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22<sup>nd</sup> Council of Europe Conference of Directors of Prison and Probation Services  
*STAFF RECRUITMENT, TRAINING AND DEVELOPMENT IN THE 21ST CENTURY*

20-21 June 2017, Lillestrøm, Norway

## **DRAFT CONCLUSIONS**

### **The participants in the 22nd Council of Europe Conference of Directors of Prison and Probation Services:**

Expressing their gratitude to the Council of Europe and to the Norwegian Correctional Service for the excellent organisation of the Conference;

Underlying the primary importance of the role of prison and probation staff at all levels for the efficient functioning of the system for execution of penal sanctions and measures and for the proportionate and just treatment and successful rehabilitation of offenders;

Endorsing in this respect the relevant international texts and in the first place the European Prison Rules<sup>1</sup>; the Council of Europe Probation Rules<sup>2</sup>; Committee of Ministers Recommendation CM/Rec (2012)5 on the European Code of ethics for prison staff and Committee of Ministers Recommendation R(98)7 on staff concerned with the implementation of sanctions and measures;

Underlying the need to develop, maintain and regularly review recruitment criteria and standards in line with the requirements of high professional ethics and the relevant job competencies;

Mindful of the rapid informational and technological developments in all professional spheres which have an impact on the prison and probation services;

Mindful in this respect of the need to adapt the training and working conditions of staff to the modern technologies while preserving in the centre of attention the daily work and meaningful interaction with and treatment of offenders;

Underlying that the human factor is crucial for inducing positive changes in offenders and that therefore it is vital to ensure selection, education and training of staff which respond to this requirement and which help staff develop high professional qualities, personal integrity and sensitivity needed in their everyday work;

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<sup>1</sup> Rec(2006)2 of the Committee of Ministers to the member States

<sup>2</sup> Rec(2010)1 of the Committee of Ministers to the member States

Underlying further that status, salaries and working conditions of staff at all levels should be of such level which can allow them to carry out their duties in the best possible manner;

Mindful that staff need to be assigned clearly defined tasks by their managers, need to be held regularly accountable for their work and need to be given sufficient autonomy to take responsible decisions and to react adequately to different situations which might arise when working with offenders;

Aware of the need to agree at European level on the basic requirements regarding starting educational level at recruitment for different staff grades; training curricula; quality standards at exit exams; staff status and protection:

- **request** the relevant Ministries (Justice, Interior, Corrections) responsible for the prison and probation services in the Council of Europe member States to take the necessary measures in order to allow these services to recruit, train and ensure professional development of staff of highest ethical and professional quality as this is of crucial importance for contributing to public safety and to desistance from crime;
- **request** the relevant national authorities to ensure good material and working conditions in the penitentiary institutions and in the probation services and sufficient staffing levels to allow for proportionate, just and individualised treatment of offenders and work towards their successful social reintegration to be provided;
- **request** the relevant national authorities to enhance the accountability and transparency of the prison and probation services in order to enhance public trust and understanding of the importance of their role;
- **invite the Council of Europe, notably through the European Committee on Crime Problems (CDPC)**, to assist its member states in developing standards agreed at European level related to recruitment and selection criteria of different levels of staff working in prison and probation services, as well as regarding their education, training and professional development and based on the Council of Europe values and principles;
- **invite the relevant Council of Europe bodies** to continue to build on the work with the European prison and probation services in further enhancing the exchange and promotion of best practices in this field in particular by using the European Organisation of Prison and Correctional Services (EuroPris), the Confederation of European Probation (CEP), the European Prison Training Academies (EPTA) network, as well as other bodies as appropriate.