

# STAFF EXCHANGE PROGRAMME

## LUXEMBOURG

### 12-16 MAY 2025

## INTRODUCTION

As part of the EuroPris Staff Exchange Programme, ten professionals from Italy, Malta, the United Kingdom, Lithuania, and Estonia spent a meaningful and insightful week in Luxembourg, learning from each other. The exchange was hosted by the Administration pénitentiaire Luxembourg, who had taken part in the first edition of the programme. This time, two staff members who previously joined as participants returned as mentors, sharing their knowledge and supporting colleagues throughout the week.



The host, Administration pénitentiaire Luxembourg, offered participants an inside look into the Luxembourgish prison system through work shadowing and visits to their facilities, allowing direct engagement with staff across the following facilities:

- Uerschterhaff Prison (CPU)
- Schrassig Prison (CPL)
- Givenich Prison (CPG)

Additionally, participants had the opportunity to visit the Directorate of Prison Administration and the Immigration Detention Centre (Centre de rétention).



## Key Learnings

Participants shared valuable insights from the exchange, highlighting the importance of prioritising staff wellbeing through manageable workloads and a calm working environment. The innovative organisation of work, including the mobile team structure and shift system, was recognised as both efficient and supportive for staff. The specialised roles of socio-educational staff, along with engaging programmes and workshops, were identified as best practices. Additionally, modern infrastructure, open-prison concepts, and low inmate density were praised for fostering a peaceful and effective correctional environment. This exchange has been both inspiring and motivating, reinforcing the significance of ongoing mutual learning across prison services.



***"Participating in the EuroPris Staff Exchange Programme was an invaluable experience that gave me lasting insights and the opportunity to learn about prison practices in Luxembourg and other countries. I am grateful for the connections made and the chance to share this knowledge with my colleagues."***

— Karmel Mägi, Estonian Prison and Probation Service