**Community Payback Orders**

**Background**

The Scottish Government introduced Community Payback Orders (CPO) in February 2011. Replacing several community disposals and to reduce short prison sentences of 3 months or less to focus on community alternatives, short sentences may still be imposed by the court however this is under exceptional circumstances.

A CPO may consist of one or more of nine requirements

1. Unpaid work
2. Offender supervision
3. Compensation requirement
4. Programme requirement
5. Residence requirement
6. Mental health treatment requirement
7. Drug treatment requirement
8. Alcohol treatment requirement
9. Conduct requirement

**Unpaid work**

Unpaid work requirements are imposed for a period between 20-300 hours. Hours from 20-100 are referred to as level 1 hours to be completed within 3 months and between 101-300 regarded as level 2 and completed within 6 months.

Activities may vary for unpaid work parties can vary; some activities may include:

* Gardening, landscaping
* Painting
* Construction
* Recycling
* Refurbishing furniture

Unpaid work activity requests come from members of the public and each local area will have their arrangements for dealing with requests.

Unpaid work is used to benefit the community as it enables individuals to:

* learn new skills
* increase self-esteem
* improved work prospects
* learning to work as part of a team

**Personal Placements**

Personal placements provide an opportunity for individuals to develop new skills and support local communities

There is a strong focus within personal placements for individuals to learn and develop new skills as this can contribute to sustaining future employment opportunities which is a vital

factor in reducing reoffending. There may be opportunities for individuals to volunteer for organisations they have completed their unpaid work hours.

**Time**

Each individual will have their set number of hours they need to complete, normally ranging from 100 – 300 hours (300 maximum).

* Some individuals may have started their ours as part of a group before beginning their personal placement, therefore will do slightly less than their sentenced hours.
* This can be due to getting to know the individual and identify and appropriate alternative to working within a group.

**Risk**

The risk will vary by individual and by workplace setting

* Each setting will be visited and assessed by social work before setting up placements.
* Each individual will be assessed before nominating them for personal placement.
* Placements should be chosen appropriately to suit the individual and the placement provider.
* Regular contact is made between social work and the placement to ensure there are no issues and if any issues are identified early and managed.

**Employee Protection**

* The placement provider becomes responsible for the health and safety of individuals undertaking a personal placement, the same way they would for paid employees and volunteers.
* Employee protection is considered by social work when the initial risk assessment before set up of personal placements.

**Contact Details**

For more information on personal placements

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