



**Staff Training at Criminal Sanctions Agency
Presentation at EPTA-conference in Agen
13.-14. June 2018 by Dr. Henrik Linderborg**

Vision

The Criminal Sanctions Agency carries out influential, reliable and significant work for the safety of society.

Main goals

"Path to a life without crime with the help of an active network co-operation"

The content of sentence enforcement and the co-operation with other authorities and third sector operators as well as the close people of the sentenced offender increase the sentenced offender's abilities to reintegrate into society.

"Safely towards more open and influential enforcement"

Flexible and secure structures and sanction processes enable and support more open and influential enforcement.

"Meaningful work, motivated and healthy personnel"

The Criminal Sanctions Agency is a reliable and respected organisation where skilled and motivated personnel carry out meaningful work.

Basic duty

The Criminal Sanctions Agency is responsible for the implementation of remand imprisonment as well as the enforcement of community sanctions and prison sentences.

Values

Respect for human dignity

Justness

Belief in an individual's potential to change and grow

Safety



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WHY IS IT IMPORTANT TO REFORM THE STAFF TRAINING

Changes in criminal policy challenge accustomed work and organizational cultures in the criminal sanctions field.

Need to develop penal practices in line with the new criminal policy so that:

- Basic rights and liberties as well as human rights are protected
- Treatment is humane, appropriate and equal
- All activities are lawful and comply with justice and fairness
- Enforcement is carried out so that it supports the sentenced persons' individual growth as well as their intention to lead a life without crime
- Enforcement is carried in managerially effective way



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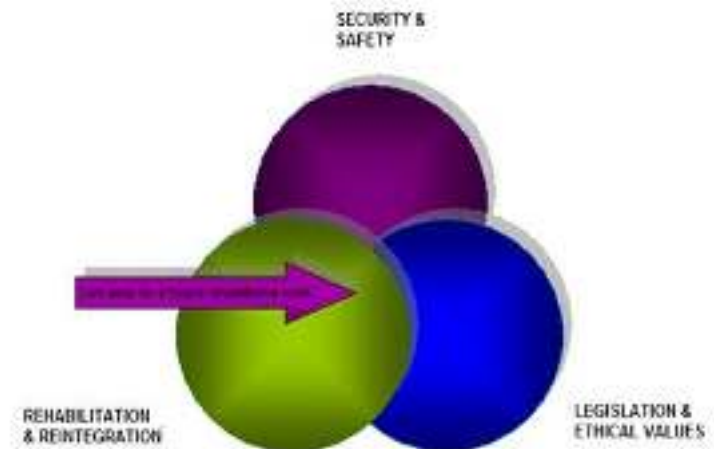
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TRAINING OF PRISON AND PROBATION STAFF UNTIL NOW

- The Training Institute for Prison and Probation Services (RSKK) was founded in 1976 under the Ministry of Justice to provide vocational education for the prison and probation services staff in Finland.
- Today the Training Institute offers basic prison and probation services training as well as continued and further education for the prison and probation services staff in all of Finland.

Prison officer's training Program

- Since 2014 90 credits
 - 16 months
- Studies
 - Basic studies
 - Support for learning and professional growth
 - Written/ spoken communication
 - English
 - **Vocational studies**
 - **Legislation and ethical values**
 - **Security and safety**
 - **Guidance and rehabilitation**
 - On the job learning
 - Integrated to the vocational studies
 - Diploma work



The Curriculum includes

- Prison service and basic duties of officers
- Security
- Counselling
- Care and Support
- Psychology and professional ethics
- Social sciences, criminology, minority cultures
- Criminal law, administrative law, human rights issues
- Finnish language and prison literature
- English language
- (Swedish and Russian language are voluntary)
- Self defence and use of force



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Bachelor Education in Corrections

- Two-phase education introduced in 2018
- The students pass first the basic training program (16 months 90 credits) at the Training Institute
- Two-third of the students will after that take the bachelor degree in corrections (sosionomi) at the Laurea University of Applied Sciences



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The goals of integrating two study programs were as follows:

- To increase the attractiveness of the study program and corrections
- To increase flexibility and alternative study modules into study program
- To enhance the career options and staff exchange between prison and probation units (“to break the glass wall” between the two functions of corrections)
- To boost the cultural change in prisons towards multi-professionalism

(Heidi Kajander. The Dilemma of implementing interactive work in the Finnish Prison Service. Master thesis. University of Cambridge 2017)



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The goal is also to change the prevailing professional culture

Because:

- Security seems to be still the preferable work approach among Finnish prison officers, especially in closed prisons
- Shift in officers' professional orientation towards care seems an unnecessary one by some Finnish prison officers, who still perceive their role to be solely focused on security oriented tasks.
- Need to enhance the interactive work approach among prison staff, especially among the uniformed staff.
- Reciprocal interactive work as a new professional paradigm for prison and probation staff in Finland