

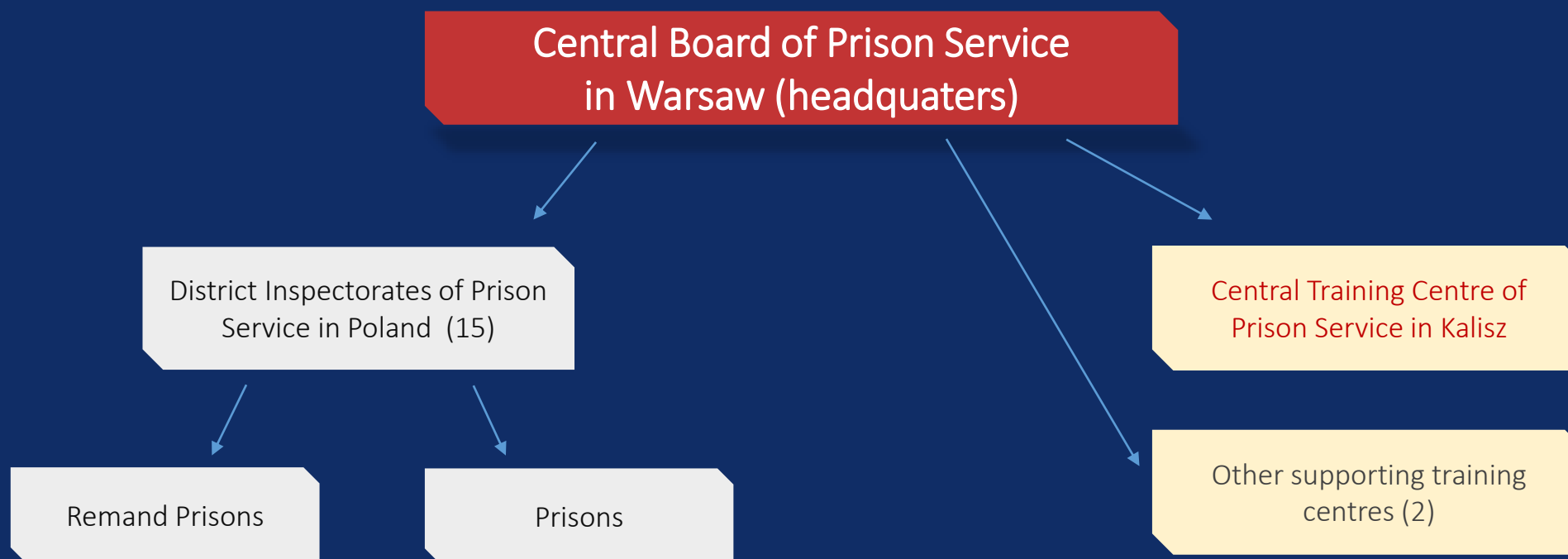
Training of security management staff

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Structure of Prison Service

Ministry of Justice



MINISTRY OF JUSTICE



Central Board of Prison Service in Warsaw

Human Resources and Training Office

- sets the directions in training
- prepares budget for training
- supervises the training



Central Training Centre of Prison Service in
Kalisz



Other supporting training
centres (2)

Number of prisons: 155

Prison population: 73 285 inmates
Overall prison capacity populated at 90%

Total number of prison staff: 29 987
civil employees: 2 748
prison officers: 27 239

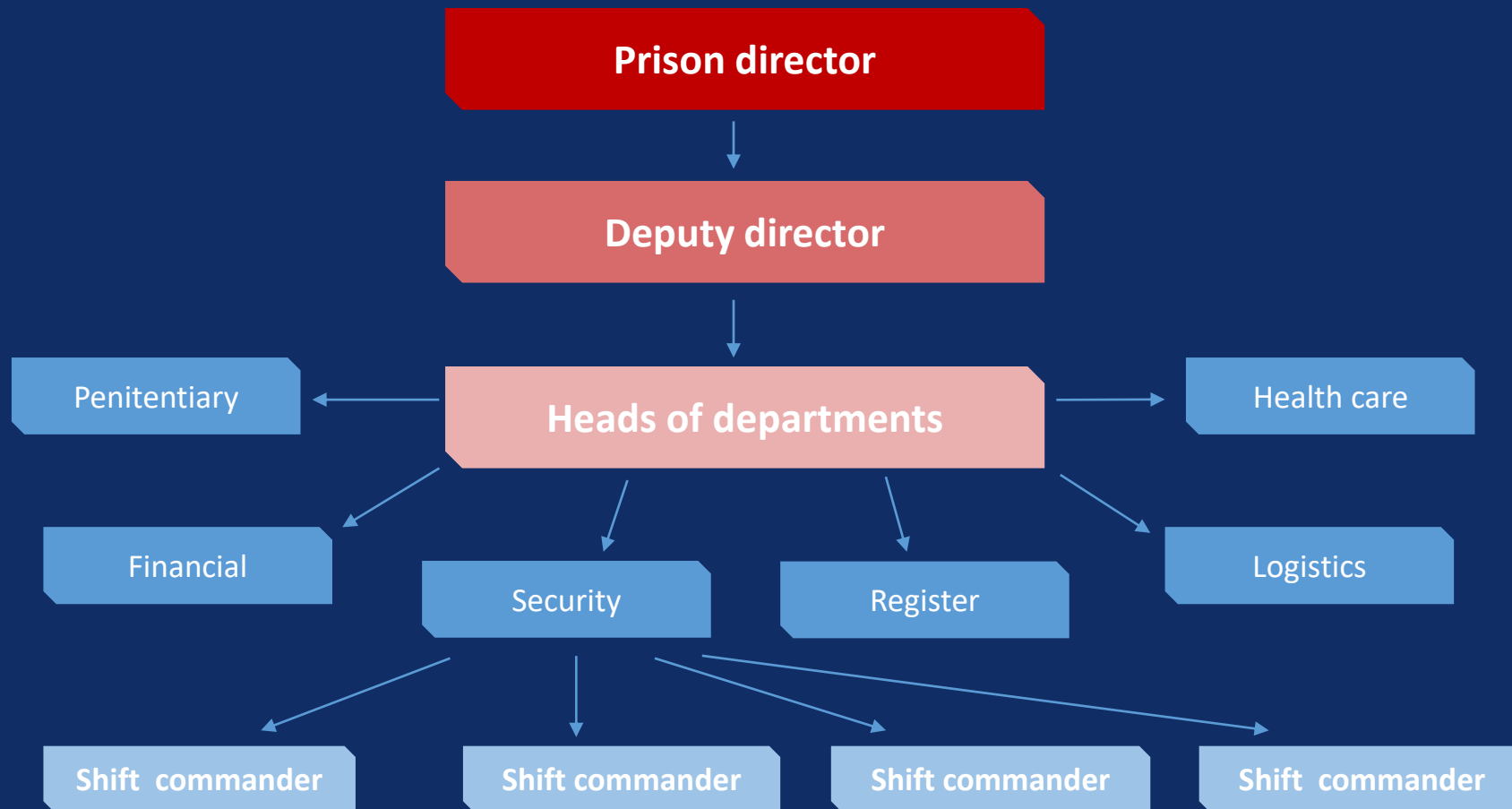


Different types of threats: external threats and internal threats

- ❖ Disobedience
- ❖ Assaults
- ❖ Fights among inmates
- ❖ Suicides
- ❖ Drug or mobile smuggling
- ❖ Destroying property
- ❖ Group protests
- ❖ Escapes
- ❖ Different threats during escorting
- ❖ Fires at workshops area
- ❖ Hostage situations



Management structure of a prison



Management trainings:

1. Trainings for directors of prisons, heads of departments
2. Specialized trainings for heads of security departments
3. Specialized trainings for shift commanders
4. Specialized trainings for intervention and escorting groups



MANAGEMENT STAFF TRAININGS

1. Trainings for directors, heads of departments

- 40 hours long
- participants are well experienced staff and trained already

2. Specialized trainings for heads of security departments

- 125 hours long (40 teaching hours and 85 hours of practical training)
- 40 hours of study visit to prisons

3. Specialized trainings for shift commanders

- 90 hours long (17 teaching hours and 73 hours of practical workshops)
- study visit

OBJECTIVES: A MANAGER

- ✓ SPECIALIZED KNOWLEDGE
- ✓ PREVENTING THREATS
- ✓ RECOGNIZING POSSIBLE THREATS
- ✓ FORSEEING DEVELOPMENT OF THREATS
- ✓ MANAGING CRISIS
- ✓ MANAGING PEOPLE
- ✓ STRESS RESILIANCE

Managers training

✓ THEORY

✓ SPECIALIZED KNOWLEDGE

✓ PRACTICAL WORKSHOPS REAL LIFE BASED
SCENARIOS AND SIMULATIONS

✓ PRACTICAL APPLICATION OF KNOWLEDGE AND
SKILLS

✓ INTERDISCIPLINARY APPROACH

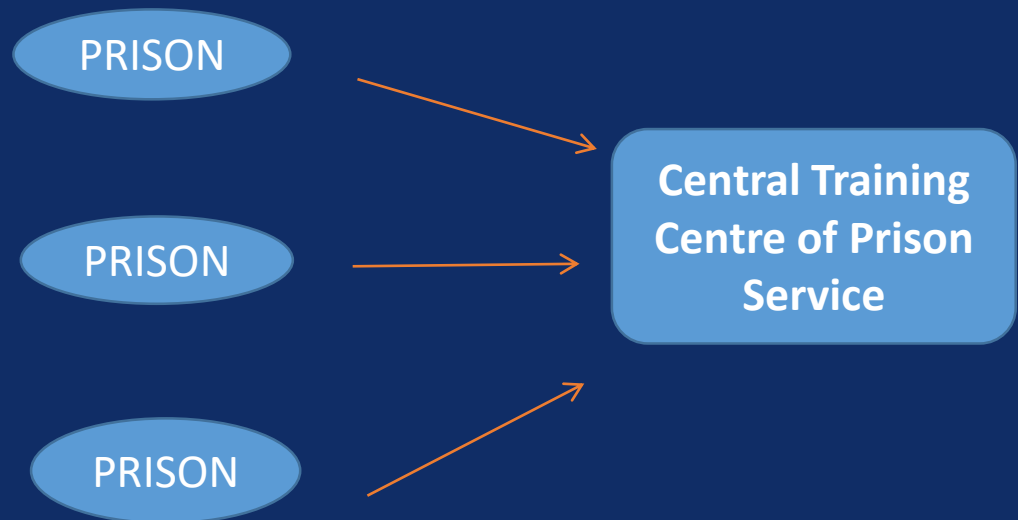
✓ STUDY VISIT TO PRISON

✓ DEVELOPMENT COURSES

✓ VIDEOCONFERENCES

✓ MEETINGS WITH MANAGEMENT STAFF

✓ JOINT EXERCISES WITH OTHER SERVICES



Curriculum content:

- ✓ *Organization of security department*
- ✓ *Managing people*
- ✓ *Legal regulations*
- ✓ *Security issues*
- ✓ *Preparation of documents, registering, reporting, (e.g. security plan, joint drills and security activities)*
- ✓ *Supervising*
- ✓ *Training activities*
- ✓ *Prevention activities*
- ✓ *Prevention against drugs or mobile smuggling*
- ✓ *Security activities with high security inmates*
- ✓ *Security activities in case of threats*
- ✓ *Emergency situations*
- ✓ *Supervising use of coercive measures*



- ✓ *Psychological workshops*
- ✓ *Cooperation with other departments*
- ✓ *Management of weapons*
- ✓ *Contemporary crimes, organized crimes*
- ✓ *Use of central data base*
- ✓ *Escorting of inmates*
- ✓ *First aid*



THANK YOU FOR ATTENTION