

**NATIONAL ADMINISTRATION OF
PENITENTIARIES
MINISTRY OF JUSTICE
ROMANIA**



***On-the-job training, including on risk
assessment and on conflict
resolution***

PERSONAL SAFETY



concept of integrated training designed in order to equip the future personnel with necessary knowledge and skills to sense, understand and to mitigate risks and challenges of working in prison.

PERSONAL SAFETY



Notions that have been gradually prioritized in the past years in terms of staff training



TRAINING MODULES

- ❖ ***Self-defense and professional intervention***
- ❖ ***Social responsibility, status and professional ethics***
- ❖ ***Communication and emotional intelligence***
- ❖ ***Communication and conflict management techniques***
- ❖ ***Penitentiary psychology***
- ❖ ***Legal protection of human rights***
- ❖ ***Hostage taking situations***


PERSONAL SAFETY

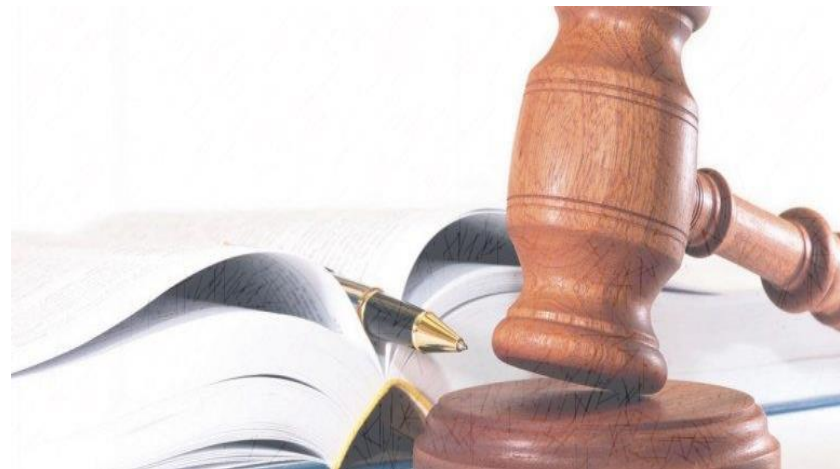


- ❖ ***Self-defense and professional intervention***



- ❖ *The principle of legality*
- ❖ *The principle of security*
- ❖ *The principle of the proportionality in using force*
- ❖ *The principle of graduation*
- ❖ *The principle of transparency*
- ❖ *Minimum risk principle*
- ❖ *Principle of the protection of human beings*

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- ❖ ***Social responsibility, status and professional ethics***
 - ❖ ***Legal protection of human***
 - ❖ ***rights***
 - ❖ ***Communication and emotional intelligence***
 - ❖ ***Communication and conflict management techniques***



*physical strength
and speed*

knowledge

*communicati
on
skills.*

attitude

ability to cope with...

courage

**EMOTIONAL
SAFETY**

team work

*professional
behavior*

WHY

communication

- *Communication is an essential component of the personal security concept of prison staff in managing incidents.*
- *The role of communication is to mitigate the risks in case of an incident and to prevent unjustified use of force.*
- *Communication is a process related to verbal interaction, non-verbal interaction and observation skills*

HOW

communication

- *Showing interest*
- *An eye contact*
- *Nodding*
- *Asking and adding*
- *An open posture towards an interlocutor*
- *Asking for repetitions, explanations*
- *Commenting, sharing similar experiences*
- *Referring to the subject of the conversation*
- *Sound signals like Mhmm...*
- *Expressing emotions*
- *Encouraging to a further conversation*
- *No signs of distraction*
- *Atmosphere, facilitating conditions*
- *Showing approval, no assessment or criticism*
- *Proper timing*



WARMING UP



**DEBATE
FEEDBACK**



PSYCHOLOGICAL
SAFETY

Stress management is individual's ability to cope with everyday pressures

- *seeks to identify the causes of these pressures and then rebalancing and prolonged reaction of the body to reduce internal and external factors causing stress by applying specific techniques.*
- *prison is mainly generator of stress, both in terms of risks and the program and also because of the fact that the staff work takes place in closed environment.*
- *staff with a healthy psychic can be more effective and supportive for the inmates...*



❑ **Identifying and monitoring stressors**

- Work overload,
- Lack of communication,
- Lack of resources,
- Medical problems,
- Family Conflicts

❑ **Awareness of own stress reactions**

- Emotions towards anticipation of the event
- Immediate emotional reactions
- Behavioral, physiological and cognitive reactions

❑ **Developing skills and stress management behaviors**

- Developing assertiveness
- Improving time management;
- Learning methods of relaxation.



- ❖ Number of classes dealing with personal safety – approximately 200 per school year
- ❖ Most of them - practical training
- ❖ Practical evaluation

Thank

you

