

PERSONNEL

4

Headcount, turnover

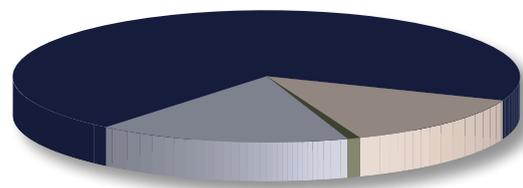
The 2010 staff headcount allocated to the Hungarian Prison Administration was 8236 persons. On 31 December the organization had a total of 7771 employees, which amounts to 94.3% and is similar to the corresponding figure of the previous year (7786, 94.5%).

The distribution of actual workforce by category, under applicable labor regulations, was the following:

- General, senior officer, officer: 16%
- Non-commissioned and warrant officer: 70%
- Public servant: 14%



Staff headcount

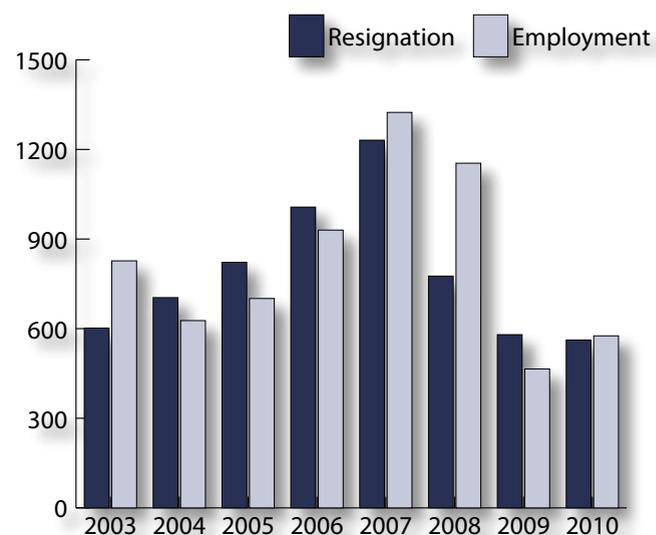


Non-commissioned officer, Officer, Part-time public servant, Public servant

5.6% of staff hold university degrees (440 persons), 16.2% have college degrees (1265 persons), 52.5% (4087 persons) are secondary school graduates, and 24.7% (1923

persons) have elementary-level qualifications (technical, vocational training certificates). The average age of officers is 38.2 years, non-commissioned and warrant officers 34.2 years, public servants 47.2 years. The average age of all personnel is 36.5 years.

Recruitment and resignation 2003-2010



Last year fewer people left the organization than previously (562 in 2010, 580 in 2009, 776 in 2008), but the number of employees resigning in December was almost equal to that in the year before.

Staff turnover rates improved slightly over the previous year: the number of new employees was almost the same as that of resigning ones. The main market reasons for this change are increased unemployment and a growing desire for workplace stability.

Training

A well-trained, well-prepared and dedicated workforce is a guarantee for high professional standards, therefore, we put special emphasis on developing and updating our training programs.

In January and February 52 persons passed our traditional five-week training course. For the rest of the year we introduced a new elementary training course, which had 8 courses, 13 classes and 483 students over the year.

Last year 15 students graduated from the state-recognized OKJ certificate program for prison supervisors at Prison Service Training and Conference Centre. Due to the success of this program another 19 students enrolled in October.

The intermediate-level training program had 417 students in 16 classes (8 for security, 3 for finance, 3 for healthcare and 2 for administration). In June 2010 a total of 201 students graduated, the others are still in training.

60 officers and 30 public servants participated in preparatory courses for final examinations in higher education. The number of employees successfully passing final examinations in higher education was higher than this, though: 68 officers and 49 public servants.

7 persons received their college degrees from the Prison Service Department at the Police College of Hungary, Faculty of Law Enforcement. These persons were assigned to officer positions in the organization.

We introduced novel training courses under the objective "European standards in workforce" in the strategic program titled "Responsible and prepared". The new training courses are developed specifically for the prison service environment, using best practice from other countries and published research methodology. We offered two Prison Service Critical Incident Negotiation training (Bv-KIT) courses, and one Stress Reaction Training (SHRT).

Awards and bonuses

Due to changes in legislation and the resulting budget cutbacks, Prison Service had little means to show appreciation, motivate staff and reward achievement by handing out awards in 2010.

On the national holiday of 15 March and on Teachers Day 76 members of staff received bonuses and gifts from the Director General or the Minister, in a total value of HUF 7 million.

6 staff members received state honours. 258 staff members received high honors, which in the second half of the year primarily meant special promotion.

Healthcare services

Prison Service staff may visit family doctors, prison doctors or police doctors for basic healthcare treatment. In- and outpatient care are provided for in regional healthcare institutions, as well as the Military Healthcare Centre (Honvédkórház Állami Egészségügyi Központ, ÁEK). The Military Healthcare Centre provided first-rate service in pre-service physical fitness screenings, and class I and class II physical fitness tests. Staff in need of treatment for bone, joint or muscle disorders could, in addition to the local services provided in their area, participate in our spa treatment programs. 220 eligible persons received treatments in Hévíz, 566 in Igal, and 100 in Gyula.

The number of criminal cases in progress therefore increased from 922 in the previous year to 1383, mainly because of proceedings initiated over confiscated items. The number of cases against known offenders among staff increased from 319 to 506 over the year. Despite the increase in the number of proceedings, the number of negative verdicts reached during the year decreased from 92 in 2009 to 77.

Activity calling for criminal or disciplinary action is still low among Prison Service staff. Only 6% of staff breached the discipline, while the proportion of those breaking the law remained the same as last year: slightly exceeding 1%.

Discipline

Prison Service staff delivered average discipline and criminal statistics last year. No high offences against service order and discipline were recorded; there were no extraordinarily serious acts requiring criminal or disciplinary action.

The number of criminal cases was increasing gradually during the year, far exceeding the number of disciplinary cases throughout. The main reason for this was pressure from the Military Prosecutor Office requiring a criminal investigation for negligence on duty in each case a mobile phone or other forbidden item was discovered in a prisoner's possession. As a result, the number of military tribunal cases increased, despite the fact that the number of confiscated mobile phones continued to decrease from the previous year.

International relations

In 2010 it was one of the priorities of the Prison Service to actively participate in international activities, including those related to Hungary's EU-membership.

In cooperation with the European Commission, we organized the European prison education conference titled "Pathways to Inclusion – Strengthening European Cooperation in Prison Education and Training" in Budapest; about 240 professionals from 30 countries participated.

As part of the European Union EUPOL Cops mission, a group of ten prison experts from the Palestinian National Authority participated in a professional training program at the Hungarian Prison Service. As part of our cooperation with the EUJUST LEX mission, a study visit for Iraqi prison experts also took place.

Contacts with neighbouring countries are vital in international relations. The Hungarian Prison Service has ongoing cooperation agreements with prison administrations of the Czech Republic, Slovakia, Romania and Croatia. These agreements provide opportunities for practical training for staff, on the one hand, and an open communication channel for experts on the other.

In November Hungary hosted the 5th meeting of the Middle Europe Corrections Roundtable (MECR). Directors General from Slovakia, the Czech Republic, Romania, Croatia, Slovenia and Lithuania, the Deputy Director General from Austria, and the Chairman of ICPA (International Corrections and Prison Association) all participated.

At the international conference titled „Culture in prisons – prison culture”, which we organized in cooperation with the University of Pécs under the European Capital of Culture program, representatives of the Slovakian and Romanian Prison Services also spoke.

