

# 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



#### KEY FIGURES ON FRENCH PRISON ADMINISTRATION



- Prison Administration Direction
- 10 Interregional Prison Services Directions
- 188 prisons
- 103 Probation Services

Over 40 000 prison staffs

On february 1st, 2019: **82 250 persons held**:

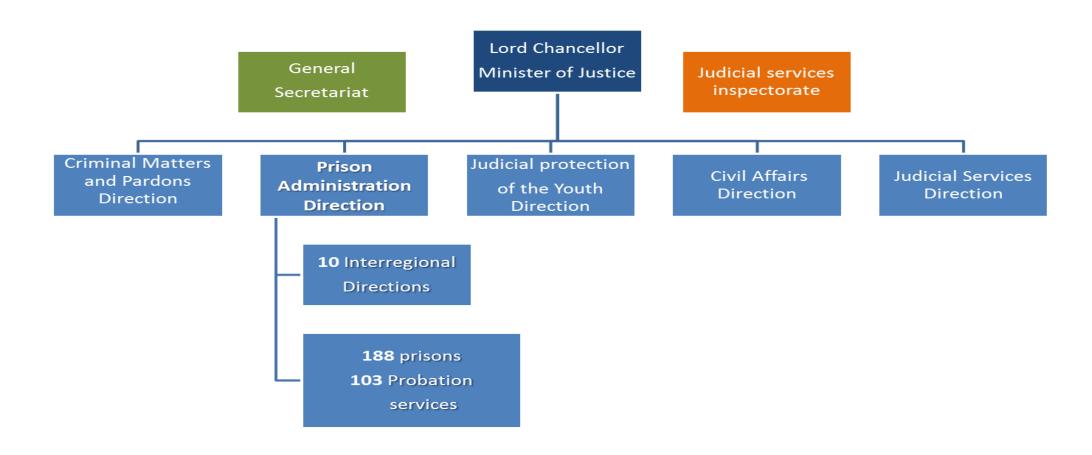
- 70 652 prisoners (among 20 776 remanded prisoners)
- 10 982 persons under electronic monitoring
- 976 detained minors (1%) et 3169 females detained (3,8%)
- : Number of operational places : 60 882 places
- 165 000 persons serving a sentence in the community

# 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 Office manager (head of office) Deputy Head of office division Department of recruitment Department of training Deputy head of the recruitment department Managerial pole responsible for administrative staff and studies ans training technical staff pole prison guards pole and security officer team pole Probation staff pole Director staff pole

### DIFFERENT TYPES OF RECRUITMENT

Administrative competition (external recruitment)

9 Public service competition for 4 categories of prison occupations

Access to the public service: internal – external

Professional exams (internal exams)

15 professional exams

Access to the public service : internal access

specific recruitment for disabled workers

8 different recruitments

Access to the public service : external recruitment

reserved jobs of the public service

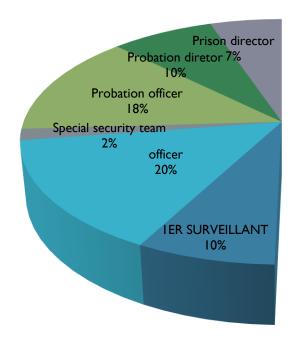
8 recrutements différents

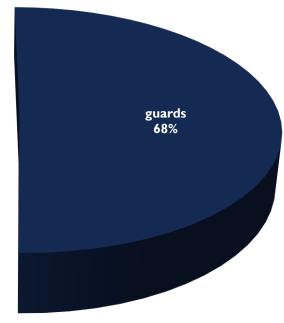
Acces to the public service: external recruitment for disabled war veterans

# 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

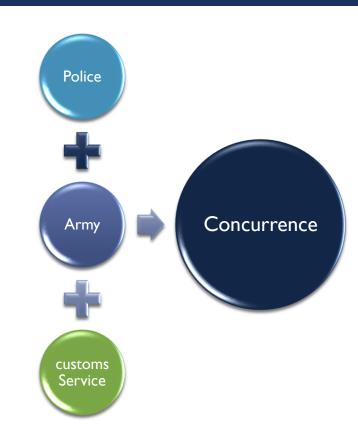
REGISTRATION FOR 2018 COMPETITIONS								
	guards	lers surveillants	officers	Prison director	Probation officer	Probation director	Special security team	
Number of registered	31168	2489	1718	1015	3022	1572	265	
Attrition rate	73%	24%	50%	73%	68%	67%	38%	

<sup>\*</sup>Attrition rate between number of registrants and number of attendees at eligibility

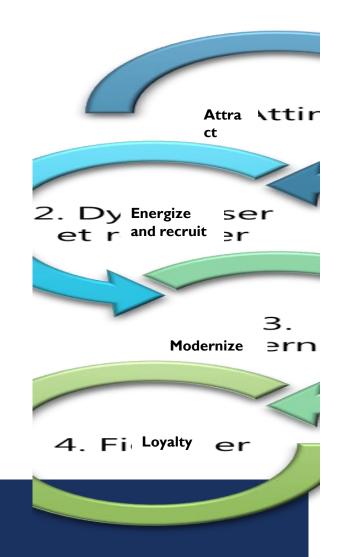
### COMPETITION

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



#### IER 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)	IPrinting 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)