RESOLUTION (68) 24

(Adopted by the Ministers' Deputies on 20 September 1968)

STATUS, SELECTION AND TRAINING OF GOVERNING GRADES OF STAFF OF PENAL ESTABLISHMENTS

The Committee of Ministers,

Considering that, notwithstanding the development of alternative measures to imprisonment, it still remains necessary to require some categories of offenders to undergo institutional treatment ;

Considering the need to organise such institutional treatment in a way most likely to secure the rehabilitation of offenders and the protection of society ;

Considering the importance of the functions exercised by the governing grades of staff of penal establishments as the result of modern developments in treatment and the creation of a correctional team including specialist experts ;

Urging that the status, selection and training of such staff should be considered afresh in order that this section of staff may be helped to assume its responsibilities for guiding and co-ordinating the efforts of the correctional team in the treatment of offenders ;

Having regard to the interest of the Council of Europe in establishing common principles in the field of penal policy,

Recommends governments of member states to undertake the following action to secure the high quality of the governing grades of staff in penal establishments :

1. In order to recruit sufficient numbers of persons of high quality, the status of the governing grades of staff must be improved by wider recognition of the importance of the managerial functions now implicit in the work which, though inherently difficult, is of special social value. This should be reflected in the qualifications demanded and the salaries paid.

2. Selection procedure should be reviewed to ensure that those admitted into the service have the requisite qualifications.

3. The developing demands of the work require intensified initial and in-service training. Consideration should therefore be given both to setting up training schools directed by the central administration, where they do not exist, and to securing the help of universities and other outside bodies.

4. The need of the governing grades for supervision, including guidance and encouragement, especially in a period of transition, is obvious. Methods of supervision should be reviewed from time to time. Training of personnel responsible for such supervision should be provided, especially when new methods are being planned. To this end care should be taken to secure full consultation between the prison directorate and its governing grades;

Recommends governments of member states to study thoroughly the question of the increasing use of specialists and the consequent need to secure full co-operation between governing grades of staff and all others responsible for treatment in correctional establishments ;

Recommends governments of member states to encourage the widespread dissemination of the report on the status, selection and training of governing grades of staff at all levels in their respective administrations ;

Invites the governments of member states to send reports every three years to the Secretary General of the Council of Europe giving information on the steps taken to improve the status, selection and training of governing grades of staff of their penal establishments.