

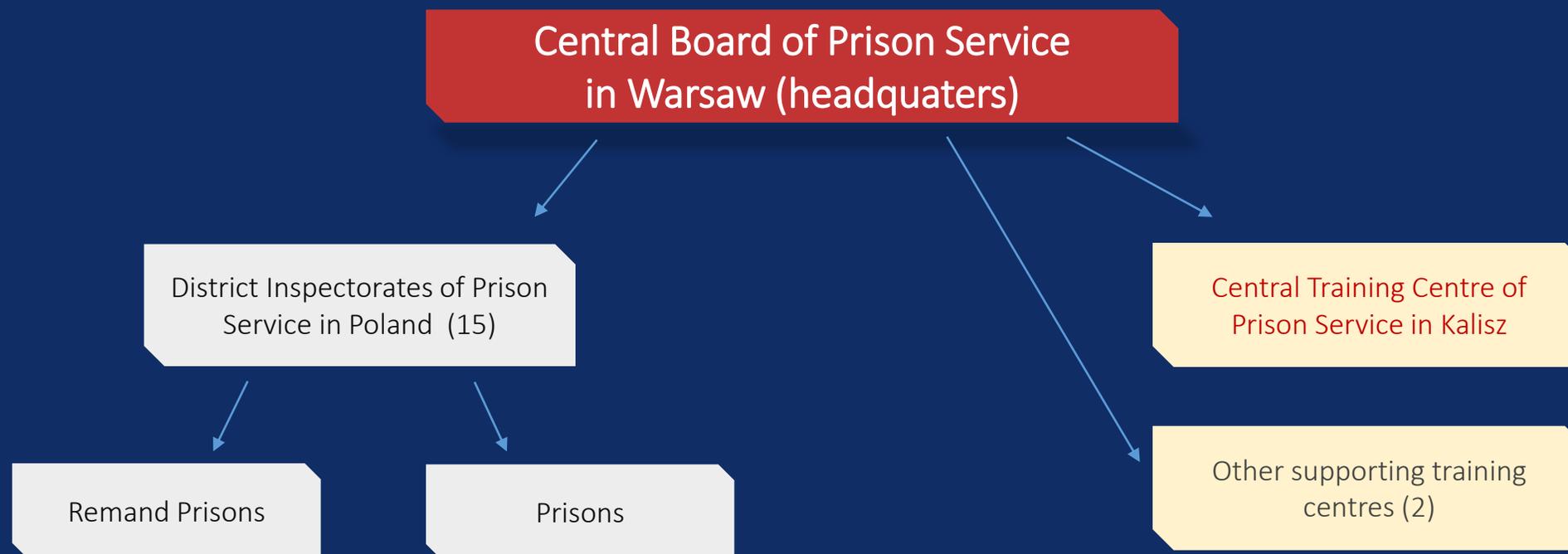
# Training of security management staff

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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

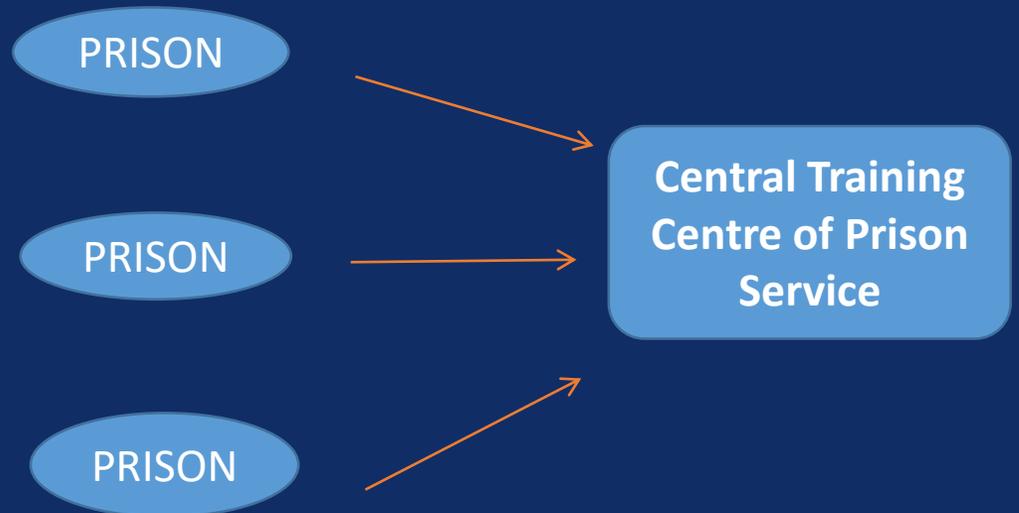
✓ STUDY VISIT TO PRISON

✓ 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*