



Direction de  
**l'administration  
pénitentiaire**



**ATTRACTIVITE DES METIERS  
DE L'ADMINISTRATION PENITENTIAIRE**  
**Séminaire des 05 et 06 juin 2019**  
**BERLIN**



# Presentation of the french national prison and probation services





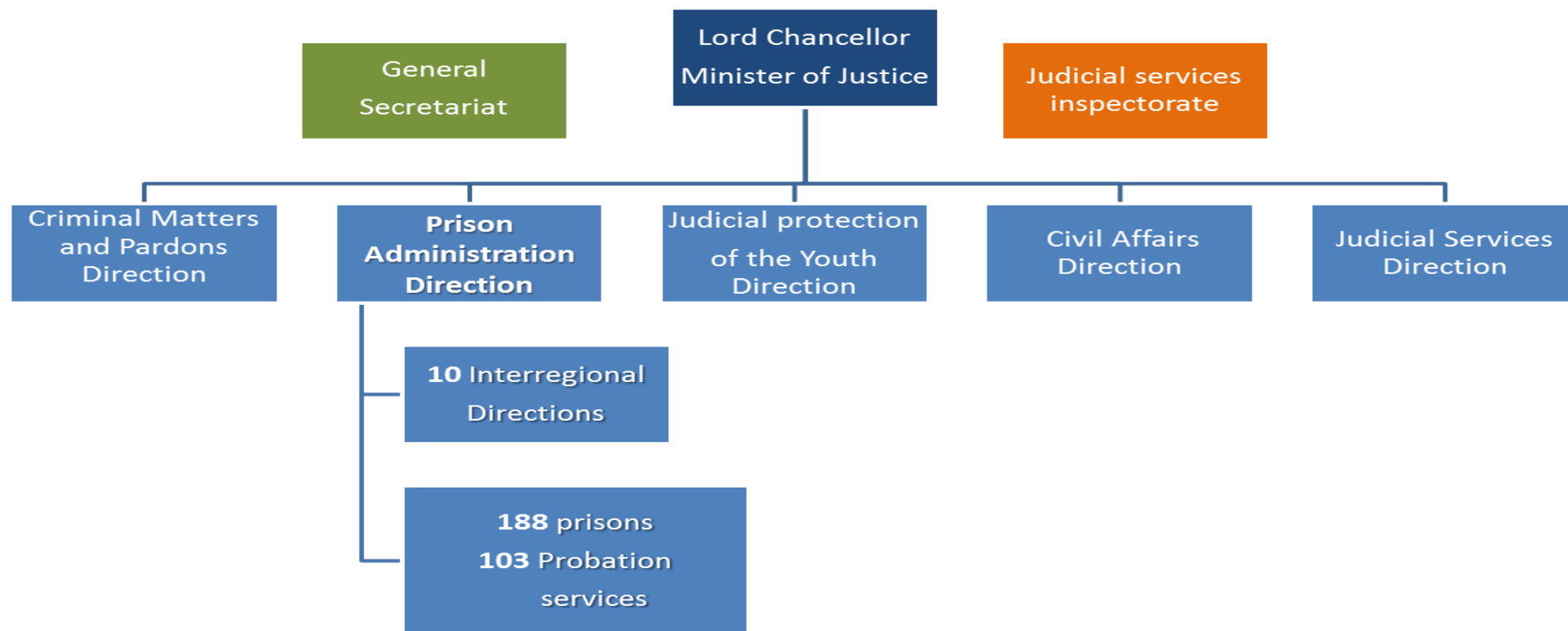
# P&P SERVICES

## VARIOUS ACTORS AND MULTI-DISCIPLINARY EXPERTISES

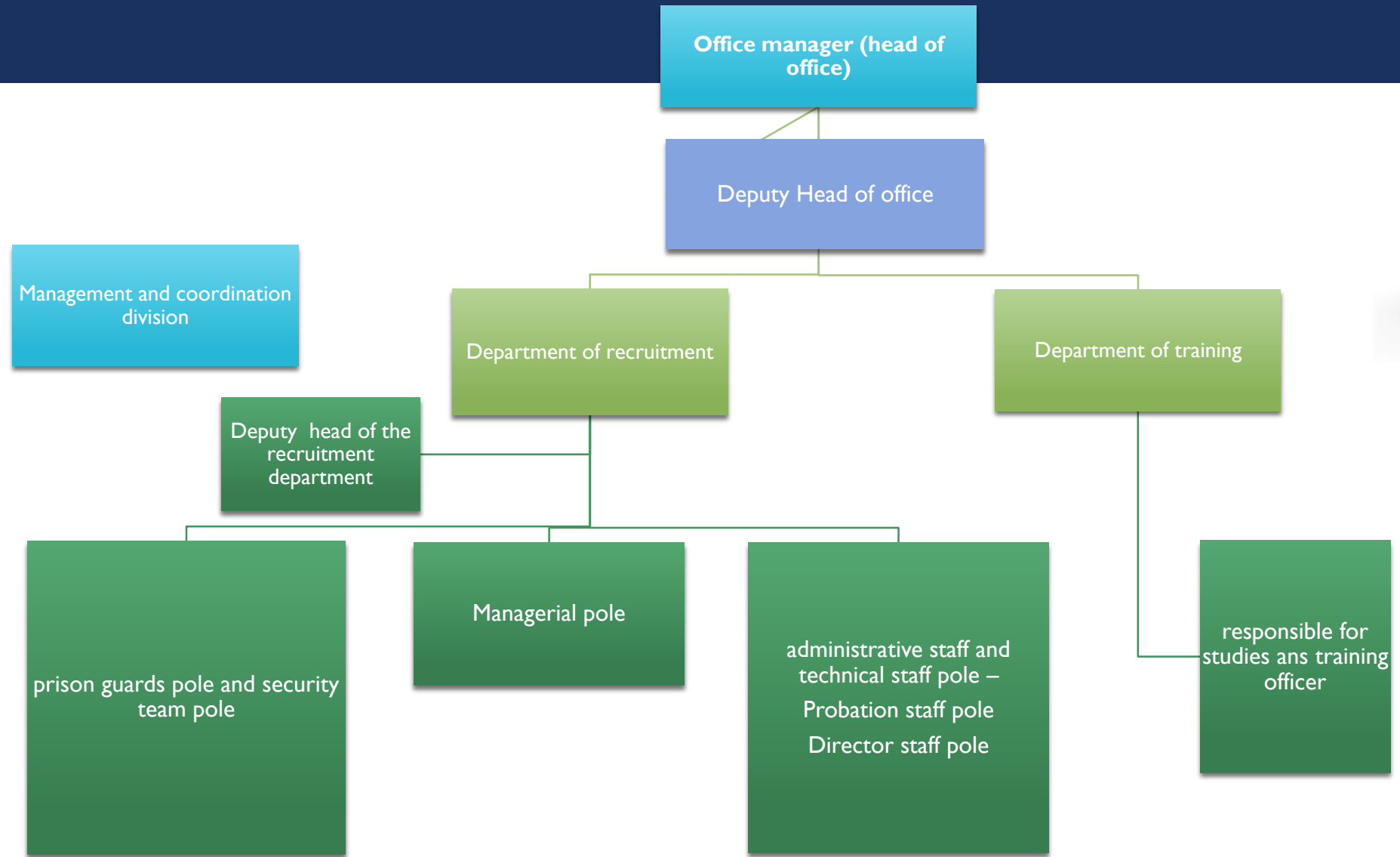


Regarding its dual mission of surveillance and rehabilitation, the P&P services rely on a large scale of expertise and professions. The multi-disciplinarity is a fundamental principle.

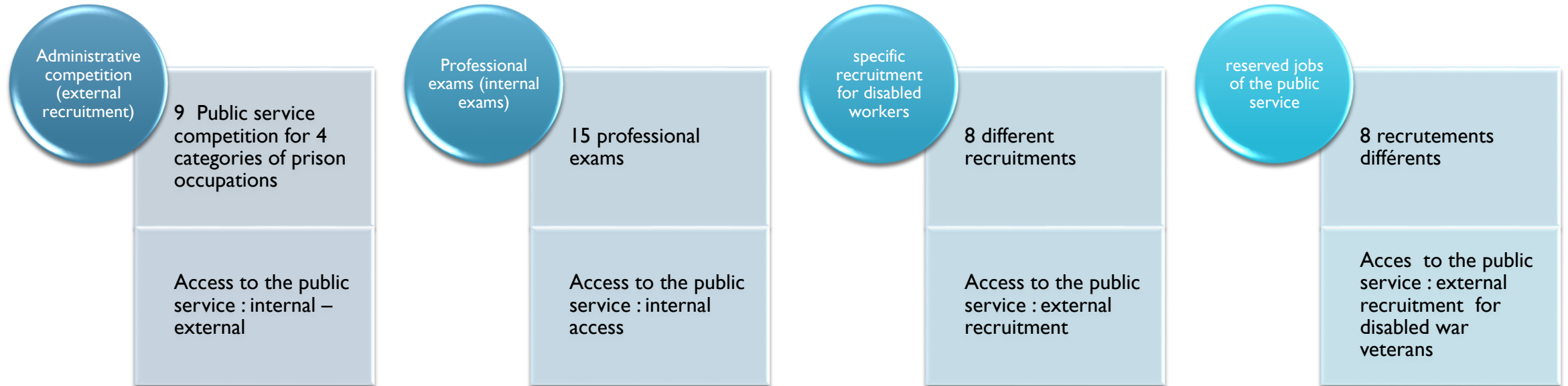
# SIMPLIFIED ORGANIZATION OF THE MINISTRY OF JUSTICE



# ORGANIZATION OF THE RECRUITMENT AND TRAINING OFFICE



# DIFFERENT TYPES OF RECRUITMENT

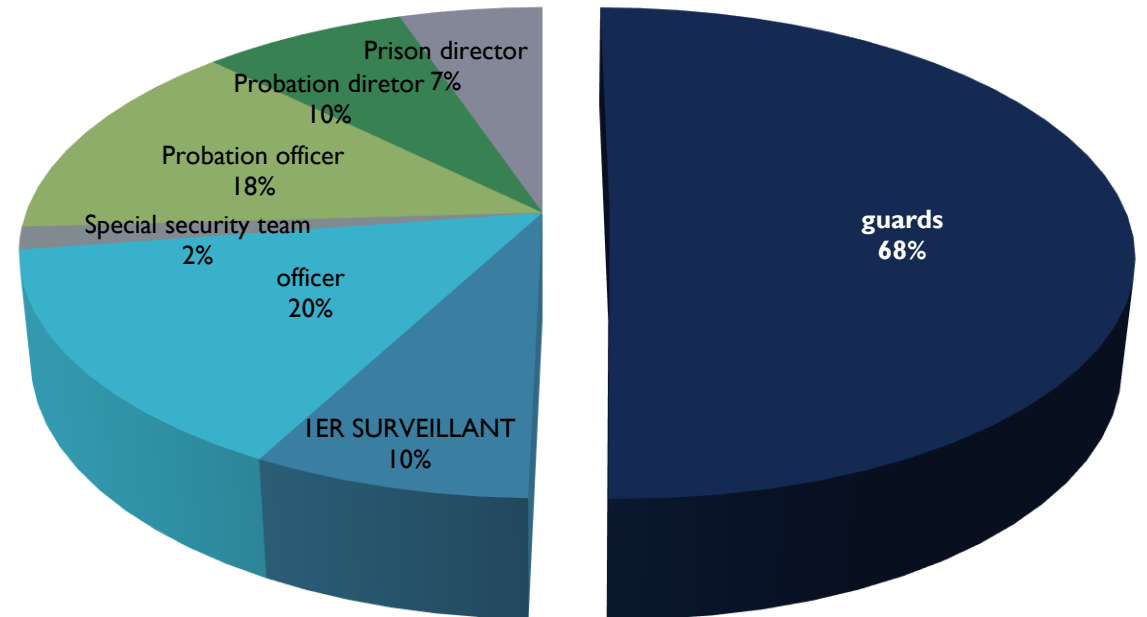




# RECRUTMENT : FEW NUMBERS : STAFF RECRUITED

- More than 40 competitions are organized per year
- 12 recruitment processes can take place at the same time throughout the year

STAFF RECRUITED	%
guards	68
officers	20
Probation officer	18
« Premiers surveillants » - middle management staff for guards	10
Probation's director	10
Prison director	7
ERIS	2





# RECRUITMENT STATISTICS

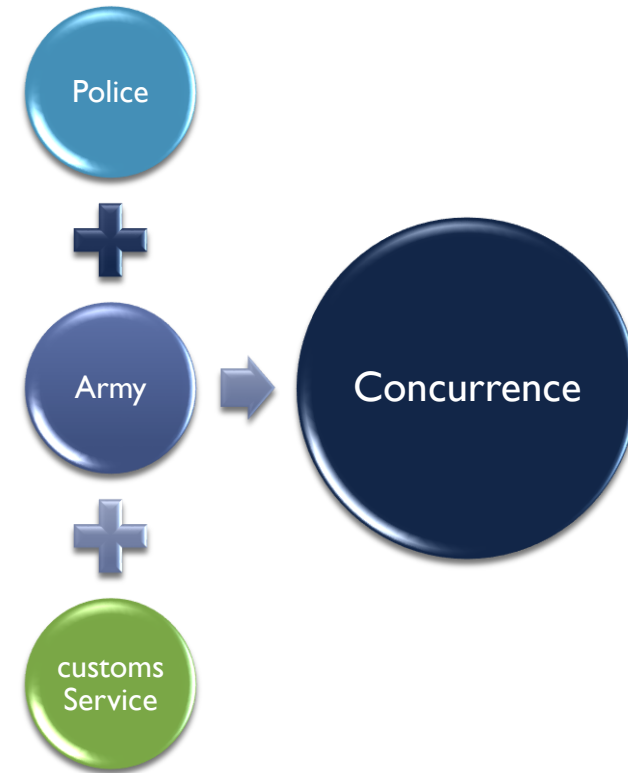
REGISTRATION FOR 2018 COMPETITIONS							
	guards	lers surveillants	officers	Prison director	Probation officer	Probation director	Special security team
Number of registered	31168	2489	1718	1015	3022	1572	265
Attrition rate	73%	24%	50%	73%	68%	67%	38%

\* Attrition rate between number of registrants and number of attendees at eligibility

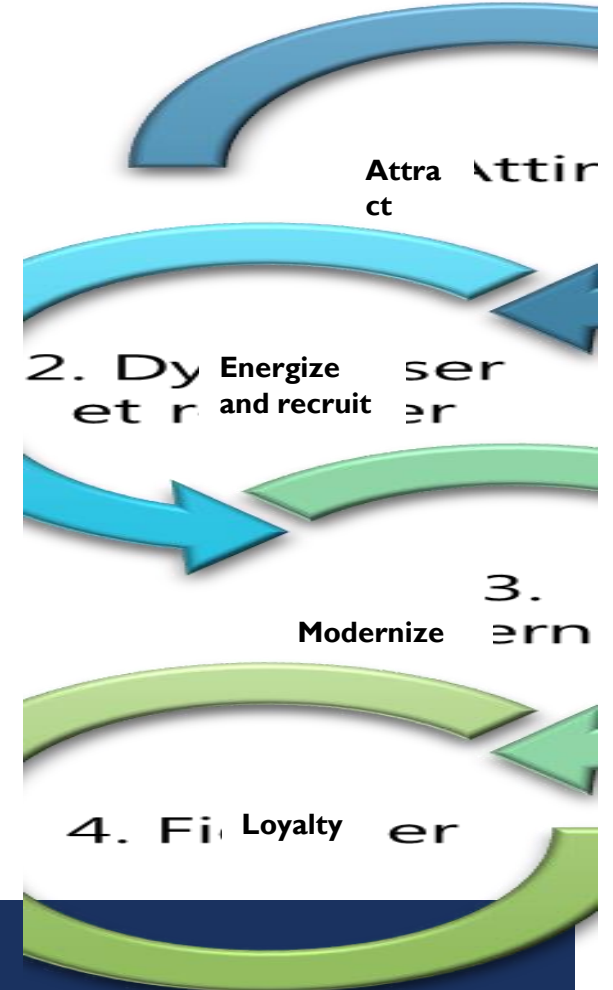
# COMPETITION

Several factors can explain the attrition rate:

- High level of competition with the other administrations in charge of public security.
- Multiple registrations : very often candidates register for several competitions



# REDYNAMIZATION OF RECRUITMENT POLICY:A 4-TIME OBJECTIVE :ATTRACT, ENERGIZE AND RECRUIT,MODERNIZE, LOYALTY



## I<sup>ER</sup> LEVEL :ATTRACT

### Develop partnerships with

- Ministry of Education
- Ministry of army

### Communicating outward, the society:

- participating in forums
- promoting the professions of the penitentiary administration

### Developing a communication plan

- Outward (recruitment campaign)
- Internally

### Strengthen attractiveness policies

- Policies to be articulated between DAP, DISP and ENAP
- Extension of the age allowed to pass the competition from 18 to 45 years (instead of 19 to 42 today)

# FOCUS :

## THE PENITENTIARY OCCUPATION PROMOTION UNIT (UPMP)

- Unit created in march 2018, as experimental unit for 9 months in a regional direction
- This unit aims to:
  - The definition and implementation of a career promotion approach:
  - Development of a partnership network
  - Work with the heads of structures
  - Participation in trade shows, apprenticeship ...
- Reception of the public interested in penitentiary competitions.
- First realization : reception of high school students from the region at ENAP for a week (immersion course)

## 2ND LEVEL: ENERGIZE AND RECRUIT

### energize

- Support from a consulting firm to consolidate the guard" process of recruitment and the “probation officer” recruitment process
- Search for a better match between the profile of candidates and the needs of the institution

### Recruit

- Revision of examination tests: establishment of a working group with professionals from local level of penitentiary institutions

## 3<sup>RD</sup> LEVEL : MODERNIZE





# FOCUS : DEMATERIALIZATION OF THE COMPETITION TESTS

- Purpose of the process: to lighten and simplify the procedure of copy corrections
- Experimentation : competition for probation officers on January 2019

benefits obtained	Encountered difficulties
Time saving on copy correction (no routing)	Printing of copies and sheets of registration (calibration to be respected)
Safe gain (no loss of copies, less typing errors)	Export of results
shortening of the competition calendar	Handling of the tool (training of the correctors and the members of the juries)
Gain in terms of financial cost	Scanning copies
Environmental impact	

## 4<sup>ÈME</sup> TEMPS : LOYALTY

wage  
policy

## Training policy

Awarding a loyalty  
bonus in the most  
needy regions for  
staff

Tutoring  
reinforced during  
the trainee period

Reinforced  
tutoring for agents  
after validation of  
their training

Initial training  
refocused “on the  
core” of the  
profession

Establishment of  
10 days of  
continuing  
education for  
trainees

Establishment of a  
common training  
base for all staff (5  
days minimum for  
a year per  
professional)