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
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)