues who require intensive support and monitoring will be required to reside in a hostel for a specified period.

Hostel versus Non-hostel cases



Completion Rates of Hostel Cases under Youth and State Courts



ADVANCING PRACTICE

Probation Success Study*

“Understanding factors that associate with completion of probation orders was a key impetus to conduct this study. Such insights will enable us to develop more targeted rehabilitation strategies.”

Dr Li Dongdong, Principal Research Specialist, Translational Social Research Division, National Council of Social Service

¹Caregiver offers clear structure and supervision, and shows involvement in youth's behaviour and experiences.

²The ability to control emotions, desires and behaviour, including the ability to keep calm in difficult situations and resist temptations.

³Having a positive sense of connectedness and being committed and engaged in school or work.

*Li, D., Chu, C. M., Xu, X., Zeng, G., & Ruby, K. (2019). Risk and protective factors for probation success among youth offenders in Singapore. *Youth Violence and Juvenile Justice* 17(2), 194-213.

Functional Family Therapy (FFT) for Youth Probationers in Singapore

“FFT is an evidence-based family therapy that addresses high-risk delinquent behaviours in children and youths. The programme is delivered to the entire family on a weekly basis for about 4 to 6 months. FFT has transformed the way we engage families and helped us to be highly effective in involving parents for their youth's rehabilitation.”

Dr Eric Hoo

Principal Clinical Psychologist and Senior Assistant Director Clinical and Forensic Psychology Service (CFPS)

Together with PCRS, CFPS designed a rigorous evaluation study when FFT was implemented in 2015. Compared to probationers who received treatment-as-usual, our randomised-controlled trial showed that probationers who received FFT:

- Demonstrated significant improvements in youths' well-being; and
- Were approximately 4 times more likely to complete probation.

Youths with **high family supervision¹** were **3.47 times more likely** to complete probation compared to youths with low family supervision

Among youths with low family supervision,

- Youths with **high self-control²** were **3.60 times more likely** to complete probation compared to those with low self-control

- Youths with **positive bonding to school or work³** were **3.09 times more likely** to complete probation compared to those without positive bonding to school or work

“The findings add granularity to how the family and community can strengthen the rehabilitation process. PCRS' move to pilot Functional Family Probation (FFP®) flows from these insights as Probation Officers delve deeper into the heart of family life, working through challenges and strengths to support sustainable changes.”

Ms Carmelia Nathen, Chief Probation Officer / Director, Probation and Community Rehabilitation Service (PCRS)

SERVING THE COMMUNITY

11 sessions, 6 probationers at a foreign workers' dormitory, Acacia Lodge from 7 Nov - 15 Dec 2019.



“**Colour My Dorm** is a collaboration between the Ministry of Manpower (MOM) and MSF. Youths who had committed various offences (such as unlicensed moneylending) worked with a local artist to brighten up a foreign workers' dormitory. It provided the youths with an avenue to make amends for the harm they caused, and helped them form a positive self-identity when they do good for others.”

**Mr Kevin Teoh, Divisional Director,
Foreign Manpower Management, MOM**



"I see community service as a chance to give back to society. I used to cause hurt by vandalising people's homes and harrassing them. Now I have a chance to brighten up foreign workers' homes. Despite my mistakes, I'm happy that I can do good and beautiful things too. I hope this mural will cheer the foreign workers on to work hard for their families back home."

Probationer, aged 21

"I used to play cricket back in Bangladesh and seeing the painting reminds me of home."

**Md Alomgir Hossen
Foreign Worker**

SERVING THE COMMUNITY

“During the National Boccia Competition 2019, the players instructed the probationers to adjust the ramp for them to launch the ball precisely. I saw a great bond develop as the probationers encouraged the players and worked well as a team. It has been our pleasure to partner with PCRS and we hope to work together again.”

**Mr Mohammad Faizal Bin Hussain,
Programme Coordinator, Muscular
Dystrophy Association (Singapore)
(MDAS)**



“I was amazed at the Boccia players' perseverance despite challenges faced due to their Muscular Dystrophy condition. It was not easy to follow their instructions but when I listened carefully, we became a great team. I'm inspired by their tenacity as we trained and competed together.”

Probationer, aged 19



“I admire the elderly. They may appear frail, but they are wise and have many life experiences to impart to us.”

Probationer, aged 17

“**Community Lab** is a volunteer-led project. We guided 5 probationers to plan and implement an outing for the elderly at Sunlove Senior Activity Centre (Chai Chee). I am so proud of their growth as they solved problems and built bonds with the elderly!”

Ms Liew Kit Har, MSF Volunteer

“These youths responded well to modelling and encouragement to interact with the elderly. As the bond developed, it was heart-warming to see the youths take initiative to show care to them.”

Mr Justus Wee, MSF Volunteer

CREATING OPPORTUNITIES

BUILDING CAPABILITIES

Functional Family Probation (FFP®)



Probation Officers with FFP® consultant

“A family-focused and strength-based case management approach, Functional Family Probation (FFP®) is an ambitious and meaningful undertaking for any youth probation system. In the short time we have worked together, the Singapore team seems excited, thoughtful and inquisitive. We have a long road together and the initial steps have already proven encouraging.”

Jason Medina, FFP® Consultant, FFT LLC

“So much of who we are and habits we form are learnt from our families. I believe that families are the key to positive changes. Having undergone the FFP® training in Dec 2019, I am looking forward to involve families more effectively in my case management.”

Ms How Shi Ying, Senior Probation Officer

Restorative Practices (RP) in the Singapore Boys' Hostel (SBHL)

“RP is a principle undergirding Throughcare, an integrated suite of services first introduced in SBHL in 2017. RP has seen stronger relationships among the residents through the use of Restorative Circles. These circles have given residents a safe space to take responsibility and resolve conflicts respectfully.”

*Mr Gabriel Low, RP Ambassador
Senior Manager/PCRS*

“During the Circle, the dormitory shared their feelings and difficulties openly. It was heartening to see the residents valuing relationships, wanting to make amends and allowing others to make amends too.”

Mr Loh Kar Heng, Youth Worker, SBHL

“I was having personal problems outside of SBHL. I didn't know that my hostel infringements caused frustration to my dormitory mates. Surprisingly, they still wanted to understand and help me. I apologised for my actions and tried harder to behave well in SBHL after that.”

Probationer, aged 18



CREATING OPPORTUNITIES

BUILDING CAPABILITIES



Hatch

a social enterprise running job training and matching programmes

“Digital Marketing and UI/UX design are sectors typically associated with paper qualifications and good career progression. But we believe that potential goes beyond qualifications. We help youths, including probationers, to achieve their potential through training and job matching in these sectors.”

Victor Zhu, Founder

“With my 'N' level qualification, I didn't expect that I could build a website. Hatch inspired me to believe in my potential. I am now pursuing a Diploma in Accountancy.”

Probationer, aged 17

“Through Hatch, I see probationers develop the right values and socio-emotional skills. Their progress has inspired me. They can be more resilient than you think!”

**Choo Li Ying
Chief Operating Officer, Hatch**

Behavioural Insights (BI)

In 2019, PCRS applied principles of BI to increase probationers' adherence to time restriction. The project showed that giving probationers greater ownership over their own messages (reminders to keep to curfew) were useful as they were able to give meaning to and 'customise' their own solutions.

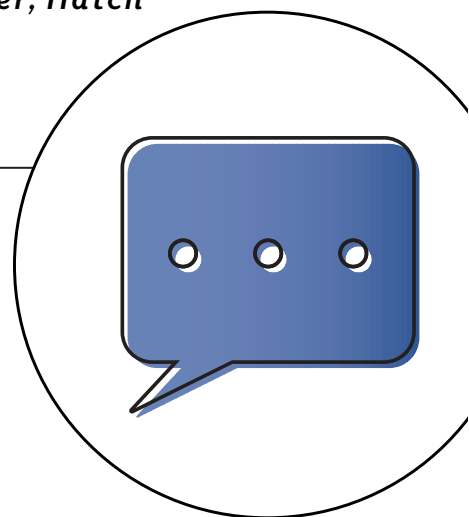
**Mr Alvin Koh, Team Lead
Asst Manager/PCRS**

“I did not want to get into trouble again or make my parents worry. The messages made me remember my own reasons for keeping to my time restriction. I felt less tempted to leave my house or come back late.”

Probationer, aged 18

“The positive outcomes from the project are an indication that BI could be employed in a myriad of ways to improve the decisions our probationers make. I am excited to explore how else BI can be used to influence positive outcomes for our youths!”

Mr Alvin Koh, Team Lead



CREATING OPPORTUNITIES

BUILDING CAPABILITIES



“Due to Sam's* mild intellectual disability, remembering concepts such as consequential thinking was challenging. Using Jenga helped him remember to make safer choices and that every choice had a consequence.”

Ms Germaise Tan, Senior Probation Officer

“Daniel* had multiple needs and tended to withdraw from others. It was an uphill challenge to build rapport with him. The breakthrough came when he enthusiastically walked his dog with me. Through many walks, we built a strong relationship where he trusted and confided in me -a key to his journey of change. It was my joy to have walked this far with him.”

Mr Shawn Yeo, Senior Probation Officer



“The family came together to create a Mandala. It was a symbol of their commitment to understand each other's communication style and stand by each other in tough times.”

Ms Faith Kong, Assistant Manager



**Pseudonyms used*

“I THOUGHT I WAS LUCKY TO GET PROBATION, BUT IT WASN'T EASY...”

I am "Adam" (not his real name). I was hanging around bad company who influenced me to take drugs. I felt big and cool. I got into fights often and threatened and assaulted my ex-girlfriend for money. I was 18 years old when I was sentenced to 18 months' probation for criminal intimidation and voluntarily causing hurt...

I thought I was ready for a fresh start, but I slipped. I couldn't hang out late with my friends because of my curfew. Reporting to my Probation Officer (PO) every week was troublesome. My ex-girlfriend became pregnant, but her family refused to let me see her. I couldn't cope with all the stress and went back to drugs. My PO had to bring me back to Court. The Judge gave me more conditions to follow, like weekly urine tests, drug counselling and regular Court reviews. All that and not being able to see my son was difficult for me...

I wanted to change for my son and take probation seriously. I avoided my friends. I filled my time with community service (CS) and odd jobs. I did CS at a faith-based agency and a religious teacher took time to guide and counsel me. I found a full-time job and my supervisors and colleagues were supportive. They accepted my tattoos and allowed me time to meet my PO and attend weekly urine tests. They made me feel included. I didn't hear about drugs, gangsterism or any other nonsense...

As I changed my ways, I enjoyed life more and coped with my stress better...



During my National Service, my officers treated me equally despite my tattoos and offences. I was awarded the best marksman during my Basic Military Training...

Probation showed me that a good attitude can open many doors. I met good people and did well at work and in camp. I feel thankful that I was arrested before I sank deeper. I am 20 now and must be responsible for my own path and decisions. My son is now my motivation. He is always in my heart and on my mind. Maybe one day, if my son knows my story, he will see me for who I am and want to acknowledge me as his father. Until then, I must...

...have courage to leave my past behind and build a new life.



**PROBATION AND COMMUNITY
REHABILITATION SERVICE**
1 Kay Siang Road , #01-10
Singapore 248922
Infoline: 1800-258-7963
MSF_Probation_Service@msf.gov.sg