



EUROPEAN ORGANISATION OF  
PRISON AND CORRECTIONAL SERVICES



Bundesministerium  
der Justiz und  
für Verbraucherschutz

**The Human Resource - Attracting, Recruiting and Keeping Prison Staff  
Staff Recruitment Workshop  
5-6 June 2019  
Berlin, Germany**

**Wednesday, June 5**

08:30-09:00 **Registration and welcome coffee**

*Moderator: Nicola Carr, University of Nottingham, United Kingdom*

09:00-09:15 **Welcome and introduction**

09:15-10:45 **Session 1**

**Dutch challenges in strategic HR management**

*Robert Josten, DJI, The Netherlands*

**Round table discussion – The WHY question**

**Feedback session**

10:45-11:15 **Coffee Break**

11:15-12:30 **Session 2**

**Branding for Recruitment**

*Ulrika Ohlson, SPPS, Sweden*

**Reframing the role of the prison officer**

*Heidi Kajander, RISE, Finland*

12:30-13:45 **Lunch**

13:45-15:15 **Session 3**

**Inventory of staff recruitment procedures – results and conclusions**

*Claudine Beauchemin, National Prison Administration and Cédric Le Bosse, ENAP, France*



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## **Competences and requirements in prison staff recruiting**

*Peter Schulte, Training Centre for Correctional Staff in Lower Saxony, Germany*

- 15:15-15:45 **Coffee Break**
- 15:45-16:45 **Panel discussion – What is the *job offer* in the prison service?**
- 16:45-17:00 **Conclusion Day 1**
- 17:00-17:30 **Tour in the Ministry of Justice**

### **Thursday, June 6**

- 08:30-09:00 **Welcome Coffee**

*Moderator: Nicola Carr, University of Nottingham, United Kingdom*

- 09:00-09:15 **Summary of Day 1**

- 09:15-11:00 **Session 1**

#### **Boosting the long timers**

*Eliane Zimmermann, Training Centre for Correctional Staff, Switzerland*

#### **Reducing staff turnover and sickness leave**

*Kay Gau, Stralsund Prison, Germany*

#### **World café session – Attracting, Recruiting and Keeping prison staff**

- 11:00-11:30 **Coffee Break**

- 11:30-12:15 **Session 2**

#### **Overview of Council of Europe Guidelines Regarding Recruitment, Selection, Education, Training and Professional Development of Prison and Probation Staff**

*Nicola Carr, University of Nottingham, United Kingdom*

- 12:15-12:30 **Conclusion & Closing**

- 12:30-13:30 **Lunch and Departure**

- 14:00-tbd **Prison Visit**





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