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P E R S O N A L

SELECCION Y FORMACION DEL PERSONAL PENITENCIARIO
EN URUGUAY

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SUMMARY

The national correctional system in Uruguay is administered by the Directorate-General of Penal Institutions under the authority of the Ministry of Public Education and Social Welfare. The central administration comprises six departments, one of which is in charge of general and professional education, including the training of correctional officers.

Custodial staff is recruited among persons who satisfy the conditions prescribed by law, namely certain physical requirements, minimum primary education and satisfactory character references. Applicants serve fifteen days in each of the national penal institutions before they may be appointed by the Director-General as trainees for positions on the custodial force. Such employees may be discharged by the Director-General at his discretion. Permanent appointments are made by the Executive Power through the Ministry, on the recommendation of a board composed of the Director-General, the Secretary-General and the three heads of penal institutions, as vacancies occur for the post of deputy inspector. A custodial officer may subsequently be promoted to inspector of the third, second and first class.

In the category of administrative staff there is one governor and one deputy governor in each of the three institutions. The post of intendent (officer in charge of supplies) is filled either by a custodial officer of the first class, provided that he has the necessary educational qualifications, or by appointment from outside the custodial force.

The custodial staff employed in national correctional institutions numbers 220 persons, which includes 55 trainees. This figure does not include the members of the Order of the Good Shepherd who work in the women's prison. The average prison population is 1,316.

Training for the staff is provided by the School for Correctional Officers which conducts the following four courses: I. General Education; II. Professional Education; III. Administrative Training; and IV. Physical Training. Classes are held from 15 March to 30 November. Course I is designed to provide instruction in the elements of general education, in accordance with the requirements for the entrance examination for Course II.

In Course II custodial officers, both permanent employees and trainees, are given instruction in subjects relating to their profession. Other persons may be admitted to the course if they pass the entrance examination and possess the required personal qualifications with respect to nationality, age, health, height and character. Students are examined in each of the subjects taught by a board composed of the person teaching the subject, the head of the department, and a person designated by the Directorate-General. Those who pass the examination in all subjects receive a diploma which qualifies the holder for the post of correctional officer.

Course III provides instruction in subjects relating to administration and is open both to persons employed in the service and those who wish to apply for appointment. Attendance at Course IV is compulsory for all custodial officers. In addition to group physical exercises, it includes instruction in the use of truncheons, boxing, jiu jitsu and "catch as catch can".

Members of the teaching staff of the School are appointed by the Director-General.

Promotions within the classes of the custodial force are awarded on the basis of competitions held once a year to fill vacant posts. These are

open to inspectors, deputy inspectors and trainees. The results are decided on the basis of competitive examinations and previous service. The examination consists of two written and one oral test; the board of examiners is composed of five members not belonging to the Directorate-General, four of whom are nominated by it and one by the Executive Power. Previous service is judged on three counts: the length of service, the evaluation of the Director-General and the heads of institutions, and the functional category of the contestant.

This archiving project is a collaborative effort between United Nations Office on Drugs and Crime and American Society of Criminology, Division of International Criminology. Any comments or questions should be directed to Cindy J. Smith at CJSmithphd@comcast.net or Emil Wandzilak at emil.wandzilak@unodc.org.