

2018-06-20

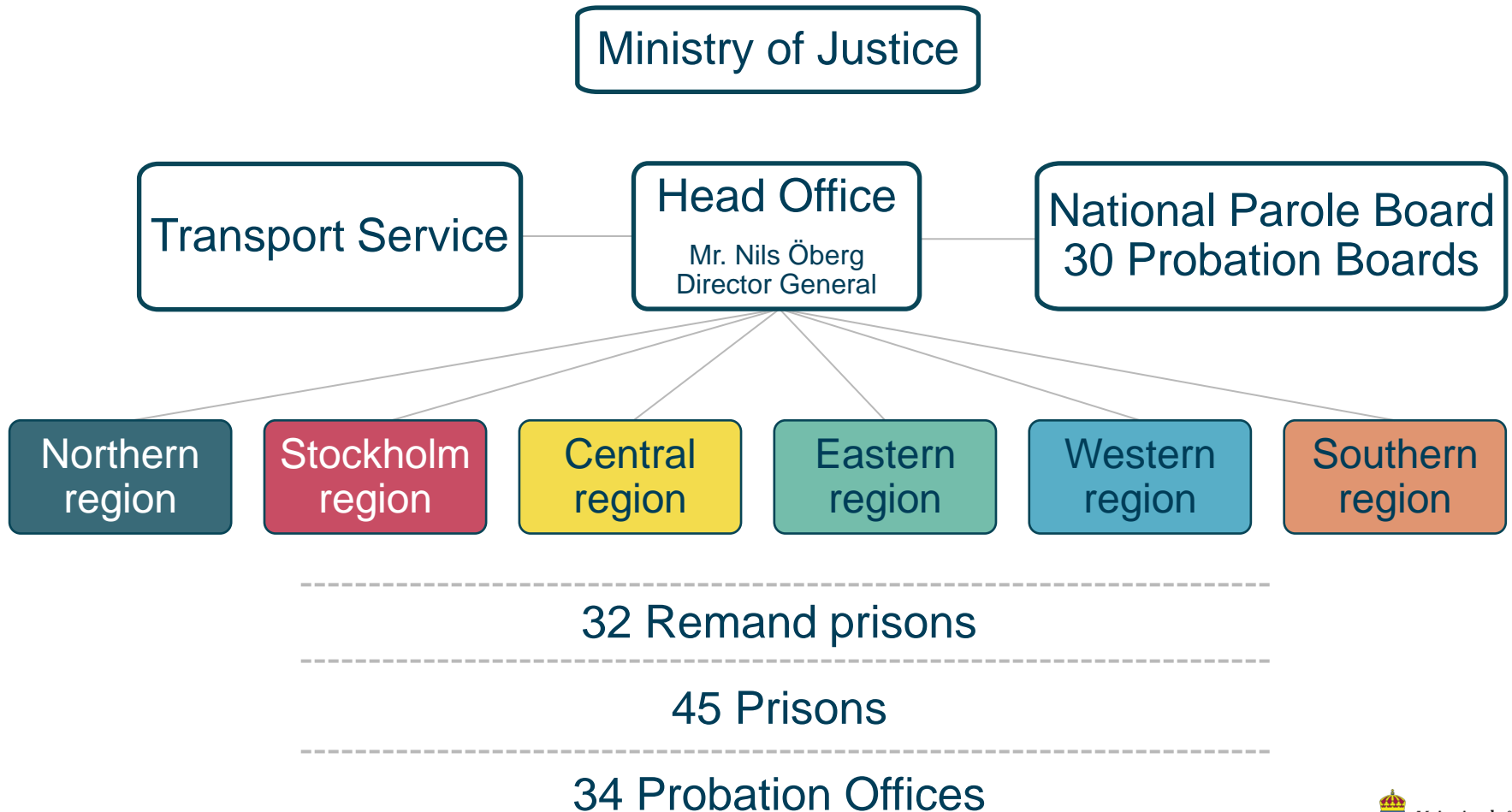
To change job, without changing employer – Internal mobility within the SPPS

Presented by:

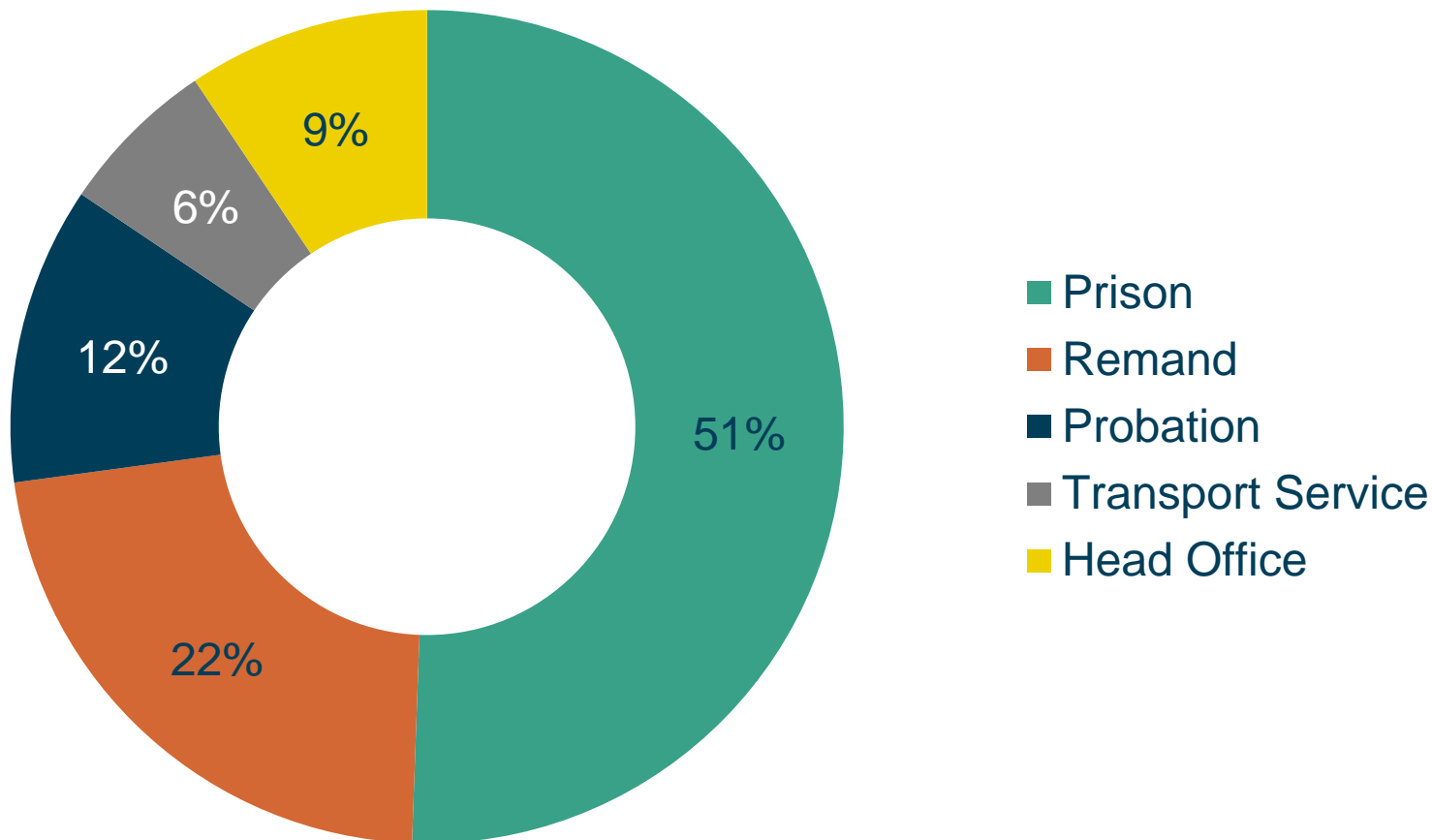
**Head of section Mrs. Annette Warman
Training Academy of Swedish Prison and Probation Service**

23rd Council of Europe Conference of Directors of Prison and probation Services, Jõhvi, Estonia June 2018

Organisation



Personnel

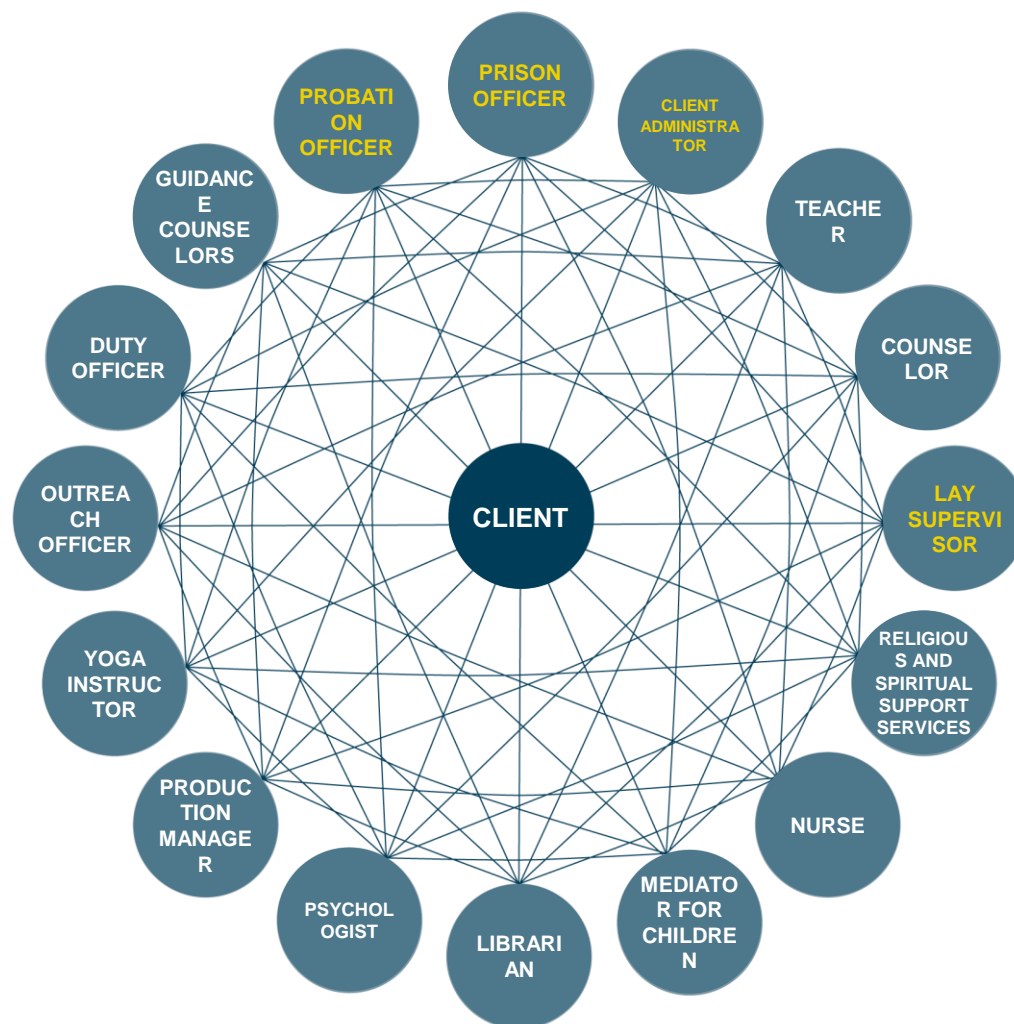


Full-time equivalents = 9789

Many different occupational categories

Administrator, Analyst, Archivist, **Head of Department**, **Prison Officer**, Security Operator, Librarian, Controller, **Economist**, Head of Unit, Enterprise Architect, Expert, **Designer**, **Probation officer**, Store-administrator, Administrative **Manager**, Director General, Team leader, Administrator, **Information Architect**, IT architect, IT administrators, IT technician, Chef, Communicator, Coordinator, **Assistant Governor**, Kitchen Manager, Kitchen help, Cleaner, **Teacher**, Personal Trainers, Press Officer, Production manager, **Correctional treatment specialist**, Treatment specialist trainer, Project Manager, Psychologist, **Editor**, Regional Manager, Registrar, Principal, Legal expert, **Head of section**, Senior Analyst, Senior Expert, Senior Administrator, **Nurse**, Specialist, **Client Administrator**, Guidance counsellors, System Administrator, **System Developer**, Security officer, Intelligence operator, Procurement Officer, **Governor**, Legal expert in public procurement, Investigator, Duty officer, Counsel, Treatment development specialist

Working around the client



What is SPPS's opinion about internal mobility?

SPPS sees internal mobility as something very important

Operational benefits - Our staff gain a broad experience of the agency's mission and activities, which accompanies the individual to other parts of the organisation

Individual benefit – staff development, their experiences and new skills are taken advantage of in new constellations

Client benefits – The staff will become even more competent as they have experience from meeting clients in other parts of the legal process, which, along with new established networks, benefit the client in our efforts to reduce the risk of reoffending



JOHAN MODIN
HR DIRECTOR

What inspires our staff to internal mobility;

- Basic training together
- Internship in other parts of the organisation
- Management training
- The annual performance appraisal
- Cooperation creates curiosity

Outreach officer - profession

REMAND

PROBATION

PROBATION

PRISON

PRISON
REMAND
PROBATION

HEAD
OFFICE

SIP (VSP) - documentation

The section for internal supervision -
work group

What inspires our staff to internal mobility;



- Basic training together
- Internship in other parts of the organisation
- Management training
- The annual performance appraisal
- Cooperation creates curiosity
- Short term work exchange
- Advertisement internally

Internal mobility – four journeys



GABRIELLA SÖDERLUND

2001 Karlstad Probation
Lay supervisor

2016 Södertörn Probation
Probation officer

2016 Södertörn Probation
Personal investigations

2017- Storboda Prison
Client Administrator



ERIK PELLBÄCK



2013 Hall Prison
Prison Officer

2013-2014 Hall Prison
External security

2014-2016 Kronoberg Remand
Arrest and enrolment

2017-2018 Södertörn Prob.
Krimstics

2018- Sollentuna Prob.
Probation and Intensive supervision



EMINA JUKOVIC



2007-2010 Österåker Remand
Prison Officer

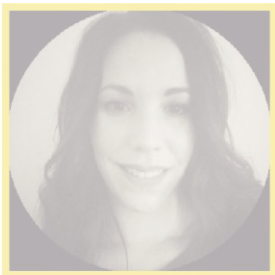
2010-2011 Österåker Prison
Prison Officer

2011-2016 Sollentuna Prob.
Probation officer

2016-2018 Sollentuna Remand
Client Administrator

2017 Österåker Prison
Assistant Governor

2018- Huddinge Remand
Assistant Governor



MAJDA NUMANOVIC



2007-2010 Södertörn Prob.
Clients sentenced to Prison
and conditional release

2010-2017 Södertörn Prob.
Clients sentenced to Probation

2010-2017 Södertörn Prob.
Project Manager

2010-2017 Södertörn Prob.
Team leader

2017 Kronoberg Remand
Assistant Governor

2017- Transport Service
Assistant Governor



GABRIELLA SÖDERLUND



ERIK PELLBECK



EMINA JUKOVIC



MAJDA NUMANOVIC

Developed me professionally and personally

A clear overall perspective contributes to an **understanding** of the client, but also of colleagues in different functions

Giving me a great deal of **knowledge** about our authority prison/remand/probation

I have learned new things in an activity that I really enjoy and want to **develop**

Understanding the different branches of the SPPS

Possibility of **development** through academic studies and the opportunities available within the authority

I have become **confident** in my role as colleague and manager

You get a better **understanding** of each other's duties

Overview of the client's journey within the SPPS

I have gained an **understanding** of the clients and of our role in a society based on the rule of law

Understanding other parts of the SPPS facilitates cooperation

You **understand** how different parts of the business are connected and you **understand** the "common thread"

Experienced staff

I have become **confident** in my role

Sense of Security; I can easily change my position as I have a fundamental knowledge of the authority

You make personal **connections** during the journey within the authority, which facilitates cooperation

Develops employees who spread knowledge within the authority

Internal mobility contributes to an **understanding** of the whole, which leads to better cooperation between different activities. This is positive for our clients, and therefore also for the goal of the SPPS "Better Out"

Win-win for employers / workers

You feel **confident** when you know the fundamentals of our work and can build on them

The employer sees their employees

By offering the opportunity for internal mobility, staff who otherwise might be tired can be retained; now the authority can **maintain the competence** and develop it within another part of the SPPS

The authority **retains competence**

Internal mobility is a **Win-Win** situation; The authority gets loyal, experienced and competent employees who can carry on the business and the employees feel appreciated and motivated to do a good job

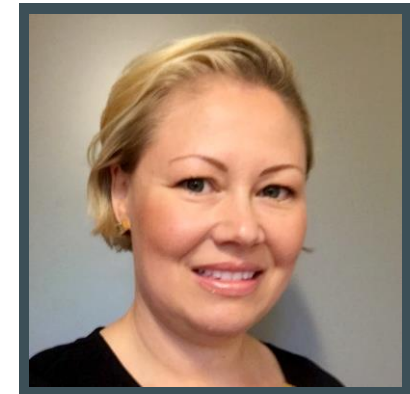
The authority becomes an attractive workplace

To get the confidence to try different positions and to **contribute with their knowledge** and experience makes it possible for a co-worker to grow

The benefits of hiring internal - What does a manager say?

The new employees have a good understanding of:

- Our mission to enforce sanctions
- Our core of values
- What the exercise of public authority means
- How to respond to and motivate clients



CECILIA LÖFSTRÖM
GOVERNOR, PROBATION

New employees from remand prisons/prisons have:

- a high security awareness

Summary

- **Individual benefit - employee**
- **Operational benefits - authority**
- **Client benefits - our clients /our mission**

Both the HR Director, Local Manager and the interviewed employees give a very positive picture of the possibility of internal mobility within SPPS

An authority with competent and motivated employees is the basis for success in our complex and important task; to give our clients better conditions for living a life without criminality

**WE BREAK THE
VICIOUS CIRCLE**

**KRIM:
VÅRD**



Kriminalvården