

Qualified Prison Staff

A reality check against the background of
image and expectation.

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**You can't generate a positive
image with negative messages!**

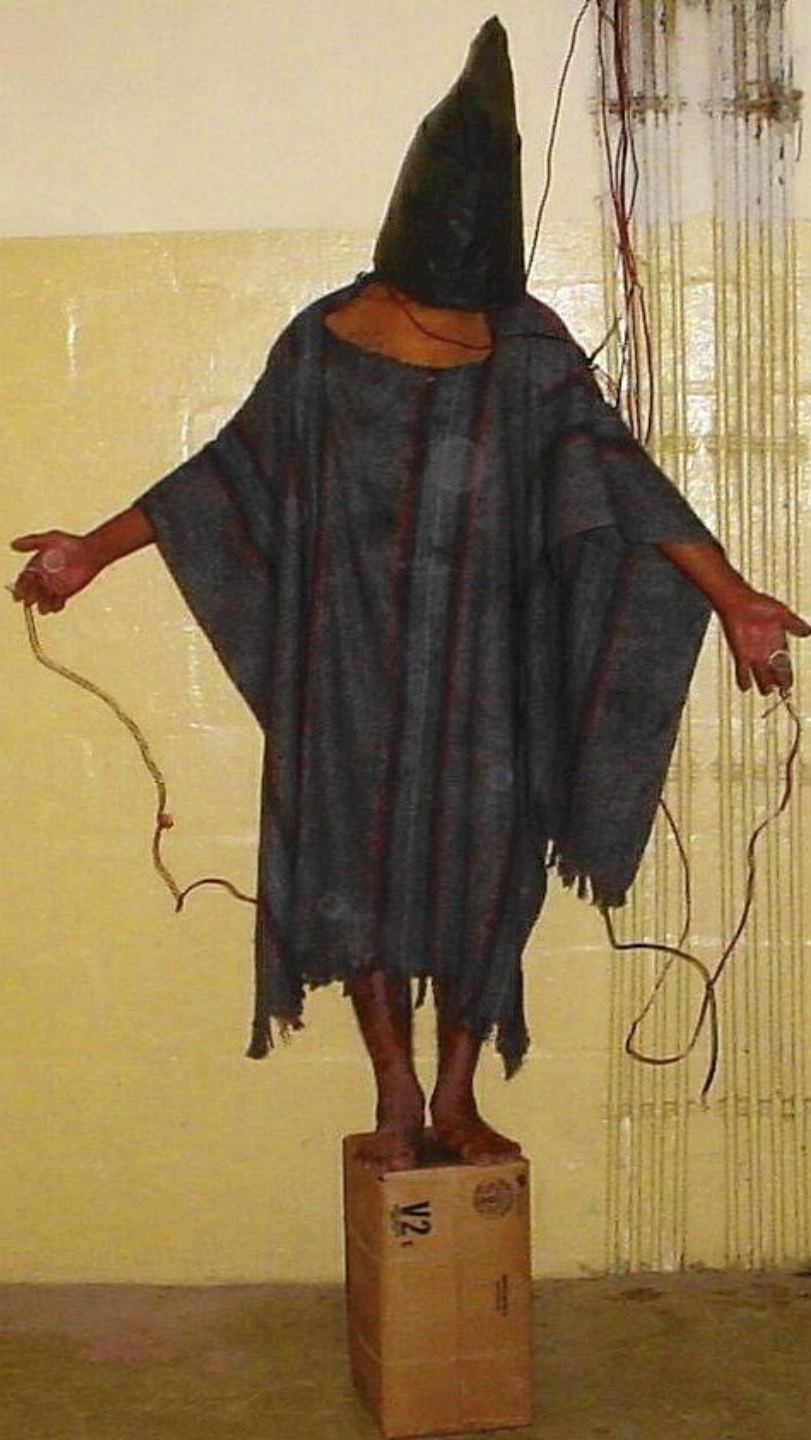


How can we prepare them so they can be proud of their work?

A portrait of Fyodor Dostoyevsky, a Russian writer, with a full, dark beard and mustache, wearing a dark, heavy coat. He is looking slightly to the left of the viewer. The background is dark and indistinct.

**„The degree of civilisation in a society can be
judged by entering its prisons“**

Fyodor Dostoyewsky



What do we want, what do we need?

1. Positive image, realistic picture of work
2. Clear requirement profile, refined selection profile
3. Training in theory and practice
4. Continuing training



The image shows two police officers in riot gear standing in a doorway. They are wearing helmets with clear visors, dark tactical vests, and blue uniforms. Each officer is holding a large, clear riot shield. The shield on the left has the word "CORRECTIONS" written in white capital letters. The shield on the right also has "CORRECTIONS" written on it, with "IONS" visible below it. Both officers are holding a small black device, possibly a radio or a flashlight, in their right hands. The doorway is set in a brick wall, and the scene is brightly lit, suggesting it is daytime.

CORRECTIONS

CORRECTIONS

IONS





European Prison Rules

Recommendation Rec(2006)2 of the Committee of Ministers to member states on the European Prison Rules

Some examples

- Prison work as a public service: 72.1, 72.2, 72.3, 72.4, 74, 75,
- Selection of prison staff: 76, 77,
- Training of prison staff: 81.1, 81.2, 81.3, 81.4



Further Recommendations

- CM/Rec (2012) 5 on the European Code of Ethics for Prison Staff
- Rec (2003) 23 on the management of life-sentence and other long-term prisoners
- CM/Rec (2008) 11 on the European Rules for juvenile offenders subject to sanctions or measures
- Guidelines for prison and probation services regarding radicalization and violent extremism
- CM/Rec (2012) 12 concerning foreign prisoners
- CM/Rec (2014) 3 concerning dangerous offenders

Code of Ethics

long-term prisoners

juvenile offenders

violent extremism

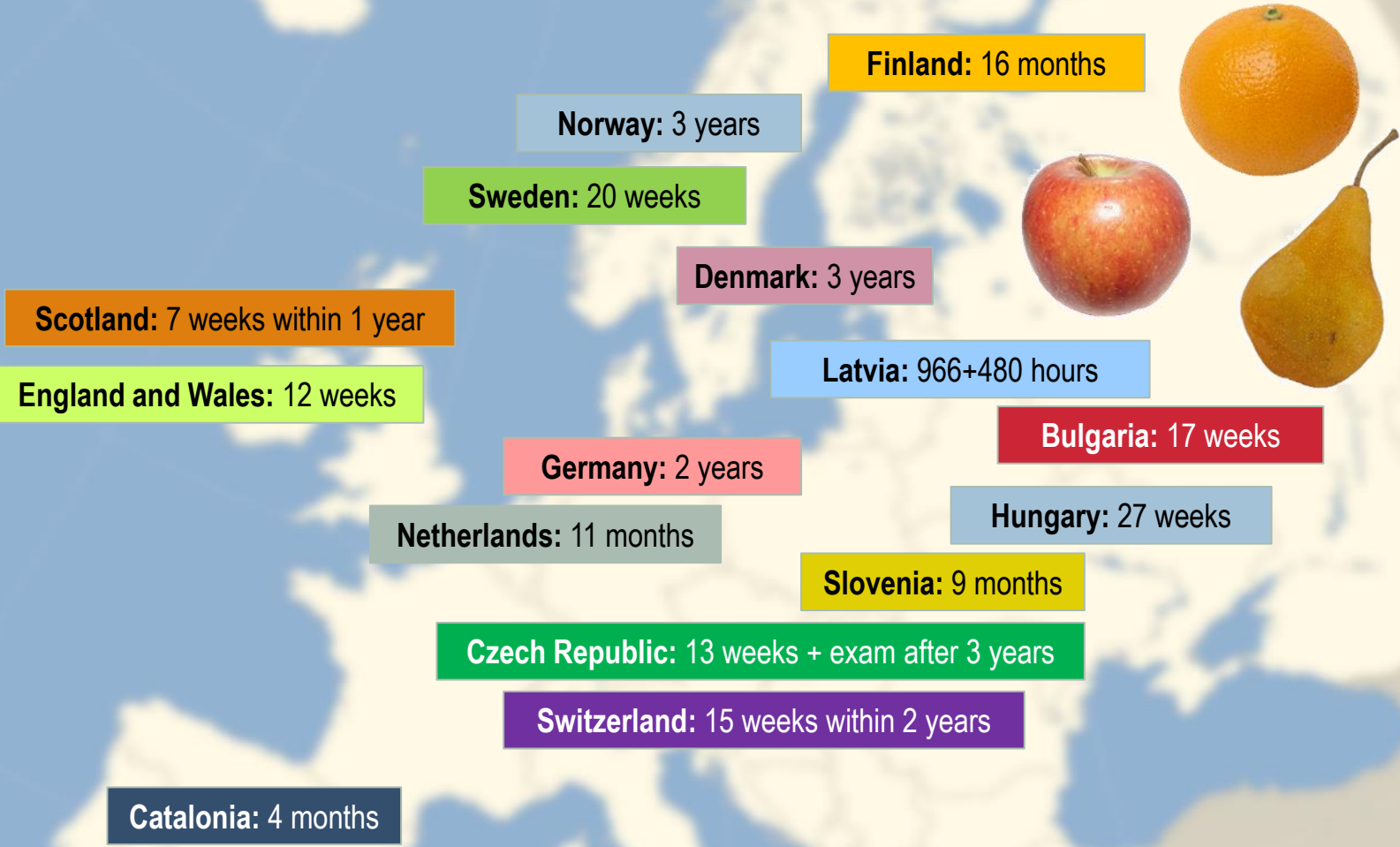
foreign offenders

radicalization

dangerous offenders

**Where and how to find
Superwoman & Superman?**

Training Duration – Comparing The Incomparable



Training Duration – Comparing The Incomparable

The Lillestrøm Magazine

THE SAME CLIENTEL!

But probation officers need a BA at least?

Mr. Joerg Jesse, Director General from Mecklenburg Western Pomerania, a northern of the german Länder, declared at an international conference held in Norway this week: "We have to define a standard on how to educate prison staff. And we need mechanisms to control them. It is a No-Go, that probation officers have to have a bachelor but there are at least 80 different concepts on educating prisoners all over Europe."

By K. L. Potter

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Scotland: 7 weeks

England and Wales:

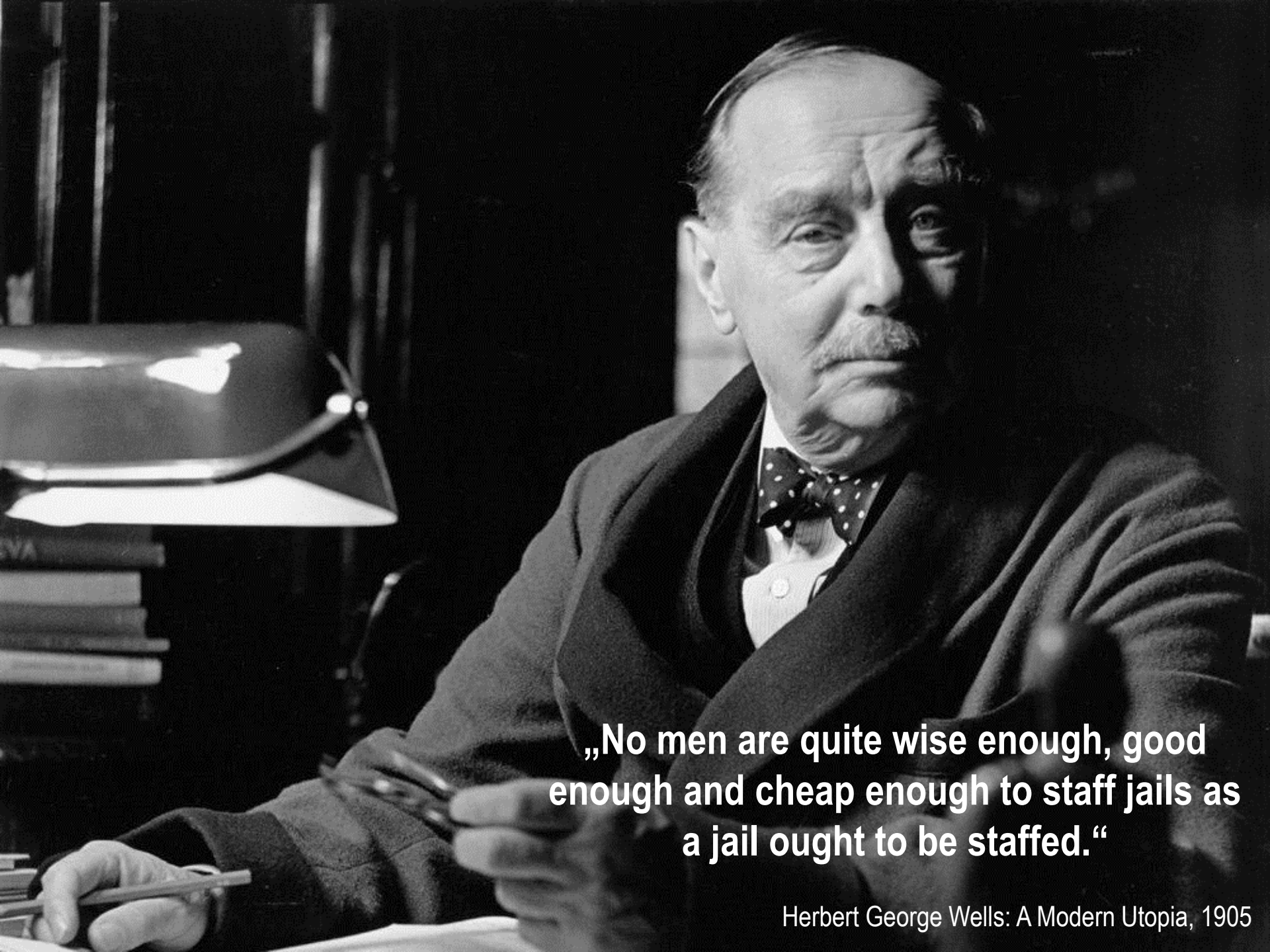
Catalonia: 4

Can we expect to be able to develop comparable standards without first having clearly defined the quantity and quality of staff training?

**Our training standards are
not subject to review.**

We need to improve the quality of our staff (top-down, all levels) in order to improve our image.

We need to improve the quality of our staff in order to meet the increasingly complex challenges of our work.



„No men are quite wise enough, good enough and cheap enough to staff jails as a jail ought to be staffed.“

Herbert George Wells: A Modern Utopia, 1905

**Thank You
for your attention.**

Jörg Jesse

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