



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**

**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

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**



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- 13:45-15:15 **Session 3**
- Making recruitment and training of prison officers more attractive – examples from France**
Claudine Beauchemin, National Prison Administration and Cédric Le Bosse, ENAP, France
- 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**

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

Dutch challenges in strategic HR management

Robert Josten, DJI, The Netherlands

Reducing staff turnover and sickness leave

Kay Gau, Stralsund Prison, Germany

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

- 10:45-11:15 **Boosting the long timers**

Eliane Zimmermann, Training Centre for Correctional Staff, Switzerland

- 11:15-12:15 **World café session – Attracting, Recruiting and Keeping prison staff**

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

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

- 13:30-17:00 **Prison visit (optional)**

