



I. Introduction

* Stressors in our working environments are:

- Overcrowding
- Nature of work
- Lack of budget and staff
- Lack of facilities and equipment
- Lack of communication
- Lack of training and leadership skills









Current Situation

- Insufficiency training e.g. In rape and defilement cases are traumatizing to the victim and the family members.
- Dynamic Cases
- Workload
- Understaffing
- Communication problems

Countermeasures

- Training in related skills e.g. Counselling Training, De-briefing etc.
- Probation Training Centre

Maldives (Correction)



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Current Situation

- Lack of Skills: Most of the prison security officers are very young
- * Insufficient Training

Countermeasure

Training

Philippines (Probation)



Current Situation

- An open-door policy
- Regular staff meetings including in the performance targets of the mid-level staff who in turn, rates his/her subordinates as to the quality or substantiality of their participation.
- The communication environment is warm and supportive.

Countermeasures

The agency should be more open to current and updated interventions on offender rehabilitation, like CBT. It must also develop and implement a stress management programme for probation and parole officers.

Thailand (Correction)



Current Situation

Levels of stress increased due to correctional system problems such as prison overcrowding, understaffing, the impact of globalization, technological development and social modernization.

Countermeasures

✤Supportive Manpower

Promotion of Self-sufficiency philosophy

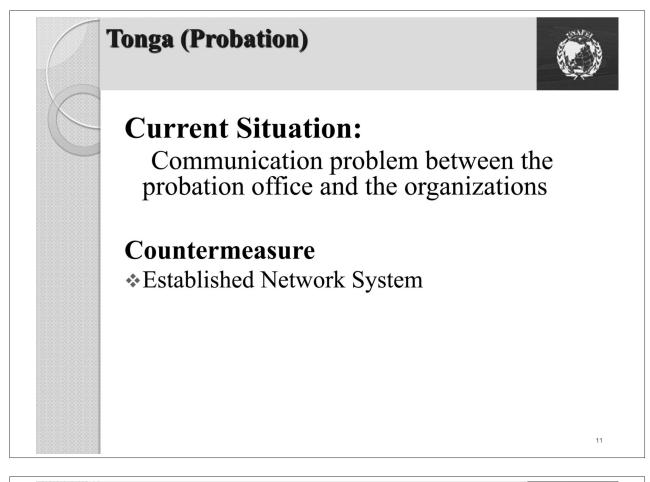
Prison Standards

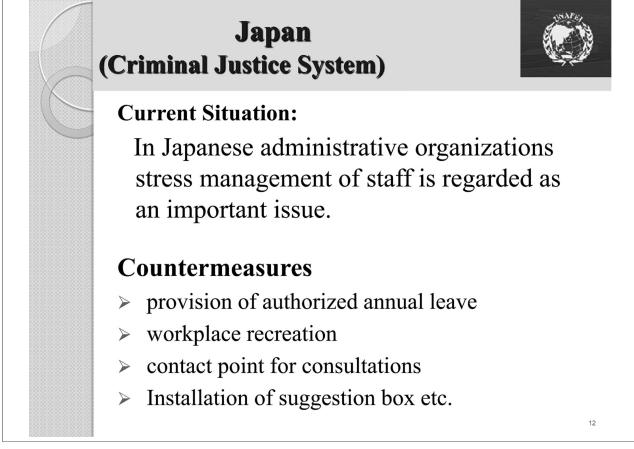
The Improvement of Quality of Life of

Correctional Personnel

Dharma Practices for prison staff

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Korea (Correction)



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Current Situation

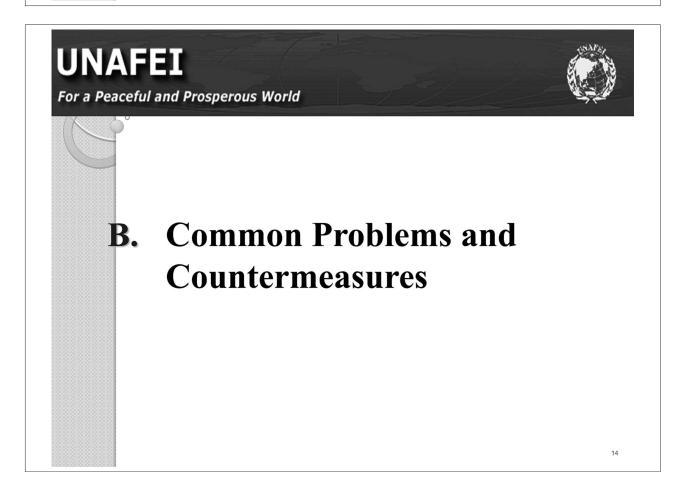
Correctional institutions are currently working on the agreement with local medical centres.

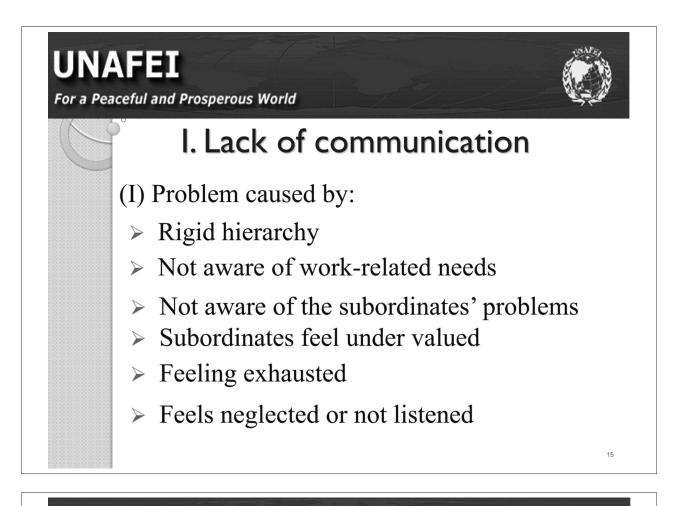
Countermeasures

- Organization-wide management halting and alleviating job stress factors

- Supportive measures for cultivating and strengthening the ability of individuals to deal with their stress directly

EAP (Employee Assistance Programme) CISM (Critical Incident Stress Management); Taking advantage of education and training Financial support to management of mental health.





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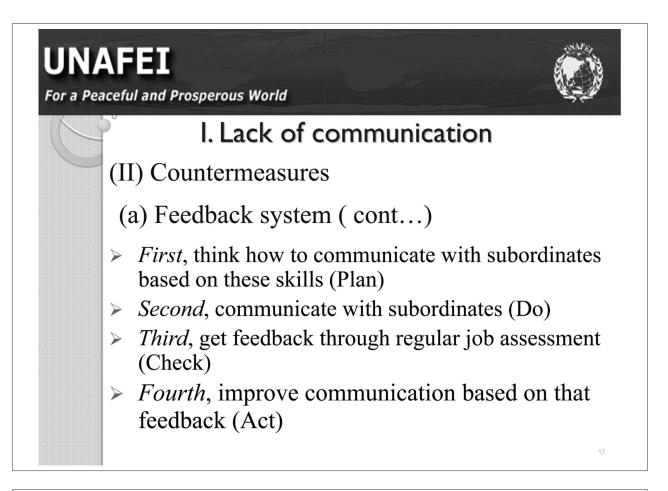
I. Lack of communication

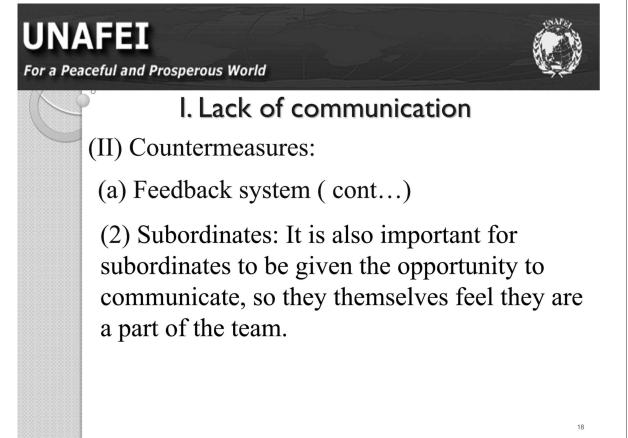
(II) Countermeasures:

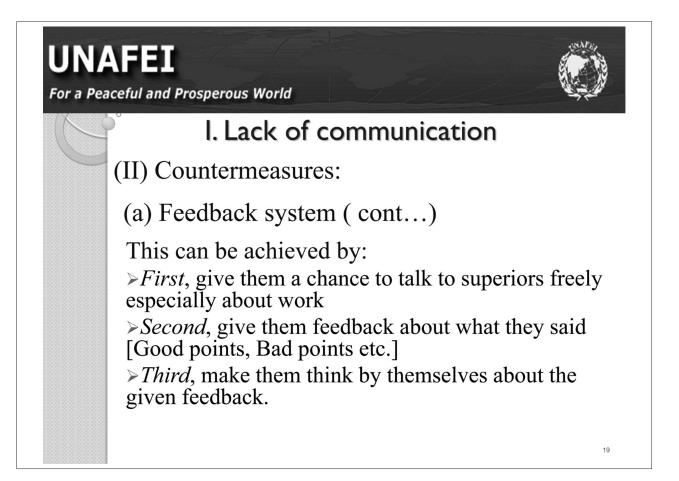
(a) Feedback system

(1) Supervisors, incl. mid-level staff must make efforts to communicate through PDCA (Plan, Do, Check & Act) cycle.

>Also they must have coaching and active listening skills.









For a Peaceful and Prosperous World

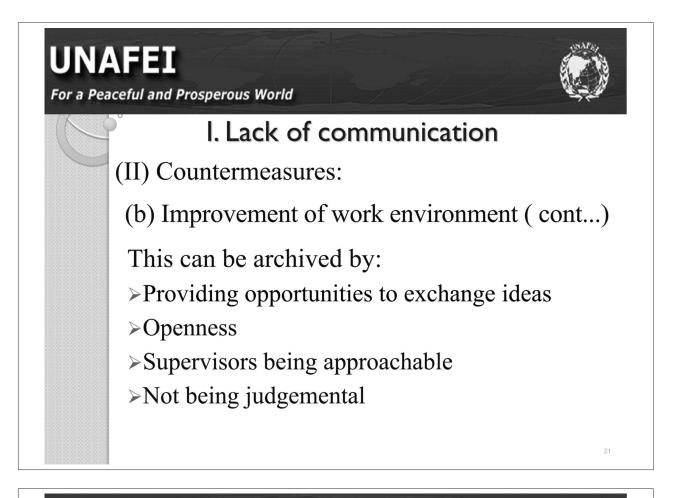
I. Lack of communication

(II) Countermeasures:

(b) Improvement of work environment

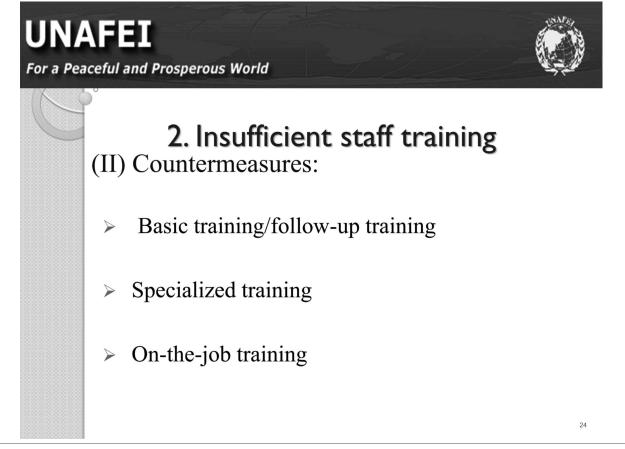
To make the work environment conducive for communication, it is important for everyone to exchange frank opinions with each other.

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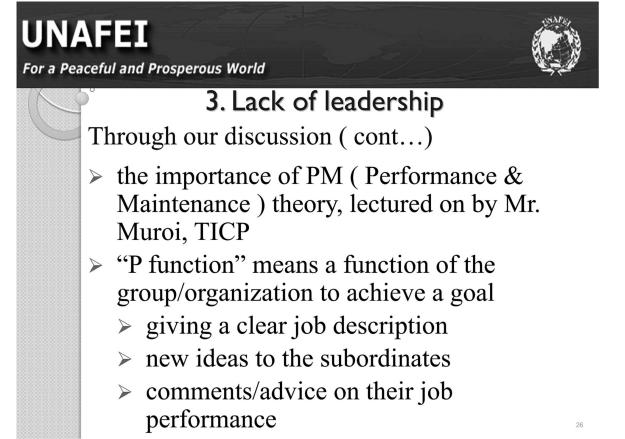




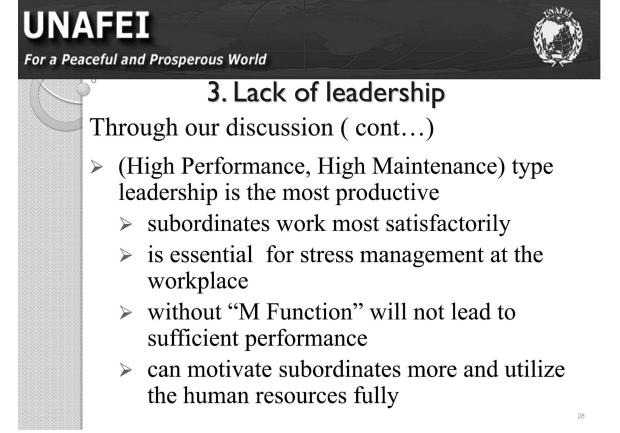




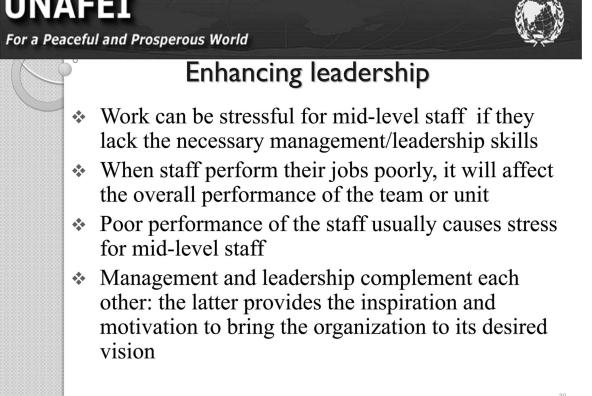


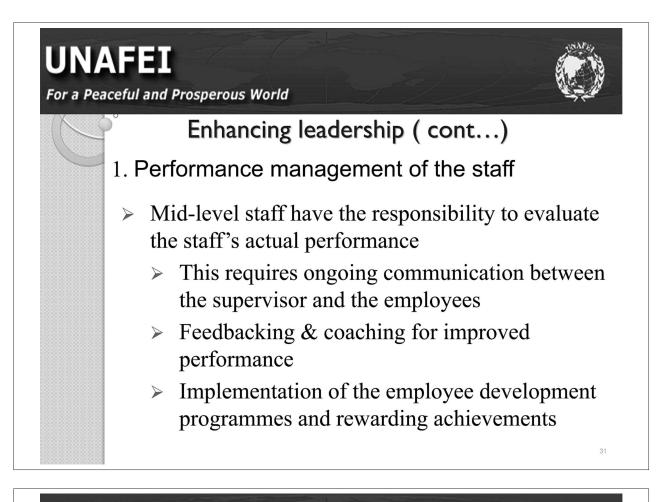


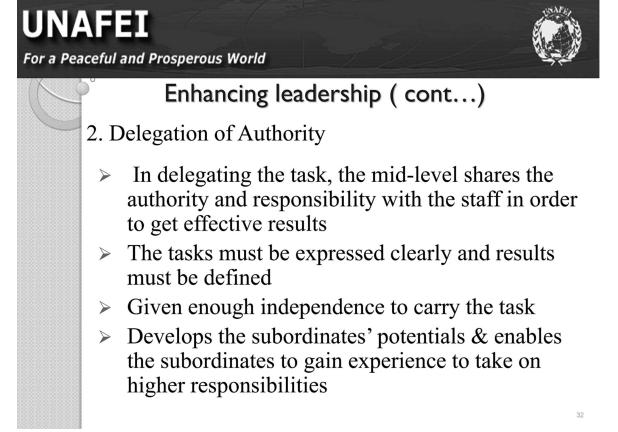


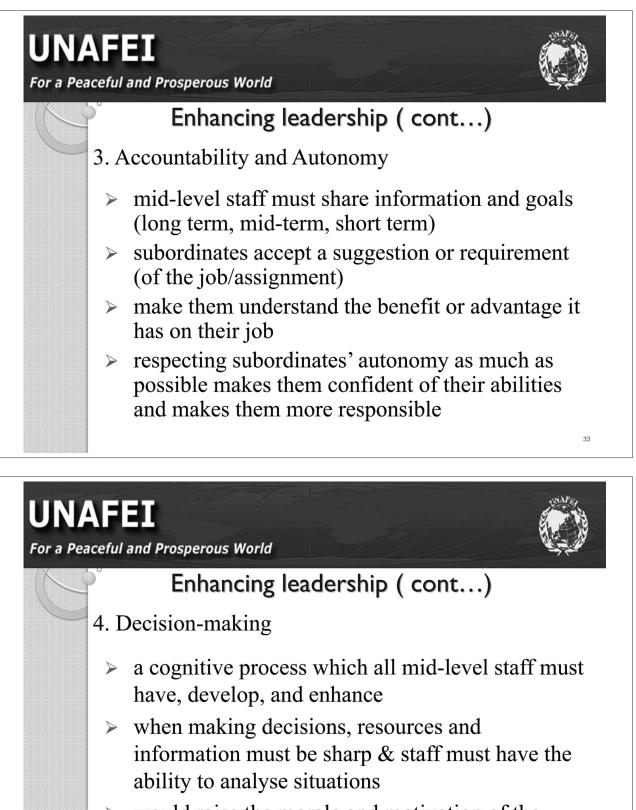




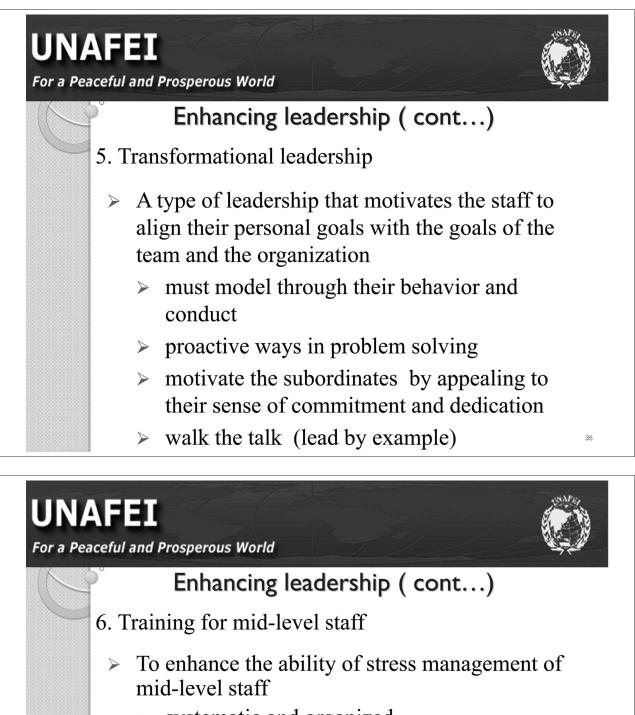




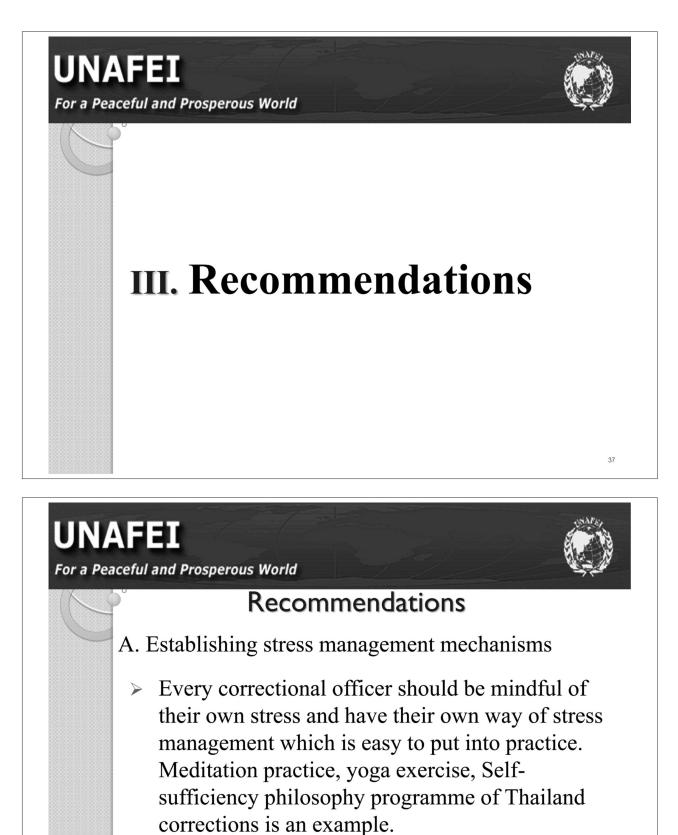


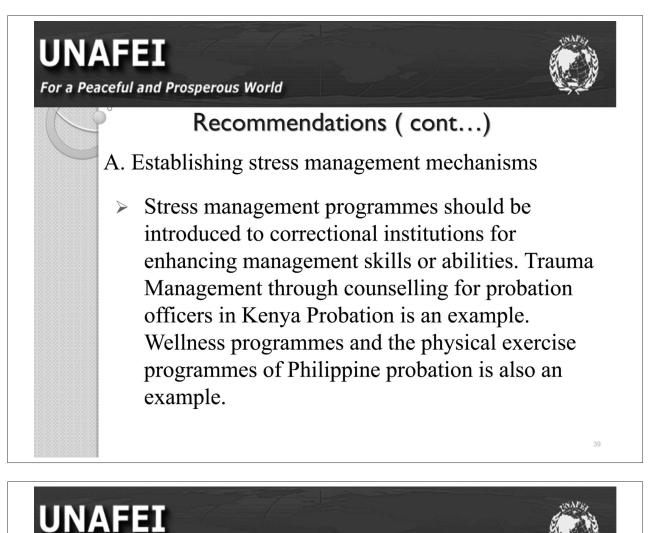


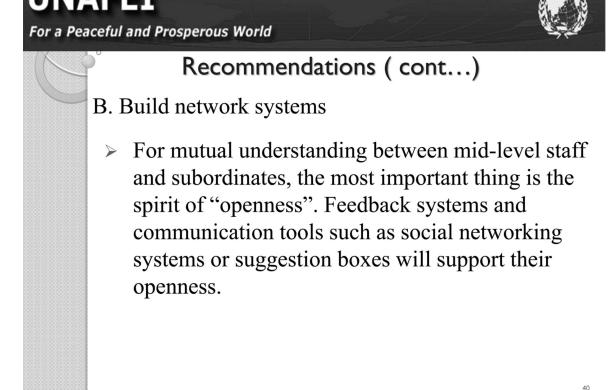
- would raise the morale and motivation of the subordinates
- must also learn how to be flexible if the situation calls for it

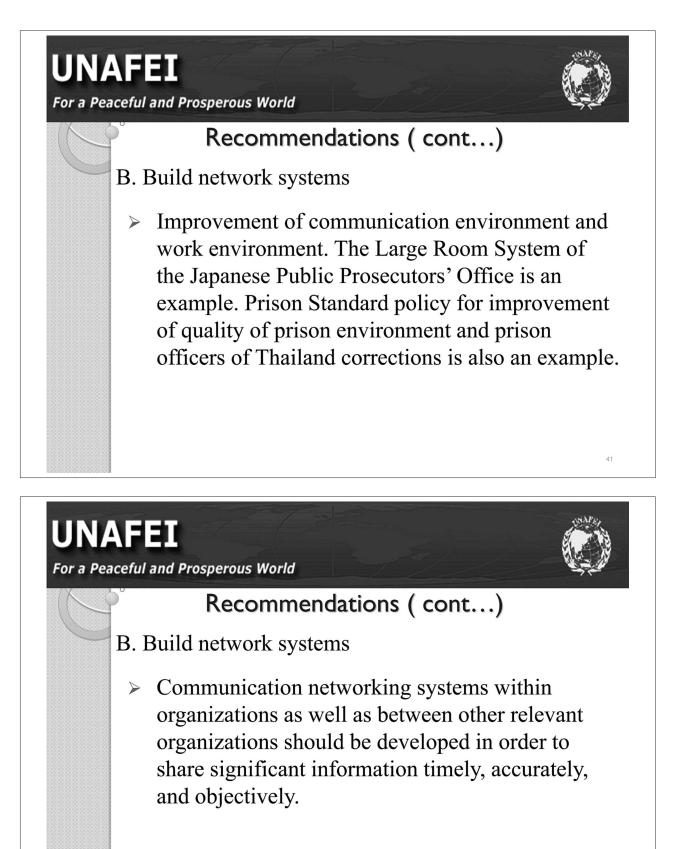


- systematic and organized
 - Coaching and mentoring training
 - Training for effective performance feedbacking
 - Stress/ Anger management training (midlevel staff and subordinate)

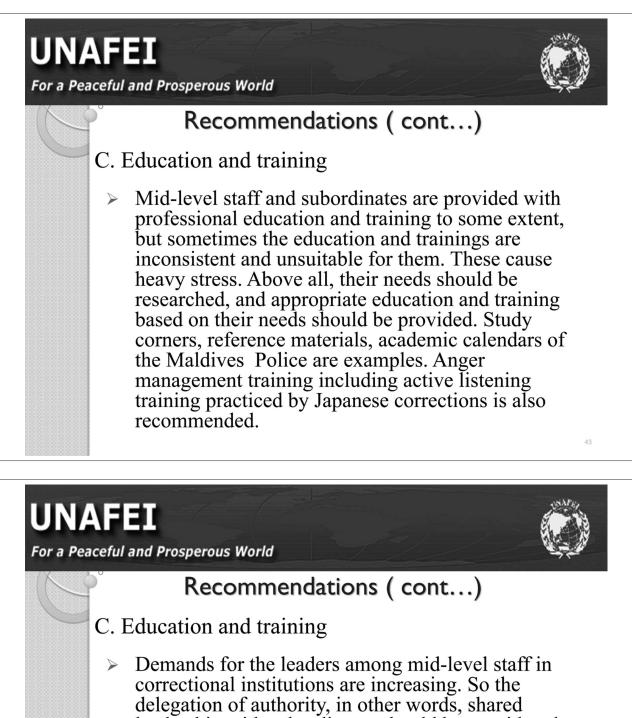








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delegation of authority, in other words, shared leadership with subordinates should be considered. With shared leadership, mid-level staff will be freed from the pressure which requires them to be an impossibly strong and dominant leader, and subordinates will be motivated to take more responsibility and workload so as to reduce the stress of the whole office. For a common understanding of shared leadership, a training course on leadership should be organized.

