



The 154th International Training Course of UNAFEI
Group Workshop Sessions

CAUSES OF STRESS FOR CORRECTIONAL PERSONNEL AND NECESSARY ABILITIES FOR MID-LEVEL STAFF TO SOLVE THE PROBLEMS

Group A 26 June 2013



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2. Causes of Stress
 - Budget
 - Nature of Work
 - Overcrowding
 - Leadership & Management
 - Training
3. Stress Management
4. Ways to gain the abilities
5. Conclusion

1. Introduction (1)

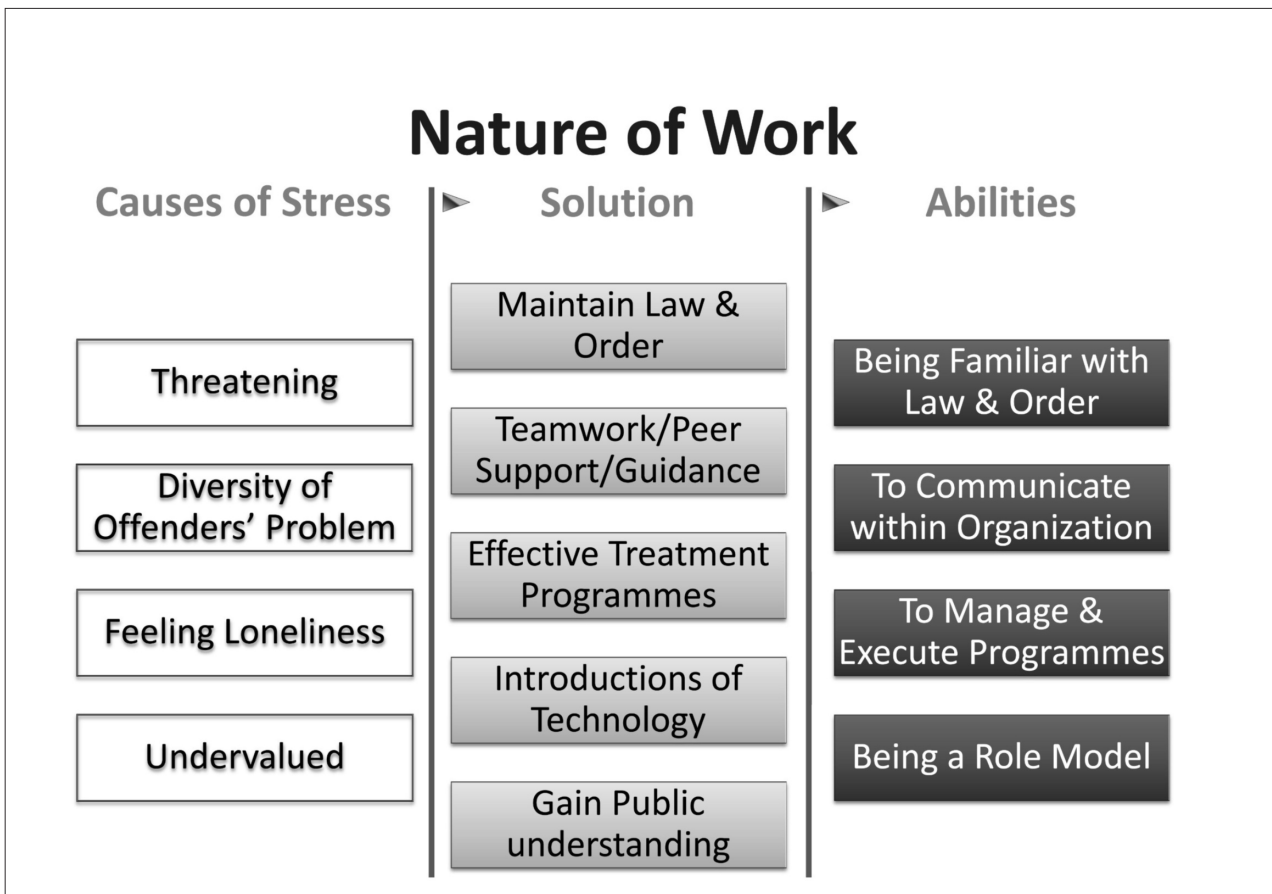
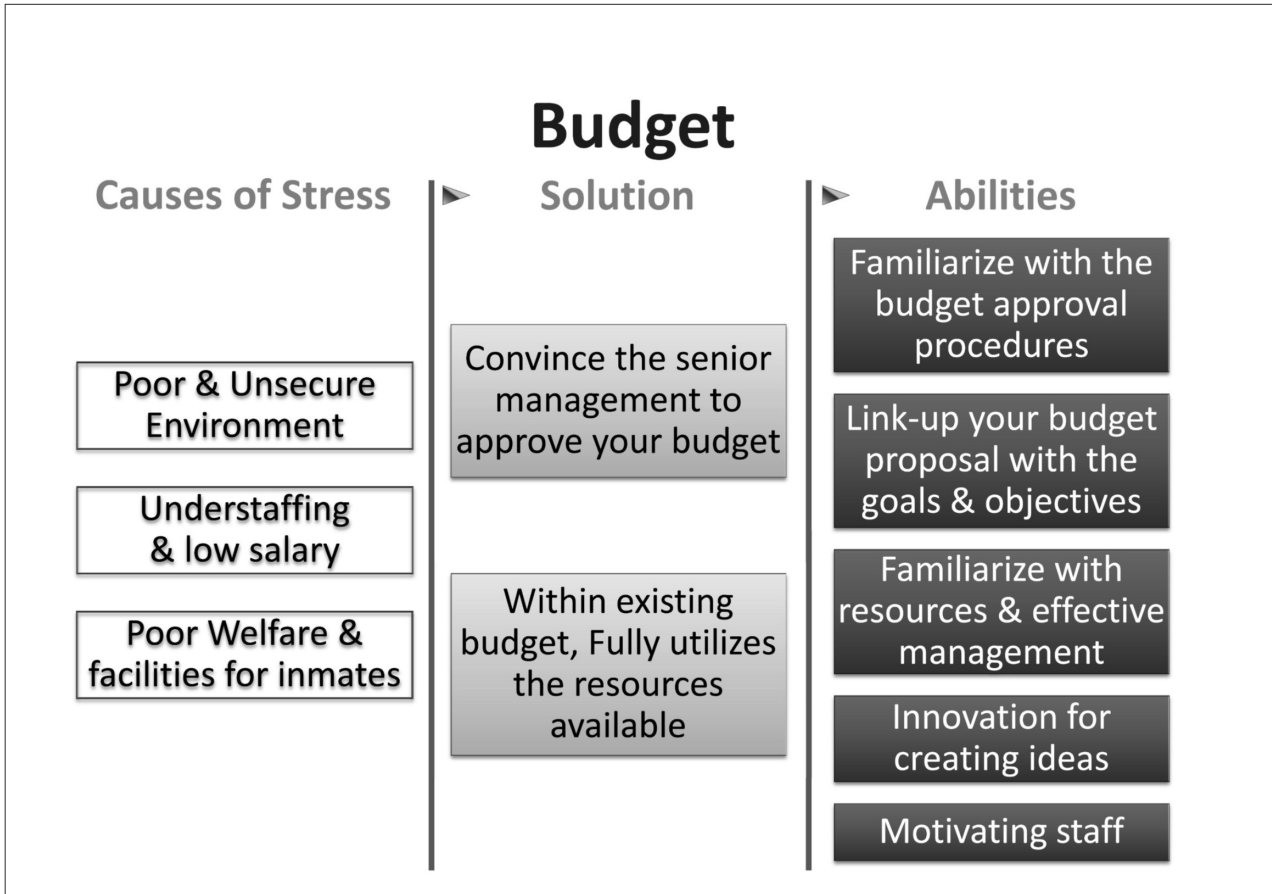
- Definition of “Correctional Personnel”
 - Prison Officer
 - Probation Officer
 - Public Prosecutor
- What we achieved?
 - Identify the causes of stress
 - Find out the solutions and manage stress
 - Identify necessary abilities to solve the problem
 - Suggest ways to gain or improve the abilities

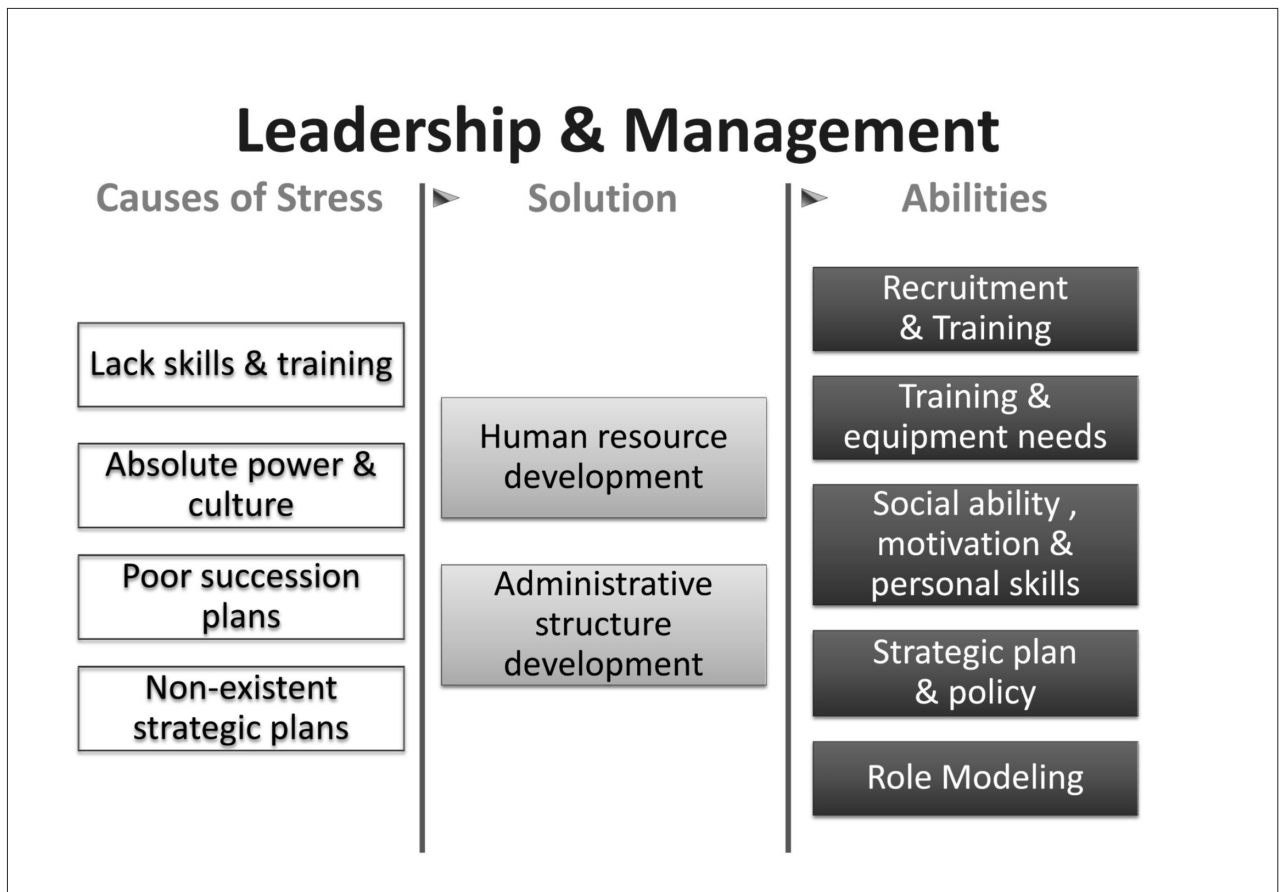
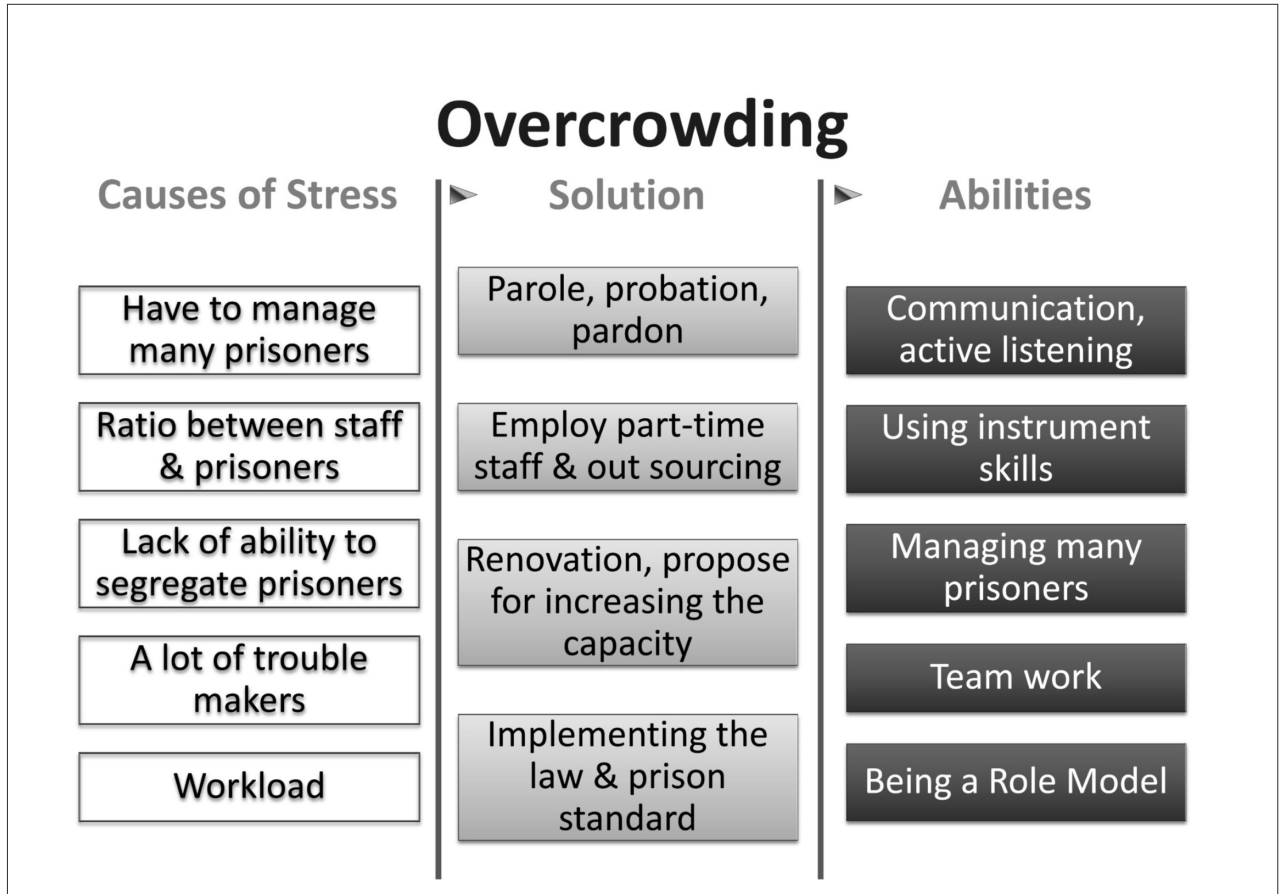
1. Introduction (2)

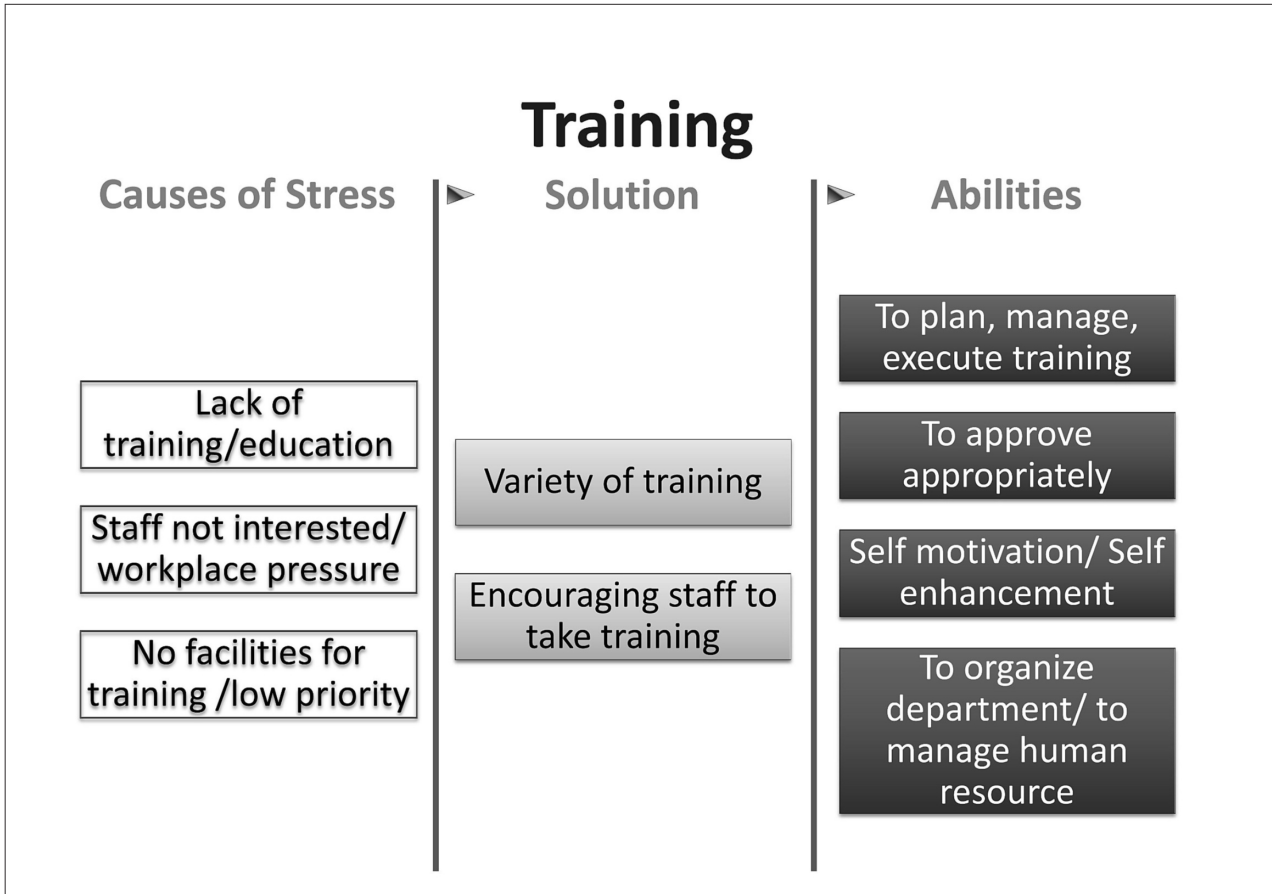
- **How We Chose Causes of Stress?**
 - Discussed in IP Presentations and IP Review Session
 - Occurred in most of the participating countries but may not be all
 - Agreed as major and critical causes of stress to correctional personnel but not just for mid-level staff

2. Causes of Stress

- **Budget**
- **Nature of Work**
- **Overcrowding**
- **Leadership and Management**
- **Training**



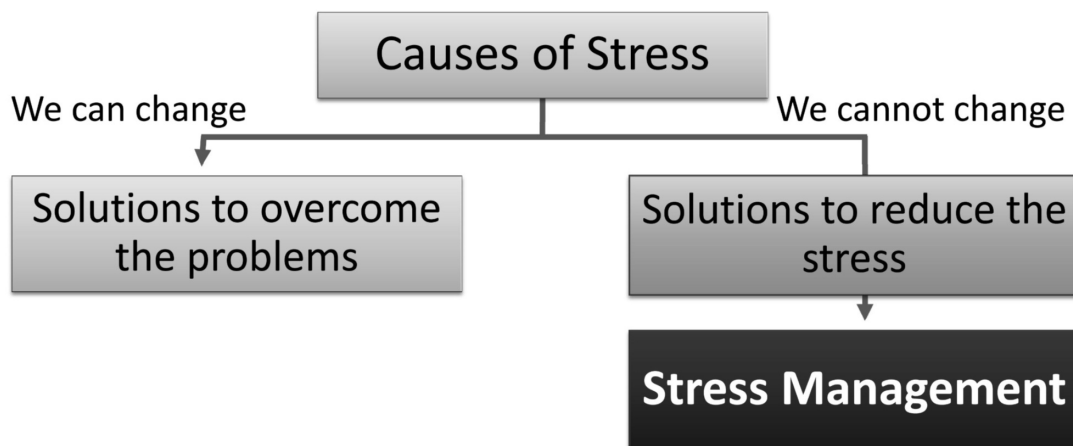




3. Stress Management (1)

Overview

- Solutions to overcome the problems
- Solutions to reduce stress (stress management)



3. Stress Management (2)

Experience from IPs

- Sharing amongst colleagues & with supervisors
- Professional knowledge enhancement
- Balanced life
- Employee wellness programmes
- Pursuing religion
- Mental & psychological care for staff

3. Stress Management (3)

Suggestions from visiting experts

- Understanding the mechanics of stress
- Self-care assessment & self-control programmes
- Anger management programmes
- Sizing emotions & golden ratio
- Stress utilization

3. Stress Management (4)

Abilities for mid-level staff

- Awareness of importance of stress management
- Ability to identify staff under stress
- Take initiative to avoid high stress
- Toughness towards adverse situation & failure
- Acquiring ever-changing professional knowledge

4. Ways to Gain the Abilities

A. Reliable Assessment Programmes

B. Tailor-made Training Programmes

C. Broadening Exposure

1. Attending Senior Officers Meeting
2. Deployment to Other Depts./Central Gov.
3. Attending Overseas Training/Seminars

D. Knowledge Sharing among Staff

E. Horizontal Development of Staff

5. Conclusion

Challenging correctional services

- Having knowledge, skills & abilities
- Stress management skill
- Leading role

Healthy Life



Thank You For Your Attention

Q&A SESSION