

Management of Prison Service

Robert Typa
Minister Counsellor
Department of Enforcement
of Judgments and Probation
Ministry of Justice

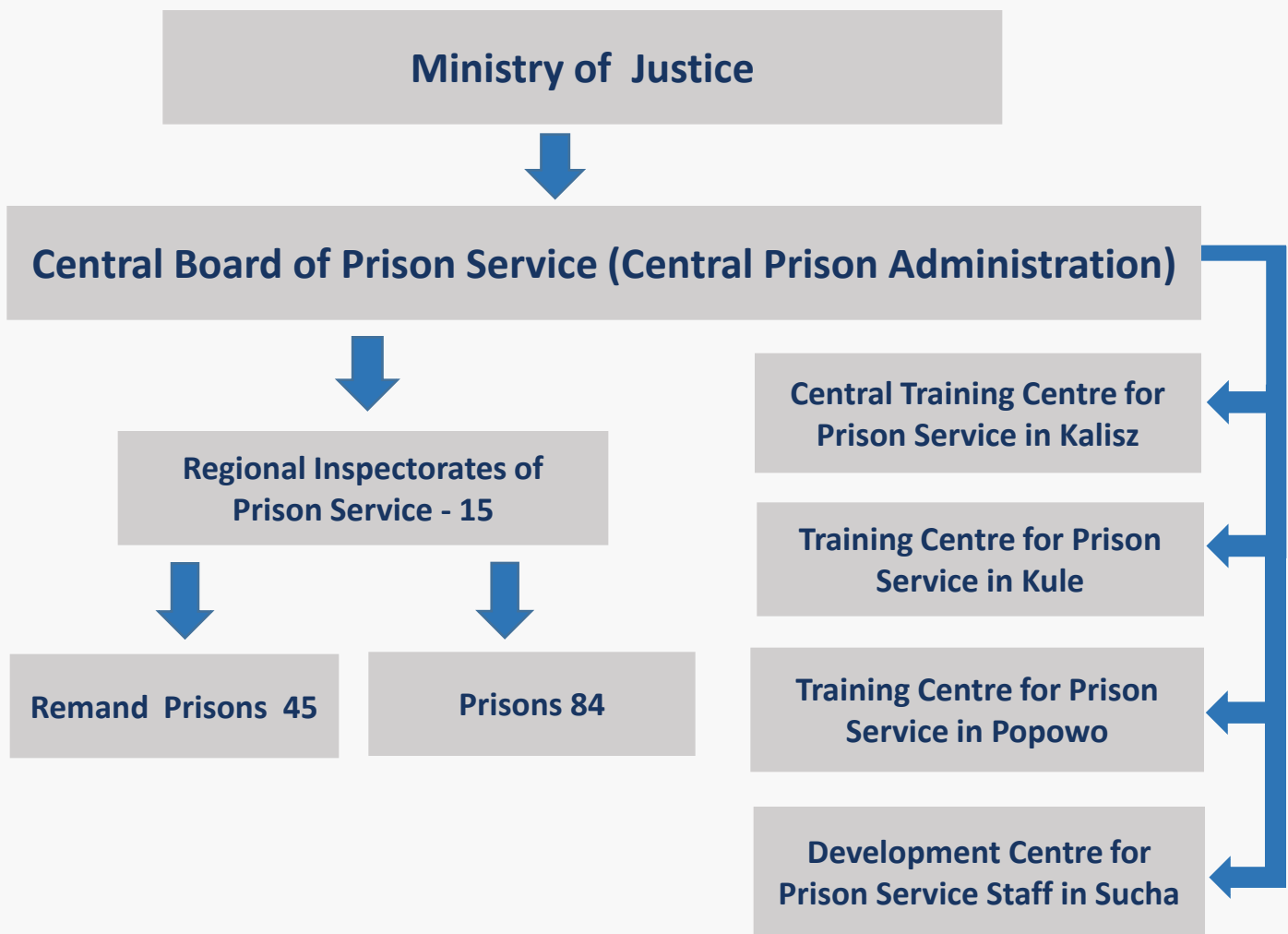
Legal basis of Prison Service activities

Legal act of 10 April 2010.

Prison Service is a uniformed and armed, apolitical formation subordinate to the Minister of Justice, having its own organisational structure.



Organisational structure of prison system



Regional Inspectorates of Prison Service



Professional subordination in the Prison Service

Central Board of Prison Service and organisational facilities, defined in art.8 item 1, are managed by Director General who is subordinate to the Minister of Justice.

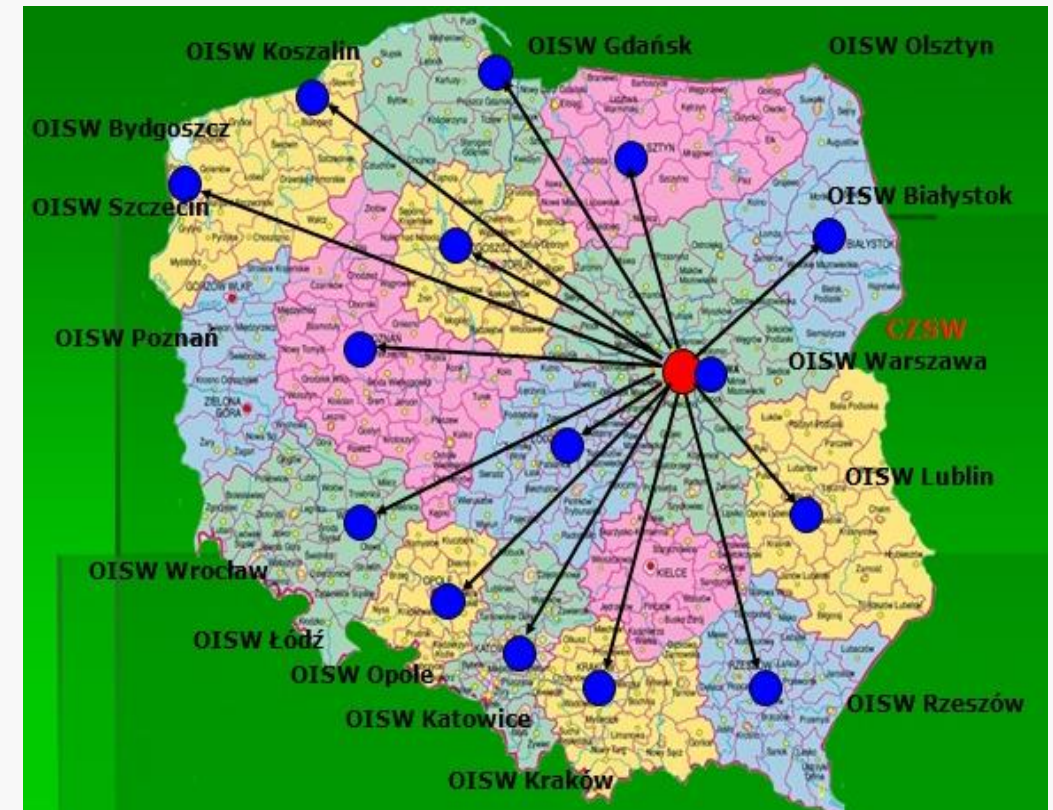
Director General is a superior of all prison service officers.

Regional inspectorate of Prison Service (PS) is managed by a regional director.

Prison and remand prison is managed by a director (governor).

Central Training Centre for PS, Training Centre for PS and Development Centre for PS Staff are managed by a commandant

Central Training Centre for PS, Training Centre for PS and Development Centre for PS Staff are conducting training courses for prison service officers and civil employees.



Basic tasks of Prison Service

The mission of Prison Service is to provide the safety and security to the society by a lawful and humanitarian execution of imprisonment and pre-trial detention and social rehabilitation of the inmates.

Achieving this objective is possible only through a correct choice of the staff and providing adequate training and motivation.



Hierarchical subordination of Prison Service officers

Regulation of Director General of Prison Service of 18th October 2010 about a method of performing the service by Prison Service officers defines hierarchical subordination in the Prison Service.

Subordination in the structure results from:

- served professional position
- possessed Prison Service rank



Duties of the superior in the Prison Service

The Regulation of Director General of Prison Service concerning the way of serving a service by prison service officers, is defining the duties of the superior in Prison Service, which are the following:

- The superior sets an example for obeying binding rules and orders, especially concerning discipline, reliability, persistence, fidelity and cultural conduct.
- The superior is watching over the order in the service and prevents all activities which can result with an inadequate implementation of professional tasks and duties.



The activities which motivate to effective service

Financial motivation of prison service officers through promotion on the position or giving the next higher rank.

Prison officer who perfectly completes his duties can receive a special award, among others a recognition badge „For the achievements in a penitentiary work” or be designating for a state badge of recognition.

Possibility of personal development through a participation in training courses organized by the Prison Service (these are professional trainings and trainings of social skills).

Providing financial support for education of prison officers.



What helps in an efficient management of prisons?

An efficient management in Prison Service is based on the hierarchical professional relations. One of the elements is an ordered system of standards.

The next tool which allows for implementation of efficient management is a system of training courses and improving professional competencies.

Statutory powers of prison directors to choose and use the staff according to the needs, decide about the number of posts in dependant prison is a base element of efficient management.

Trust – working together with inmates on the basis of common responsibilities and according to acquire skills and abilities.



Positive influence of the superiors on prison officers

Possibility of creating adequate conditions for a smooth implementation of professional tasks.

Organisation of work based on a scheduled basis and rational loading of prison officers.

Coordination of difficult activities/tasks and a possibility of correcting them during implementation.

Shaping a correct atmosphere of service based on the mutual respect, facilitating a solid performing of tasks.

Participation in charity and aid operations, e.g. education activities for children and young people, blood donation



Planning changes

Introduction of complex changes in the recruitment and training system of Prison Service staff to improve the quality of education and selection of optimal candidates for the service.

Increase in the level of competencies of PS staff, and this will increase the level of professionalism in functioning of the formation.

A reform of education will contribute indirectly to the change of the Prison Service image.

Introduced solutions constitute a basis for shaping in the society a picture of the PS as a modern, competent and resilient organisation, crucial for the safety of the citizens and the state.



Planning changes

The second pillar of the reform of training and professional development of Prison Service staff is a complete change of the recruitment rules for the candidates for the PS.

Amendment of the Legal Act concerning the PS contains the solutions resulting with the necessity of centralisation and standardisation of the staff recruitment, what reflects much better the needs of prison system and makes the system more lawful, flexible and effective.

It will allow for more effective implementation by the management of the resort a specific human resources policy in all organisational facilities, based on the uniform in the state model of the competences of PS officer.



Thank you for your attention