



FIRST UNITED NATIONS CONGRESS ON THE PREVENTION
OF CRIME AND THE TREATMENT OF OFFENDERS

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Plenary Meeting

SELECTION AND TRAINING OF PERSONNEL FOR
PENAL AND CORRECTIONAL INSTITUTIONS

Amendments included by Section I in the Draft Recommendations
of the Secretariat (A/CONF.6/C.1/L.2, pages 40 - 47)

(A) Modern conception of prison service

I. Prison service in the nature of a social service

(1) Attention is drawn to the change in the nature of prison staffs which results from the development in the conception of their duty from that of guards to that of members of an important social service demanding ability, appropriate training and good team work on the part of every member.

(2) No change.

II. Specialization of functions

(1), (2) No change.

III. Co-ordination

(1), (2), (3) No change.

(B) Status of staff and conditions of service

IV. Civil service status No change.

V. Full-time employment

(1) Prison staff, with the exception of certain professional and technical grades should devote their entire time to their duties and therefore be appointed on a full-time basis.

(2) No change.

(3) The services of social workers, teachers and trade instructors should be secured on a permanent basis, without thereby excluding part-time workers.

VI. Conditions of service in general

(1) No change.

(2) Salaries and other employment benefits should not be arbitrarily tied to those of other public servants but should be related to the work which is to be performed in a modern penitentiary system which is complex and arduous and is in the nature of an important social service.

(3) No change.

VII. Non-military organization of the staff

(1) No change

(2) Custodial staff should be organized in accordance with the disciplinary rules of the penal institution in order to maintain the necessary grade distinctions and order.

(3) Staff should be specially recruited and not seconded from the armed forces or police or other public services.

VIII. Carrying of arms

(1) No change.

(2) Staff should in no circumstances be provided with arms unless they have been trained in their use.

(3) No change.

(C) Recruitment of staff

IX. Competent authority and general administrative methods

(1), (2), (3) No change.

X. General conditions of recruitment

(1), (2) No change.

XI. Custodial staff

(1) The educational standards and intelligence of this staff should be sufficient to enable them to carry out their duties effectively and to profit by whatever in-service training courses are provided.

(2) No change.

(3) Candidates who have been admitted should serve a probationary period to allow the competent authorities to form an opinion of their personality, character and ability.

XII. Higher administration

Special care should be taken in the appointment of persons who are to fill posts in the higher administration of the prison services; only persons who are suitably trained and have sufficient knowledge and experience should be considered.

XIII. Directors or executive staff

(1) No change.

(2) They should have a good educational background and a vocation for the work. The administration should endeavour to attract persons with specialized training which offers adequate preparation for prison service.

XIV. Specialized and administrative staff

(1), (2), (3) No change.

XV. Staff of women's institutions

Except for certain functions which may be carried out by male members of the staff, the staff of women's institutions should consist of women; this staff, whether lay or religious, should as far as possible possess the same qualifications as those required for appointment to institutions for men.

(D) Professional training

XVI. Training prior to final appointment

No change.

XVII. Custodial staff

(1) A programme of intensive professional training for custodial staff is recommended. The following might serve as an example for the organization of such training in three stages:

(2) The first stage should take place in a penal institution, its aim being to familiarize the candidate with the special problems of the profession and at the same time to ascertain whether he possesses the necessary qualities. During this initial phase, the candidate should not be given any responsibility, and his work should be constantly supervised by a member of the regular staff. The director should arrange an elementary course in practical subjects for the candidates.

(3), (4), (5) No change.

(6) Deleted.

XVIII. Directors or executive staff

(1), (2) No change.

XIX. Specialized staff

No change.

XX. Regional training institutes for prison personnel

The establishment of regional institutes for the training of the staff of penal and correctional institutions should be encouraged. It is also recommended that institutes be created to undertake scientific and practical research on the prevention of crime and the treatment of offenders.

XXI. Physical training and instruction in the use of arms.

(1), (2) No change.

XXII. In-service training

(1), (2) No change.

(3) Whenever any type of special training is required it should be at the expense of the State and those undergoing training should receive the pay and allowances of their grade. Supplementary training to fit the officer for promotion may be at the expense of the officer and in his own time.

XXIII. Discussion groups, visits to institutions, seminars for senior personnel

(1) For senior staff, group discussions are recommended on matters of practical interest rather than on academic subjects, combined with visits to different types of institutions, including those outside the penal system. It would be desirable to invite specialists from other countries to participate in such meetings.

(2) It is also recommended that exchanges be organized between various countries in order to allow senior personnel to obtain practical experience in institutions of other countries.

XXIV. Joint consultation, visits and meetings for all grades of staff

(1), (2) No change.

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.