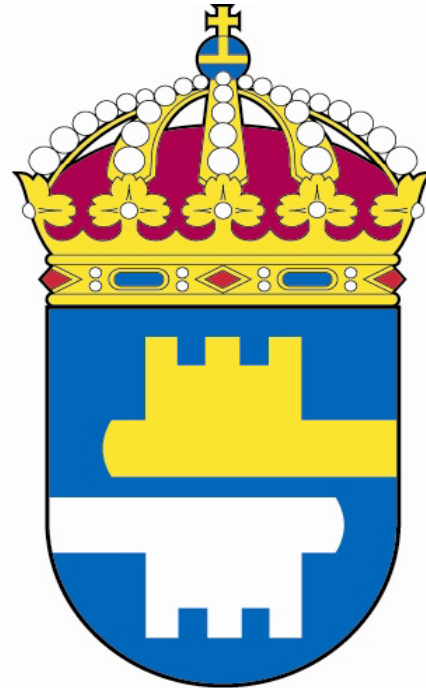




Kriminalvården

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# Kriminalvården

Prison and Probation Service in Sweden

Presentation of Staff training – Agen, France 2009

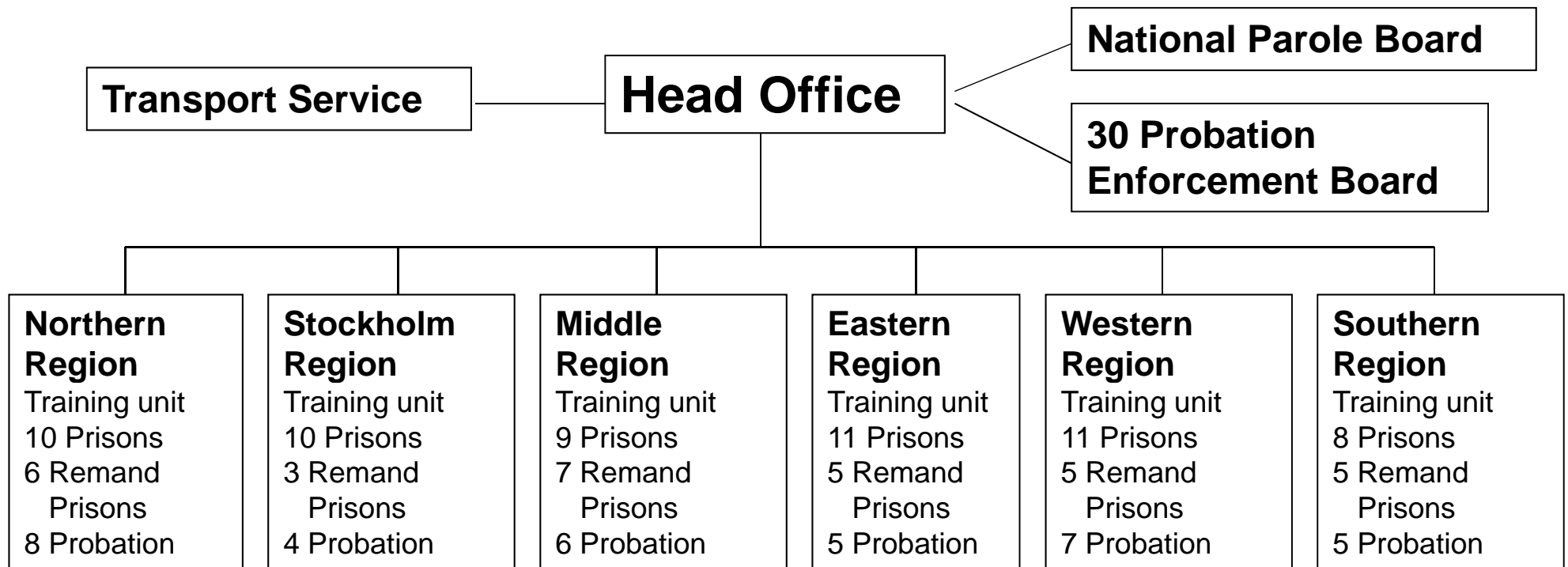
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# Swedish Prison and Probation Service



Kriminalvården





# Prison and Probation Service in Sweden

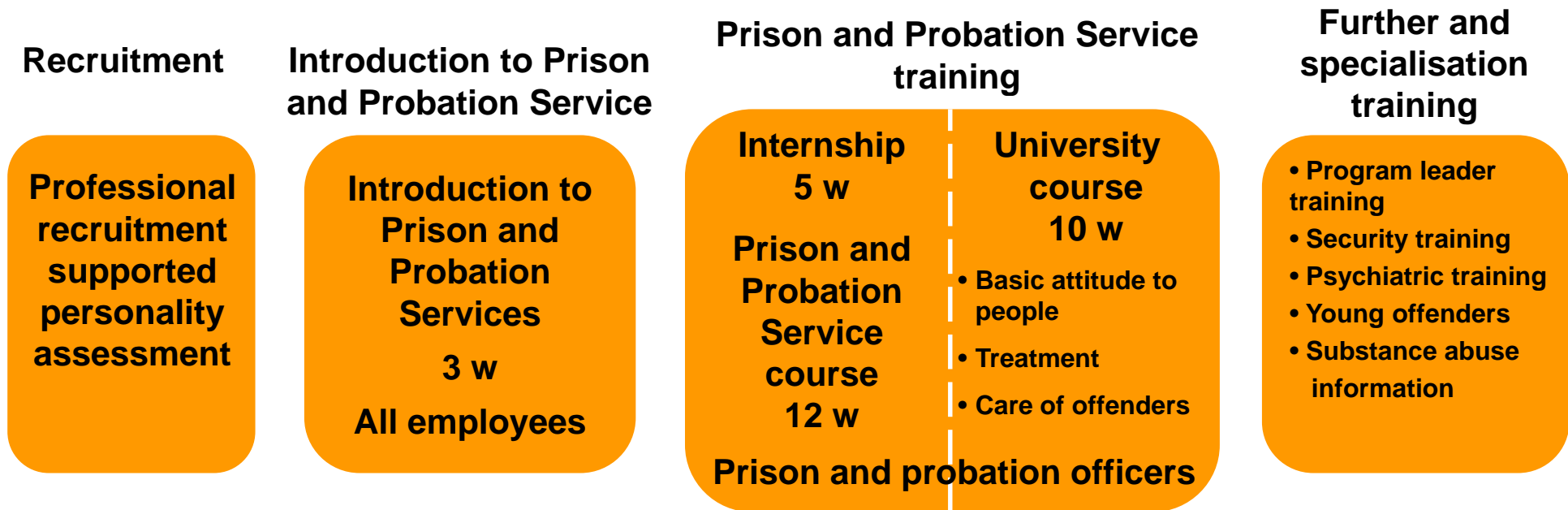
**The tasks of the Swedish Prison and Probation Service consist of implementing the sentences of imprisonment and probation decided on by the courts, managing the prisons, transporting prisoners securely and efficiently and carrying out social inquiries on suspected or sentenced offenders.**



**These tasks must be carried out with due regard for security, safety and humanity in order to assist effective prosecution and prevent re-offending. The Swedish Prison and Probation Service is especially required to take steps to prevent criminality during the implementation of a sanction, combat drug addiction, ensure that the content of programmes and activities is adapted to the needs of the individual offender and that the conditional release of prisoners is carefully prepared. The vision of the Swedish Prison and Probation Service is summed up by our mission motto – ‘Better Out’.**



# Recruitment and training in Prison and Probation Service



PROBLEM BASED LEARNING (PBL)





# General Requirement Profile

- **Humane outlook on people**
- **Mental stability**
- **Empathetic capacity**
- **Social competence**
- **Cooperation ability**
- **Adaptability**
- **Stress tolerance**

## Required education

**Prison officers: university/college education in relevant subjects (or similar) is good merit, minimum requirement is secondary school**

**Probation officers and Inspectors/Governors: university/college degree (minimum 3 years) in sociology, social work, law, behavioural sciences or similar**



# Introduction to Prison and Probation Services

Clarify the role of the Prison and Probation Service in the community  
Contribute to a holistic view of the Prison and Probation Service

**Subjects:** - Organization  
- Operational activities  
- Laws and regulations

**Angle:** - Security and Ethics

**Method:** - Discussion and  
Reflection



*All new employees, a common foundation*

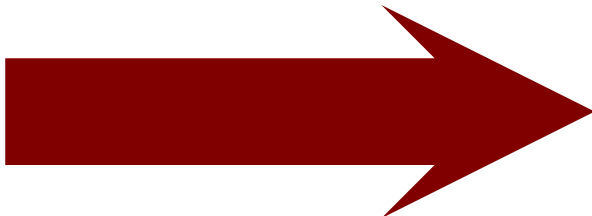


# Prison and Probation Service Training

Internship 5 weeks at a prison/remand prison or probation office  
Prison and Probation Service specific training course 12 weeks

- Provides specialised knowledge about the areas of work and working methods of the Prison and Probation Services.

- ❖ Approach and ethics
- ❖ Public sector employment
- ❖ Prison and Probation Services clients
- ❖ Care of offenders
- ❖ Communication
- ❖ Security and conflict management
- ❖ Planning for sentence / Planning for release
- ❖ Health care



*Work tasks at a basic level, being a contact person/probation officer, daily security work*



# Prison and Probation Service Training

University course 15 credits (if no prior relevant college/university education)

A theoretical background in sociology and behavioural science.

- ❖ Increased understanding of the welfare state and the origins of care institutions
- ❖ Knowledge about theories of behavioural science
- ❖ Knowledge and understanding of humane and ethical prison and probation work
- ❖ The importance of attitudes towards people, ethics and values
- ❖ Theoretical bases of the work and historical background
- ❖ Methods and approaches
- ❖ Important factors for successful care and treatment work



*Work tasks at a basic level, being a contact person/probation officer, daily security work*



## Further training and specialisation training

Focused training for special tasks or work assignments

External Prison and Probation Service training courses

External courses in colleges or universities

- ❖ Program leader training
- ❖ Motivational interviewing (MI)
- ❖ ASI (Addiction Severity Index)
- ❖ Substance Abuse Training
- ❖ Security specialties
- ❖ Psychiatry training
- ❖ Working with female offenders
- ❖ Working with young offenders



*Specialised work tasks*



# Continuing training

Updating the vision, the goals and mandate of the Prison and Probation Service in order to obtain professional co-workers with high levels of competence and motivation

## The organization

- ❖ Vision, mandates and goals
- ❖ Current legislation

## Operational activities

- ❖ Labour law, staff policy
- ❖ Professional care of offenders
- ❖ The clients of the PPS
- ❖ Guidance program

## Co-workers

- ❖ Improved self esteem
- ❖ Group and group processes
- ❖ Cooperation and coordination
- ❖ Participation and taking responsibility



*Professional co-workers*



## Further training and specialisation training for Probation Officers

### Motivational interviewing

3+2 days for all Probation Officers

**Continuing training 14 days with the following themes:**

❖ **Module 1**

❖ **Cognitive Behavioural Theory**

❖ **3+2 days**

❖ **Module 2**

❖ **What Works**

❖ **Risk and Needs assessment**

❖ **2+2 days**

❖ **Module 3**

❖ **Psychiatric theories with focus on attitudes and criminogenic needs**

❖ **3+2 days**



*Professional co-workers*



# Continuing training for Probation officers

## Module 1

### Cognitive Behavioural Theory 3+2 days

- ❖ Ground course in Cognitive Behavioural Theory
- ❖ CBT techniques and methods
- ❖ CBT explanation model for depression, anxiety and addiction
- ❖ Integrated treatment of "difficult" offenders
- ❖ Group exercises, clinical examples, group discussions



*Professional co-workers*



# Continuing training for Probation officers

## Module 2

### What Works and Risk and Needs assessment 2+2 days

- ❖ Conversation methods focusing on criminogenic factors
- ❖ Risk and Needs assessment
- ❖ How to create a professional relationship with the offender
- ❖ How to match the right intervention considering the offenders needs and abilities
- ❖ Our main goal: To work with criminal attitudes and criminal associates
- ❖ Strategies for behaviour change
- ❖ Mapping the offenders social and professional network



*Professional co-workers*



# Continuing training for Probation officers

## Module 3

Psychiatric theories with focus on attitudes and criminogenic needs 3+2 days

- ❖ Basics of psychiatry, occurrence, statistics, the law
- ❖ Treatment
- ❖ How does psychiatric disorder develop
- ❖ Personality, personality traits, personality disorders
- ❖ Neuropsychiatric problems ADHD – Asperger syndrome
- ❖ From liveliness and being spiteful to antisocial behaviour and psychopathy
- ❖ Aggression and violence



*Professional co-workers*



# Inspector/Governor training

Total 37 days over a period of 18 months  
In co-operation with universities

## Part 1 - Personal leadership

- ❖ Self-knowledge
- ❖ Group processes
- ❖ Communication

## Part 2 - Operational activities

- ❖ Laws and regulations
- ❖ Security
- ❖ Programs – work, studies and treatment programs
- ❖ Economy and finances
- ❖ Staff
- ❖ Ethics and values

## Part 3 - Leadership in development and change

- ❖ Processes of change
- ❖ Learning organization
- ❖ Diversity and gender
- ❖ Creating a healthy work environment



# Personnel resources for training

## Head Office/Human Resources Unit

- ❖ Pedagogical development
- ❖ Control/Coordination
- ❖ Strategy work/directives
- ❖ Follow up

## Regional Training Units

- ❖ Pedagogical development
- ❖ Organize and administer initial and continuing training
- ❖ Internal consultant in competence and training matters

## Permanent

- ❖ Head Office HR Specialist
- ❖ Training Unit Managers
- ❖ Trainers for program leaders

## Temporary

- ❖ Staff trainers from different parts of the Prison and Probation Service



## Volume of staff trained

The Prison and Probation Service employs a wide variety of staff categories.

The largest categories are prison officers and probation officers.

The Prison and Probation Service employs a total of 8 737 persons

45% are women and average age is 45

5 083 are Prison officers

991 are Probation officers

<b>Volume of staff trained</b>	<b>2007</b>	<b>2008 (estimated)</b>
<b>Prison and Probation officers</b>		
- Initial training	972	1104
- Continuing training	136	250
<b>Inspectors/Governors</b>	<b>49</b>	<b>46</b>