



CORRECTIONS CAREERS

PROJECT “European Career Counselling Guidelines for Staff
Working in Criminal Correctional Justice System”

REPORT

Public Hearing on ”Developing innovative Suggestions
that support The career development of personnel
working in the field of criminal Correctional Justice
System”



General Director of Prison and Detention

Houses

4th of February 2021



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CONTENT

1. Event brief description
2. Main discussions
3. Conclusions and proposals
4. Evaluation
5. Communication
6. Annexes



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1. Event Brief Presentation

Duration: 2 Hours

Location: Zoom Online

Date: 4th of February 2021

Objective of the event: Structured public hearing (online activity replacement) on prison and probation staff career

Working Language: Turkish

Agenda:

  	
<p>ERASMUS Plus Programı Ceza İnfaz Kurumu Personelinin Kariyer Yönetimi Projesi - CCJ4C (European Career Counselling Guidelines for Staff Working in Criminal Correctional Justice System – CCJ4C)</p> <p>Ceza infaz alanında çalışan personelinin kariyer gelişimini destekleyici yenilikçi öneriler geliştirilmesi (Developing innovative suggestions that support the career development of personnel working in the field of criminal correctional justice system)</p> <p>4 Şubat 2021/4th Feb 2021 Saat/Time: 13.00 - 15.00</p>	
<p><u>Hos Geliniz, Açılış Konuşması ve Katılımcıların Tanıtımı</u> (Welcoming Speech and introduction of participants) Süleyman KAÇMAZ, Adalet Bakanlığı, Ceza ve Tevkifhaneleri Genel Müdürlüğü, Şube Müdürü/Moj, DGPDM, Head of Unit</p>	13.00 - 13.20
<p><u>Ceza İnfaz Kurumu Personelinin Kariyer Yönetimi Projesi - CCJ4C Sunumu</u> (CCJ4C Project presentation and sharing the previous activities) Ezgi ÇETİNTÜRK, Adalet Bakanlığı, Ceza ve Tevkifhaneleri Genel Müdürlüğü, Psikolog/Moj, DGPDM, Psychologist</p>	13.20 - 13.50
<p><u>Ceza İnfaz Kurumu ve Denetimli Serbestlik Personeline yönelik ulusal mevzuat ve uygulamaların tanıtılması, personel kariyer ve seçimi sunumu.</u> (National Legislation and implementation of prison and probation Staff about carrier and selection procedures) Erhan GÜVEN, Adalet Bakanlığı, Ceza ve Tevkifhaneleri Genel Müdürlüğü, Şube Müdürü/Moj, DGPDM, Head of Unit</p>	13.50 - 14.20
<p><u>Personel Kariyer Gelişimine yönelik Öneriler/Bascommendation for carrier guidance</u></p>	14.20 - 14.50
<p><u>Sonuçların paylaşılması ve kapanış/Sharing the activity results and closing</u></p>	14.50 - 15.00



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General Directorate of the Prison and Detention Houses organized the first “public hearing activity on the *Developing innovative suggestions that support the career development of personnel working in the field of criminal correctional Justice system*” with professionals from DGPDH, prisons and probations in Turkey, trade union representatives’ national stakeholders and representative from the university. You can see the participants list at attached.

The activity on “*Developing innovative suggestions that support the career development of personnel working in the field of CCJ*” in 4.02.2021 at between 1.00-3.00 pm.

Taking into consideration the pandemic COVID 19 context the workshop was organized in online format using ZOOM platform.

The hosting organization was supported in organizing the public hearing activity by relevant unit that is department of the staff in DGPDH. The representative of the DGPDH presented the project in order to inform the participant. Also, in Turkey, informative about the current legislation and practices for staff working in the CCJ area was a short presentation. The presentation was referring to the projects.

2. Main Discussion

The career domain is a vast one, impossible to track in one meeting, therefore the current themes were proposed for discussion: (while selecting the topics, the results of the previous activity, the stakeholder workshop, were also taken into account.)

1. Share your views about the recruitment of applications and the evaluation system during the recruitment process of the personnel. Share your ideas on the operation, improvement and support of the system. (Personelin işe alım süreçlerinde, kişilerin başvurularının alınması ve değerlendirme sistemi hakkında görüşlerinizi paylaşınız. Sistemin işleyişi, iyileştirilmesi ve desteklenmesi konusundaki fikirlerinizi paylaşınız.)
2. How do you evaluate the activities that support the career development of prison and probation staff? What are the studies you think can be done regarding the development of legislation and practices for promotion and promotion system in the current position? (Cezaevi ve denetimli serbestlik personelinin kariyer gelişimini destekleyici çalışmaları nasıl değerlendiriyorsunuz? Mevcut görevde yükselme ve terfi sistemine yönelik mevzuat ve uygulamaların geliştirilmesi hakkında yapılabileğini düşündüğünüz çalışmalar nelerdir?)





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- In recruiting new staff, first of all, high school, associate degree and bachelor's degree distinction should be made and KPSS (Public Personnel Selection Exam - Central examination) scores should be evaluated separately. In addition, new staff to be recruited such as Prison Officer, Prison Clerk will be employed in Justice Vocational High Schools, Justice Vocational School and so on. It should be chosen from among its graduates.
 - In the advance and promotion system, a performance score can be determined outside of the service period and an application can be made according to this system. (For example: In order for the Prison Officer (Guard) to apply to the Administrative Officer position, he must have a 5-year service period and 200 performance points).
 - In the advance and promotion system, it is recommended to give additional points to the personnel who increase their education level and graduate and doctorate after starting their duty.
- An evaluation has been made on the issue of how many personnel we recruit per year, how many applications are made. 6863 personnel were recruited in 2020. It was shared that a total of 5,358 personnel are planned to be recruited in 2021, including 4918 execution and protection officers, 19 office personnel, 51 nurses, 20 health technicians, 157 technicians, 193 support personnel (driver, cook, heater). Although it varies according to the titles, the number of people invited for the interview exceeds 15 thousand.
- Ideas were expressed that the academic career experiences of the individuals should be evaluated as a plus point during the recruitment process.
- The opinions and suggestions of the young and older people with high professional experience differ among the people participating in the activity. Older participants emphasized that the working conditions and the system improved compared to the old times, but stated that their personal rights should be improved. Young participants mostly presented their opinions about the negative view of the managers towards the training of the staff.
- While the young staff thinks that the education level should be determinant in the recruitment of new staff, the more experienced staff stated that the new staff should be appointed to the institutions in the city where they live and that the staff who will not be appointed within 2-3 years should be recruited as much as possible.
- Young staff and experienced staff (older) think that the oral interviews should be abolished in the advance and promotion system and should be evaluated only by considering the written exam and service time, so that the merit system will function more fairly.
- In the discussion part after the informative presentations, the representatives of the Prison Staff Solidarity Association (CİPDER) made some suggestions regarding the staff career. The suggestions are; “career days” can be organized for the prison or probation staff and information activities can be made for new staff. By making institutional visits, studies can be carried out considering the needs of the staff. The Association suggested that efforts should be made in the media to change the bad





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- image of prisons, and this should be carried out jointly with the general directorate.
- Some suggestions regarding the attitudes and behaviors of decision makers have been expressed.
 - Decision makers should be able to get to know the prison staff more closely, and regular institution visits should be made for this. It should be understood why the staff who want to leave their duties should be understood, needs analysis should be done and studies should be organized in order to improve the relationship with staff.
 - Decision makers suggested that the system currently used for recruiting new staff are not at a sufficient level and that studies should be conducted to improve it.
 - It has been suggested that the system currently used in the advance and promotion process is sufficient, but it is evaluated by investigating the deficiencies and finding solutions.
 - Various staff work in different titles and positions in prisons and probation services. It was stated that since each title has different responsibilities, not only for security personnel but also for the other titles, suggestions are needed.
 - It was emphasized by psychologists and social workers working in the field that the training programs to improve themselves, the convenience of master and doctorate programs should be added to the legislation, and the progress in career development should be reflected in personal rights and salaries. It was thought that they should be able to access various trainings in the field more easily, thanks to the protocols of the ministry.
 - It has been recommended that a crime investigation institute under the Ministry of Justice should be established. Specialists working in prison and probation offices and having an academic career can be employed there. In addition, the training needs of the staff can be met in this institute and studies can be carried out to improve research.
 - It was stated that the evaluation of the management and leadership skills of the prison directors by a professional team in the promotion procedure would provide positive contributions.
 - Computer Operator: In the recruitment of new personnel, the new personnel to be recruited to positions such as Prison Officer (Guard), Prison Clerk, Justice Vocational High Schools, Justice Vocational School and so on. It should be chosen from among the graduates.
 - The practical interview (Keyboard Interview) for the recruitment of new staff should be evaluated over 450 strokes in 3 minutes and not over 90 words in 3 minutes. Because a score in the word 'home' is evaluated as a score in the word 'evaluation', and in this case, it causes injustice as a result of the candidates being interviewed with different texts.
 - On the other hand, the procedures of personnel selection processes presented during the activity and the opinions expressed regarding new studies; It was stated that the selection criteria were insufficient, that the problems of the assigned personnel continued after they started to work, and then they received continuous leave / report especially regarding health problems.
 - It was stated that more detailed health checks and psychological factors should be evaluated in order to prevent this. For this, it was emphasized that the projects carried





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out for the recruitment and employment of personnel are important and vital.

- The staff should be selected from the penal institution, their experience and experience should be paid attention to, the successes they have while working in the prison and the quality of their service should be considered.
- The opinion was expressed that existing studies on selection procedures should be completed as soon as possible and implemented in new purchases.
- The opinions expressed regarding the current central examination system are; Instead of KPSS, a written exam consisting of questions about the field can be done. In addition, physical proficiency exams can be made to measure the physical competence of the applicants, as in the police selection. Besides, personality and talent scales developed for personnel selection can be used in personnel selection. Although the current examination is an important factor in recruiting people, it is not sufficient. The person is assigned to a challenging work environment such as a prison without adequate evaluation processes. It should be examined whether people will be good employees and whether they are ready to work in prison with risky and disadvantaged groups.
- Staff working with women, children and youth should be examined separately.
- The examination system applied in the promotion and promotion system should be more distinctive. For example, in the exam to be held for the Prison Officer (Guard), apart from the questions based on theoretical knowledge, questions and scales to measure the professional knowledge and experience prepared by the experienced Chief Prison Officers should be developed. Thus, it will be ensured that the Chief Prison Officer to be elected will be more prepared and professionally welcomed to any event that may occur.
- Evaluations were made on who might be the stakeholders that will affect the personnel career system. According to this;
- All staff and prisoners working within the prison system will be affected by this system. Therefore, the opinions and needs of each should be taken into account. Managers should be informed as decision makers in the process.
- A continuous evaluation system should be established, not in the recruitment and promotion process.
- Materials that will contribute to the career development of the staff can be developed by working with the academicians of the relevant departments of the universities.
- Obtaining the necessary points for promotion should not be sufficient by itself, but also objective scales to measure personality, abilities and skills should be applied. People should be evaluated at regular intervals. These evaluations can be made by the staff of the institution they serve. The evaluation results obtained in the institutions where the person worked before and the evaluation results obtained in the current institution can be compared.
- There is no prison governor in the commission that evaluates the candidate for recruiting new staff. This deficiency must be corrected.
- Evaluations have been made on the methods by which prison and probation personnel can be informed or how to inform those who want to become new candidates.
- Social media should be used more effectively. Apart from that, a website can be created.





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- Necessary information can be sent to the mobile phones or e-mail addresses of the staff.
- By keeping the announcements on the official site of the institutions up to date, posters, etc. Institution notice boards can be kept up-to-date with materials. Promotion and advertisement videos can be prepared and published on social media.
- When posting a new staff recruitment announcement, citizens should be presented with a video of what duties they perform in penal institutions for each title.
- In addition, public advertisements describing penal execution institutions in all aspects should be shot and should be included in the advertising channel of television channels.
- Evaluations of current studies in the field of promotion and career development; Contracted staff should also be able to take the promotion exams. The tenure should be taken into account, and the length of tenure should bring plus points. Managerial positions should not be outsourced, all should be promoted.
- For career development, the job description of the execution and protection officer should be made clearly.
- The thought that the prison officer “does whatever is given” negatively affects career development. Civil servants should also be specialized according to the units in the prison. For example; if the officer has received the necessary and sufficient training in execution, he must remain there.
- In case of need in other units, the unit should be changed after sufficient training and practice. This should be followed up regularly by the ministry.
- As a result of the promotion and promotion exam, there are problems arising from the inability of the personnel who are promoted to the position to receive a good professional education. For this reason, managers who will work in penal institutions and probation directorates need to make career planning and in-service training continuously and updated, apart from the promotion exam.
- The difficulties stated for career development are evaluated as follows; the number of staff is quite high. training all on this subject will take more, and require more place of education etc. difficult and costly. Prison and probation governors may not support our efforts for career development.
- The lack of units that will provide guidance on career development is a challenge for personnel who want to improve themselves.
- Since the job description of the prison officer (for each title of staff) has not been made clearly, the thought of “being responsible for every work in prison” will continue.
- Evaluations on staff training have been made. Regarding this; before the trainings are planned, a needs analysis should be made for the target audience. How many personnel are there with career goals? What are your career goals? Support should be given to the graduate and doctorate programs that the staff aim to do especially in their own fields.
- If a staff member who intends to progress to the supervisor status by being promoted in the career development goal is aiming for a master's degree in a field related to management, they should be supported.
- If a staff working in the education service aims to pursue a doctorate in educational





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sciences, they should be supported.

- Necessary support should be given to the experts in the trainings they attend to improve themselves. Protocols should be established in cooperation with universities, public institutions and non-governmental organizations. With these protocols, a discount can be made for the training that the personnel will attend. Extra quotas can be reserved for master's and doctorate issues.
- In order to provide a healthy in-service training for staff, first of all, the place of duty of the staff working in the institution should not be changed frequently.
- Because after the staff has received the relevant training in one unit, they can be assigned to another unit. This causes the state's means to be wasted in the training process, the replacement of trained staff by uninformed personnel and the start of a training process again. For these reasons, it is necessary for the staff who receive in-service training for any unit not to change their positions easily with the instructions of the manager, except for the essential conditions.
- There have been opinions expressed regarding the competence of the staff. The staff to be elected at the executive level should be selected from the same institution. It should not be purchased from outside. The staff recruited from outside are foreign to prisons.
- The prison staff is over 70 thousand and represents an important human resource. The staff in question have different undergraduate degrees.
- Staff trained in many different fields are very important for penitentiary institutions. It is important to make the right employment among these people.
- When the empathy skills, crisis management and problem solving skills of the personnel working with difficult and risky groups are evaluated, there may be issues in which they are more competent than those working in other fields.
- Determining the criteria for personnel to work in different units in the prison will enable more effective evaluation of competencies and reveal the needs.
- If it is aimed at the motivation of the staff; wage increase, improvement in personal rights, gun license, etc. proposal has come.
- In order to increase staff motivation, unity and solidarity should be ensured by organizing activities within the institution.
- In addition, the fact that married personnel are considered on leave for one day on their wedding anniversary, and the personnel who have children are considered as one day off on the birthdays of their children may be a source of motivation for the personnel.
- In order to increase staff motivation, unity and solidarity should be ensured by organizing activities within the institution.
- In addition, the fact that the married staff is considered on leave for a day off on the anniversary of their wedding, and the staff with a child on leave for a day on the birthdays of their children may be a motivation source for the staff.





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4. Conclusions and proposals

Finally, the solution suggestions for the problems are stated as follows:

Issues related to staff career development, selection procedures, advance and promotion were evaluated by the relevant representatives. The points that were seen as opinions, suggestions and problems were discussed. It has been a successful and productive activity. The emergence of different views with multi-disciplinary approaches has also increased the efficiency of the activity.

Practices in accordance with the merit system should be introduced in the promotion process.

Career development and promotion system should be secured by legislation. Because when a staff wants to do a master's degree, they cannot find an answer in the legislation. This situation is left to the initiative of the institution directors. If the person sees education not as an escape route from the institution but as a tool to improve himself / herself, and if it is a training program related to the field in which he / she works, the necessary set should be given. This, too, should be guaranteed by legislation.

Suggestions were made to increase the career development of prison and probation staff and to make them more systematic. It is thought that establishing specific units related to the subject and including experts in these units will provide positive contributions.

5. Evaluation

For the evaluation of the workshop, the DGPDH project team prepared an online questionnaire and invited participants to answer.

6. Communication

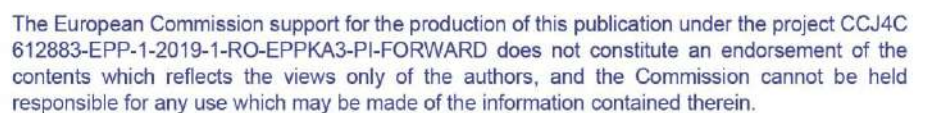
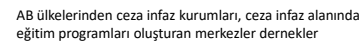
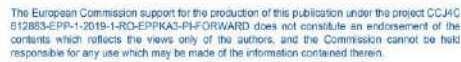
The workshop communication was in Turkish language.

During the event the members from DGPDH project team Ms. Ezgi Çetintürk and Mr. Erhan Güven presented the next two Power Point materials:



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Projenin Amacı?

Proje ile ceza infaz kurumu ve denetimli serbestlik hizmetlerinde görevli personelin kariyer yönetim becerilerinin desteklenmesi ve kariyer gelişimini destekleyici yenilikçi çalışmaların geliştirilmesi amaçlanmaktadır.

•(CCJ4J)

Proje Süresi

01.01.2020 – 31.12.2022

Proje Ortakları?

Romanya - Yaşam Boyu Öğrenme Derneği (CPIP),
Almanya - Bremen Adalet Bakanlığı,
Ceza ve Tevkifevleri Genel Müdürlüğü (Türkiye),
Romanya - Ulusal Cezaevi Yönetimleri,
Romanya - Timisiora Cezaevi
İtalya CEIPES,
Portekiz - Yenilikçi Cezaevi Sistemleri Şirketi,
Litvanya - Baltık Eğitim Teknolojileri Enstitüsü,
ICPA (Uluslararası İslah ve Ceza İnfaz Kurumları Derneği)
Birleşik Krallık - York Associates Uluslararası Çalışmalar Firması,
Danimarka - Brainlog Derneği

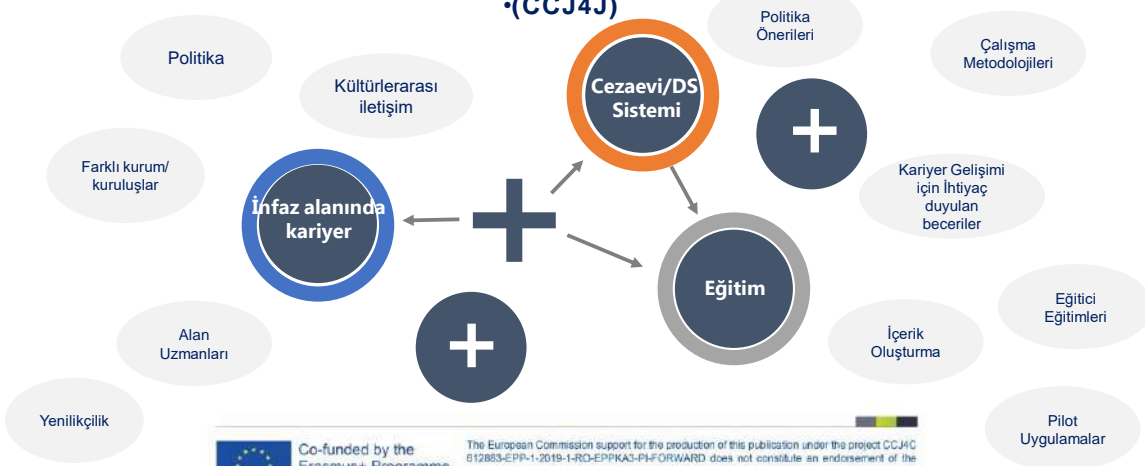


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Proje Faaliyetleri Kapsamında Planlanan Çalışma Paketleri

6 Çalışma Paketi:

1. Yönetim ve Koordinasyon,
2. İnfaz alanında personele ilişkin yürütülen politikaların analiz edilmesi,
3. İnfaz alanında ilgili paydaşların analiz edilmesi, personelin eğitim ihtiyaçlarının ve becerilerinin desteklenmesi,
4. Öğrenme araçları ve kaynakların geliştirilmesi,
5. İnfaz alanında görevli personele yönelik yenilikçi politikaların önerilmesi,
6. Proje çıktılarının paylaşılması, yaygınlaştırılması ve kullanılması.



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1. Çalışma Paketi Yönetim ve Koordinasyon

- Proje metodolojisi, proje yönetimi el kitabının oluşturulması ve paylaşılması, görev dağılımına ilişkin planlamalar,
- 1. Proje Yönetim Kurulu Toplantısı,
- Proje ekibi kurulması, strateji ve çalışma planı geliştirilmesi ve dış değerlendirme sistemi oluşturulması,
- TEAMWORK: Proje dosya ve yönetim platformu kurulması,
- İç raporların hazırlanması; yönetim, uygulama, mali ve nitelik,
- 2. Proje Yönetim Toplantısı,
- 3. Proje Yönetim Toplantısı,
- Proje ara dönem raporunun sunulması; yönetim uygulama, nitelik, dış değerlendirme ve yaygınlaştırma,
- 4. Proje Yönetim Toplantısı,
- 5. Proje Yönetim Toplantısı,
- Final raporunun hazırlanması ve sunumu.



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2. Çalışma Paketi İnfaz alanında personele ilişkin yürütülen politikaların analiz edilmesi

- İnfaz alanında görev yapan personele ilişkin politikaların değerlendirilmesine ilişkin strateji oluşturulması,
- İlgili kamu politikalarının neler olduğu,
- Personelin kariyer gelişimi süreçlerinin değerlendirilmesi,
- Paydaş toplantıları,
- Mevcut durum belgesi hazırlanması,
- Yapılandırılmış bir kamuya paylaşma etkinliği düzenlenmesi,
- Ortak gözden geçirme çalışmaları,
- Uygun bulunan senaryo ve çıktıların listelenmesi,
- Çevrimiçi paydaş toplantısı ve çalıştay gerçekleştirilmesi.



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3. Çalışma Paketi İnfaz alanında ilgili paydaşların analiz edilmesi, personelin eğitim ihtiyaçlarının ve becerilerinin desteklenmesi

- İnfaz alanında görev yapan personelin eğitim ihtiyaçlarına yönelik bir stratejinin belirlenmesi,
- İnfaz personelinin tanımına ilişkin bir öğrenme içeriğinin oluşturulması,
- İnfaz alanındaki tüm aktörleri içeren, uzmanlık, statü, rol ve iş tanımlarının değerlendirilmesi,
- Kariyer yönetimi için gerekli ortak becerilerin tespit edilerek listelenmesi,
- Paydaş Toplantısı,
- Avrupa ülkelerinde adalet alanında kariyere başlayan ceza infaz kurumu ve denetimli serbestlik personeli için gerekli özel yeterliliklerin profilinin belirlenmesi,
- Belirlenen profilin genel bir değerlendirmesinin yapılarak uyumlu ve ortak kullanılabilir hale getirilmesi.



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4. Çalışma Paketi Öğrenme araçları ve kaynakların geliştirilmesi

- Strateji geliştirilmesi,
- Görev dağılımı, şablon ve araçların oluşturulması,
- Uygun eğitim kaynaklarının belirlenmesi,
- Özel modüllerin geliştirilmesi,
- Çevrimiçi kullanılabilen eğitim platformunun oluşturulması,
- Pilot uygulamaların gerçekleştirilmesi,
- Platformun kullanıma yönelik araç seti oluşturulması (erişim gibi.)



•Ceza İnfaz Kurumu Personelinin Kariyer Yönetimi Projesi •(CCJ4J)

5. Çalışma Paketi Proje çıktılarının paylaşılması, yaygınlaştırılması ve kullanılması

- İnfaz personeline yönelik öğrenme araçları konusunda stratejilerin geliştirilmesi,
- Konu ile ilgili politika ve uygulamalar hakkında kararların anlaşılması,
- Müdahalelerin belirlenmesi,
- Belirlenen müdahalelerin eyleme dönüştürülmesini destekleyebilecek önerilerin geliştirilmesi,
- Politika yapıcılar ile ulusal ve uluslararası çalıştayların organize edilmesi,
- Uygulayıcılarında dahil edileceği uluslararası bir konferansın gerçekleştirilmesi.



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ANKET

Coza İnfaz Kurumu Personeli Kariyer Kılavuzu İhtiyaç Anketi adlı dosyanın | **Görüntü**

Sorular Yanıtlar

Bölüm 1/9

Ceza İnfaz Kurumu Personeli Kariyer Kılavuzu İhtiyaç Anketi

Bu anket çalışması, Avrupa Birliği tarafından finanse edilen bir proje faaliyeti olup, infaz alanındaki kariyer gelişimine odaklanmakta ve ceza infaz kurumlarında görevli personelin kariyer gelişimine yönelik rehberlik edecek bir kılavuzun tasarlanmasını hedeflemektedir. Söz konusu proje çalışmaları, altı Avrupa Birliği üyesi ülkenin ortaklığında ve ceza infaz kurumları alanında yürütülmektedir.

Bu anket çalışması ile cezaevi personeline, yöneticilerine, ailelerine ve karar vericilere cezaevinde kariyerlerini daha iyi desteklemek için ne yapabileceğimizi soracağız.

Bu kapsamda, ilk faaliyetimiz, temel ihtiyaçları anlamamıza yardımcı olmayı amaçlayan bu ankettir. Verdiğiniz yanıtları gözden geçirip değerlendireceğiz, ardından fırsatlara ve zorluklara daha derinlemesine bakmak için sizi gönüllü olmaya ve bilgilerinizi verdiğiniz takdirde Kasım ayında bir paydaş toplantısına davet edilebilirsiniz.

Aşağıdaki anketi tamamlamak, gönüllülük esasına dayalıdır ve yanıtlarınız gizli tutulacaktır, bu sebeple aşağıdaki soruları yanıtlarken isminizi vermemelisiniz. Zamanınız yaklaşık 15 dakikasını alacaktır, zaman ayırdığınız için teşekkür ederiz.

Avrupa Birliği genelindeki tüm ortak ülkelerdeki yanıtırlar birlikte derlenecek ve analiz edilecektir. Bu ankete katılmamanız ilgili herhangi bir risk bulunmamakla birlikte sizler için olumsuz bir sonuç da doğurmayacaktır.

Herhangi bir sorunuz veya endişeniz varsa, lütfen bizimle iletişime geçmekten çekinmeyiniz. İletişim için [E-posta: info@corrections.europa.eu](#) veya [Telefon: +352 222 999 999](#)

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İHTİYAÇ ANKETİ

Sorular

- ✓ Genel bir yönerge ve onam,
- ✓ Mesleki Sorular;
 - Ceza infaz kurumu veya denetimli serbestlik personeli misiniz?
 - Ne kadar süredir çalışıyorsunuz?
 - İlk iş deneyiminiz infaz kurumu mu?
- ✓ Çalışma koşulları hakkında sorular;
 - Maaşınızın görevinizi yerine getirmek için yeterli olduğunu düşünüyor musunuz?
 - Kariyeriniz devam ettirebilme konusunda kurumunuz tarafından yeterli motivasyon sağlanıyor mu?
 - Yıllık olarak iş performansınız değerlendiriliyor mu?
 - Personelin görevini bırakma nedenleri sizce nedir?
 - Kurumda çalışmanın en önemli 3 risk faktörü nedir?



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İHTİYAÇ ANKETİ

Sorular

- ✓ İş ve eğitim konularında sorular;
 - Görevinizi yerine getirebilmek için yeterli eğitim alıyor musunuz?
 - Verilen eğitimleri ne ölçüde faydalı buluyorsunuz?
 - Verilen temel eğitimler, kariyer gelişimi konusunda bilgiler içeriyor mu?
 - Liderlik konusunda bilgi içeren eğitimler mevcut mu?
 - İşe gittiğimde bunu bir Olarak değerlendiririm.
 - Görevinizi başka birisine söylemekten çekindiğiniz olur mu?
- ✓ Gelişim ve danışmanlık hakkında sorular;
 - Yönetim kadrosu gelişime ne kadar açık?
 - Kariyer gelişimi konusunda kendiniz mi bilgi ediniyorsunuz yoksa bir danışmanlık hizmeti bulunuyor mu?
 - Ne tür danışmanlık hizmetleri sağlanıyor?
 - Ziyaret edebileceğiniz bir mentör ya da danışman var mı?



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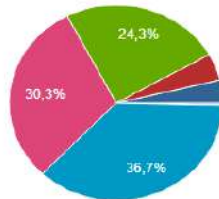


İHTİYAÇ ANKETİ

Genel Sonuçlar

Mevcut pozisyonunuzda ne kadar süredir çalışmaktasınız?

267 yanıt



- 0-2 years
- 3-5 years
- 5-10 years
- 11-15 years
- More than 15 years

1/2



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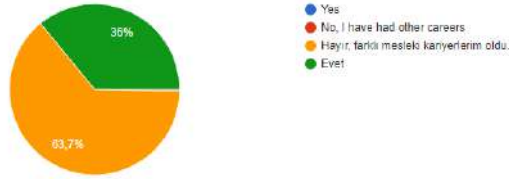


İHTİYAÇ ANKETİ

Genel Sonuçlar

Meslek hayatınızda ilk kariyeriniz mi ?

267 yanıt



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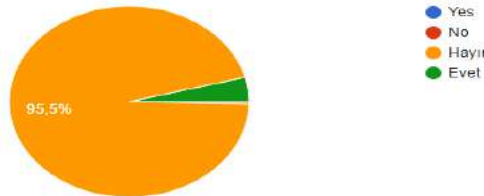


İHTİYAÇ ANKETİ

Genel Sonuçlar

Maaşınızın görevinizi yerine getirmek için yeterli olduğunu düşünüyor musunuz ?

267 yanıt



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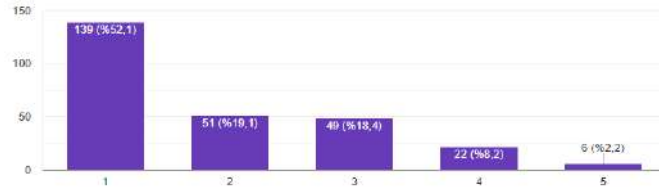


İHTİYAÇ ANKETİ

Genel Sonuçlar

Kurumunuzun sizi kariyerinizde devam etmeye yetecek kadar motivasyon (tatiller, iyi eğitim olanakları) sağladığını düşünüyor musunuz? (1 – 5)

267 yanıt



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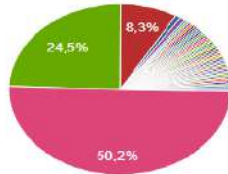


İHTİYAÇ ANKETİ

Genel Sonuçlar

Personelin görevini bırakmasının en önemli nedenleri nedir?

255 yanıt



- Low salary
- Not enough holidays
- Shift work
- Lack of career prospects
- Lack of training
- Moving away from the prison
- Düşük maaş
- Ceza infaz kurumu ortamından uzakla...

1/7



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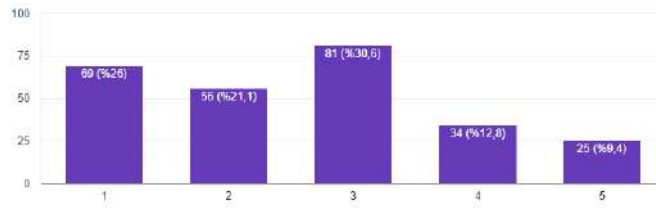


İHTİYAÇ ANKETİ

Genel Sonuçlar

Verilen eğitimlerin görevinizi yerine getirmek için yeterli olduğunu düşünüyor musunuz? (1 – 5)

265 yanıt



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İHTİYAÇ ANKETİ

Genel Sonuçlar

Cezaevi personelinin günlük görevlerinde en büyük üç risk faktörü sizce nedir? (Açık uçlu soru)

Örnek cevaplar;

- Can güvenliği, beslenme, kapalı ortam,
- Rehin, firar, saldırı,
- Şiddet, iftira, Dedikodu,
- Kapalı ortam, suçluyla aynı ortam, şehir merkezine uzaklık,
- Zarar görme, psikolojik baskı, hastalık,
- Mesleki itibar yetersizliği, Düşük maaş, Yüksek risk,
- Güvenlik ekipman eksikliği, mahkumla yakın temas , temizlik ve hijyen sorunları.



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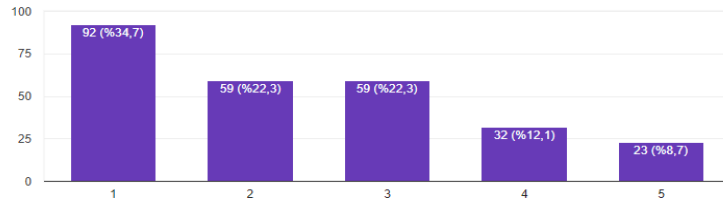


İHTİYAÇ ANKETİ

Genel Sonuçlar

Cezaevi personeliniz veya siz görevlerinizi etkili bir şekilde yerine getirmek için yeterli eğitim alıyor musunuz? (1 – 5)

265 yanıt



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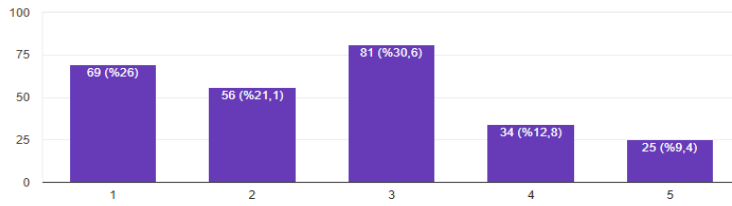


İHTİYAÇ ANKETİ

Genel Sonuçlar

Bu eğitimlerin işinizde kalmanıza ne ölçüde yardımcı olduğunu düşünüyorsunuz? (1 – 5)

265 yanıt



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Genel Sonuçlar

Verilen temel eğitimde personel kariyerinin gelişimine yönelik yeterli bilgi mevcut mu? (1 – 5)



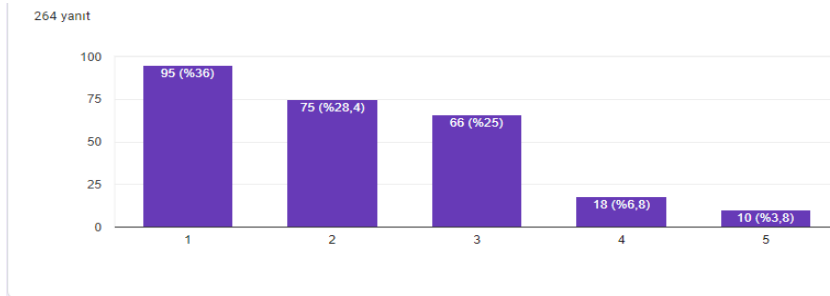
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Genel Sonuçlar

Ceza infaz kurumunda bir kariyer imkanı olarak liderlik gelişimi konusunda ne düzeyde bilgi mevcuttur? (1 – 5)



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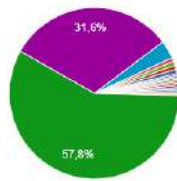
CORRECTIONS CAREERS



Genel Sonuçlar

Çalışmaya gittiğimde, bunu bir ... olarak değerlendiririm.

263 yanıt



- Job?
- Career?
- Public mission?
- Kamu görevi
- İş
- Kariyer
- Mecburiyet
- Görev

1/3



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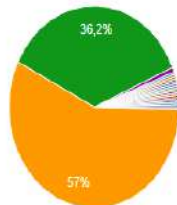
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Genel Sonuçlar

İnsanlara yaptığınız işi söylemekten çekindiğiniz olur mu?

265 yanıt



- No, never
- Yes, sometimes
- Evet, bazen
- Hayır, asla
- Çekinme ve korku. Genelde söylemem.
- Tebiki Her Zaman
- kesinlikle evet
- Evet her zaman

1/3



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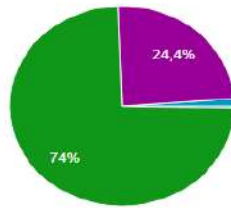


İHTİYAÇ ANKETİ

Genel Sonuçlar

Kariyer gelişimi için imkanları kendiniz mi araştırırsınız yoksa bu konuda bir danışmanlık hizmeti sunuluyor mu?

262 yanıt



- I seek out career guidance myself
- Career information is given to all employees
- I don't know
- Kendim araştırıyorum.
- Bilmiyorum.
- Tüm çalışanlara kariyer gelişimi ile ilgili danışmanlık veriliyor.



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İHTİYAÇ ANKETİ

Genel Sonuçlar

Cezaevlerinde yönetim kadrosu öğrenme ve gelişime ne kadar açık? Cezaevinizin resmi bir öğrenme ve geliştirme için pozisyon var mı?

Örnek cevaplar;

- Tamamen kalıplaşmış yöntemler uygulanıyor,
- Hayır,
- Tamamen kapalılar,
- Kurumdan kuruma değişiklik gösteriyor,
- Yönetim kadrosu olarak genel bir değerlendirme yapmak doğru olmaz. Bir cezaevi müdürü (1 ya da 2) yönetimi eğitime açıkken diğeri açık olmayabilir. Genelde onların değil diğer personelin eğitime ihtiyacı olduğunu düşünen yönetim kadrolarından bahsedilebilir,
- Herhangi bir öğrenme veya geliştirme pozisyonu yok,
- Evet açıklar .



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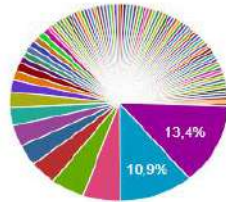


İHTİYAÇ ANKETİ

Genel Sonuçlar

Size ne tür bir kariyer danışmanlığı sunuluyor?

201 yanıt



- Paper handouts about prison careers
- Counseling from a line manager
- Counseling from someone outside th...
- Online career counselling
- Birim yöneticileri tarafından danışmanl...
- Cezaevinde kariyer gelişime yönelik y...
- Yok
- Sunulmuyor

1/12



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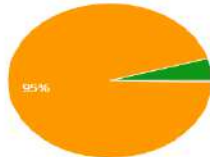
İHTİYAÇ ANKETİ

Genel Sonuçlar

Ziyaret edebileceğiniz, doğrudan birim müdürünüz olmayan bir Kariyer Danışmanınız veya Mentörünüz var mı?

Do you have a Career Mentor or Counsellor you can visit, someone who is not your direct line manager?

253 yanıt



- Yes
- No
- Hayır
- Evet



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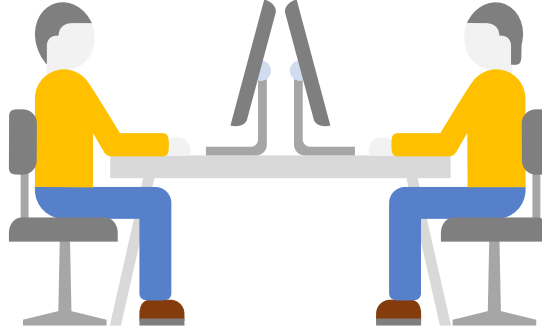
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CORRECTIONS CAREERS



Tartışma Oturumu/Grup Çalışması



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Tartışma Oturumu/Grup Çalışması KONULAR

- Grup 1:** Mevcut personel kariyer imkanlarını nasıl değerlendiriyorsunuz? Olumlu ve olumsuz tüm görüşlerinizi iletiniz. (örneğin; personel işe alım, görevde yükselme ve unvan değişikliği gibi.)
- Grup 2:** Çevrenizde aile ve arkadaşlarınızın işinize bakış açısı nasıldır? Bu konuda ne gibi yenilikler yapılması olumlu etkiler sağlayacak ya da artıracaktır, tartışınız.
- Grup 3:** Bulunduğunuz kurumda görevinizi yerine getirmek için yeterli imkanlar sağlanıyor mu? Yaşadığınız olumlu olumsuz deneyimleri tartışınız.
- Grup 4:** Size tam yetki verilecek olsa ceza infaz kurumu ve denetimli serbestlik müdürlüklerinde görev yapan personelin kariyer gelişimini destekleyecek ne tür imkanlar oluşturdunuz?
- Grup 5:** Kurumda göreve başladığınız günden itibaren verilen hizmet öncesi ve hizmet içi mesleki eğitimleri yeterli buluyor musunuz? Bu konudaki öneri ve düşüncelerinizi tartışınız.



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Tartışma Oturumu/Grup Çalışması KONULAR

Grup 1: İsmail GÜL, Sinan YAŞAR, Levent Preveze, Fatih ELMAS, Erhan GÜVEN

Grup 2: Eren Halil ÖZBERK, Merve ÇAKIROĞLU, Selim GÜLCEGÜL, İrfan GÜNEŞ, Gamze GÜNDOĞDU

Grup 3: Ufuk ÖZOĞUZ, Fatma BOZKIR, Türkan SAKLAN, Hasan CANYURT, Süleyman KAÇMAZ

Grup 4: Elif Bengi ÜNSAL ÖZBERK, İsmail KÜÇÜKER, Meltem YAMAKOĞLU ÜLKER, Melis MERİÇ, Ezgi ÇETİNTÜRK

Grup 5: İsmail OLCAR, Gevherhan ASLAN, Fatih ÖZ, Büşra KAYA KIRAÇ, Berfu ALTAY



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The other presentation:



28.01.2021



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**PERSONEL SEÇİM VE TERFİ SİSTEMİNİN
GÜÇLENDİRİLMESİ PROJESİ
(PESİP)**



İnsan Kaynakları Geliştirme Bürosu



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Ceza ve Tevkifevleri Genel Müdürlüğü İnfaz ve Koruma Memuru Personel Alım Şartları

- En az lise veya dengi okul mezunu olmak,
- Yapılacak sınavın son başvuru tarihi olan 16/07/2019 itibarıyla 18 yaşını doldurmuş olmak, merkezî sınavın (KPSS-2018) yapıldığı yılın Ocak ayının birinci günü itibarıyla 30 yaşını bitirmemiş olmak
- Erkeklerde 170 cm. kadınlarda 160 cm. 'den kısa boylu olmamak,
- Boy uzunluğunun santimetre cinsinden son iki rakamı ile kilosu arasındaki fark 13'ten fazla, 17'den az olmamak, (Örneğin; 170 cm boyunda olan bir adayın kilosunun $70+13=83$ 'ten fazla, $70-17=53$ 'ten az olmaması gerekmektedir.)

İnsan Kaynakları Geliştirme Bürosu



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Personel Seçim ve Terfi Projesi (PESİP)



01	21 – 25 Ekim 2019 tarihleri arasında 1. pilot çalışma gerçekleştirilmiştir.
02	13 – 15 Kasım 2019 tarihlerinde Dr. Eren H. ÖZBERK danışmanlığında 1. pilot çalışmanın verileri analiz edilmiştir.
03	Proje çalışma talimatı doğrultusunda yönetici personel profili, yetenek beklentisi ve ölçek geliştirmek için 2 – 6 Aralık 2019 tarihinde çalıştay gerçekleştirilmiştir.
04	20 – 24 Ocak 2020 tarihlerinde geliştirilen ölçeğin son halinin hazırlanması ve 2. pilot çalışması için nihai sorular hazırlanmıştır.
05	24 – 28 Şubat 2020 tarihlerinde 2. pilot çalışma gerçekleştirilmiştir.
06	11 Haziran 2020 tarihinde Projede gelinen durum değerlendirilmesi ve gelecek faaliyetlerin planlanması amacıyla Zoom platformu üzerinden çevrimiçi toplantı.
07	15 - 17 Aralık 2020 tarihinde İstatistiksel ve yazılımsal sürecin değerlendirilmesi için zoom platformu üzerinden çevrimiçi toplantı gerçekleştirilmiştir.
08	25 – 27 Ocak 2021 tarihinde Yönetici unvanı için ölçek geliştirme çalışması zoom platformu üzerinden çevrimiçi olarak gerçekleştirilmiştir.

İnsan Kaynakları Geliştirme Bürosu

YETKİNLİKLER



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PESİP 1. PİLOT ÇALIŞMASI

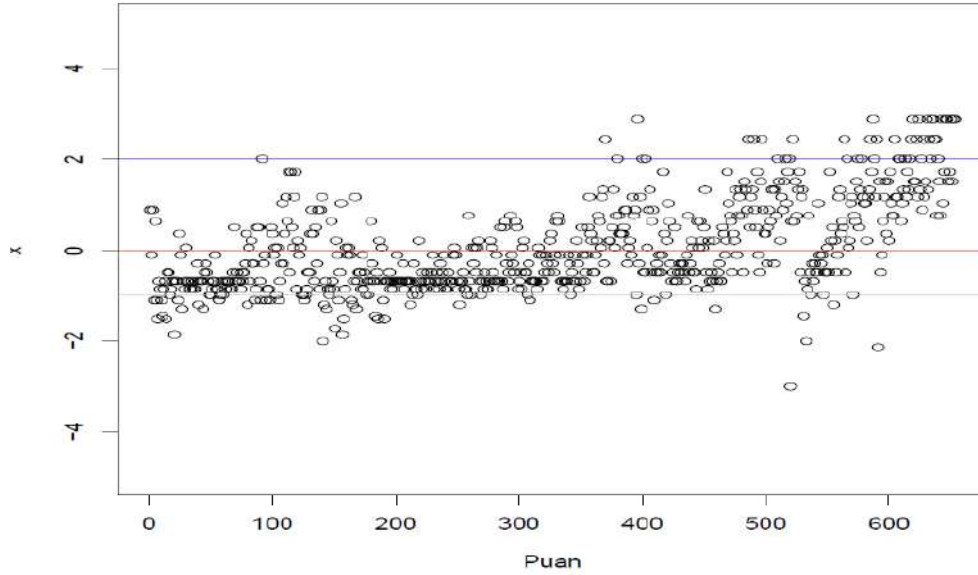
105

FARKLI CEZA
İNFAZ
KURUMU

1016

İNFAZ VE
KORUMA
MEMURU

PSİKOLOJİK SERMAYE



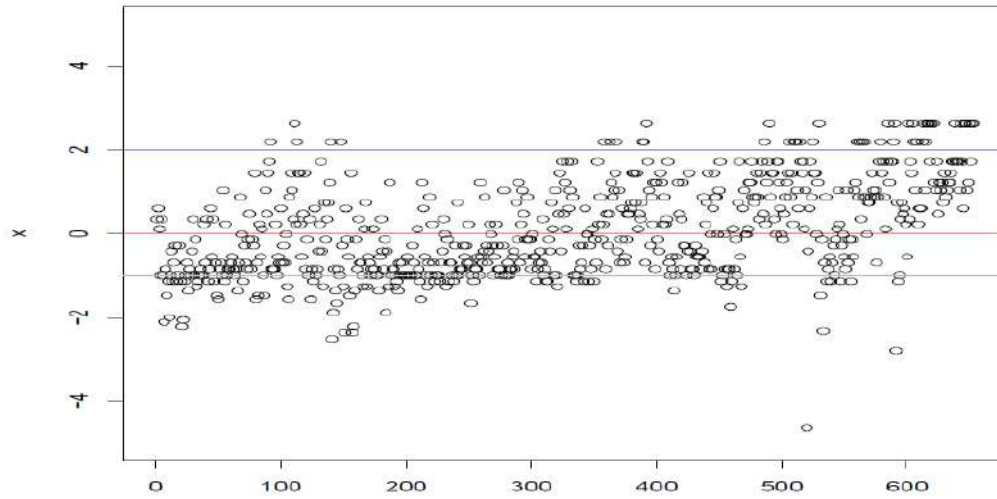
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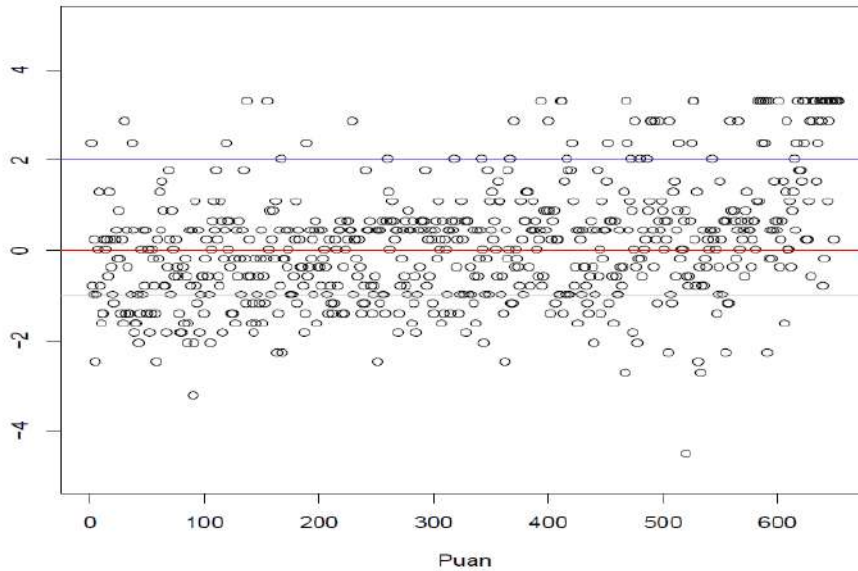


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EKİP ÇALIŞMASI



ZAMAN YÖNETİMİ



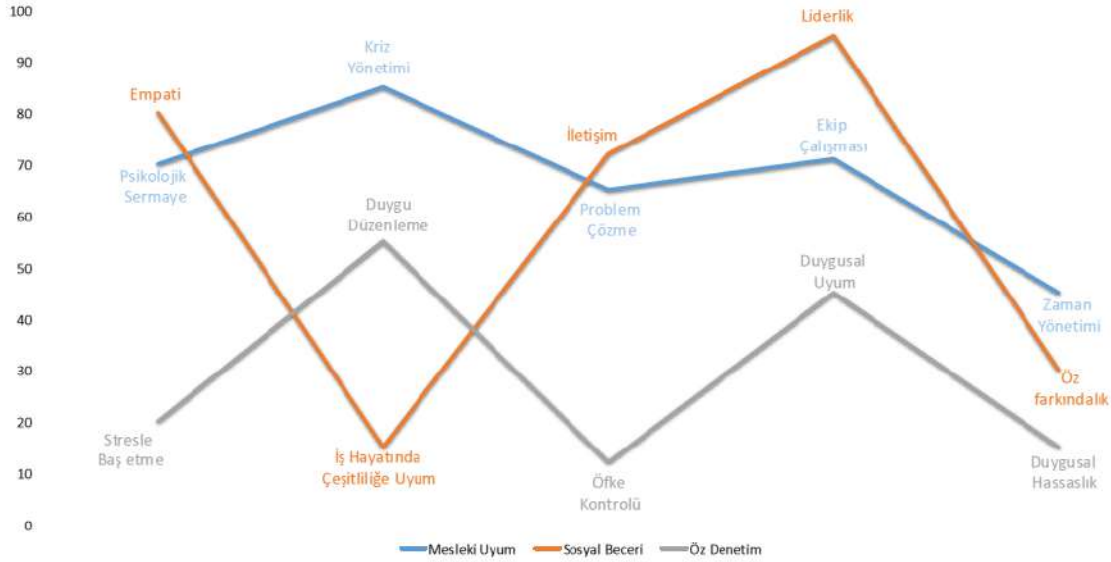
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Profil Analizi



PROJE KAPSAMINDA YÖNETİCİLER İÇİN GELİŞTİRİLEN YETKİNLİKLER

Yönetimsel Beceri

- Liderlik
- Kriz Yönetimi
- Risk Alma
- Güç Mesafesi

Kişisel Beceri

- Psikolojik Sermaye
- Empati
- Farkındalık
- Stresle Baş Etme
- Duygu Düzenleme
- Öfke Kontrolü
- Problem Çözme

Kişilerarası Beceri

- Ekip Çalışması
- İletişim Yönetimi
- Farklılıkların Yönetimi
- Kültürel Duyarlılık
- İnsan Hakları ve Etik

İnsan Kaynakları Geliştirme Bürosu



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İnfaz ve Koruma Memuru unvanında hazırlanan ölçeğin çalışmaları tamamlanarak 2021 yılı içerisinde personel istihdamında ve görevde yükselme sınavlarında kullanılması hedeflenmektedir.



TEŞEKKÜRLER...



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*****In addition to the powerpoint presentations prepared, the current legal regulations were also informed on the screen.***

7. Annexes

Annex 1.

Participant List

Katılımcı Listesi/Participant List

No	Ad Soyad/Name and Surname	Unvan/Title	Kurum/Institution
1	İsmail GÜL	Personel Eğitim Merkezi Başkanı/Head of Staff Training Center	Ankara Personel Eğitim Merkezi/Ankara Staff Training Center
2	İsmail OLCAR	Eğitim Görevlisi/Lecturer	Ankara Personel Eğitim Merkezi/ Ankara Staff Training Center
3	Dr. Elif Bengi ÜNSAL	Doktor Öğretim Görevlisi/Dr. Academic Member	Trakya Üniversitesi/University of Trakya
4	Sudiye AKSOY	Öğretim Görevlisi/Lecturer	İstanbul Personel Eğitim Merkezi/İstanbul Staff Training Center
5	Jülide YILDIRIM	Psikolog/Psychologist	Bozkurt Kadın Kapalı Ceza İnfaz Kurumu/Bozkurt Female Closed Prison
6	M. Ufuk ÖZOĞUZ	Kurum Müdürü/Governor	Erciş Denetimli Serbestlik Müdürlüğü/Erciş Probation



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7	Merve ÇAKIROĞLU	Şube Müdürü/Head of Unit	Denetimli Serbestlik Daire Başkanlığı/Probation Department in DGPDH
8	Süleyman KAÇMAZ	Şube Müdürü/Head of Unit	Dış İlişkiler Daire Başkanlığı/Foreign Relations Department in DGPDH
9	Erhan GÜVEN	Şube Müdürü/Head of Unit	Personel Daire Başkanlığı/Human Resources and Staff Department in DGPDH
10	Levent PREVEZE	Öğretmen/Teacher	CİPDER/ The Association of Prison staff's help and solidarity
11	Gevherhan ASLAN	Eğitim Görevlisi/Lecturer	İstanbul Personel Eğitim Merkezi/İstanbul Staff Training Center
12	Büşra KAYA KIRAC	Psikolog/Psychologist	Buca Kapalı Ceza İnfaz Kurumu/Buca Closed Prison
13	Ece KORKMAZ	Psikolog/Psychologist	Personel Eğitim Daire Başkanlığı/Head of Staff Training Department
14	Keziban KOÇ	Social Worker	Hassas Gruplar Bürosu/Department of Vulnerable Groups
15	Mevhibe Nurşah AYDOĞAN'	Social Worker/Lecturer	Ankara Personel Eğitim Merkezi/Ankara Staff Training Center
16	Elif Yıldırım	Psikolog/Psychologist	Sincan T Tipi Kapalı Ceza İnfaz Kurumu/Sincan T Type Closed Prison





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17	Yunus Polatkan	Psikolog/Psychologist	Sincan Açık Ceza İnfaz Kurumu/Sincan Open Type Prison
18	Meltem YAMAKOĞLU ÜLKER	Psikolog/Psychologist	Menemen T Tipi Kapalı Ceza İnfaz Kurumu/Menemen T Type Closed Prison
19	Fatih ELMAS	İdare Memuru/Administrative Staff	Sincan 4 Nolu L Tipi Kapalı Ceza İnfaz Kurumu/Sincan No 4 L Type Closed Prison
20	Selim GÜLCEGÜL	Başmemur/Chief Guard	Ankara 2 Nolu L Tipi Kapalı Ceza İnfaz Kurumu/Ankara No 2 L Type Closed Prison
21	Kemal TEPELİ	Psikolog/Psychologist	Kırıkkale F Tipi Kapalı Ceza İnfaz Kurumu/Kırıkkale F Type High Security Prison
22	Ayşe Duygu Ay Taş	Psikolog/Psychologist	Erzurum Denetimli Serbestlik Müdürlüğü/Erzurum Probation Center
23	İrfan GÜNEŞ	Sosyal Hizmet Uzmanı/Social Worker	Midyat M Tipi Kapalı Ceza İnfaz Kurumu/Midyat M Type Closed Prison
24	İsmail KÜÇÜKER	İnfaz ve Koruma Memuru/Prison Guard	Burhaniye T Tipi Kapalı Ceza İnfaz Kurumu/Burhaniye T Type Closed Prison



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25	Hasan CANYURT	Kurum Müdürü/Governor	Kars Açık Ceza İnfaz Kurumu/Kars Open Type Prison
26	Esra AKYÜZ	Sosyolog/Sociologist	Denetimli Serbestlik Daire Başkanlığı/Head of Probation Department
27	Fatih ÖZ	Officer	İnsan Kaynakları Yönetimi Bürosu/ Human Resources Management Bureau
28	Berfu ALTAY	Sosyal Hizmet Uzmanı/Social Worker	Dış İlişkiler Daire Başkanlığı/Foreign Relations Department in DGPDH
29	Gamze GÜNDOĞDU	Psikolog/Psychologist	Personel Daire Başkanlığı/Human Resources and Staff Department in DGPDH
30	Ezgi ÇETİNTÜRK	Psikolog/Psychologists	Dış İlişkiler Daire Başkanlığı/Foreign Relations Department in DGPDH





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Annex 2.

Pictures



Written by DGPDH,Turkey



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