



**BULLETIN
ON THE DEVELOPMENTS OF
PRISON REFORM PROGRAMME IN BiH**

January – December 2013

Dear Colleagues,

The Council of Europe Prison Reform Programme Team is happy to present you with the latest developments in the two complementary projects it runs in parallel: Joint Programme with the European Union “Harmonisation of BiH sanctions policies and practices with European standards” and Voluntary Contribution with US authorities “Enhancing recruitment procedures and training of staff of the State Prison of Bosnia and Herzegovina”.

The JP strives to improve the capacity of prison staff and management, promote the use of non-custodial sanctions, and strengthen the ability to provide suitable support for prisoners with special needs. The VC project is providing support to the national authorities to establish a professional, effective and efficient high security prison in line with European standards.

Synergy between the two projects results in the cost efficiency, visibility and enhanced institutional knowledge on a larger scale. Both projects benefit from local expertise made available through appointment of experienced prison professionals and senior policy makers in the Working Group established for each component of each project. Under the guidance of CoE experts, in the process facilitated by programme team, local capacities are expected to benefit from further enhancement.

We hope that these regular bulletins continue to give you an useful insight into the prison reform programme activities in Bosnia and Herzegovina.

Enjoy the read!

Programme Team

Official JP launching event and SC meeting, Sarajevo; January 2013

The purpose of the launching event was to introduce the JP to local authorities and prison professionals, to emphasize the momentum created with the previous EU/CoE JP implemented in this area and to reinforce the need for continuous commitment on the side of local authorities - MoJs. The Steering Committee, comprising of Assistant Ministers of Justice from all three jurisdictions, representative of Directorate for European Integration and both JP partners, was appointed at this event and tasked with providing regular review of progress and planning under the objectives.

Harmonisation of BiH laws and by-laws with CoE recommendations on the use of community sanctions and measures, Sarajevo; May-September 2013

The Working Group is developing comparative table with criminal legislation provisions on community service, conditional release and suspended sentence with protective supervision which was annotated with references to the European Prison Rules and CPT standards based on group discussion aiming to harmonise the existing provisions with European standards and best practices. Following the approval from the SC, the scope of the Working Group was extended to include legal provisions on electronic monitoring, exercise of privileges with supervision and transfer of prisoners. The drafting work continues in 2014.

Development of an options assessment paper for the introduction of BiH probation service(s) in compliance with international standards, Sarajevo and Zagreb (Croatia); April-November 2013

The Group is developing an Options assessment paper for introduction of probation service(s) in BiH which is based on the existing legal provisions. The paper, that will be presented to the Ministries of Justice in BiH upon the completion of the Project, comprises recommendations on the introduction of the most cost-effective and sustainable model of probation service(s) in BiH as well as the best practices in some European jurisdictions. The programme team also organised a study visit to Republic of Croatia whose recent accession to the EU makes it a perfect example of how a jurisdiction, relatively recently at the similar level of development as BiH, improved its legal framework and practices sufficiently to allow for the introduction of probation service. This service ensures supervision of criminal offenders who have committed minor offences in the community, without referring them to serve imprisonment. The drafting work continues in 2014.

Development of a sustainable professional training and education programme for prison staff in compliance with European standards, Sarajevo and Banja Luka; April-December 2013

Prison professionals with training skills from all three BiH jurisdictions are drafting a staff training manual accompanied by the relevant operational procedures on core competencies for daily work in prisons. The SC approved the list of topics to be covered in the manual: Exercising control and supervising staff, Securing inmates outside the prison facility, Work under pressure, Communication skills, Recording information, Dealing with informers, Securing of crime scenes in prison environment, Prevention of contagious diseases and Code of Ethics for prison staff. The drafting work continues in 2014.

Development of treatment programmes for vulnerable categories of prisoners (minors/juvenile offenders serving sentence), Sarajevo, Banja Luka and Mostar; October-December 2013

Members of the Group are drafting a framework treatment programme for imprisoned juveniles which closely follows structure of the CM Rec (2008)¹¹ on the European rules for juvenile offenders subject to sanctions and measures. As agreed upon and advised by the CoE consultant beforehand, it foresees development of an individualised treatment programme for

each imprisoned juvenile on the basis of the agreed standards set out in the framework treatment programme. Each individualised programme would be made subject to review and its further tailoring to the more specific objectives by a multidisciplinary prison team during its implementation. The drafting work continues in 2014.

Development and harmonisation of treatment programmes for vulnerable categories of prisoners (persons serving security measure), Sarajevo; September 2013

The main purpose of the initial activities in this component was to review the legal framework governing enforcement of mandatory security measure and to discuss a draft structure for the appropriate treatment programme. As advised by the CoE consultant, the Group agreed that the draft treatment programme will consist of two intertwined components: training programme for prison staff in direct contact with this category of prisoners and recreational programmes for this category of prisoners. The drafting work continues in 2014.

Development of a Policy paper on human resources management for the State prison in accordance with international guidelines and standards, Sarajevo; March – November 2013

The Working Group prepared a draft Policy Paper that proposes three-pronged and more transparent recruitment procedure which is based on the competencies necessary to be demonstrated during the recruitment procedure. This approach is designed to ensure a modern and intransparencies-resistant recruitment process based on the necessary skills for all future State prison staff members. Three expert meetings were held to date in order to present the draft Policy Paper to the local beneficiaries and to make necessary changes and amendments to local regulations. A study visit to Republic of Slovenia was organised with the aim of exchanging experiences regarding the staff recruitment and prison management. The study visit group was confirmed in its opinion that prison staff recruited through competitive procedures represent an asset, not only to prison management but also to policy makers. The objective criteria applied in the competitive recruitment procedures which are based on the required staff competencies increase dynamic security and application of equal standards across prison jurisdiction. This, in turn, renders possible complaints on the (non)equal treatment of prisoners and/or major threats to safety and security very unlikely.

Training programmes with relevant training materials, tools and manuals developed or adapted to meet the needs of the high security prison and training organised for all categories of the State prison staff, Sarajevo; April – September 2013

The prison staff training team finalised the first draft of the training manual with operational procedures for prison staff induction and on-the-job training. The manual comprises core competencies encompassing basic human rights package, responding to emergency situations, risk and needs assessment and processing prisoners' complaints, among other. The underpinning benefit of this training manual with operational procedures is that it aims to complement translation of the existing legal provisions to concrete instructions for daily operation of prisons. The programme team also organised a study visit to the National Academy for Prison Administration (ENAP) in France with the aim of exchanging the best practices and experiences. The core prison staff training team, established and supported through the previously CoE - implemented projects, were able to learn about training programmes applied in more developed jurisdiction which also conveniently benefits from a permanent training facility. The BiH training team discussed with ENAP's senior officials the concepts behind the recent change of focus from theoretical training of prison staff to competencies based training programmes. The training manual on core prison staff competencies drafted in advance of this study visit was reaffirmed as the most valuable tool in further professionalization of training of prison staff in BiH. Moreover this Manual, similar to ENAP-developed training material, is based on the competencies necessary to be acquired before practical internship in prisons starts.

In the next period, from January to March 2014, the programme team will mainly focus on implementing the following activities:

- 3rd WG session on improving implementation of community sanctions to be held on 11-12 February (tbc)
- Study visit on community sanctions for the WG I tasked with improving implementation of community sanctions to be held in March, pending concrete progress made on the draft documents (tbc)
- 5th and 6th WG session on introduction of probation service(s) to be held on 18-19 February and 26-27 March respectively (tbc)
- 6th WG drafting session for prison staff training manuals to be held on 4-5 March (tbc)
- 5th WG session on treatment programmes for juveniles to be held on 25-26 February (tbc)
- 2nd WG session on treatment programmes for persons serving security measure to be held on 19-20 March (tbc)

Visibility:

A brief information on the projects is currently available on the following CoE web site:

http://www.coe.int/t/dgi/criminallawcoop/Presentation/Projects%20descriptions/BH_harmonisation_leaflet.pdf
and

http://www.coe.int/t/dgi/criminallawcoop/Presentation/Projects%20descriptions/WEB_BiH%20Leaflet%20E.pdf

Current information is also available on social network media at the following address:

<http://www.facebook.com/coe.sarajevo>

Activities are underway on uploading a specialised web site dedicated to the CoE prison reform programme's past and ongoing activities. The main purpose of this initiative is to strengthen further visibility, institutional knowledge and information dissemination through this specialised reference online center for prison reform activities.

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