

Information Gathering Guidelines

For WP2 Stakeholder Checkpoint and Current Situation Paper

*European Career Counselling Guidelines for Staff Working in Criminal
Correctional Justice System - CCJ4C - No. 12883-EPP-1-2019-1-RO-EPPKA3-
PI-FORWARD, financed by ERASMUS + programme.*

Prisons There are 425 prisons and 143 probation offices in Turkey. The total number of staff employed in prisons and probation service is around 66.000. The pre-service and in-service training activities of all staff are carried out in 5 different staff training centers in Ankara, İstanbul, Erzurum, Kahramanmaraş and Denizli. The increased number of staff hired and their training needs require improvement of the training system with the aim of ensuring that Turkish prison staff have high standards in their care for prisoners.

Education: According to Turkish classification, a basic Correctional Officer (CO) should have as a graduate of at least high school or equivalent education.

Training: There are three types of training: pre-service, candidate under civil service and in-service training. 4-week orientation / initial training is organized for contracted personnel/staff within the scope of in-service training. Training programs to be implemented in pre-service training activities; It is organized in three different programs as adaptation, theoretical and practical training.

Permanent staff are trained for 5 months, 3 months of theoretical and 2 months of practical. Following this, candidate under civil service training consisting of basic, preparatory training and internship is organized. In this training, basic training cannot be less than ten days, more than two months; preparatory training cannot be less than a month or more than three months. The internship is carried out on condition that it is not less than two months. In practice, basic training and preparatory training period is 45 days.

In-service training courses are organized towards needs, minimum 8 days and maximum six months. The personnel/staff assigned in different units in the institutions receive training to learn the basic duty of the unit where they work. For example, staff working in execution, letter reading, psycho social service, warehouse units also receive in-service training to work in this unit.

Correctional Officer status: COs exclusively employed as civil servants of the Ministry of Justice.

Overview of career guidance legislation and policy developments: Twin pieces of legislation from 2004 and 2005 cover the *The Regulation on In-Service Training for staff under Prison and Detention Houses* in Turkey and *The Regulation of Promoting and Changing Title for Staff Under General Directorate of Prison and Detention Houses* in Turkey respectively. The first act outlines in law the principles and objectives of in-service training whilst the second goes on to define the purpose, scope, basis and definitions of the legislation. This includes the target group, roles, general conditions, specific conditions, announcement and application procedures for staff, as well as the written and oral exam procedures for promoting and developing their career for prison staff and probation staff.

In 2017 this legislation was complimented by national law on length of service, whereby Turkish prison staff started to benefit from the actual length of service increase with the Decree Law No. 694 on 25 August 2017. This law aims to increase the motivation of prison staff by making actual length of service increase to the staff working in contact with prisoners.

Correctional officer salary A person working as a Prison Officer in Turkey typically earns around 3,510 TRY per month. Salaries range from 1,900 TRY (lowest) to 5,310 TRY (highest).

This is the average monthly salary including housing, transport, and other benefits. Prison Officer salaries vary drastically based on experience, skills, or location.

Legislation:

***Civil Servants
Law
(Devlet
Memurları
Kanunu)***

- This Law regulates the terms of service, qualifications, appointment and training, advancement and promotion, duties, rights, obligations and responsibilities, salaries and allowances and other personal affairs of civil servants.
 - Basic principles:
 - To classify state public service duties and civil servants working in these duties according to the qualifications and occupations required by the duties.
 - To provide civil servants with the opportunity to advance to the highest levels in their classes, in accordance with the necessary knowledge and upbringing for their services.
 - To base employment in public service positions, advancement and promotion in classes, termination of duty on the
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merit system and to ensure that civil servants have security in the application of this system with equal opportunities.

***Regulation on
Promotion and
Title Change of
the Personnel of
the General
Directorate of
Prisons and
Detention Houses***

2005

- This Regulation covers those who will be appointed to the specified positions by way of promotion and title change from the personnel working in the penitentiary institutions and probation directorates and the personnel training centers of the penitentiary institutions and detention centres.

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