

**CAREER ASPECTS OF PENITENTIARY OFFICERS IN ROMANIA  
ACCORDING TO THEIR STATUTE – LAW NO. 145/2019**



Human resources are the most important component within any organization, a strategic resource in achieving objectives, in accordance with the stated mission and values. The human resource has a wide range of skills, which can be developed and updated, forming the basis for the efficient use of all other resources.

Access to the organization is based on the principle of equality of chances within the Romanian correctional system, and is achieved based on competence criteria. Special emphasis, put on the quality of human resources, is materialized by the use of modern selection procedures and tools, through the initiative of training of future civil servants with special status, both officers and agents, in the most prestigious higher education institutions and post-secondary education in the system of public order and national security. Also, continuing education and specialization, civil servants with special status in the penitentiary administration system are made according to system's needs, through courses, at high standards, through collaborations developed with prestigious universities, military educational institutions, as well as with licensed education suppliers, recognized nationally and internationally.

Career development pursues professional and individual development, process carried out in the penitentiary system through modern working tools, oriented towards obtaining performance and continuous improvement.

Accreditation of our own training institution for penitentiary as a post-secondary school, as well as obtaining authorization as provider of training in specialties required by the system,

are a confirmation of the sustained efforts for the improvement of the professional quality of staff. The specialists in the field successfully represent the institution at national and international level in the activities regarding to the human resources component. Personnel management is a major component of human resources activity, modernization of working tools in everyday life being a permanent concern. Our specialists are involved in computerization projects in the field, developed at the level of the penitentiary system, as well as at the level of the judicial system. A long-term human resources strategy was approved, the implementation of which ensures the premises for fulfilling the objectives of the penitentiary system.

### **The career of the Romanian prison police officers according to Law no. 145/2019-regarding the statute of prison police officers**

This law regulates the statute of civil servants with special status within the penitentiary police, called penitentiary police.

The National Penitentiary Administration is responsible for the selection process of the penitentiary police officers, which also guarantees the application of the principles of equality, merit, professional capacity and transparency.

Hiring or appointing as a prison police officer can be done in the following ways:

- graduation of an educational institution that prepares staff for the penitentiary police (officers and agents);
- contest from external source;
- transfer of military personnel or of police officers from other public institutions of defence, public order and national security of the state.

The graduates of the higher education institutions for the training of the penitentiary police officers with a bachelor's degree are employed as penitentiary police officers - high rank in public execution functions and are awarded the first military rank of penitentiary police officer - "subinspector", signing a commitment that obliges them to work at least 9 years in the prison police service after graduating.

The graduates of the educational institutions for the training of the penitentiary police agents with a duration of 1 school year are classified as penitentiary police agents - low rank and they are granted the first degree of penitentiary police - "agent", signing a commitment that obliges them to work at least 5 years in penitentiary police service after graduation.

Candidates admitted to the competition from external source are appointed as newcomer prison police, they have to go through a 12-month internship for those assigned to high rank officer positions and 6 months for those assigned as low rank officer (agent). In this internship

period, they will participate in training and specialization courses organized by the National Penitentiary Administration, which have as objective the acquisition of the specific activity of the penitentiary system, training and evaluation of the professional skills of the penitentiary police officers in order to fulfil the duties and responsibilities of the function. During the internship period, the activity will be carried out under the guidance of another experienced penitentiary police officer, called *guide*. At the end of the training period, they will take an exam, after which they will be assigned as final police officers, after submitting the oath of faith.

### **The record of the prison police**

Each prison police officer has a confidential professional file, which is managed by the human resources structure within each prison. It contains data related to the family, professional situation, specializations, as well as the professional evolution of each employee.

The evaluation of the professional activity of the penitentiary police officers is made annually, based on the criteria and the procedure provided by the statute of the penitentiary police officers and it aims to evaluate the professional conduct manifested, the professional competences, the results of the activity carried out, the concern for the improvement of the training, as well as the potential career development.

The evaluation activity is a permanent process that starts with the evaluation according to the individual objectives, it is followed by the monitoring of the achievement of the objectives set, and is continued with the evaluation of the annual professional performances and the establishment of the objectives for the following year.

After the evaluation, the penitentiary police officer receives certain qualifications, which will further influence their professional career.

### **Advancement of prison police officers**

In the professional career, following the results obtained in the evaluation of the professional activity, the penitentiary police officers have the right to advance according to the provisions of the present law.

The advancement in vacant public positions of penitentiary police officers, who meet the conditions provided by Law no. 145/2019 is made based on a competition, within the limits of the positions provided in the organizational states of the unit.

Prison police officers are promoted to the next professional grade if they have completed the minimum internship in the professional grade held and in the last two evaluations of the

annual professional activity within the minimum internship in the grade held they obtained at least the rating "good".

Penitentiary police officers may be promoted to the next professional grade before completing the minimum internship, if they have been assessed in the last year as "exceptional" and if they have completed half of the minimum internship in the grade. Law no. 145/2019 stipulates the minimum internship for each professional degree.

The passage of the agents in the category of prison police officers is done through an annual organized contest, within the limits of the positions provided in the states of organization of the penitentiary units. In order to participate in the competition, the penitentiary agents must complete several conditions stipulated in Law no. 145/2019.

The vacant management positions in the penitentiary police can be filled by competition / examination, from the officers and the penitentiary police agents in activity. Penitentiary police agents may occupy vacant management positions up to the level of service manager or equivalent, provided they have higher education with a bachelor's degree in the specific field of function or management.

Candidates registered for the competition or examination for filling the vacant posts of penitentiary policeman, related to the management or execution functions, must complete the general conditions for acquiring the quality of penitentiary policeman, as well as the cumulative mandatory conditions for participating in the competition, according to the Law No.145 / 2019, including the condition of being medically and psychologically fit.

The career evolution of the prison police officers is regulated by Law no. 145/2019 and is detailed in the **Career Guide**, approved by order of the Ministry of Justice. This **Career Guide** is prepared as draft by Romanian National Administration of Prisons now and soon will be approved.

### **Professional training of prison police officers**

The training and improvement of the penitentiary police officers is done based on the general requirements of the practice of the penitentiary administration and of the specific requirements necessary to complete the duties of the service corresponding to the functions of the penitentiary administration system.

Penitentiary police officers can participate in training and professional development courses both inside the country and abroad, organized and financed by the National Penitentiary Administration, at their request and at the institution's recommendation.

Participation in various projects developed by the National Administration of Penitentiaries or in which the Penitentiary of Timisoara is a partner, represents a constant in the activity of our staff; this is the reason we joined as partners in the European Career Counselling Guidelines for Staff Working in Criminal Correctional Justice System /CCJ4Career 612883-EPP-1-2019-1-RO-EPPKA3-PI-FORWARD, in our endeavour to identify new perspectives for the career of penitentiary police officers.

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