

STAFF TRAINING AND RECRUITMENT ACTIVITY IN THE FRAMEWORK OF THE HUNGARIAN PRISON SERVICE

MULTI-AGENCY COOPERATION



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BACKGROUND

- PROFESSIONAL STAFF = BASIC VALUES
- GENERAL AIMS AND INDIVIDUAL ROLES
- RIGHTS AND DUTIES
- PROFESSIONAL SELF-CONFIDENCE, PROACTIVE BEHAVIOUR,
SENSE OF RESPONSIBILITY
- TEAM SPIRIT AND CONNECTION

HISTORICAL BACKGROUND

- FIRST PART OF THE 20TH CENTURY – FIRST EFFORTS
- 1996 – PREDECESSOR OF THE EDUCATION, TRAINING AND REHABILITATION CENTER ESTABLISHED
- 2010 – HUNGARIAN PRISON SERVICE FALLS UNDER THE SUPERVISION OF THE MINISTRY OF INTERIOR
- NEW LEGAL REGULATION, UNIFIED LAW ENFORCEMENT EDUCATION
 - *ACT XLII OF 2015 ON THE SERVICE AND STATUS OF THE PROFESSIONAL MEMBERS OF LAW ENFORCEMENT AUTHORITIES*

ACT XLII OF 2015

- COMPREHENSIVE SET OF REGULATIONS FOR THE FOLLOWING HUNGARIAN **ARMED LAW ENFORCEMENT SERVICES**:
 - POLICE
 - NATIONAL PROTECTIVE SERVICE
 - COUNTER TERRORISM CENTRE
 - DISASTER MANAGEMENT
 - PRISON SERVICE
 - PARLIAMENTARY GUARD
 - NATIONAL SECURITY SERVICES
 - NATIONAL TAX AND CUSTOMS ADMINISTRATION

AIM: SAME BASIS, COMMON PILLARS, TENETS AND REGULATIONS

ENHANCED INTER-AGENCY COOPERATION

INCREASED FLEXIBILITY AND INTER-AGENCY PERSONNEL MOBILITY

STRUCTURE

- MODULAR SYSTEM
- BASIC LEVEL
- MID-LEVEL
- UPPER LEVEL
- HIGHER EDUCATION – UNIVERSITY COURSES
 - BACHELORS DEGREE IN A CHOSEN LAW ENFORCEMENT-RELATED FIELD
 - MASTERS DEGREE: LAW ENFORCEMENT EXECUTIVE (STANDARDIZED)
- PROFESSIONAL TRAININGS
- OPTIONAL COURSES

BASIC LEVEL

4 MODULES:

- BASIC LAW ENFORCEMENT DUTIES
 - STANDARD CURRICULUM FOR NOVICE LAW ENFORCEMENT PROFESSIONALS
 - FOCUS ON MULTI-AGENCY INTEROPERABILITY AND FLEXIBILITY
- PRISON GUARD SPECIALIZATION
- ASSISTANT SUPERVISOR SPECIALIZATION
- SUPERVISOR SPECIALIZATION

INTER-AGENCY COOPERATION IN BASIC-LEVEL STUDIES

- MATCHING CURRICULUM TO FACILITATE INTEROPERABILITY AND PERSONNEL MOBILITY
- IDENTICAL THROUGHOUT THE AUTHORITIES
- ENABLES FURTHER SPECIALIZATION AND QUALIFICATION
- UNIFORM STRUCTURE ENABLES EASIER MANAGEMENT OF KNOWLEDGE MATERIAL

MID-LEVEL

4 SPECIALIZATIONS:

- CHIEF SUPERVISOR IN THE FIELD OF SECURITY
- CHIEF SUPERVISOR IN THE FIELD OF HEALTHCARE
- CHIEF SUPERVISOR IN THE FIELD OF ECONOMICAL
MANAGEMENT
- CHIEF SUPERVISOR IN THE FIELD OF PRISON
ADMINISTRATION

UPPER LEVEL

- FOR STAFF MEMBERS WITH DEGREES FROM “CIVILIAN” UNIVERSITIES
- PROFESSIONAL KNOW-HOW AND MANAGEMENT SKILLS
- TWO MODULES:
 - BASIC LAW ENFORCEMENT DUTIES
 - PRISON SERVICE MANAGEMENT

OPTIONAL COURSES

- AVAILABLE TO ALL LAW ENFORCEMENT PERSONNEL
 - E.G. PRISON MEDIC COURSE = LARGELY SIMILAR TO ITS POLICE MEDIC COUNTERPART
 - SUPPLEMENTARY KNOWLEDGE TO THE FOUNDATIONS PROVIDED BY THE MODULAR SYSTEM
- PARTICIPATION OF EXTERNAL CONTRACTORS AND CIVILIAN PARTNERS ALIKE
 - ENSURES BROADER CURRICULUM

HIGHER EDUCATION

- NATIONAL UNIVERSITY OF PUBLIC SERVICE,
FACULTY OF LAW ENFORCEMENT - DEPARTMENT
FOR CORRECTIONS
- PROVIDES ACADEMIC CURRICULUM
- MASTERS DEGREE IN LAW ENFORCEMENT STUDIES
POLICE – DISASTER MANAGEMENT – PRISON SERVICE

MATCHING CURRICULUM = ENHANCED MULTI-AGENCY COOPERATION

PROFESSIONAL TRAININGS

- FOUR-YEAR LONG TRAINING CYCLES
- ACCUMULATION OF CREDIT POINTS
- IDENTICAL REQUIREMENTS FOR ALL OF THE AUTHORITIES
 - PRE-SET CONDITION OF CREDIT POINTS TO OBTAIN ANNUALLY
- SUPERVISED AND ACCREDITED
 - MINISTRY OF INTERIOR, DEPARTMENT OF EDUCATION
 - COMMON PLATFORM
- LAW ENFORCEMENT PROFESSIONAL QUALIFICATION EXAM
 - IDENTICAL FOUNDATIONS FOR ALL LAW ENFORCEMENT AUTHORITIES
 - OPTIONAL SPECIALIZATION IN A CHOSEN FIELD (E.G. : PRISON SERVICE MANAGEMENT, POLICE MANAGEMENT ETC.), 20 OPTIONS

RECRUITMENT

- CLASSIC RECRUITMENT ACTIVITY - NOT CARRIED OUT UNTIL RECENTLY
- SOCIAL CHANGES, OUTFLOW OF WORKFORCE, INCREASING FLUCTUATION
- 2015 – NEW LEGAL ENVIRONMENT IN LAW ENFORCEMENT

NUMBERS

LECTURE PERIOD: JANUARY-MAY 2017:

- BUDAPEST (EDUCATION, TRAINING AND REHABILITATION CENTER OF THE PRISON SERVICE)
 - BASIC LEVEL: 9 CLASSES, 278 STUDENTS
 - MID-LEVEL: 3 CLASSES, 86 STUDENTS
 - NYÍREGYHÁZA SITE:
 - BASIC LEVEL: 10 CLASSES, 343 STUDENTS
 - SZENTENDRE SITE:
 - BASIC LEVEL: 4 CLASSES, 135 STUDENTS
- FAILED TO COMPLETE THE COURSE: 52 STUDENTS (6,8%)

NEW RECRUITMENT METHODS

- NEW PRISONS – NEW STAFF MEMBERS
- DYNAMIC, GOAL-ORIENTED TASK EXECUTION
- NEW TOOLS
- RECRUITMENT OFFICES

NUMBERS

- 96 INFORMATIVE MEETINGS
- 87 DECISION MAKERS REACHED
- 5852 APPLICATIONS
- 5500 PEOPLE CONTACTED IN PERSON
- 947 PHYSICALLY APPROVED
- 757 PSYCHOLOGICALLY APPROVED
- 676 MEDICALLY APPROVED

THANK YOU FOR YOUR ATTENTION!

