



# National Trade Union of Prison Policemen

EPSU PRISON NETWORK

Brussel, December 2019

# General Assembly (2019-2023)

*January 2019*

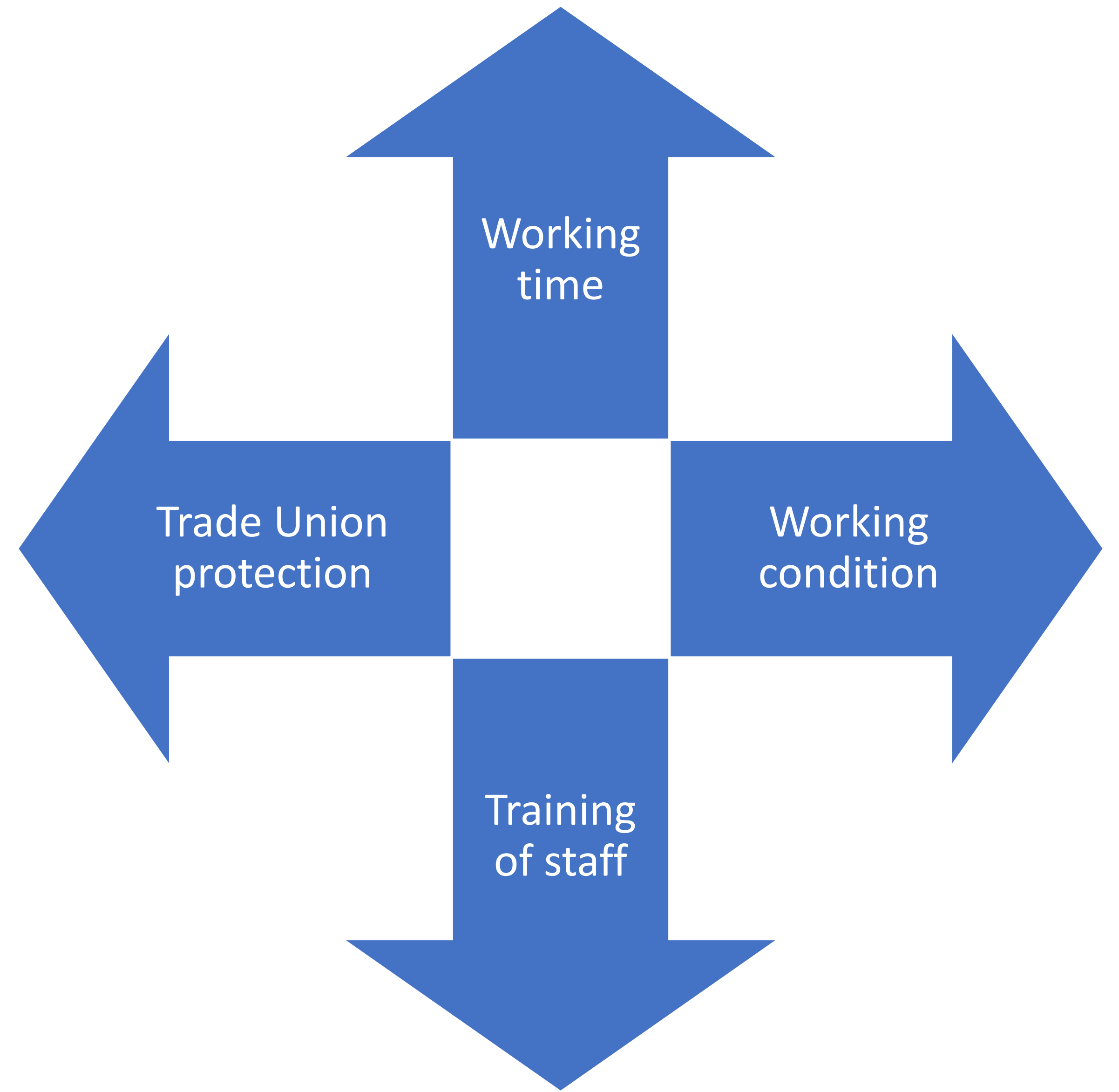


14 October 2004



14 October 2019

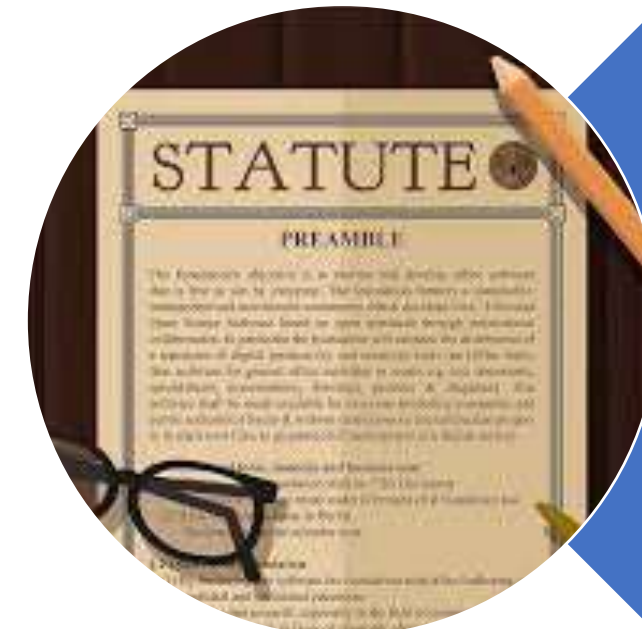




# Main challenges:



Budget



Statute



Staff

Delay in  
National  
Budget  
Approval

Insufficient  
funds for  
prison

Lack of  
interest  
from MoJ



# Statute – Law nr 145/ 02.08.2019

- Change the name of the profession
- Carrier (directors mandate, descriptions and competencies)
- Disciplinary procedure
- Evaluation of staff
- **RIGHT TO STRIKE!**
- Rights of the prison staff (rent costs, )
- New provisions for the Trade Union reps.

!!! 40 subsequent rules needed



- Differences between units
- Increased number of extra hours (180/360)
- A lot of new staff/untrained
- Impossibility of hiring new staff (only 350 new/350 retired)
- Increased level of agresivity



# ENHANCING SOCIAL DIALOGUE: Improving Interactions Between Prison Management and Staff”

19.03.2019 – 22.03.2019,  
Cluj – Napoca, Romania

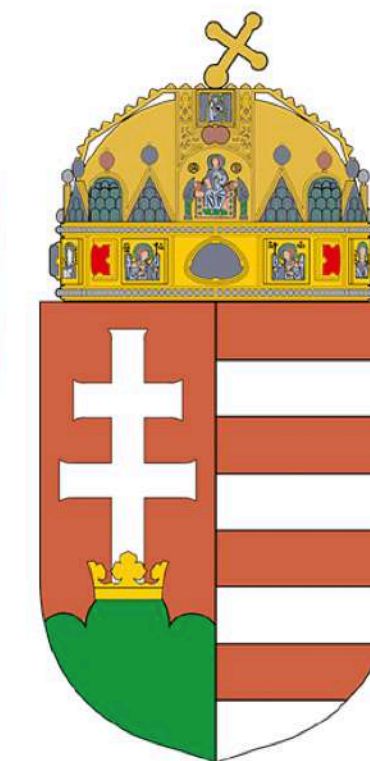
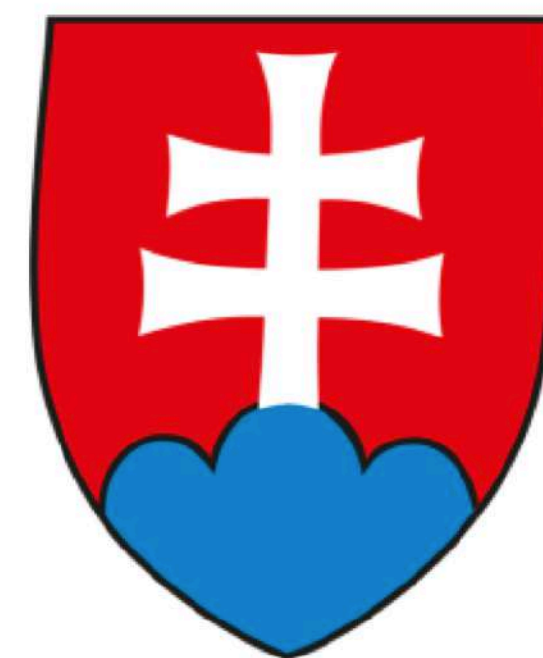
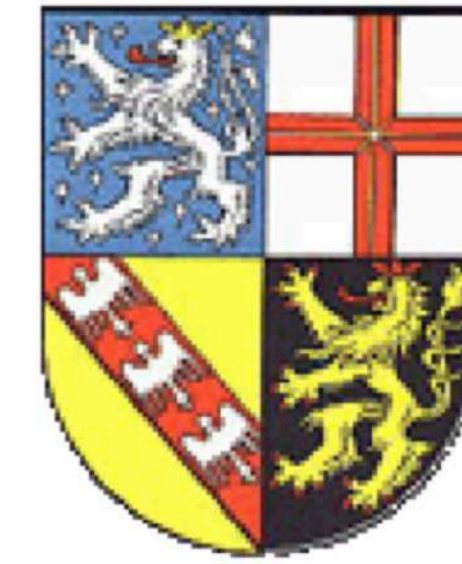
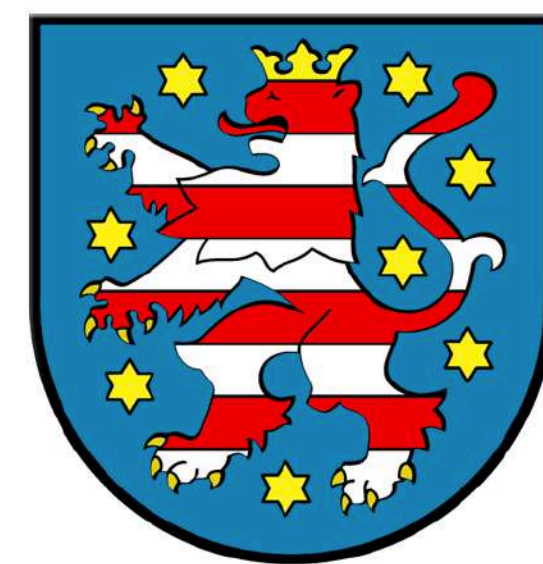
Romania  
Hungary  
Slovakia  
Portugal  
Spain  
EPSU  
ICPA



# RO – BG Protocol September 2019



# Germany October 2019





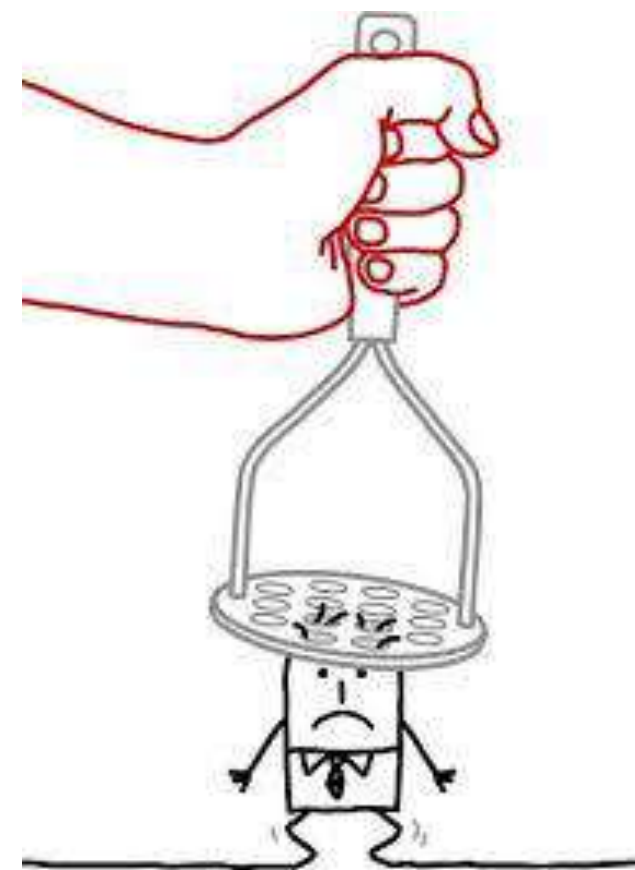


# Demands:

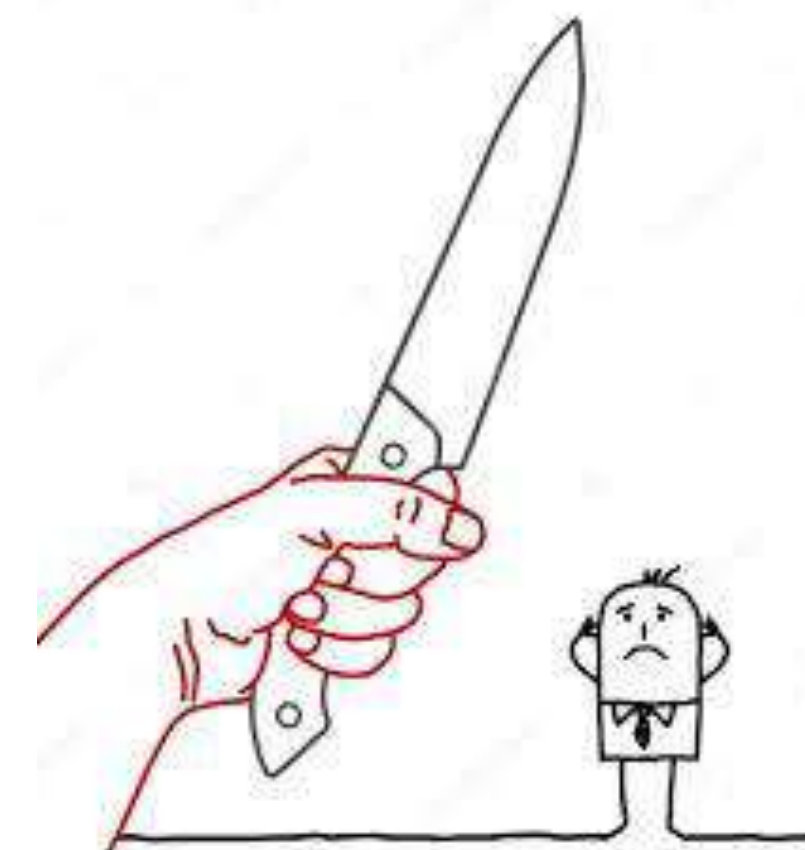
## Time pressure



## Physical risk factors



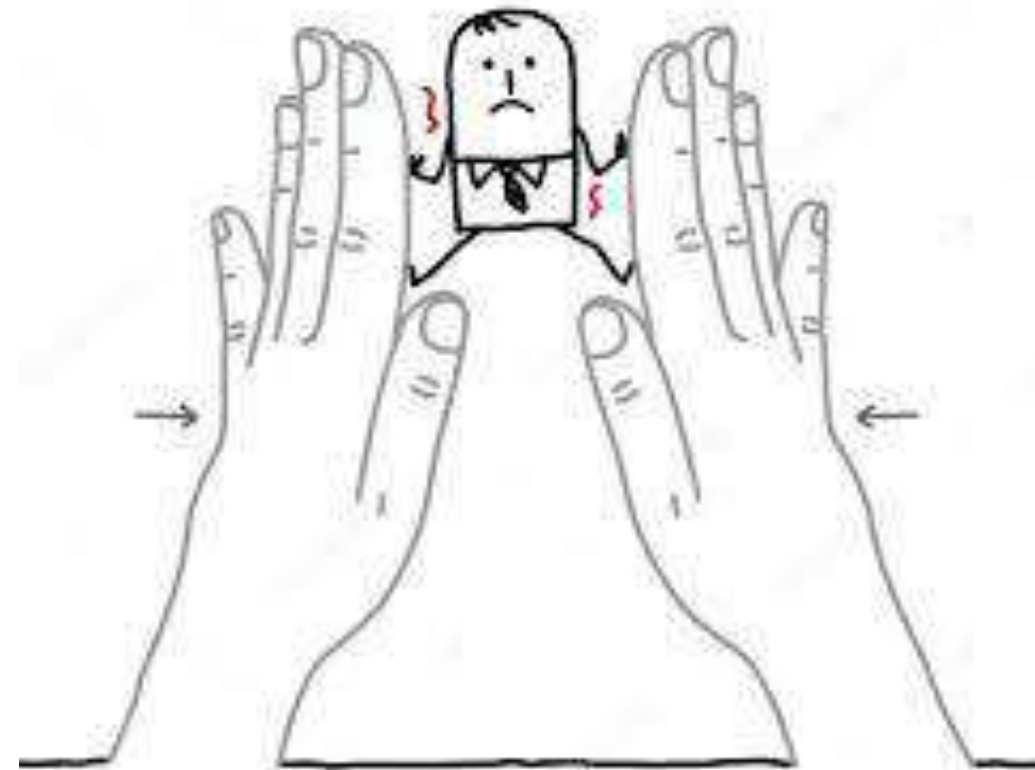
## Intimidation at the work place



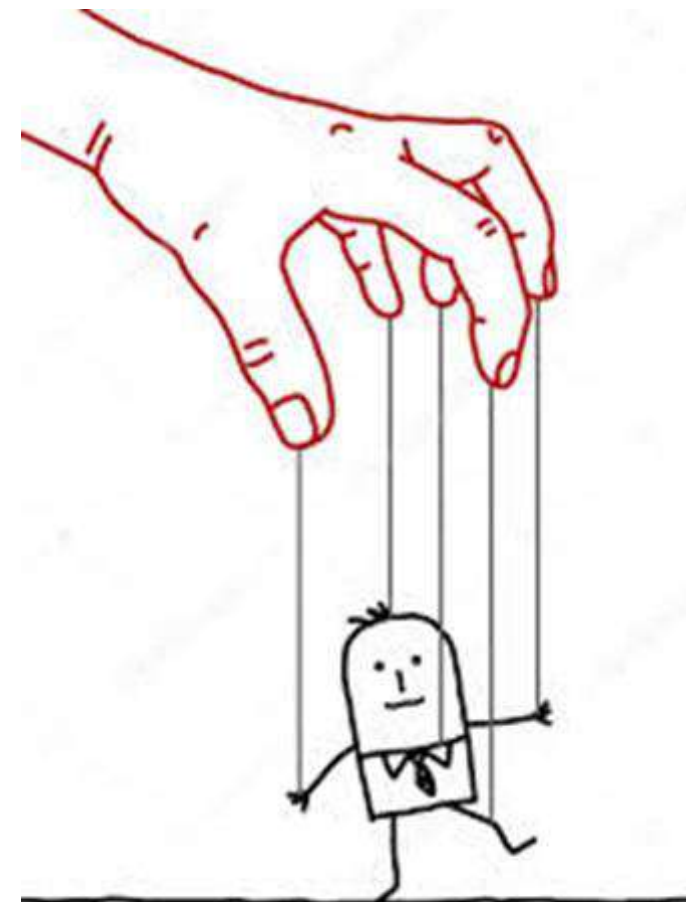


# Resources

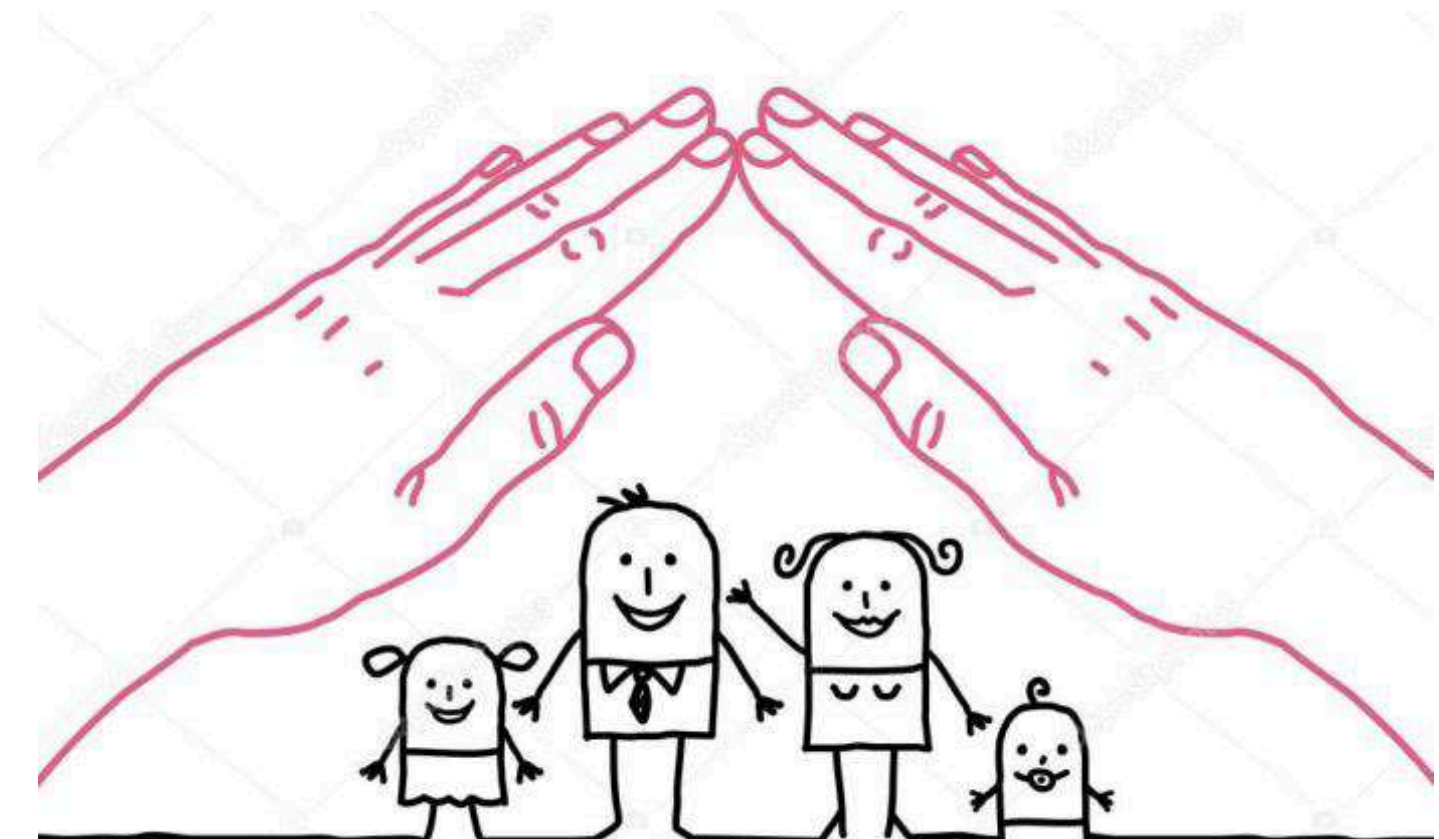
## Autonomie at work



## Management practice



## Workplace relations





## PO21:

Romania, Belgium, Portugal, Germany, Poland, Netherlands, Norway, ICPA, Europris



## Career:

Romania, Portugal, Germany, Malta, Lithuania, Netherlands, UK, Turkey, Norway, ICPA



## +Dialog:

Romania

Norway, EPSU

# + Dialog

### **Experiences so far:**

- Itinerariul Dialog
- DialLogos

### **Contextual factors:**

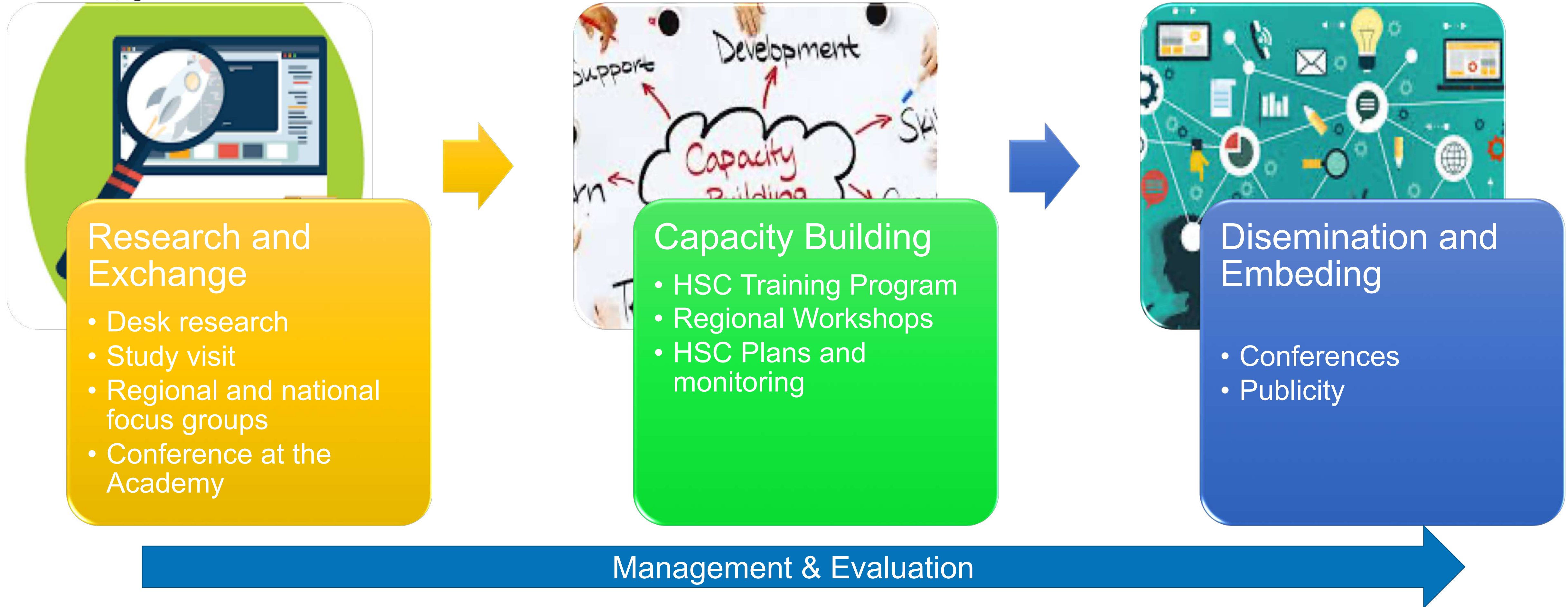
- Results of the report on H&S:
- Existence of the Commission for H&S
- Good knowledge at European level

According with the annual report of health and safety department of Romanian prison administration, in the last 7 years we faced approximately 120 accidents/year involving staff and/or inmates, being caused, among other causes, by insufficient training of the workers, and improper approach of the health and safety risks



## OBJECTIVES:

1. Address future prison workers on social dialogue and health and safety issues preparing them to become positive agents to improve health and safety conditions in prison environments;
2. Promote the capacity building of the existent 47 health and safety committees throughout a set of activities that will introduce positive evolution in the current prison environments contributing to reduce the high risks and harmful contexts in which prison staff and inmates are.





**Erasmus+ KA2  
Sector Skills Alliances**



**Prison Officers  
for the 21st Century**

**Duration**  
36 months

**Start:**  
01-11-2019

**End:**  
31-10-2022

**Estimated  
project cost**

1 125 621,25 €

**Requested EU  
contribution**

900 497,00 €

## Objectives

- Identify existing and emerging skills needs
- Strengthen the exchange of knowledge and practices
- Promote relevant qualifications and support their recognition
- Adapt Vocational Education and Training (VET) to skills needs
- Promote qualification standards for work-based learning
- Focus on digital skills that are increasingly important to the modern job of prison officers
- Plan for the progressive roll-out of the project at sectoral level



## Partnership

### Public Employer and VET representatives

EUOPRIS The European Organisation of Prisons and  
Correctional Systems, NL  
ICPA International Corrections and Prisons Association, NL  
Bremen Justice Senate, D  
DGRSP Portuguese Prison and Probation Service, PT  
Belgian Federal Public Service of Justice, B

### Trade Unions and VET representatives

Sindicatul National al Lucratorilor de Penitenciare (SNLP), RO  
SNCGP Sindicato Nacional do Corpo da Guarda Prisional, PT

## Sectoral VET and research

BSAFE LAB of UBI University, PT  
IPS Innovative Prison Systems, PT

#### Associated trade unions and VET representatives

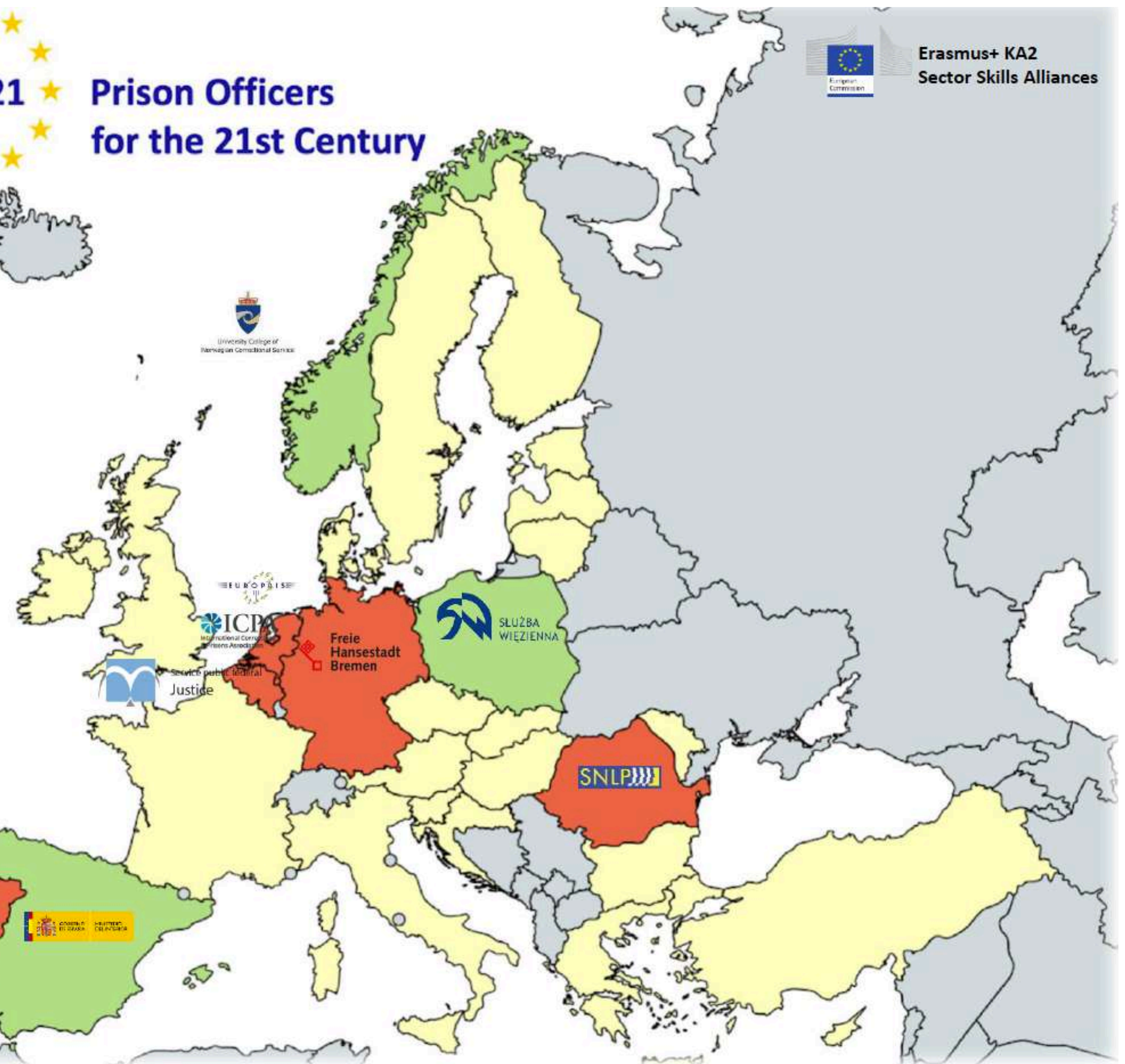
EPTA European Penitentiary Training Academies, B  
KRUS University College of Norwegian Correctional Service,  
NO  
Central Training Center of the Polish Prison Service, PL  
General Secretariat of Penitentiary Institutions, SP (and  
training center)  
European Federation of Public Service Unions (EPSU), EUR

### ETPA Members

to be involved by EPTA and EuroPris



**PO 21 ★ Prison Officers  
for the 21st Century**

Erasmus+ KA2  
Sector Skills Alliances

# CCJ4C - European Career Counselling Guidelines for Staff Working in Criminal Correctional Justice System



Develop, test and set in place a working methodology for starting or improving the career guidance process in the criminal correctional justice (CCJ), focusing on the competencies needed to manage own career. This will be done with direct end user involvement (prison staff), employers (prison administrations), work place (prison), further training (companies and NGOs).



Put on the European public agenda the need of a structured and guided approach to career management in prison system, starting with the involvement of the direct interested parties. This will be done with direct involvement of prison administrations, trade unions and international professional bodies



# Partnership:

Partner		
P1 CPIP RO	Private	NGO
P2 PTM RO	Public	Prison
P3 MJB DE	Public	Prison administration
P4 NPA TR	Public	Prison administration
P5 SNPP RO	Public	National trade union
P6 GWM MT	Public	National trade union
P7 IPS PT	Private	Company
P8 BETI LT	Private	Company
P9 ICPA	Private	Company
P10 YA UK	Private	Company
P11 BAGR NO	Private	Company



# CCJ4C - European Career Counselling Guidelines for Staff Working in Criminal Correctional Justice System

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Policy context analysis in CCJ Career

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STAKEHOLDERS ANALYSIS IN CCJ Careers, the supportive competencies and educative needs

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Development of learning tools & resources to bridge the policy context and the learning context in an interactive environment

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Development of policy action recommendations based on the evidence built in the project for the development of a career guidance mechanisms in CCJ

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Dissemination, Exploitation and Sharing of Inspiring Practices

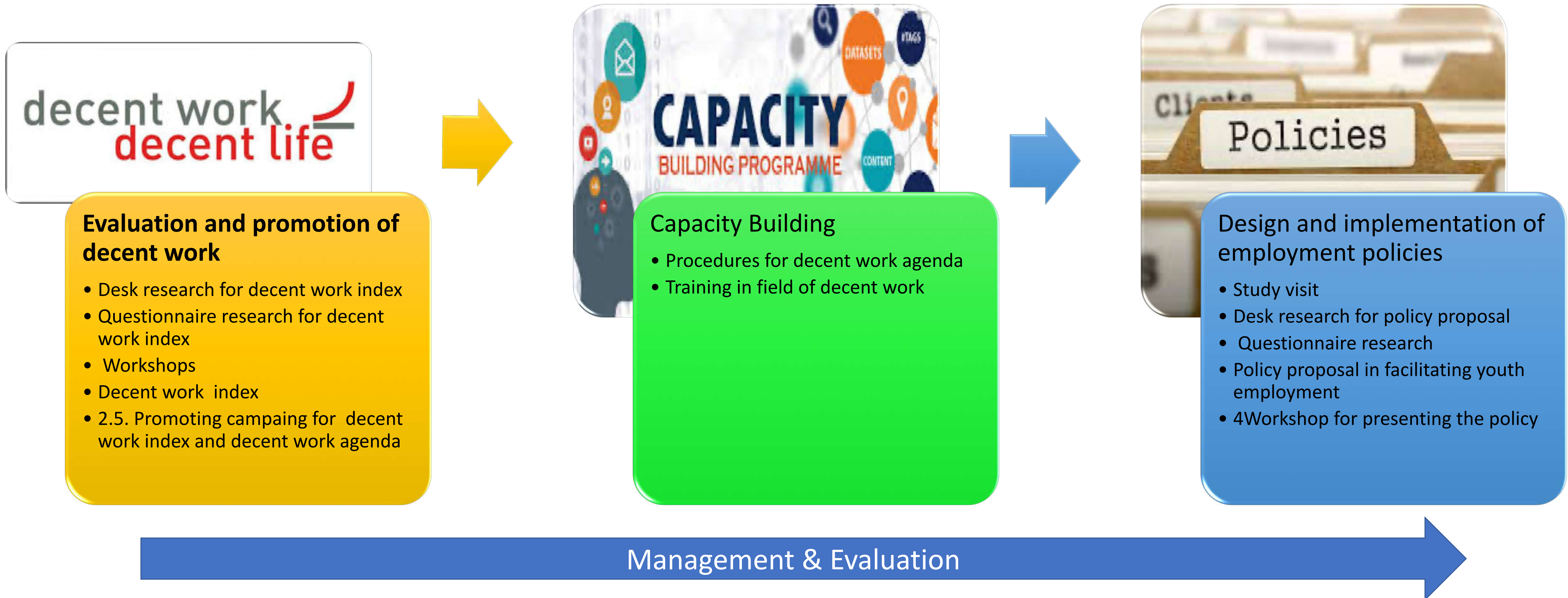


Duration: 2 years  
(2020-2021)

Budget: 289,950.00€

Partners:  
Publisind, FSLR, YS

Increase the quality of the representation process by increasing the operational capacity of the trade union organizations as well as transferring good practices and expertise from the Norwegian partners.



[www.snpp.ro](http://www.snpp.ro)

