

7th conference of European Penitentiary Training Academies



Dynamic security in the penal institutions

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7th conference of European Penitentiary Training Academies



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**Training centre for Prison Staff
Prison Administration, Ministry of Justice
Republic of Croatia**



NUMBER OF INHABITANTS AND PRISONERS

- Republic of Croatia – 4 300 000 inhabitants
- about 4350 prisoners – 101 prisoners per 100000 inhabitants
 - 3410 convicts
 - 940 pretrial detainees
- legal capacity about 3900 prisoners



STRUCTURE OF THE PRISON SYSTEM

Head office

8
penitentiaries
for convicts (1
is Prison
Hospital)

13 prisons for
detainees

2 juvenile
correctional
institutions

Centre for
diagnostic and
programming
for prisoners

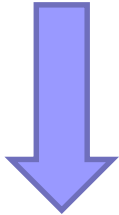
**Training
centre for
prison staff**

EMPLOYEE STRUCTURE

- 2700 employees
- 2300 working directly with prisoners
- 1650 security officers

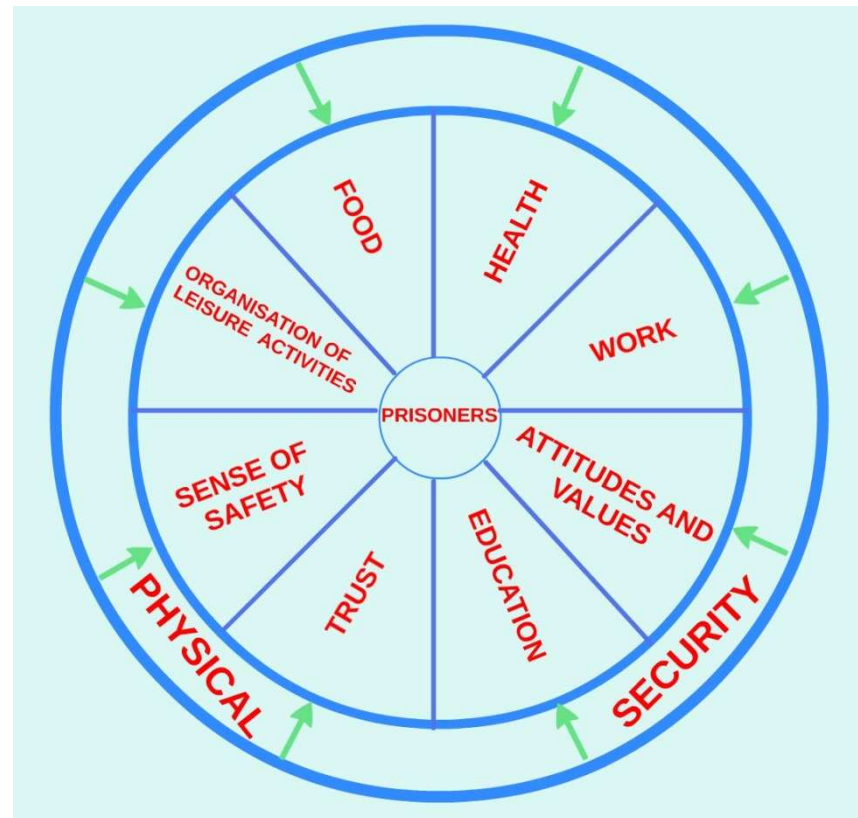


CONCEPT OF DYNAMIC SECURITY – DEFINITION

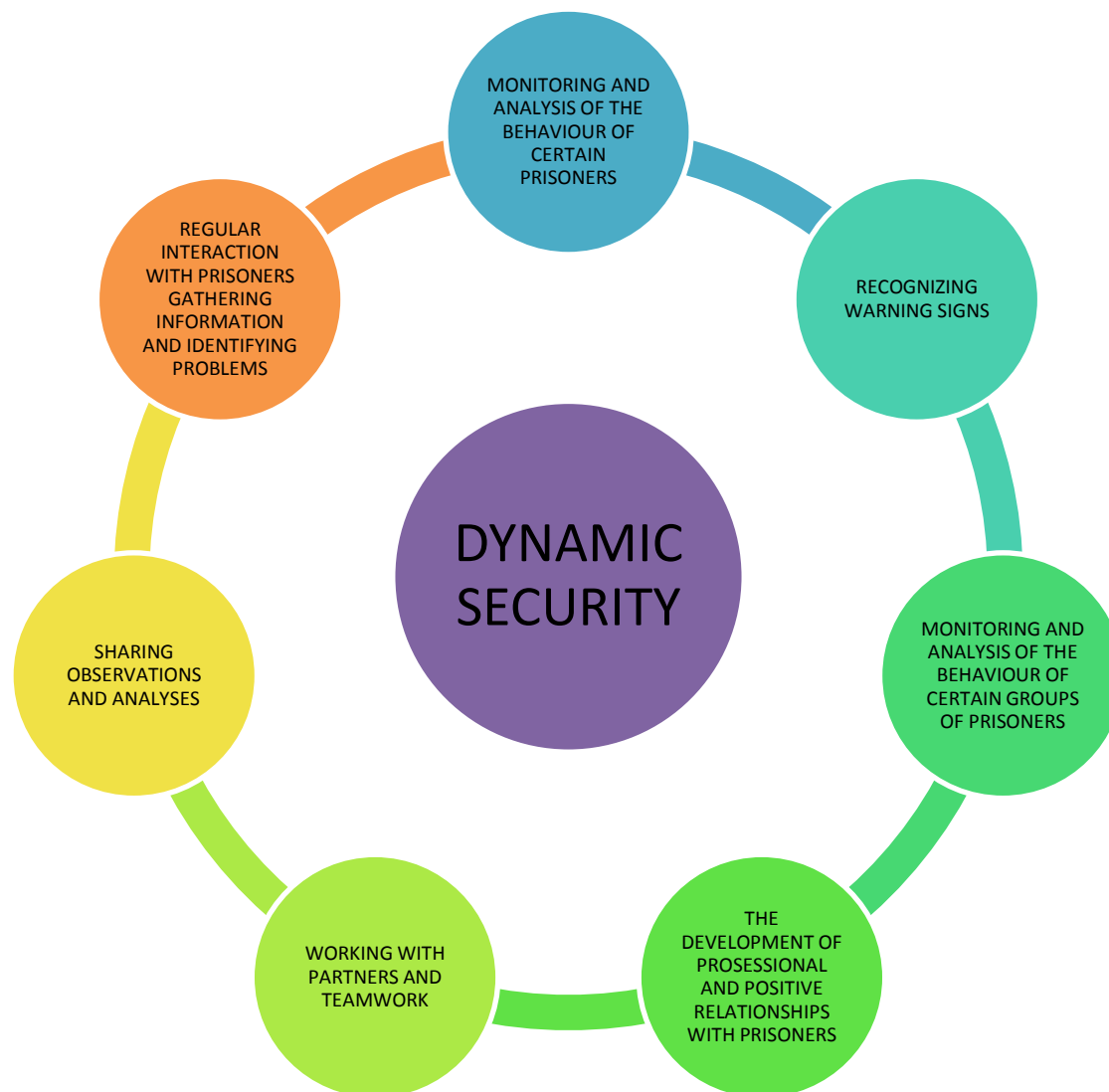


- positive relationships, communication and interaction between the staff and prisoners
- professionalism
- collecting relevant information
- insight into and improving social climate of the penal institution
- firmness and fairness
- understanding personal situation of the prisoner
- communication, positive relations and exchange of the information among all employees

ELEMENTS OF DYNAMIC SECURITY



ELEMENTS THAT GENERALLY CONTRIBUTE TO DYNAMIC SECURITY





COURSES OF ACTION – TREATMENT GROUP TEAMS

Members:

- treatment counsellor
- a judicial police officer
- a vocational teacher
- other officials – medical personnel, therapists etc.



COURSES OF ACTION – ORGANIZATIONAL STRUCTURES - TREATMENT GROUP TEAMS

Positive effects on dynamic security

- information exchange and coordination
- getting to know each other better and encouraging cooperation between officers
- transferring specialist knowledge to other team members
- joint programming of further work with prisoners



COURSES OF ACTION – EDUCATION AND TRAINING

Desirable areas of influence

- employees' understanding of the purpose of prison sentence
- insight into the content of the tasks of all officers and encouraging communication and cooperation – positive atmosphere
- motivation for constructive work with prisoners
- adopting required social and communication skills and knowledge

COURSES OF ACTION – EDUCATION AND TRAINING

Communication and aggression management

- adopting and increasing the level of communication skills – better social climate
- developing techniques of self-control in conflict situations – preventing aggravation or escalation of these situations





COURSES OF ACTION – EDUCATION AND TRAINING

Teamwork of officers of penal institutions – areas

- getting to know the tasks and challenges encountered in work by all types of officers
- recommendations on how employees of particular services can contribute to the successful job performance of other services
- practical workshop



COURSES OF ACTION – EDUCATION AND TRAINING

Teamwork recommendations for treatment officers

- forwarding relevant information within the jurisdiction of the treatment department to security services – transfer, privileges, parole, extension of remand, new sentence, etc.
- informing judicial police officers and other authorized officers about relevant data on prisoners that may affect safety – personality traits, case history, etc.
- supporting the dignity of judicial police officers
- the expeditious resolution of prisoners' problems before weekends or holidays, so that these problems would not escalate at the worst possible moment for the penal institution
- planning prisoners' leisure activities
- assessing the degree of risk during accommodation, determining privileges and activities inside and outside the institution
- undertaking all preliminary actions related to conveying prisoners outside the institution due to some special circumstances – going to a funeral, sports match, bank, etc.
- informing prisoners promptly and professionally on decisions related to privileges – visits, phones, leaving the facility, etc.



COURSES OF ACTION – EDUCATION AND TRAINING

Teamwork recommendations for health care officers

- the prompt forwarding of information on the health status of prisoners in order to prevent self-harm, suicide, the spread of infectious diseases, etc.
- the organization of therapy distribution under the supervision of professional staff,
- timely response to prisoners' applications for medical examinations or treatment (e.g., a prisoner's toothache can become a security issue),
- the coordination of views on the distribution and form of a particular therapy (crushing tablets, method of observation, etc.)
- the organization of admission, accommodation and medical escort when conveying prisoners outside the facility for medical treatment and medical care in an outer medical institution, and when they are discharged from the same.
- ensuring the availability of a prison doctor outside working hours,
- acting in accordance with the legal obligations relating to examination and observation with particular disciplinary measures, the application of coercive measures, etc.
- implementing the examination of body orifices and excrements (detecting and preventing the entry of illegal substances and items)



COURSES OF ACTION – EDUCATION AND TRAINING

Teamwork recommendations for vocational instructors

- the commitment of vocational teachers to learn all the data on prisoners that is important for work from the security aspect,
- the inclusion of vocational teachers in education programs that relate to their role in the dynamic security of penitentiaries and prisons,
- providing feedback on the work of prisoners, which is essential for the operation of the security department,
- preventing the abuse of work activities by prisoners (the manufacture and transfer of tools and weapons, etc.)
- quickly, effectively and independently identifying and solving a problem, that directly affects the maintenance of order and security (e.g. changing defective light bulbs, which, if it is not done in a timely manner, can become a security issue during the night!)
- the implementation of measures for guarding and monitoring tools and dangerous substances and materials entrusted to them for performing work activities



COURSES OF ACTION – EDUCATION AND TRAINING

Teamwork recommendations for legal affairs departments/sections

- the timely implementation of activities related to the transfer of money and other valuables,
- continuous forwarding and interpretation of amended and new regulations pertaining to the operation of the security department,
- taking a common view on undertaking any actions in disciplinary proceedings.
- participation in planning security measures for particular working activities,
- the careful selection of prisoners for work,
- planning and modifying security measures in long-term working activities,
- timely legal assistance for prisoners



COURSES OF ACTION – EDUCATION AND TRAINING

Teamwork – desirable effects

- reducing the likelihood of insufficient quality work, failures and non-uniform influences
- avoid providing prisoners with inaccurate or contradictory information
- reducing or elimination of conflicts between officers

CONCLUSION

„Simple“ recipes

- individualized approach
- understanding
- firmness
- justness
- respect of the rights and reasonable needs
- good organization
- prevention of mutual abuse
- quality, joint and synchronized work





Thank you for
your attention!