

of personal responsibility, of ability to meet problems and frustrations in a law abiding manner all are part of parole supervision.

In every human being there are problems hidden under layers of protective covering to shield him from his fellows and these layers have to be peeled away to reveal these problems if effective intervention is to come from the parole supervisor. Thus a Pandora's box of emotional responses to life situations awaits release. If the control function of supervision is emphasized the result is repression of the very problems which are the cause of the reactive behaviour of the parolee. The philosophy of the social work or treatment approach is to release these emotions and to deal with them constructively in a problem solving way so that the parolee may gain insight as to his motivations and his acting out behaviour and form new objectives based on his developing insights into his interpersonal relationships. Parole supervision must be interpreted primarily as restorative and secondarily as control if lasting values are to be achieved for the community. This involves a long term rather than a short term interpretation of the value of supervision.

Supervision of parolees by after-care personnel has proved its merit and the suggestion that government officers would protect society and rehabilitate offenders more efficiently than private officers under independent control seems to be without foundation. No evidence or study is known to substantiate this view but rather from the experience of the after-care agencies we believe the weight of evidence indicates that community participation is virtually indispensable. This would seem to be confirmed by the study by Vickert and Zahnd previously cited.

We recognize the need for a federal parole system so organized that coverage will be available in a variety of ways in all parts of Canada. Where it is possible for the after-care agencies to provide effective and acceptable parole supervision it is the feeling that the cooperative relationship with the parole service should be continued and maintained and that effective criteria for selection of the respective cases for supervision should be developed.

The implication is sometimes made that the after-care agencies apply regulations with varying procedures of efficiency due to the qualities of their staff. This suggests that there is wide variation and practice. Undoubtedly, there may be some areas that need strengthening in the after-care services but it is suggested that these could be developed cooperatively with the Parole Board by the development of standards generally in the relationship of the parole service and the after-care agencies. However, the diversity and variety of skills and resources which the after-care agencies bring to parole supervision in their respective locations will out-weigh any lacks in meeting a rigid uniformity of practice. In fact, the participation of the after-care agencies in parole work brings an independent point of view which may materially assist in the developing and improving of the parole service in its community outreach as distinct from its administrative aspects.

Every Province has parole supervisory services available from after-care agencies and because parole supervision should be ideally intimately related to the community and to the circumstances under which a parolee lives it would seem that the voluntary after-care agencies can perform this function very appropriately and adequately bringing diversity of skill and talent to the total enterprise. Further there is a view that psychologically the acceptance by the

parolee of a non-government supervisor is more ready and renders possible the development of a more effective relationship since it is apart from the legal and authoritative involvements which he has experienced heretofore in the correctional system.

There is no assurance that a governmental body would assure more reliable or prompt service. In fact there are evident lags in the operation of the government service at the present time which are probably just as serious as any lags presented in the timing of the operations of the after-care agencies. Any difficulties in the ability of the after-care agencies to accept parole supervision or to provide community assessments within given time limits could be resolved by proper agreement with the parole service with regard to the difficulties involved in these various functions.

It is suggested that sometimes information is not shared between the after-care agencies and the parole service; but those of us in the field have found that there is little if any problem in this area and that it is the general practice of the after-care agencies to share completely with the parole service in regard to developments affecting parolees. Maintenance of standards in this regard in the after-care agencies and in the relationship to the parole service would be fairly easy to ensure by effective conferencing of the desired cooperation.

The after-care agencies provide an essential ingredient in the correctional and social welfare fabric through their intimate associations in the community with the other community services, their relationship to employers, their use of volunteers and the lay constitution of their Boards of Directors and Committees. The process of restoration of the offender is essentially a community based operation and should involve an integration of community services which the after-care agency is peculiarly fitted to perform.

The first problem faced by the ex-inmate is survival regarding food and shelter which involves immediate financial assistance which the after-care agencies have budgetted for years to supply as part of the case-work process. Security is the next need and this means employment in which the counselling process and their relationship to employers have enabled the after-care agencies to play an important part. Then comes the need for community acceptance and self actualization in inter-personal and community relationship. Many men remain as clients of the after-care agencies after their parole requirement has been fulfilled.

Those working in after-care know that in too many cases they are dealing with the chronic failures of society whose institutions have not been able to play their usual part with the offender who has often rejected them and the efforts of those who would have helped him. There is frequently further deterioration due to the artificial environment of the prison. Failures and breakdowns are to be expected despite the efforts of all those engaged in the correctional process and blame should not be cast at any one aspect of it particularly in the parole function which is part of a total process engaged in the adaptation to his environment of what is usually a socially damaged human being.

That there is great success is indicated by the statistics of an employment earnings study of parolees made in June, 1971. There were 2603 parolees studied and of these 2078 or 78% were working at that particular time. Their average income was \$412.00 per month which meant a gross income for the month of \$857,000.00.