



Training of Prison Officials in Turkey

Dr. Güven Urgan

Lecturer

Ord. Prof. Dr. Sulhi Dönmezer Personnel Training Centre

Istanbul

CONTENTS...

- 1. Training of Prison Officials before 2000**
- 2. Reformation Process: Coming into Force of Law on Training Centers in 2002 and other Related Restructuring**
- 3. Training Model in Training Centers Today:**
 - i) Basic Information on Training Programs and Their Qualifications**
 - ii) Program Developing and Implementation Process**
 - iii) Educational Infrastructure of Istanbul Training Centre**
- 4. Conclusion & Objectives for the Future**

Training of Prison Officials before 2000

- ✓ Being developed by Education Department of the Ministry of Justice
- ✓ Implemented in the prisons and detention houses
- ✓ Just organized for the training of some administrative staff (e.g. prison directors) and some of experts (e.g. social workers, psychologists) in Ankara Reformatory for Juvenile
- ✓ Training materials and curriculum did not exist
- ✓ There were not professional and full-time trainers
- ✓ Classical educational methods were being used
- ✓ Training was not covering all categories of the penitentiary staff

Actions Performed Throughout the Process of Reconstruction for the Elimination of Deficiencies in the Training System of Prison Officials:

- ✓ **The opening of Ankara Training Centre on 17th of July 2000**
- ✓ **By revising the Law numbered 2992, the competence on the training of prison officials has been transferred to the General Directorate of Prisons and Detention Houses**
- ✓ **Coming into force of the law, numbered 4769, on Personnel Training Centers of Prisons and Detention Houses in 2002**
- ✓ **Issuing of bylaws by the Ministry of Justice required for detailing the framework of training centers**
- ✓ **Realization of the first meetings of the Education Council**
- ✓ **Openings of Istanbul and Erzurum Training Centers in 2004, Kahramanmaras Training Centre in 2005 and Denizli Training Centre in 2013**

Some Figures About the Turkish Penitentiary System

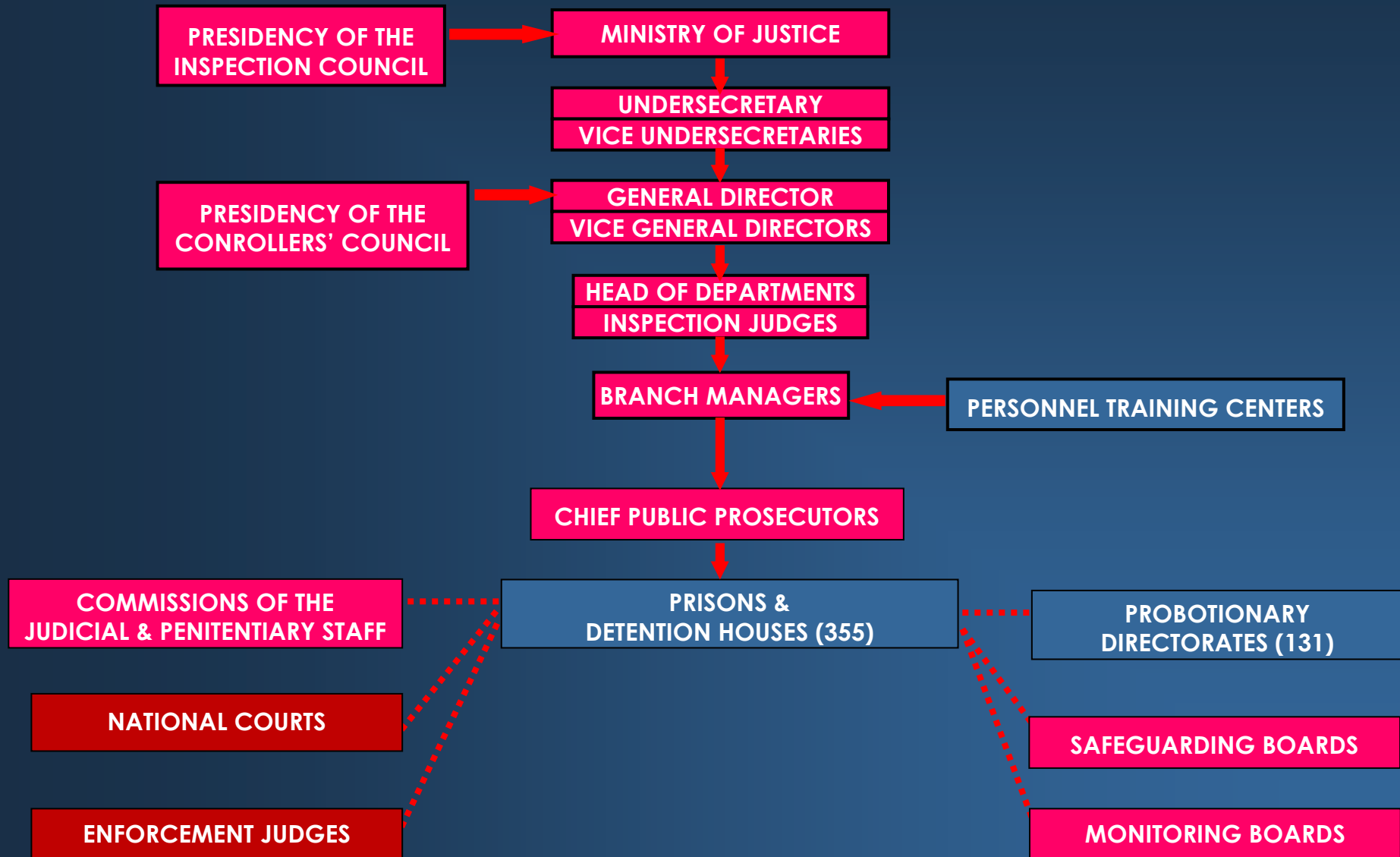
- ✓ **Currently 355 prisons and detention houses**
- ✓ **Having 164.461 prisoners and detainees (some %02 of country population) [28.02.2015]**
- ✓ **Currently there are 32 different personnel categories working in Turkish prisons and detention houses**
- ✓ **Total number of prison officials is 49.599 [03.11.2014]**
 - of which 37.720 prison guards
 - and of which 2.531 chief prison guards
- ✓ **App. 13-15.000 gendarmes responsible for securing outside area of prisons and detention houses**

Basic Aim of Imprisonment:

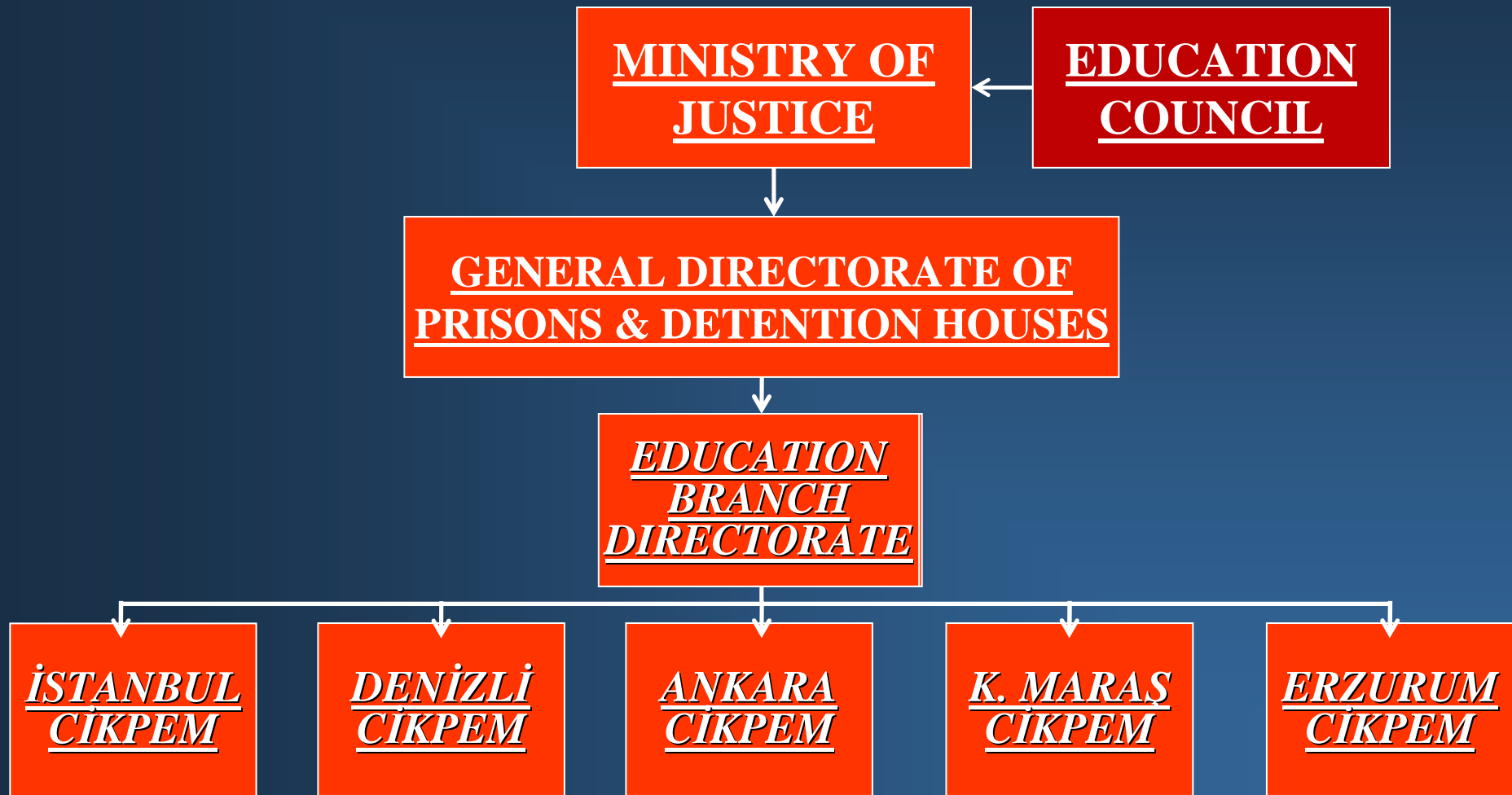
[Law numbered 5275 on Execution of Punishment & Security Measures (Art. 3)]

- ✓ **Firstly securing general and particular prevention**
- ✓ **For this reason empowering factors that hinder reoffending**
- ✓ **Inciting re-socialization of prisoner by easing his/her adaptation to a productive, respectful and responsible way of life**

Schema of the Turkish Penitentiary System



Planning and Coordination of Training



**İstanbul
ÇİKPEM**

**Erzurum
ÇİKPEM**



**Denizli
ÇİKPEM**

**Ankara
ÇİKPEM**

**Kahramanmaraş
ÇİKPEM**

Types of Training Programs

- i. Pre-service Training**
- ii. Candidate Officials' Training**
- iii. In-service Training (Seminars)**
- iv. Miscellaneous Types of Trainings:**
 - a) Staff from Judiciary**
 - b) Staff of other Institutions**
 - c) Prison Staff from other Countries**

i. Pre-service Training

- i. 5 months training period (half of which is spent in the training center and the remaining half is spent in prisons selected for vocational training)**
- ii. Consists of 192 course hours in total**
- iii. Just applicable for administrative agents and prison guards**
- iv. Trainees *do* have student status (not state officials yet)**
- v. Those who succeeded in their exams are to be appointed to prisons and detention houses as candidate civil servants**
- vi. Scoring at least 70 out of 100 in each course is compulsory**

Pre-service Training Courses for Prison Guards

[25 November 2013-31 January 2014]

- 1. General Law, Criminal Law and Executional Law (24 hrs)**
- 2. Official Correspondence Rules (10 hrs)**
- 3. Human Rights (10 hrs)**
- 4. Professional Ethics (10 hrs)**
- 5. Communication Skills and Social Relations (18 hrs)**
- 6. Prison Administration (20 hrs)**
- 7. Prison Security (24 hrs)**
- 8. Psychology and Criminology (18 hrs)**
- 9. Teamwork and Problem Solving (4 hrs)**
- 10. Structure of the Ministry of Justice, Administrative Law and Personnel Legislation (14 hrs)**
- 11. Professional Intervention Techniques and First Aid (28 hrs)**
- 12. UYAP (8 hrs)**

Content of the Human Rights Course [10 hrs]

- ✓ The Notion of Human Rights and Its Definitions
- ✓ Principle of Equality (*Prohibition of Discrimination*)
- ✓ Basic Principles and Methods in Human Rights Education
- ✓ Characteristics of Human Rights
- ✓ Common Misunderstandings about Human Rights
- ✓ Historical Development of Human Rights Idea
- ✓ Four Generations of Human Rights
- ✓ United Nations System and Human Rights
- ✓ European Council Human Rights Protection System [ECHR-CPT]
- ✓ Official Human Rights Protection Mechanisms in Turkey
- ✓ Development of Human Rights in Turkey
- ✓ Prisons and Human Rights
- ✓ Rights of Prisoners and Detainees in Turkish Law
- ✓ Case Analysis: *Hirst v. The UK (No. 2)* (App. no. 74025/01)

ii. Candidate Officials' Training

- i. Consists of two stages in training centers**
- ii. Two months training period – 164 course hours in total**
- iii. Within the first stage, compulsory courses to be given for all candidate state officials are studied**
- iv. Within the scope of the second stage, courses listed in the related by-law on subjects about the Turkish penitentiary system are studied**
- v. At the end of each stage, scoring at least 60 out of 100 in the tests, consisting of 100 questions, is compulsory for a trainee**
- vi. Additionally there is a three-month vocational training session in the prison**

iii. In-service Training (Seminars)

- i. Generally one or two weeks of training period**
- ii. A seminar is specifically designed for a specific subject or for a target group/unit of staff**

For example: Seminar for Sign Language, Seminar for Correspondence Boards in Prisons, Certificated First Aid Seminar, UYAP – Chief Prison Guardianship Screens, Seminar on Professional Intervention Techniques, etc.

- iii. There is no exam in seminars**

iv. Miscellaneous Types of Training

Programs:

- a) Staff from judiciary: Seminars for managers of administrative affairs, for managers of correspondence affairs, managers of execution offices, and clerks of the courts**
- b) Staff of Other Institutions: Seminars for chaplains and the staff of military prisons**
- c) Prison Staff from Other States: Seminars for the prison staff from Sudan, Afghanistan, Saudi Arabia, Kosovo, Moldova, TRNC**

Program Developing and Implementation

- i. Annual meeting in Ankara for developing next year's annual training plan**
- ii. Trainers appointed by the Ministry of Justice amongst judges, public prosecutors, academics, prison officials and officials from other organizations (such as military, ministry of education, police), and experts from private sector**
- iii. Student-trainee centered approach, interactive education in U-shaped class form, vocational training, role-playing, presentations, group works, simulations, educational games, conferences, physical activities, visits, interviews**
- iv. Substantially differentiated course material exists**

Program Developing and Implementation [Cont...]

- v. Training facilities: Computers, notebooks, projection, screen, blackboard, paper (A3-A4-A5), booklets, audio-video systems, smart board, pointer, presenter, camera, truncheon, cuffs, special apparatus for intervention techniques**
- vi. A course hour consists of 45 minutes, a session consists of 80 minutes**
- vii. There are 15-20 minutes breaks/intervals**
- viii. 6-7 courses in working days/or 3-4 sessions in a day**
- ix. Expenditures of trainees for accommodation, feeding, transportation, and also their allowances for the days spent throughout transportation are covered by the general state budget**

Assessment of Training Programs

- i. Differentiated questionnaire forms designated for assessing the success and failure of the training programs performed**
- ii. Reports developed at the end of realized programs are submitted to the General Directorate of Prisons and Detention Houses**
- iii. Regular weekly meetings amongst trainers in the training center so as to assess the ongoing training program(s)**
- iv. A weekly annual meeting with the prison directors for getting their views on training**
- v. A weekly annual meeting with the trainers working in other training centers**

Educational Infrastructure of Istanbul Training Center

- ✓ **5 storey building, 9 classrooms with U-shaped class form (26 trainees in big classes, 16 trainees in small classes), maximum 210 trainee capacity**
- ✓ **120 rooms avail for trainees, amounting a capacity of 240 beds**
- ✓ **A conference hall with a capacity of 225 persons, a library, a computer room, a gymnasium, a fitness center, a simulation room**
- ✓ **Computer system integrated into UYAP, wireless connection**
- ✓ **Restaurant, cafeteria, laundry**
- ✓ **Ping pong tables, a snooker table, and a basketball and volleyball field**

Administrative and Educational Staff in Istanbul Training Center

<u>Number</u>	<u>Title</u>	<u>Task</u>
1	Public Prosecutor	President
1	Judge	Vice President
1	Prison Director	Branch Manager
3	2nd Director	Trainer
3	Psychologist	Trainer
-	Social Worker	Trainer
-	Teacher	Trainer
17	Prison Guards	Staff
2	Clerk	Staff
1	Officer	Staff
2	Technician	Staff
<u>31</u>	T O T A L	

Number of Trainees Participated to the Programs Held in Istanbul Training Center (2004-2014)

<i>YEARS</i>	<i>2004</i>	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>TOTAL</i>
<i>NUMBER OF TRAINEES</i>	1.168	776	1.856	4.353	2.826	2.348	1.908	2.401	2.190	2.013	3.126	<u>24.965</u>

Socio-cultural Activities within the Scope of Training Programs

- i. Visits of Dolmabahce Place, Panorama 1453 Museum and Istanbul Aquarium**
- ii. Visit of Canakkale Martyrdom**
- iii. Participation to musical television shows**
- iv. Tournaments for football, volleyball, snooker, ping pong, and chess**
- v. Bosphorus Tour by boat**
- vi. DVD movie screening in the conference hall**

Socio-cultural Groups of Istanbul Training Center:

i) Anatolian Rock Music Orchestra (Grup CTE)

ii) Turkish Folk Music Chorus

iii) Poem Group

iv) Theatre Group

v) Folklore Group

Conclusion & Objectives for the Future

1. Managing to assess statistically the very impact of the ongoing training programs to the realization of '*good order*' in the Turkish penitentiary system
2. Performing more coordinated, comprehensive and regular training programs, specifically with the effective usage of UYAP
3. Managing to provide individualized training programs developed exclusively for meeting the personal needs of each staff/unit in the system
4. Realizing on-line training programs for the staff

Conclusion and Objectives for the Future [Cont...]

- 5. Granting special importance to ‘the training of trainers’ by means of national and international cooperation/project options**
- 6. Increasing the duration of pre-service training period from 5 months to 9 months as has been envisaged in the related law**
- 7. Improving technical capacity of the existing simulation systems in the training centers**
- 8. Contributing effectively to the reformulation of a new perception of the Turkish penitentiary system in the society by means of education**

Thank You...

CONTACT

PhDr. Güven Urgan
guven.urgan@adalet.gov.tr