



PROBATION AND MEDIATION SERVICE
OF THE CZECH REPUBLIC

Staff Training & Education System

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Justice

- *Justice can be understood as restoration and reconciliation rather than retribution. If crime hurts, justice should repair the harm and assist recovery.*



Howard Zehr

Basic Information



Basic Information

- Czech Republic - population of about 10 million
- Probation and Mediation Service - established January, 1, 2001
- Act No. 257/2000 Coll. – Probation and Mediation Act.
- 492 employees in total – officers & assistants working in the areas of probation and mediation (*female: male ration is 4:3*)

39 Prague HQ staff – management, administration, operating agenda

Probation & Mediation Service

- 8 court regions are divided into 74 court districts (= 74 centers of P&M service)
- **Governmental Body** – “independent part“ of Ministry of Justice (*MJ – decisive authority in area of personal, organization, economic and financial matters*)
- About 24 000 new registred cases per year
- 12% of cases linked to juveniles



Mediation



Probation



P&M service

- is endeavouring to bring about effective and socially beneficial resolution of conflicts arising out of criminal offending.
- At the same time, it is working to ensure the proper carrying-out of alternative sentences, placing an emphasis on the interests of victims, the protection of the community, and crime prevention.
- represents a new institution in the field of criminal justice policy and arises out of collaboration between two professions:

social work
the law

Justice ?

Retributive



Restorative



Any crime is mainly a violation of the public

The priority is punishment of the offender

Any crime is primarily a conflict between a victim and an offender

The most important issue is the interest of the parties to cooperate and find solution (victim, offender, community)



3 PARTIES

offender, victim, community

3 PILLARS

Harm and needs
Commitments and obligations
Engagement and participation

Interdisciplinary cooperation

Crucial key to broaden opportunities for diversions and alternative sentencing within the criminal proceeding is a

**partnership
formed by
participating agencies**



Pre-Sentence Stage

Mediation, FGC

Pre-sentence Report

Supervision replacing
Remand Custody

Victim Work



Post-Sentence Stage

Pre-released report

Supervision order
(probation, parole)

Community work,
Home detention,
Entry Bans

Victim Work and VOM



Professional Prerequisites

- for all P&M staff: age over 21, integrity, and legal capacity.

P&M officer: master's degree in social science

P&M assistant: secondary school diploma in social science

We provide for P&M staff training, it has a special study program in place, approved by the Minister of Justice.

Lecturers - internal and external trainer, specialists in probation, mediation and law

P&M Education System



P&M System of Education

Level 1

Basic education curriculum learning competences
(Act No. 257/2000 Collection of Law on P&M Service)

Officer: Qualification educational course (final exam)

Assistant: Specialization educational course (final test)

- The goal is to get both theoretical knowledge and practical skills
- Both courses are preceded by one day adaptation course

Level 1 - Structure

- **5 days education and training courses** (for officers 9 times - 288 hours, for assistants 6 times – 192 hours per year)

Basic topics:

- a) probation, mediation, communication
- b) law: criminal, civil and constitutional (international documents)
- c) specific topics: work with victims, work with drug addicts, solution of over-indebtedness

- **Internships at professional workplaces** (2 - 5 days, 80 – 120 hours)
court, state prosecutor, police, prison, NGO - treatment center for drug addicts, crisis center for youngsters, community center etc)

- **Regional meetings** (meeting with a tutor, 24 – 48 hours per year)

Level 1: Preparing for exam

Basic Training Completion Certificate

- ✓ Participation in educational and training courses
- ✓ Participation in internships
- ✓ Participation in regional meetings
- ✓ Submission of the complete portfolio



The Portfolio contains:

1. CV
2. Documents of participation in regional meetings/internships
3. Case report
4. Credit sheet certifying carrying out a professional interview
5. Video recording of the real professional interview with written self-reflection

Level 1 – preparing for exam

Case report

- a) Brief, comprehensible and factual case description
- b) Risk and need assesment including the legal framework of the case
- c) Selected professional working methods and rationale for their use
- d) Evaluation of the process and achievements within the case

Credit sheet

The learner has to demonstrate one interview during the training in front of the lecturer, who confirms in writing into the credit sheet, that the learner has proved the required skills

Video recording

Evidence of mastery of the professional working methods – hold a professional interview within the real case management.

Final exam / test

When?

Undertaken until 3 months from completion of training at the latest

From whom?

3-5 commissioners (examination board) named by the Minister of Justice

How?

- a) Evaluation of portfolio
- b) Presentation / defense of submitted written case reports
- c) Presentation / defense of video recording (only probation officer)
- d) Oral re-examination of previously reported questions
(P&M methods, communication skills, knowledge of law)



Strict Rules for Probation Officers

- If the applicant didn't pass the examination successfully in any of its parts, the examination can be repeated (the whole exam or just the incompleting part) at the earliest after six months
- The examination can be repeated only once
- Without a successful passing exam, our staff cannot be accepted for the position of a probation officer

P&M System of Education

Level 2

Further education (from 18 months at least to 60 months at most)

Voluntary specialization training in probation, parole, community work, mediation, youth work, home detention

Goals - obtain highly qualified specialists in P&M

Forms:

Training - *entrance, obligatory optional*

Supervision of case work



Level 2 - training

Obligatory educational training for all the specializations:

Restorative justice program, addiction issues in probation work, over-indebtedness issues in probation work, victim work – victim impact statement

Obligatory educational training for particular specializations:

Legislation,

Good practice in Europe

Case work - focused on areas of specialization (VOM, probation plan, professional interview with youth and families ...)

Optional educational training:

focused on knowledge and skills updating by attender's selection - project management, T4T, ...

P&M System of Education

Level 3

Obligatory Lifelong Education

- reflects current changes of criminal codes and modern methods in P&M activities, trends in criminal policy
- presents innovative methods of P&M and current trends in criminal policy

Mandatory supervisions

reflecting upon the casework and training for managers

Outcomes

- 1. We are proud to have the training of our employees in our hands, while cooperating with judiciary specialists and educational institutions - it helps us to maintain high quality and standards of P&M activities**
- 2. We support promoting our know-how: our experienced staff have lectures, provide training, teach in universities**

Outcomes

- 3. We plan closer cooperation with the Charles University in Prague not only in the field of education, but also in research aimed at determining the effectiveness of P&M in practice**
- 4. We participate as junior partners in projects boosting development of P&M in other countries (Croatia, Albania)**