

Good morning/afternoon ladies and Gentlemen.

First of all I would like to thank the organizers of the event for giving me the opportunity to attend the conference and also for allocating time for my presentation on the work of the Penitentiary and Probation Training Centre of Georgia (PPTC), its activities, priorities and challenges. I was appointed as a Director of the Training Centre just two months ago. I would be grateful to hear from my counterparts new ideas, experiences, information on best practice, since those types of input would be of significant importance for the further development of Georgian Training Centre.

In my presentation I would like to talk about the aims and objectives of the training center, will also focus on some of the challenges we face in the work and developments and activities we are dealing with in our current work.

The Penitentiary and Probation Training Centre of Georgia (PPTC) was established in late 2005. From 2005 more than 7000 prison staff, 1700 probation system staff and hundreds of MCLA personnel were trained.

I would briefly mention some of the key aims and objectives of the Training Centre. We try hard:

- To promote the implementation of ongoing criminal justice system reform within the system of the Ministry of Corrections and Legal Assistance of Georgia (MCLA)
- To provide trainings, retraining and professional development programs for personnel employed for and/or for persons willing to be employed for the system of MCLA
- To develop and update the training curriculum for trainees;
- To select and improve the professionalism of the trainers of PPTC;
- To develop and publish all work-related literature (Learning materials, hand books for trainers and participants and etc);

One of the important goals for the PPTC is to closely cooperate with local and international governmental and nongovernmental organisations with the aim of improvement and making the teaching process more transparent.

Due to the ongoing reforms in the penitentiary and probation system of Georgia we do encounter with some of the challenges in the working process. In this new process of reforms we've identified the importance and necessity of raising qualification of personnel which is the responsibility of PPTC according to the Georgian legislation. Hereby I would like to mention some of the challenges which I've come across and some of the solutions and actions taken in that regard.

- For effective implementation of tasks, there is a need for further strengthening of human resources of PPTC and development of programs. There was none of trainers in permanent staff. Approval has been reached with the Ministry and Vacancy for 4 trainers to be admitted at PPTC has been announced.
- There is none of the long-term training curricula hampering the preparation of highly qualified staff. The discussions are underway with the Norwegian Mission of the Rule of Law in Georgia (NORLAG) with the aim of supporting the implementation of this program.
 - A working group has been established which will develop a Concept Paper, Training Curriculum and will schedule the training process. The training for the first group is scheduled by the next year.
- There is a need for updating database of tests which provides for highly impartial assessment of the qualification and knowledge of trainees.
 - The development of test questions for measuring of skills gained has been underway and will be finished in June. The development and publication of tests is being implemented within the framework of the EU project. Furthermore, the tests in international and local standards are prepared and ready for publication.
- In the pace of ongoing reforms in the penitentiary area, the demand for the recruitment of new and highly qualified staff is being increased. This task could not be solved without the active participation of the Training Centre. That is why there is a need for enhancement of Centre's resources to meet effectively the needs.
 - Since 2013 the Centre started the development of its human resources and training programs. New structure of PPTC has been developed and it is under the process of reviewing.
- Infrastructure development has also been underway and office equipment is being upgraded.
 - The following programs developed recently and are being implemented with more intensity, such as:
- Training Program on Human Rights Monitoring in Prisons held for the new staff of the Monitoring Service of the Penitentiary Department.
- With the aim of improvement of the work of prison social workers a new training program was developed and implemented with the participation of the social workers of penitentiary and probation system.

- Within the framework of reforms held by the Penitentiary Department in January 2013, 2 new positions of a psychologist and a lawyer were introduced at each penitentiary institution. 17 lawyers and 17 psychologists were selected on the basis of an open and transparent contest. With this aim training programs were developed at the training center and all selected candidates underwent trainings.

I would like to focus your attention to some of the new developments that we are planning to implement in the near future or the once which are already in the process of implementation. Since March 2013, after close consultations between PD and the Training Center and with involvement and facilitation of international organizations, the following specialized training curriculum was developed for different structural units of Penitentiary Department, such as:

- a. New training program is developed for governors and deputy governors. The training is planned to be held till the end of 2013.
- b. New training program and respective tests were developed for prison escorting personnel. 75 prison escorting staff from West Georgian prisons underwent trainings.
- c. Training Curriculum and tests were developed for special registration unit's personnel.
- d. Training program was developed for "Half-way House" personnel. Finances were raised in April of this year and selected candidates underwent trainings.
- e. With the initiative of Training Centre and in cooperation with the US embassy in Georgia and the German Foundation for International Legal Cooperation (IRZ), it is planned for the first time to establish mentoring system in Georgia's penitentiary and probation systems.
- f. For the first time training in Legal Writing was held, as well as in Public Administration for middle and high level managers, with financial support of IRZ.

In March of 2013 working groups were established which started to work in the a number of directions:

- a. Training curricula were, updated in line with local and international standards.
- b. Development of tests is underway aimed at attestation of functioning staff and selection of new personnel.
- c. Development of 700 tests for publication is underway for prison staff tests exams.

- d. The development of specialized training curricula for prison social workers and psychologists has been under way.

In my opinion, the main challenge for PPTC is the lack of training programs on the treatment of special categories of inmates, such as women prisoners, prisoners with disabilities, foreign and sexual minority prisoners. These topics are included in general programs, but there are none of specialized programs on them until now.

The PPTC management is conducting systematic working meetings with local and international organizations with the aim of sharing and introduction the best practice and experience. PPTC has been cooperating with the following international cooperative partners, like: EU Delegation in Georgia, Swedish International Development Agency (Sida), UNDP, NORLAG, PRI, UNICEF, IRZ, CoE Office in Georgia, Training Centre of Justice of Georgia, Police Academy of Georgia, US, French, Polish and Hungarian Embassies in Georgia. We remain open for further cooperation and any suggestions and recommendations made to us will be very much appreciated and valued.

This is just a brief summary of the work we are currently doing. If there are any questions, comments, I will be more than happy to hear. Once again I express my gratitude for the opportunity of participation in this conference.

Thank you for your attention.