

EUROPRIS STAFF WELLBEING EXPERT GROUP MEETING

A REFLECTION ON STAFF WELLBEING IN HUNGARY - FROM INSIGHT TO ACTION

4-6 JUNE 2025
HUNGARY

Earlier this June, we joined fellow EuroPris staff wellbeing experts from ten European countries for our Expert Group meeting in Hungary, where we explored how the prison service is approaching staff wellbeing. The experience combined structured dialogue, site visits, and cultural exchange, offering a rich and multifaceted view of a system in transition.

Our optional visit began at Csenger Prison, Hungary's newest and most technologically advanced facility, probably across Europe. With significant investment, the prison incorporates AI surveillance, 3D tracking, smartwatches for staff and prisoners, and in-cell digital systems. While the technology was impressive, what left a lasting impression was the professionalism and pride of the staff. Their openness, respect, and willingness to share their journey reflected a strong sense of ownership. It was clear that international models had been studied carefully, and there was a genuine commitment to learning and evolving as the facility becomes fully operational.



EuroPris Staff Wellbeing Expert Group



Hungarian Prison Service Headquarters

We also had the opportunity to visit the Balatonlelle Rehabilitation Centre and the Igal Recreational Centre – two prison staff facilities that reflect Hungary's broader investment in staff wellbeing. Fully staffed by the prison service, these centres offer affordable holiday accommodation, sport and wellness amenities, childcare, and venues for training and team-building. They also generate income through public services, which is reinvested into staff support. This integrated model recognises that wellbeing extends beyond the workplace and into the lives of staff and their families.



Prison Staff Rehabilitation Centre - Balatonlelle



Prison Staff Rehabilitation Centre - Igal



Throughout the visit, our hosts made a conscious effort to create space for cultural exchange and shared experiences. From informal conversations to traditional meals, there was a strong sense of hospitality and mutual respect. These moments of connection reminded us that wellbeing is not just about infrastructure - it's about relationships, trust, and a culture of support.

A key part of our time in Hungary was dedicated to continuing the development of the EuroPris 'Interactive Digital Staff Wellbeing Tool'. Grounded in the Five Key Drivers of Workplace Wellbeing, the tool is designed to support prison services in assessing and improving their approach to staff wellbeing. The time together provided a valuable opportunity to share insights, collaborate across national contexts, fine-tune the tool's content, and agree on next steps. This collective effort reflects the group's ongoing commitment to creating a practical, evidence-informed resource that can support consistent and meaningful progress across Europe. As we reflect on the visit, we are left with important questions for future consideration. How will the impact of wellbeing initiatives be measured? Will services remain accessible and inclusive for all staff, regardless of location or personal circumstances? How will psychological safety and trauma support be embedded into daily practice? These are not criticisms, but prompts for ongoing reflection. We are particularly interested to see how Csenger Prison evolves in the coming years - not only in terms of operational outcomes, but in how it supports the well-being of both staff and those in custody. The lessons learned could offer insights into how innovation can be implemented without losing sight of the human relationships at the heart of prison work.

On our final day, senior leaders from the Hungarian Prison Service shared a message that resonated deeply: **Well-being cannot be approached from a single perspective**. The needs of staff and those in custody must be considered together. This balanced, inclusive mindset was a fitting close to a visit grounded in openness, humility, and a shared commitment to progress.

We look forward to continuing these important conversations at our [Staff Wellbeing Workshop](#) in Lithuania this October 2025.

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