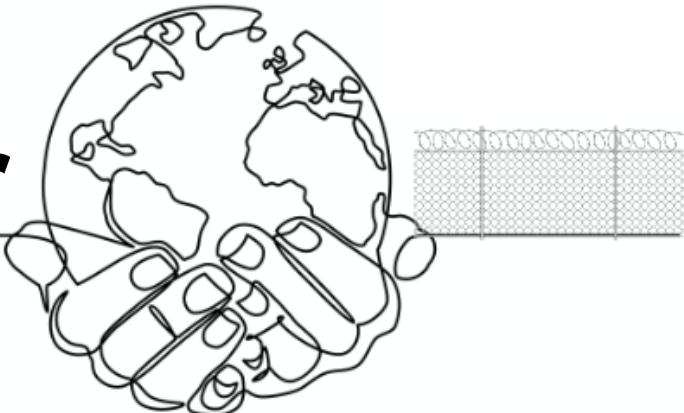




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Newsletter

Special number in the COVID-19 context



Trecere prin revista

Date	Activity
06.04.2021	Workshop no. 5
12.04.2021	Introductory session
14.04.2021	Management meeting
15.04.2021	Workshop no. 6
22.04.2021	Workshop no. 7
11.05.2021	Workshop no. 8
13.05.2021	Management meeting
02.06.2021	Synchronous session
17.06.2021	Management meeting
24.06.2021	Synchronous session

Between April and June 2021, the management team of the Plus Dialog project organized activities aimed at improving the functioning of the occupational health and safety committees in the penitentiary police, by conducting previously planned workshops. Of course, along with the other meetings of the management team or the synchronous / introductory sessions on accessing and using the platform in which an online course was developed for the members of these committees, aiming at developing the level of knowledge. It is interesting to mention that the course will end with a diploma of participation and granting of professional credits, in accordance with the methodology of organization and development of the professional training of the penitentiary policemen provided by the legislation.

Short ideas of a report prepared by the World Health Organization



The penitentiary is a place where detainees live and staff work. Often, each group perceives that they have a separate life there, but both prisoners and staff have many things in common - often similar social environments and in small communities, similar social networks. In prisons, staff and detainees share the same space, the same air they breathe and the same water they wash or drink with, facing the same physical dangers of the penitentiary environment. Prison is a special setting - it is both an institution where people can live longer or shorter periods of time, but also a job. Prison staff have several roles, with an emphasis on control and security, in a high-risk environment balanced with care for people with complex characteristics and problems.

Staff well-being, training and effectiveness, not only in ensuring safe custody, but also in ensuring the care of prisoners, are interconnected and are important elements of a successful prison system. Employees are interested in their own health, as well as those for whom they are responsible, respectively of persons deprived of liberty. The workplace should ensure that the health, safety and security of staff, as well as the recognition and management of stressful situations, are among its main objectives.

Staff should understand their roles in protecting and creating good health, as well as the factors that can lead to illness or poor health. A pleasant work environment, as well as the physical environment or cultural norms that promote health and positive role models, are essential for a successful prison system, for the good rehabilitation of detainees, and for the improvement of public health, which will certainly benefit both staff, as well as their families, prisoners and the entire community.

The publication of the World Health Organization "Health in the penitentiary system" contains a checklist for actions and initiatives to promote health, as follows:

- setting up a health promotion group;
- public relations;
- setting up health information centers;

- health care and services;
- drug abuse service agreements;
- preparing and conducting a survey / interview for employees about their health;
- preparing and conducting health days;
- preparing and conducting information days on topics such as: drugs, aggression and stress;
- organizing stress management seminars;
- organizing nutrition consultations;
- organizing fitness and sports programs;
- providing a consultation space;
- promoting extracurricular activities (such as team parties or hiking);
- improving nutrition during work, such as fruits in the canteen, cold water;
- encouraging consultations between colleagues when facing problems, crises;
- setting up regional working groups for exchanges of experience.

(Prison health and well-being: leadership and training)

FOLLOWup - some recommendations

The last working group, from the series of 8, organized within the Plus Dialog project, brought together participants from previous working groups, in which they were divided into three groups of participants: OSH representatives, union leaders and other committee members: specialists from the departments of occupational medicine, HR and logistics.

The activity was planned differently, focusing on finding solutions and recommendations for challenges and problems related to the functioning of the CSSM, working conditions and training.

We will mention some of these recommendations, taken from the report on health and safety conditions in the penitentiary systems, developed within the project.



Recommendations related to the functioning of the SCSM, regarding the lack of importance of the commission, including the OSH representative, received:

- from OSH representatives: employees and their representatives must be involved in the problem-solving process; increasing confidence in the CSSM and the head of the OSH department; the OSH manager must receive consistent support from the unit management; taking into account the subordination of the OSH manager to the ANP and not to the director of the unit (delegated by the ANP).
- from the union leaders: the minutes from the CSS meetings should be sent to the director of the unit and to the ANP; to be able to stop the activity and to notify the Territorial Labor Inspectorate, which could also intervene within ANP; to make known the tasks of the commission and of the OSH officials; the need for a legislation specific to the CSS activity and an internal procedure adapted to the respective legislation.
- from specialists in the occupational medicine, human resources and logistics departments: the professional training of OSH managers is important; negative actions must be mentioned plus stimulating positive contributions (motivation); the importance of OSH must be aware, communication and training in this field must be designed and implemented.

Recommendations related to working conditions, regarding overtime, received:

- from OSH representatives: solving the problem of insufficient number of employees; a better organization of the activity and a better judicious use of the available staff from other sectors that have reduced their activity.
- from union leaders: increasing the number of staff to normal standards; the human resources department in collaboration with OSH and the head of each sector should intervene in case of excessive workload.
- from specialists in the departments of occupational medicine, human resources and logistics: personal employment; eliminating deficiencies in personnel management; automation (related to staff overload).

Recommendations related to professional training, regarding on-the-job training, received:

- from the representatives of OSH: to be completed with practical demonstrations (according to the legal provisions).
- from union leaders: to maintain the emphasis on wearing protective equipment.
- from specialists in the departments of occupational medicine, human resources and logistics: implementation of awareness programs, improvement of materials received from the OSH department.

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The National Trade Union of Prisons' Policemen SNPP

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