



Training of Prison Officials in Turkey

Dr. Güven Urgan

Trainer/Deputy Prison Director

Ord. Prof. Dr. Sulhi Dönmezer Personnel Training Centre

Istanbul

CONTENTS...

- 1. Training of Prison Officials before 2000**
- 2. Reformation Process: Coming into Force of Law on Training Centers in 2002 and other Related Restructuring Process**
- 3. Training Models in the Turkish Training Centers Today:**
 - i) Basic Information on the Structure of Training Programs**
 - ii) Program Developing and Implementation Process**
 - iii) Educational Infrastructure of Istanbul Training Centre**
- 4. Conclusion & Objectives for the Future**

Training of Prison Officials before 2000

- ✓ **Being developed by the Education Department of the Ministry of Justice**
- ✓ **Implemented in the prisons and detention houses**
- ✓ **Just organized for the training of some administrative staff (e.g. prison directors) and some of experts (e.g. social workers, psychologists) in Ankara Reformatory for Juvenile**
- ✓ **Training materials and curriculum did not exist**
- ✓ **There were not professional and full-time trainers**
- ✓ **Classical training methods were being used**
- ✓ **Training was not covering all categories of the penitentiary staff**

Actions Performed Throughout the Process of Reconstruction for the Elimination of Deficiencies in the Training System of Prison Officials:

- ✓ **The opening of Ankara Training Centre on 17th of July 2000**
- ✓ **By revising the Law the competence on the training of prison officials has been transferred to the General Directorate of Prisons and Detention Houses**
- ✓ **Coming into force of the Law on Personnel Training Centers of Prisons and Detention Houses in 2002**
- ✓ **Issuing of bylaws by the Ministry of Justice required for detailing the framework of training centers**
- ✓ **Realization of the first meetings of the Education Council**
- ✓ **Openings of Istanbul and Erzurum Training Centers in 2004, Kahramanmaras Training Centre in 2005 and Denizli Training Centre in 2013**

**İstanbul
ÇİKPEM**

**Erzurum
ÇİKPEM**

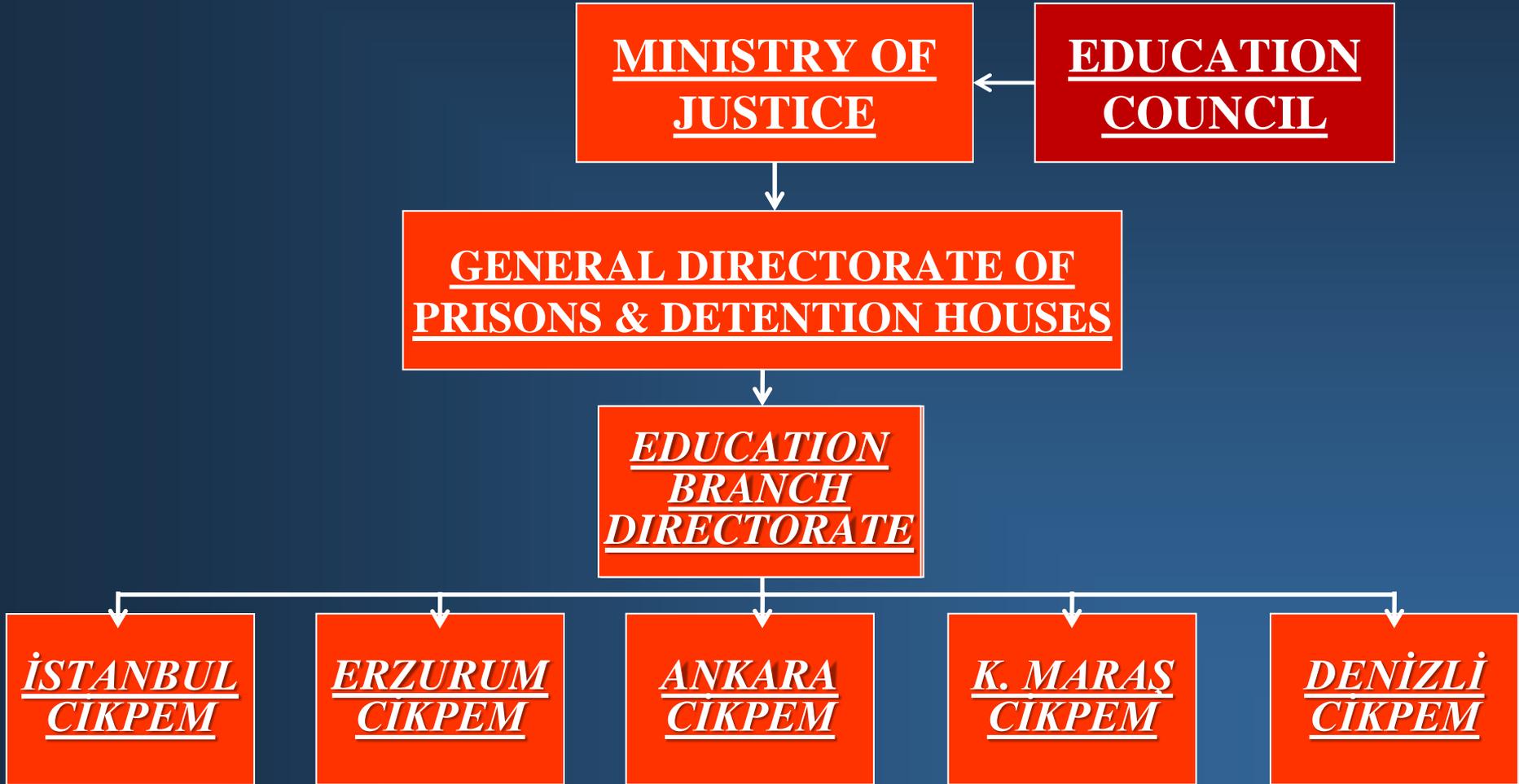


**Denizli
ÇİKPEM**

**Ankara
ÇİKPEM**

**Kahramanmaraş
ÇİKPEM**

Planning and Coordination of Training



Types of Training Programs

- i. Pre-service Training**
- ii. Candidate Officials' Training**
- iii. In-service Training (Seminars)**
- iv. Miscellaneous Types of Trainings:**
 - a) Staff of other Institutions**
 - b) Prison Staff from other Countries**

i. Pre-service Training

- i. 5 months training period (3 months of which is spent in the training center and the remaining is spent in prisons selected for vocational training)**
- ii. Consists of 200 hours courses in total in the training center**
- iii. Just applicable for administrative agents and prison guards**
- iv. Trainees *do* have student status (not state officials yet)**
- v. Those who succeeded in their exams are to be appointed to prisons and detention houses as candidate civil servants**
- vi. Scoring at least 70 out of 100 in each course is compulsory**

Pre-service Training for Prison Guards

[25 November 2013-31 January 2014]

- 1. General Law, Criminal Law and Executional Law (24 hrs)**
- 2. Official Correspondence Rules (10 hrs)**
- 3. Human Rights (10 hrs)**
- 4. Professional Ethics (10 hrs)**
- 5. Communication Skills and Social Relations (18 hrs)**
- 6. Prison Administration (20 hrs)**
- 7. Prison Security (24 hrs)**
- 8. Psychology and Criminology (18 hrs)**
- 9. Teamwork and Problem Solving (4 hrs)**
- 10. Structure of the Ministry of Justice, Administrative Law and Personnel Legislation (14 hrs)**
- 11. Professional Intervention Techniques and First Aid (28 hrs)**
- 12. UYAP (8 hrs)**

iii. In-service Training (Seminars)

- i. Generally one or two weeks of training period**
- ii. A seminar is specifically designed for a specific subject or for a target group/unit of staff**

For example: Seminar for Sign Language, Seminar for Correspondence Boards in Prisons, Certificated First Aid Seminar, UYAP – Chief Prison Guards Screens, Seminar on Professional Intervention Techniques, etc.

- iii. There is no exam in seminars**

iv. Miscellaneous Types Training Programs:

- a) Staff of Other Institutions: Seminars for chaplains and the staff of military prisons**
- b) Prison Staff from Other States: Seminars for the prison staff from Sudan, Afghanistan, Saudi Arabia, Kosovo, Moldova, TRNC**

Program Developing and Implementation

- i. Annual meeting in Ankara for developing next year's annual training plan**
- ii. Trainers appointed by the Ministry of Justice amongst judges, public prosecutors, academics, prison officials and officials from other organizations (such as military, ministry of education, police), and experts from private sector**
- iii. Student-trainee centered approach, interactive education in U-shape class form, vocational training, role-playing, presentations, group works, simulations, educational games, conferences, physical activities, visits, interviews**
- iv. Substantially differentiated course material exists**

Program Developing and Implementation [Cont...]

- v. Training facilities: Computers, notebooks, projection, screen, blackboard, paper (A3-A4-A5), booklets, audio-video systems, smart board, pointer, presenter, camera, truncheon, cuffs, special apparatus for intervention**
- vi. A course hour consists of 45 minutes, a session consists of 80 minutes**
- vii. There are 15-20 minutes breaks/intervals**
- viii. 6-7 courses in working days/or 3-4 sessions in a day**
- ix. Expenditures of trainees for accommodation, feeding, transportation, and also their allowances for the days spent throughout transportation are covered by general state budget**

Assessment of Training Programs

- i. Differentiated questionnaire forms designated for assessing the success and failure of the programs performed**
- ii. Reports developed at the end of realized programs submitted to the General Directorate of Prisons and Detention Houses**
- iii. Regular weekly meetings amongst trainers in the training center so as to assess the ongoing training programs**
- iv. Annual meeting with the prison directors**
- v. Annual meeting with the trainers in all training centers**

Educational Infrastructure of Istanbul Training Center

- ✓ **5 storey building, 9 classrooms with U-shaped class form (26 trainees in big classes, 16 trainees in small classes), maximum 210 trainee capacity**
- ✓ **120 rooms avail for trainees, amounting a capacity of 240 beds**
- ✓ **A conference hall with a capacity of 225 persons, a library, a computer room, a gymnasium, a fitness center, a simulation room**
- ✓ **Computer system integrated into UYAP, wireless connection**
- ✓ **Restaurant, cafeteria, laundry**
- ✓ **Ping pong tables, a snooker table, and a basketball and volleyball field**

Administrative and Educational Staff in Istanbul Training Center

| <u>Number</u> | <u>Title</u> | <u>Task</u> |
|------------------|------------------------|----------------|
| 1 | Public Prosecutor | President |
| 1 | Judge | Vice President |
| 1 | Prison Director | Branch Manager |
| 3 | Deputy Prison Director | Trainer |
| 3 | Psychologist | Trainer |
| - | Social Worker | Trainer |
| - | Teacher | Trainer |
| 27 | Prison Guards | Staff |
| 2 | Clerk | Staff |
| 1 | Officer | Staff |
| 2 | Technician | Staff |
| <u>39</u> | T O T A L | |

Number of Trainees Participated to the Programs Held in Istanbul Training Center (2004-2014)

| <i>YEARS</i> | <i>2004</i> | <i>2005</i> | <i>2006</i> | <i>2007</i> | <i>2008</i> | <i>2009</i> | <i>2010</i> | <i>2011</i> | <i>2012</i> | <i>2013</i> | <i>2014</i> | <i>2015</i> | <i>TOTAL</i> |
|--|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|----------------------|
| <i>NUMBER OF TRAINEES</i> | 1168 | 776 | 1856 | 4353 | 2826 | 2348 | 1908 | 2401 | 2190 | 2013 | 3126 | 3197 | <u>28.162</u> |

Socio-cultural Groups of Istanbul Training Center:

i) Anatolian Rock Music Orchestra (Grup CTE)

ii) Turkish Folk Music Chorus

iii) Poem Group

iv) Theatre Group

v) Folklore Group

Socio-cultural Activities within the Scope of Training Programs

- i. Visits of Dolmabahce Place, Panorama 1453 Museums and Istanbul Aquarium**
- ii. Visit of Canakkale Martyrdom**
- iii. Participation to live musical television shows**
- iv. Tournaments for football, volleyball, snooker, ping pong, and chess**
- v. Bosphorus Tour by boat**
- vi. DVD movie screening in the conference hall**

Conclusion & Objectives for the Future

1. Managing to assess statistically the very impact of the ongoing training programs to the realization of '*good order*' in the Turkish penitentiary system
2. Performing more coordinated, comprehensive and regular training programs, specifically with the effective usage of UYAP
3. Managing to provide individualized training programs developed exclusively for meeting the personal needs of each staff/unit in the system
4. Realizing on-line training programs for the staff

Conclusion and Objectives for the Future [Cont...]

- 5. Granting special importance to ‘the training of trainers’ by means of national and international cooperation/project facilities**
- 6. Improving technical capacity of the existing simulation systems in the training centers**
- 7. Contributing effectively to the reformulation of a new perception of the Turkish penitentiary system in the society by means of education**

Thank You...

CONTACT:

PhDr. Güven Urgan

guven.urgan@adalet.gov.tr

ISTANBUL TRAINING CENTRE



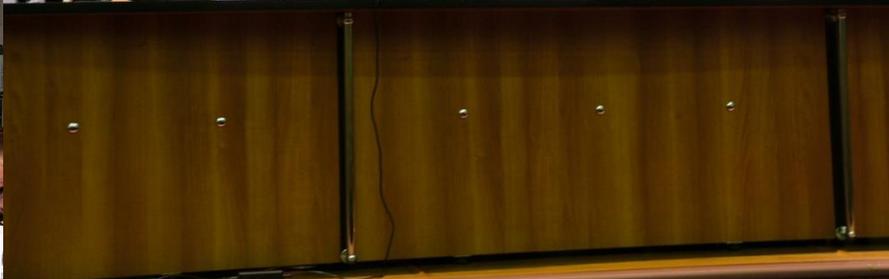
T. C.

ADALET BAKANLIĞI

ORD. PROF. DR. SULHİ DÖNMEZER EĞİTİM MERKEZİ



ISTANBUL TRAINING CENTRE



ISTANBUL TRAINING CENTRE



ISTANBUL TRAINING CENTRE



ISTANBUL TRAINING CENTRE



ISTANBUL TRAINING CENTRE



ISTANBUL TRAINING CENTRE











Niğantaşı Üniversitesi








İstanbul
Büyükşehir Belediyesi

PANORAMA 1453
Tarih Müzesi



| | | |
|------------------------|--|--|
| SEKİZİNCİ SALON 1 | Özellikle Anadolu'da yayınlanan Uluslararası Kitap Fuarı, "Tarih ve Kitap Salonları" | Özellikle İstanbul'da yayınlanan Uluslararası Kitap Fuarı, "Cook & Book" |
| SALON SALI 2-3-10 | Kültür Yayınları | Culture Publications |
| SALON SALI 4 | Kitap ve Eğitim Salonları | Books & Education |
| SALON SALI 5-6 | Kitap ve Eğitim Salonları | Books & Education |
| SALON SALI 8 | "Yeni Türkiye 100 Yıl" Sergisi | "100 Years of Turkey" Exhibition |
| SALON SALI 12-13-14 | Kitap Salonları | Books Area |
| 15-16-17-18 | 24. Uluslararası Kitap Fuarı | 24. International Book Fair |

33. İSTANBUL ULUSLARARASI
KİTAP FUARI INTERNATIONAL BOOK FAIR

SEKİZİNCİ SALON 5-6

EĞİTİM VE KAYNAK KİTAPLARI
SINAVA HAZIRLIK KİTAPLARI
DİJİTAL YAYINLILIK
İMZA SALONLARI S.A.R.C.O.

EDUCATION AND RESOURCE BOOKS
PUBLICATIONS FOR EXAM PREPARATION
DIGITAL PUBLISHING
SIGNING AREA S.A.R.C.O.

08 - 16 Kasım / November 2014



