National Trade Union of Prison Policemen

EPSU PRISON NETWORK
Brussel, December 2019
General Assembly (2019-2023)

January 2019
COLLECTIVE BARGAINING AGREEMENT

- Working time
- Trade Union protection
- Working condition
- Training of staff
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

+Diallog:
Romania
Norway, EPSU
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.
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.
Research and Exchange
• Desk research
• Study visit
• Regional and national focus groups
• Conference at the Academy

Capacity Building
• HSC Training Program
• Regional Workshops
• HSC Plans and monitoring

Dissemination and Embedding
• Conferences
• Publicity

Management & Evaluation
Erasmus+ KA2
Sector Skills Alliances

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
EUROPRIS 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 Național al Lucrătorilor 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 Partners

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
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:

<table>
<thead>
<tr>
<th>Partner</th>
<th>Type</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>P1 CPIP RO</td>
<td>Private</td>
<td>NGO</td>
</tr>
<tr>
<td>P2 PTM RO</td>
<td>Public</td>
<td>Prison</td>
</tr>
<tr>
<td>P3 MJB DE</td>
<td>Public</td>
<td>Prison administration</td>
</tr>
<tr>
<td>P4 NPA TR</td>
<td>Public</td>
<td>Prison administration</td>
</tr>
<tr>
<td>P5 SNPP RO</td>
<td>Public</td>
<td>National trade union</td>
</tr>
<tr>
<td>P6 GWM MT</td>
<td>Public</td>
<td>National trade union</td>
</tr>
<tr>
<td>P7 IPS PT</td>
<td>Private</td>
<td>Company</td>
</tr>
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<td>P8 BETI LT</td>
<td>Private</td>
<td>Company</td>
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<td>P9 ICPA</td>
<td>Private</td>
<td>Company</td>
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<tr>
<td>P10 YA UK</td>
<td>Private</td>
<td>Company</td>
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<tr>
<td>P11 BAGR NO</td>
<td>Private</td>
<td>Company</td>
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## CCJ4C - European Career Counselling
Guidelines for Staff Working in Criminal Correctional Justice System

<table>
<thead>
<tr>
<th><strong>Policy context analysis in CCJ Career</strong></th>
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<tbody>
<tr>
<td><strong>STAKEHOLDERS ANALYSIS IN CCJ Careers, the supportive competencies and educative needs</strong></td>
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<tr>
<td>Development of learning tools &amp; resources to bridge the policy context and the learning context in an interactive environment</td>
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<tr>
<td>Development of policy action recommendations based on the evidence built in the project for the development of a career guidance mechanisms in CCJ</td>
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<tr>
<td><strong>Dissemination, Exploitation and Sharing of Inspiring Practices</strong></td>
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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.
Evaluation and promotion of decent work

- Desk research for decent work index
- Questionnaire research for decent work index
- Workshops
- Decent work index
- 2.5. Promoting campaign for decent work index and decent work agenda

Capacility Building

- Procedures for decent work agenda
- Training in field of decent work

Design and implementation of employment policies

- Study visit
- Desk research for policy proposal
- Questionnaire research
- Policy proposal in facilitating youth employment
- 4 Workshop for presenting the policy

Management & Evaluation