



CORRECTIONS
CAREERS

CCJ4C

Perspectives on career in correctional services



9th of December 2020



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Content:

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



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Event brief presentation

Duration: 2,5 hours

Location: Zoom online

Date: 9th of December 2020

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

Working language: Romanian

Agenda:

10 ⁰⁰ -10 ¹⁰	Welcoming Participants introduction
10 ¹⁰ -10 ³⁰	CCJ4 project presentation Intermediary results
10 ³⁰ – 11 ²⁰	Prison policemen carrier Selection and carrier
11 ²⁰ – 11 ³⁰	Break
11 ³⁰ – 12 ²⁰	Recommendation for carrier guidance in correctional service
12 ²⁰ - 12 ³⁰	Conclusions

Participants (see the list attached):

- Partnership: NTP team members, CPIP, Timișoara penitentiary
- National Administration of Penitentiaries: Director of Human Resources Directorate, Head of Staff Psychology Service, Cooperation and Programs officer
- National Trade Union of Prison Policemen: Local Trade Union Leaders
- Prison units: prison policemen – HR Department
- University of Bucharest – Psychology Faculty
- Research Institutes: Quality of Life Research Institute, Institute for Scientific National Research on Labor and Social Protection
- Police trade union: Europol Policemen Trade Union

Short description of the event:

On 9th of December 2020, we organized online the debate Perspectives on career in correctional services. The event brought together professionals from the central service and prisons in Romania, trade union representatives from prison and also police, as well as representatives of the academic and research life.



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The organizers presented the project (see presentation attached), in order to inform the participants over our approach and introduce them on the subject of discussion. The presentation was referring to the project as it is contracted but also to the results obtained so far. The presentation ended with the results of the questionnaire applied, as an invitation for debates. (see attached the Results).

Main discussions:

The approach of the debate is more from a trade union perspective and underlines that in terms of the management of the prison service, the HR component is a central one, more important than the economic component which is somehow subsequent. The career domain is a vast one, impossible to track in one meeting, therefore the current themes were proposed for discussion:

1. Recruitment process of the staff from external sources (not from prison schools). A brief observation was made that from the big number of applicants only 30% reach the final step of the contest.
2. Advancing in career from one staff category (agents) to another (officers). According with the Statute of Prison Policemen (Law 145/2019), it is a contest that should be yearly organized.

A comparison has been made between prison service and police, having in mind that both services are part from national security and defense system and the staff is composed by public servants. Access to information and procedures regarding staff dynamics is more facile and transparent for prison policemen than for our colleagues from police. The data's are known by the trade unions from prison service, comparing with the police where the administration claims that the most information's are classified.

The medium age of the workers, both in prison police and in police is decreasing. New generations are hired, with specific characteristics, most of them beeing far from military discipline, most of them open for communication, successful to different exams but with difficulties in relation with the inmates. The leaders of the prison services often are regretting the relaxation and often are incapable of adjusting their leadership to the new generation of subordinates.

As a consequence of one of the projects implemented by NTP¹ the number of foreseen positions in prison service increased from 15.000 to 16.000 (it was approved by a

¹ <https://snpp.ro/proiecte/itinerariul-dialog/itinerariul-dialog-activitati-evenimente/>





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Governmental Decision and is a consequence of the analysis carried on together by the administration and the trade union). The main advantage of the analysis was to calculate the number of staff according with the work that needs to be done not according to the number of inmates in custody (which decreased during time - 21.600 inmates/ as per today). The total number of staff today is 11.878 out of which 9329 are agents. From the total vacant workplaces (more than 4000) only 1.400 jobs are financed for this year. As a consequence, almost 1600 jobs are in different stages of contest (we include here also the contest of advancing in carrier which is not new jobs – 185 positions).

More than 20.000 applications were received for those 1600 jobs. For the contest of advancing in career -185 positions in different units were received 1116 applications.

In addition to the contests, we mention the requests for transfers (on different jobs in the same unit or between units). In 2020 were formulated 4000 requests for transfers. Each application was analyzed and decided accordingly.

The total number of job positions in the Romanian prison service is 16.000 out of which almost 13.500 are also financed in the budget. Having in mind the period of blockage as a consequence of the COVID 19 pandemic, the number of existing staff is at a minimum for the last years (11.878 employees). Different contests have been organized to occupy the vacant jobs, but those procedures have been blocked by the pandemic constraints. Nevertheless, in the last period the constraints regarding job contests has been lifted and nowadays, are almost 1400 jobs for external contest.

Following an intense advertising (Facebook², direct meetings, website) we register a huge wave of applicants for the contests organized for prison police. Unfortunately, statistically more than 70% do not pass the psychological evaluation.

The solicitors that pass all the exams and become prison policemen do not have time for study – they start working very soon after joining the prison police. Is there enough time to accommodate? Is not such a big discrepancy from the nice image from Facebook to the prison reality?

The characteristics of the prison service is that it is hermetic: on the internet, FB or other media you cannot find pictures of the ugly truth...A lot of the new prison policemen are scared but they don't confess that, in order not to be ridiculed by their peers. Sometimes is

² In 24 hours NAP Facebook page registered more than 150.000 viewers. 2 people are in charge to monitorize the FB page.





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too late to do anything: resignations, integrity problems, alcohol or substance abuse, aggressivity at work and at home etc.

It is clear that the situation is unbalanced – the staff entry in the prison service follow the available jobs but soon after the admission they apply for transfer to other units (closer to their home or based on different interest). Two proposals have been formulated: to organize recruitment dedicated to different prisons and to create the obligation of staying at post in one unit for a certain period of time (which in fact was in force but was declared unconstitutional).

All the applicants are to be psychologically evaluated in order to advance to next phase of the contest. 15% of the applicants do not show to the psychological evaluation and at the final, only 30% of the applicants pass the psychological evaluation and go to the next phase. As a consideration, there are differences in the competences of the applicants: the level of the applicants from Bucharest area is lower than from other regions (for instance Craiova region has a 70% promotability rate to psychological exam).

For those that show up to the psychological evaluation, 50% of the people pass the test. But, if the subject of the written exams is very difficult, we can face the situation of not to occupy the vacant jobs. The situation is more or less the same for all the institutions from defense system.

One of the explanations is that the approach was made for X generation (the one active now) but the applications are from people from y generation. Therefore, another profile would be necessary for evaluating them taking into account new characteristics that should be searched at the evaluation and also that the new generation has different expectations. This also impact on the way that training is developed for the staff.

The applicants may not be very well prepared but in the same time the evaluators have exaggerate requests and this combination ensure a successful failure. It is a necessity of creating an equilibrium and also to complete the admission exams (which can be less difficult) with the available training for the new commers. They will learn more during the job, should not be asked to enter into prison service with all the knowledges and competencies.

Having in mind the necessity of adjusting the competencies and expectations with the prison officers' careers is needed a clear process of career counseling for the young people before applying to a prison job. It is mentioned the county service and the Agency for Labor Force. In some cases it was developed a collaboration at local level but it is quite fragile (only 2





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counties are promoting the job offer for prison but is mostly formal). The discussion can be followed in future projects.

The project can bring the discussion to open – including at European Commission level – where it seems that prison do not enter in the range of Education regarding the competencies and the career counseling. (having in mind the action plan that they currently implement).

In order to diminish the psychological impact at the job it would be advisable to increase the number of students trained and diminish the external hiring?

The recruitment and contest to be organized per prison – all the applicants for 1 prison – to have contest only for those jobs (ex 1 job in Craiova – all the applicants from Craiova are competing only for this job). Then condition not to move for at least 3 years from the unit.

Suggestion – to create a training program which will allow the newcomer to work in all the prison domains, before settling for a specific structure.

It was underlined the importance of the practice for students from different faculties– they have the possibility to see the system while they are in school.

It was given example how the Faculty of psychology reduced the drop out phenomenon and it was suggested that a vocational evaluation would be a solution in order to ensure the future compatibility with the profession. It is a question of which is the reason for people to apply for a job in the prison service – in some cases is because they are oriented by the parents.

As reasons identified why people apply: majority is speaking about the uniform, convenient working hours and salary. The young people are very confident, and they answer that there is no difficulty they cannot overcome. Other services are using a local pre-evaluation in order to determine a balance between requests and competencies. Only those accepted are going further to psychological testing. The problem is if they pass the exams, but they are not fitted for the job they will underperform till retirement.

Collaboration with CJRAE would be consider a plus and it will be explored in the future. It would be desirable to have the interview after the school campaign. If the people are fitted, then they can go on with the next phases of contests.

There is a problem on prediction of the staff dynamic. Not all eligible staff for retirement choose to retire. A lot of them are remaining to work, therefore is quite improbable to have the exact dimension of the need for new staff. Currently 2000 people are eligible for





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pension, but they continue to work. The dynamic is made reporting to the last year situation. 971 people retired this year/ more than last year. Generally, the number of retirements is around 600/year.

It was given as example of the school period reduction – in police they reduced the period of school from 2 years to 1 year but in the prison service the school is already at 1 year – any intervention on this can alter the education process. Can be seen as a solution only if its combined with learning at the working place.

Through the project DialLogos³, NTP proposed to the administration a public policy paper with 12 proposals relating the human resources strategy. The proposals have been accepted by the administration and are to be found in the measures that are to be implemented.

Relating to the career guide is to be mentioned that most of the provisions relating to career are already mentioned in the Statute of the prison policemen but details should be developed under a Ministry Order. The order was supposed to be issued till February 2020 but even at the time of the discussion we only have a proposal not a formal document. The question is if we really need a document that states the same provisions as the Statute or should be something different.

Advancing in career from one staff category (agents) to another (officers) - according with the Statute of Prison Policemen (Law 145/2019), it is a contest that should be yearly organized.

There is a special provision in the Statute regarding advancing in career from agents to officers. At the same time for management positions is a condition of 3 years seniority in work in order to be eligible for such a post. It is necessary? Does this advantage one category in front of others? Why should not keep the contest open in spite of the seniority? Quite often we face complains regarding the quality of the new managers.

The number of officer's positions is limited. Officers vacant posts are occupied with people that graduates the Academy (yearly) and also with agents that pass the advance in career contest. It is mandatory to have vacancy posts for each generation that graduates the academy, therefore, yearly the number of available posts for advancing in career contest is expected to diminish.

What do we need? Only to occupy the vacant positions with any costs or new people with competencies?

³ <https://snpp.ro/proiecte/diallogos/diallogos-activitati-evenimente/>





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Depending on the decision on how big the number of Police Academy generation we will know how many posts are for contests. The number of posts/ units are in accordance with the standards. NAP increased from 125 to 185 posts open for contest this year, but this number was adjusted taking into account the necessity of also hiring external people not just rearranging the positions. Also, the decision is related to the existence of the competencies in the system (IT & medical). Some of them are proposed directly for external open contest because you cannot find suitable candidates in the service.

The problem will be that 1000 people will compete for 185 jobs. The best 185 will occupy the jobs but what will happen with the rest? Some of them (where they compete 19 people/1job for ex) will have a good level of competencies but not enough to win the contest. It is also to mention that the agents cannot compete with persons from outside of the prison. Some procedure of registering those with good results, as a spare team should be created.

Conclusions and proposals:

- Start a collaboration with the services specialized in counseling for young people (CJRAE) and start a career orientation process.
- Think about the possibility of having a vocational interview before starting the phases for contest. This will diminish the pool of selection but will identify the possible suitable candidates.
- Adjusting the searched profile for the candidates taking into consideration the competences of the new generation.
- Analyzing the possibility of local recruiting and local contests.
- Presenting a balanced image of the prison regarding advantages and disadvantages of the profession.
- Reanalyzing the training organized for newcomers regarding the length and content.
- The career guide should comprise information's about the path and conditions to be followed in order to advance in career.
- Create a clear procedure on how to determine the number of posts available for advancing in career from agents to officers.
- Create a database for the people with good results that do not pass the exam from agents to officers.



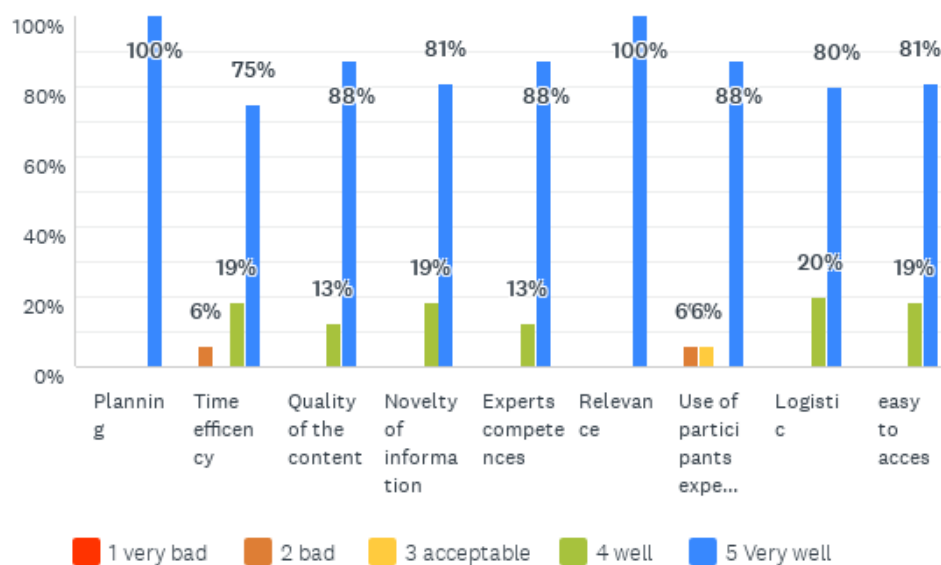


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Evaluation:

All the participants were asked to complete a satisfaction questionnaire in order to evaluate the session under the following dimensions:

- Planning
- Time efficiency
- Quality of the content
- Novelty of the information
- Experts competences
- Relevance
- Use of participants expertise
- Logistic (quality of Zoom connection)
- Logistic (easiness in using the platform)



The meeting was appreciated as being relevant, but the participants felt very engaged and some more time would be needed to go in depth of the subjects. In fact, this was suggested by the participants (to organize new future sessions on similar subjects), most of them willing to be involved in future session and/or in the implementation of the solutions proposed.



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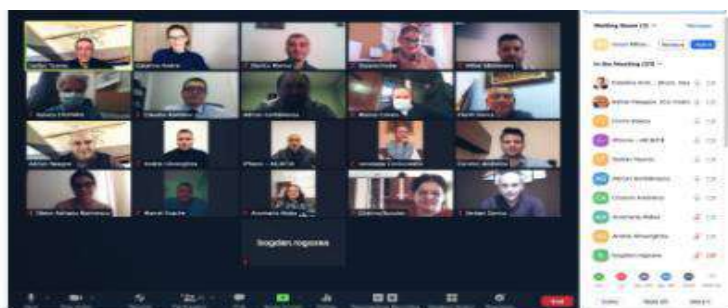
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Communication:

The activity was presented on the website of the partner: <https://snpp.ro/perspective-ale-carierii-in-domeniul-corectional/>



Perspective ale carierei în domeniul corecțional

Întâlnire online CCJ4C

Cătălina Andrei | 9 decembrie 2020 | Nu există comentarii

Dupa cum am impartasit la inceputul anului, dupa două proiecte implementate până în prezent – Itinerariul Dialog (Norway Grants) și DialLogos (POCA) – care au vizat dezvoltarea Dialogului Social (generand rezultate și în planul standardizării resurselor umane) precum și dezvoltarea unui set alternativ de politici de resurse umane în sistemul penitenciar, Sindicatul Național al Poliștilor de Penitenciare continuă acțiunile cu 4 noi proiecte, care vor fi implementate pe parcursul următorilor ani.

Unul dintre acestea este CCJ4C, proiect finanțat de Comisia Europeană prin Agenția pentru Educație, Audiovizual și Cultură, care vizează dezvoltarea, testarea și stabilirea unei metodologii de lucru pentru dezvoltarea unui model european de îndrumare în carieră a poliștilor de penitenciare, pornind de la situația existentă în diferite țări europene și ținând cont de condiționalitățile contextului actual.

Astfel, în perioada 2020-2022, Sindicatul Național al Poliștilor de Penitenciare (SNPP) este implicat, în calitate de partener, în implementarea proiectului CCJ4C. Alături de parteneri din 6 state europene ce reprezintă administrații penitenciare, asociații profesionale sau sectorul nonguvernamental, analizăm evoluțiile realizate în orientarea în carieră a personalului și planificarea acestora în scopul dezvoltării unei metodologii și a unui proces de susținere a competențelor în managementul carierei.



Astăzi, 9 decembrie 2020, a avut loc întâlnirea "Perspective ale carierei în domeniul corecțional", întâlnire care s-a bucurat de o implicare activă a participanților, cu experiență și expertiză în domeniu. Sens în care mulțumim pe această cale celor care au onorat invitația de a lua parte la acest eveniment și îi rugăm să ne urmărească în continuare.

Sindicatul Național al Poliștilor de Penitenciare: Perspective ale carierei în domeniul corecțional

[Imi place](#) [Distribuie](#) [Te și alții 00 xă placă asta](#)



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EUROPEAN CAREER COUNSELLING GUIDELINES FOR STAFF WORKING IN CRIMINAL CORRECTIONAL JUSTICE SYSTEM

Perspective ale carierei în domeniul corecțional



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Prezentare proiect CCJ4C

Rezultate intermediare



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Dezvoltarea, testarea și stabilirea unei metodologii de lucru pentru începerea sau îmbunătățirea procesului de îndrumare în carieră în **justiția corecțională penală (CCJ)**, cu accent pe competențele necesare pentru a gestiona propria carieră.



Introducerea pe agenda publică europeană a necesității unei abordări structurate și ghidate a gestionării carierei în sistemul penitenciar, începând cu implicarea părților interesate directe.



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Obiective specifice

*Derulăm o analiză a părților interesate, a scenariilor posibile și a factorilor cheie în orientarea în carieră în domeniul **justiției corecționale penale (CCJ)**,*

Colectarea nevoilor sistemice și individuale ale actorilor principali, identificând abordarea politică privind orientarea în carieră pentru personalul din penitenciare;

Dezvoltarea de soluții gata de implementat pentru personalul corecțional, penitenciar, administrațiile penitenciare și autoritățile publice responsabile: profilul competențelor necesare pentru a sprijini managementul carierei (cartografierea complexă a abilităților, comportamentelor și atitudinilor), dezvoltarea unui instrument interactiv pentru a ajuta utilizatorii să navigheze pe profil, să se autoevalueze, obținerea de soluții de dezvoltare și sprijin în învățarea personalizată pentru a-și consolida competențele;

Pilotarea și încorporarea soluțiilor la nivelul administrației penitenciare

Utilizarea instrumentelor de politică publică precum audieri publice structurate, ședințe ale comitetului, advocacy direct, pentru a prezenta rezultatele și a promova valorificarea acestora la nivel european



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01.01.2020 - 31.12.2022



Management și coordonare
(inclusiv Asigurarea Calității)



Analiza politicilor privitor la
carriere profesionalele pentru
personalul care lucrează în
sistemul de justiție corecțională
penală



Analiza părților cointeresate
privitor la carierele profesionale
pentru personalul corecțional,
nevoile acestora educative și
competențele de sprijin



Dezvoltarea instrumentelor și
resurselor de învățare pentru a
pune în legătură contextul politic și
contextul de învățare într-un mediu
interactiv.



Dezvoltarea recomandărilor de
acțiuni politice bazate pe dovezile
construite în proiect pentru
dezvoltarea mecanismelor de
orientare în carieră în CCJ



Diseminarea, exploatarea și
împărtășirea practicilor
inspiratoare



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Pachetul de lucru nr.1 Management și coordonare (inclusiv Asigurarea Calității)



Management financiar

Aranjamente logistice

Comunicare parteneri și finanțator

Întâlniri de management



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Pachetul de lucru nr.2-Analiza politicilor privitor la carierele profesionale pentru personalul care lucrează în sistemul de justiție corecțională penală



Identificarea politicilor publice relevante/identificarea pașilor de urmat în dezvoltarea carierei

Consultarea factorilor interesați/ audieri publice structurate

Identificarea soluțiilor și a scenariilor favorabile



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Pachetul de lucru nr.3-Analiza părților cointerestate privind la carierele profesionale pentru personalul corecțional, nevoile acestora educative și competențele de sprijin

Vom folosi tehnici de explorare a dinamicii schimbării pentru a analiza cum pot fi schimbate/adaptate competențele suportive: **Driver Mapping, Axes of Uncertainty and DACUM**



**Dezvoltarea profilului
competentelor
(ateliere DACUM)**

Context de învățare
Autoritățile responsabile
cu formarea





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Pachetul de lucru nr.4: Dezvoltarea instrumentelor și resurselor de învățare pentru a pune în legătură contextul politic și contextul de învățare într-un mediu interactiv.

experiențe de învățare pentru
personalul corecțional

experiențe de consolidare a
capacității pentru contextul
resurselor umane

- Program dezvoltarea carierei
- Cartografiere competențe
- Determinare nivel competențe
- Resurse
- Resurse de informații

Online



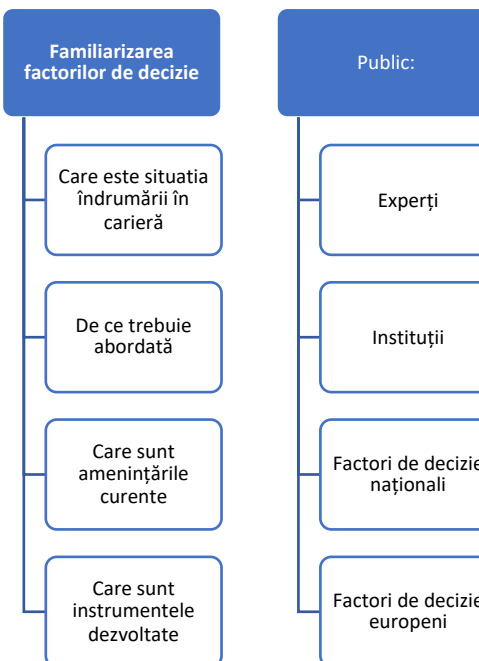
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Pachetul de lucru nr.5-Dezvoltarea recomandărilor de acțiuni politice bazate pe dovezile construite în proiect pentru dezvoltarea mecanismelor de orientare în carieră în CCJ



Prezentarea
rezultatelor sub formă
de politică publică



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**Pachetul de lucru nr.6:
Diseminarea,
exploatarea și
împărtășirea practicilor
inspiratoare**



Nivel individual

Nivel national

Nivel European



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Prezentare proiect CCJ4C

Rezultate intermediare



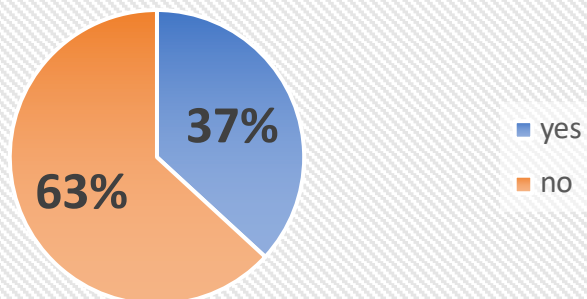
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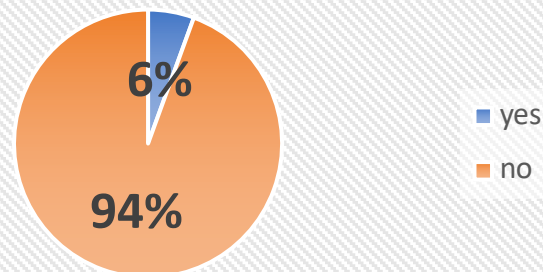
Salariul suficient în raport cu atribuțiile îndeplinite



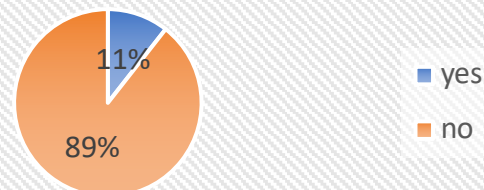
Existența unui mentor/ consilier la care poate apela



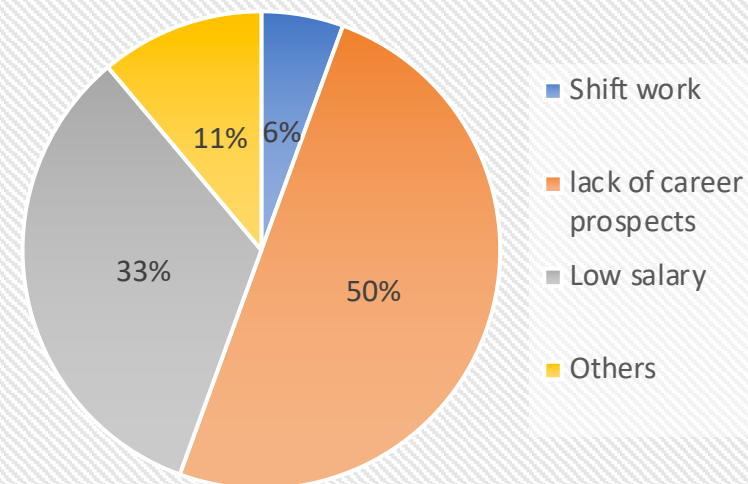
Organizația furnizează suficientă motivație



Instruire suficientă pentru îndeplinirea...



Motive pentru renunțare la profesie



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RECRUTARI POLITIA PENITENCIARA

2020



ROMÂNIA
MINISTERUL JUSTIȚIEI
ADMINISTRAȚIA NAȚIONALĂ A PENITENCIARE



SCOALA FACE DIFERENȚA!

ALTE Asigurarea unui loc de muncă
Numeroase oportunități de dezvoltare
Profesionalism

ul.ro/locale/bacau/foto-privește-cuîncredere-viitor-campanie-promovare-carierii-sistemulpenitenc

FOTO „Privește cu încredere spre viitor“, campanie de promovare a carierei în sistemul penitenciar

17 martie 2014, 12:08 de Mircea Merticariu Devino fan



Salvează în arhivă

cuvinte cheie: penitenciar, targu ocna, agenti, ofiteri, darmanesti, moinești, comanesti, onesti



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0 comentarii

28

1

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Penitenciarul Poarta



Recrutare 2014





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**UNIFORME SPECTACULOASE
ARMAMENT
TINERI SI FRUMOSI
MULTE FETE
ZAMBETE
CULORI
UNIFORME
FLORI
DEFILARI
SALUTURI
STRANGERI DE MANA
DRAPELUL FLUTURAND**





“RECRUTAREA EPICA”

“RECRUTAREA DE EROI”

“RECRUTAREA DE TIP AVENGERS”

POT GENERA CONFUZIE?

70% DIN CANDIDATI - RESPINSI LA TESTAREA PSIHOLOGICA

CE NE DORIM DE FAPT?

**11.000 DE INSCRIERI SI MUNTI DE DOSARE PENTRU (PROBABIL) MAI
PUTIN DE 1000 DE COLEGI CU O PREGATIRE LA LIMITA**

INTERNETUL AJUTA CANDIDATII SA AFLE REALITATEA?



admitere in penitenciare



Toate Imagini Știri Maps Videoclipuri Mai multe Setări Instrumente

Colecții Căutare sigură

ocuparea posturilor

anp gov

anp precizari

tg ocna

proba scrisa

administrației naționale

administratia nationala

admitere 2020

penitenciare tirgu ocna



Admitere 2020: Școala Națională de Pregătire a Ag...
fsanp.ro



Admitere 2020 - Școala Națională de Pregătire...
anp.gov.ro



Admitere - Administratia N...
facebook.com



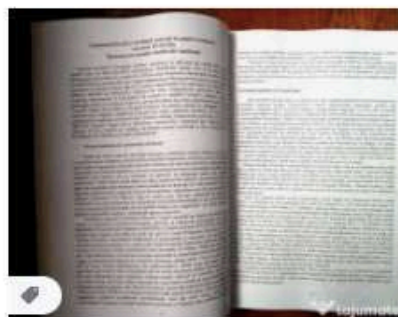
Admiterea la Școala Națională de Pregătire a Agent...
fsanp.ro



Cum poti ajunge agent de penitenciar sau ofit...
zdp.ro



ANP, proiect privind admiterea la Școala de Agent...
fsanp.ro



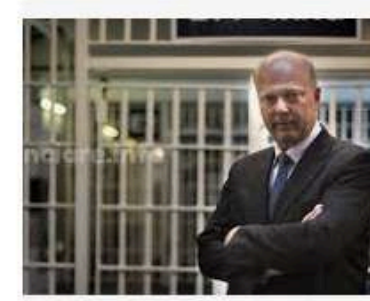
Culegere istorie admitere Penitenciar...
lajumate.ro



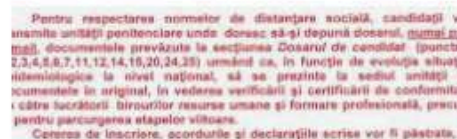
Proiect ANP, modificări la examenul de...
fsanp.ro



Modificări la concursul de admitere la școala pentru agenți de ...
tgocna.ro



Concursuri admitere penitenciare...
penitenciare.info





penitenciar



Toate

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Știri

Videoclipuri

Mai multe

Setări

Instrumente

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rahova

penitenciarul oradea

penitenciarul vaslui

penitenciarul codlea

penitenciarul aiud

penitenciarul rahova

penitenciarul jilava

penitenciarul targu mures

pen



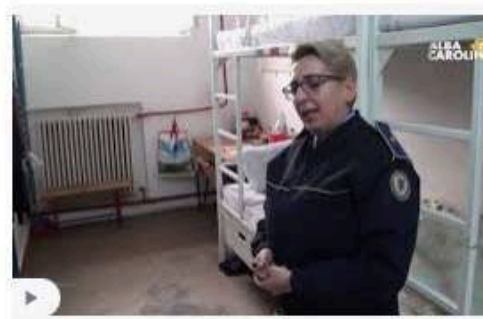
Penitenciarul Codlea - Penitenciarul Codlea
anp.gov.ro



Situații riscante în opt penitenciare din Ro...
cotidianul.ro



penitenciar
brasovmetropolitan.ro



Penitenciarul Aiud - Cum e sa fii deținut într-un...
youtube.com



FOTOREPORTAJ. Cum arată interiorul P...
presasm.ro



Dragoste după gratii: O angajată din peniten...
m.ebihoreanul.ro



Vrei să fii ofițer sau agent de penitenciar? Află...
specialarad.ro



Director Penitenciar - Penitencia...
anp.gov.ro



Decizia CEDO privind penitenciarele: 6 luni pentru ...
cursdegovernare.ro



Penitenciar nou în Buzău, pe un teren de 15 hec...
stirileprotv.ro



CE ESTE DIN COLO DE CEEA CE NE IMAGINAM ?



DESI AVEM UN SISTEM ERMETIC - INTERNETUL OFERA SI O ALTFEL DE REALITATE



Evenimentul Zilei

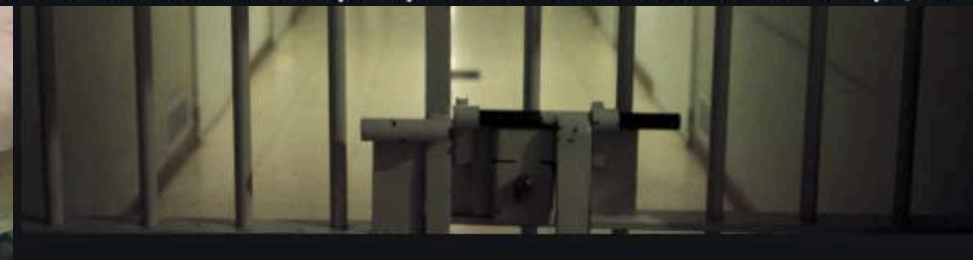
GARDIAN ATACAT la Penitenciarul POARTA ALBĂ. Încerca

Bihoreanul

Fostul puscarias care a atacat un gardian de la Penitenciarul Ora...

PresaSM

FOTOGALERIE. O treime din deținuții de la Satu Mare, eliberați pe...



Evenimentul Zilei

Pressalert

Digi24

Răzbunare șocantă a unui tâlhar. A atacat un gardian în centrul o...

Gardian atacat de un deținut, cu un ciob de sticlă, în Penite Un gardian de la Poarta Albă, atacat când a încercat să aplaneze...



B1 Tv



Un deținut dintr-un penitenciar din Hunedoara a atacat un gardian...



Cotidianul RO

Situații riscante în opt penitenciare



Ziua de Vest

Un gardian a fost înjunghiat de un deținut. În zona inimii. cu foarf...



stiri.md



www.luju.ro

Stirile PRO TV



Revoltă la penitenciarul Goian: Gardian atacat de un grup de deți...Explozii de violenta in penitenciarele din Confrontari violente intre doua bande, intr-un penitenciar din Bra...



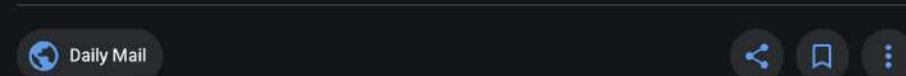
ALTE TARI?



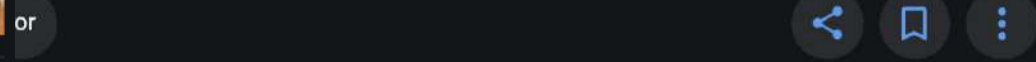
Birmingham Mail
First picture of 'dangerous' inmate who attacked prison staff with '...



NYDN



YouTube
Corrections Officer Slashed in the Face at Rikers Island



ard scarred for life after being slashed across face by in...

CUM AM AR FI RECRUTARILE IN POLITIA PENITENCIARA CU UN ALTFEL DE ANUNT?

- **DOAR CA INVITATIE LA DEZBATERE !!!!**

RECRUTARI POLITIA PENITENCIARA

2021





CORRECTIONS CAREERS

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

Perspective ale carierei în domeniul corecțional

Lista participanți

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3.	Ana Maria Aldea	Institutul Național de Cercetare în Domeniul Muncii și Protecției Sociale
4.	Andrei Gheorghiță	SNPP – Filiala Deva
5.	Bogdan Rogozea	Penitenciarul Mioveni - DMRU
6.	Catalina Andrei	Sindicatul Național al Polițiștilor de Penitenciare
7.	Claudiu Românu	ANP- DMRU
8.	Cosmin Andreica	Sindicat Europol
9.	Cristina Busuioc	Penitenciarul Timișoara
10.	Daiana Huber	Centrul pentru Promovarea Invățării Permanente
11.	Elena Tic	Federația Publisind
12.	Florin Deloreanu	SNPP – Filiala Craiova
13.	Florin Stoica	SNPP – Filiala Jilava
14.	Ionut Rusinoiu	SNPP – SNPAP Tg Ocna
15.	Loredana Corduneanu	ANP – Serviciul Psihologia Personalului



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	Participant	Organizație
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17.	Marius Corățu	ANP - DCEAN
18.	Marius Duricu	SNPP -Timișoara
19.	Mihai Sabareanu	SNPP – Filiala Spital Mioveni
20.	Raluca Stuparu	ANP – Serviciul Cooperare și Programe
21.	Serban Oprică	SNPP – Filiala Giurgiu
22.	Simona Stănescu	Institutul de Cercetare a Calității Vieții
23.	Stefan Teoroc	Sindicatul Național al Polițiștilor de Penitenciare

09.12.2020



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