

---

# CONTENTS

---

<i>INTRODUCTORY NOTE</i> .....	v
--------------------------------	---

## PART ONE

### WORK PRODUCT OF THE 161ST INTERNATIONAL TRAINING COURSE

#### *STAFF TRAINING FOR CORRECTIONAL LEADERSHIP*

##### **Visiting Experts' Papers**

- Effective Training for the Prevention of Misconduct and Corruption in Detention and Corrections  
*by Mr. Gary Hill (United States)* ..... 3
- Analysis of Current Training Systems, the Development and Use of Training Needs Analysis and Training Effectiveness  
*by Mr. Gary Hill (United States)* ..... 19
- Training Manuals and Lesson Plans for Correctional Staff Including Practical Application of the UN Standards and Norms  
*by Mr. Gary Hill (United States)* ..... 36
- International Standards and Norms as Guidance in the Criminal Justice System  
*by Dr. Matti Joutsen (Finland)* ..... 54

##### **Participants' Papers**

- Staff Training for Correctional Leadership: the Hong Kong Experience  
*by Mr. Lap-yip LO (Hong Kong)* ..... 68
- Staff Training for Correctional Leadership  
*by Mr. Pamela Monyenche Masese (Kenya)* ..... 78
- Administration of the Kenya Prisons Organization  
*by Mr. Peter Kimani Ndung'u (Kenya)* ..... 83

##### **Reports of the Course**

- Enhancing the Organizational Strengths of Criminal Justice Organizations  
*by Group 1* ..... 89
- Developing Effective Training Curricula  
*by Group 2* ..... 96

**PART TWO**  
**WORK PRODUCT OF THE 18TH UNAFEI UNCAC  
TRAINING PROGRAMME**

***EFFECTIVE ANTI-CORRUPTION ENFORCEMENT AND PUBLIC-PRIVATE  
AND INTERNATIONAL COOPERATION***

**Visiting Expert’s Paper**

- Brief Overview of the German Criminal Justice System: The German Legislative Response to Corruption Crime  
*by Mr. Richard Findl (Germany)* ..... 103

**Participants’ Papers**

- Criminal Justice Response to Corruption in Honduras  
*by Mr. Jose Humberto Palacios Guifarro (Honduras)* ..... 125
- Criminal Justice Response to Corruption in Kazakhstan  
*by Mr. Kushimov Nurkhat (Kazakhstan)* ..... 129
- Criminal Justice Response to Corruption in Maldives  
*by Ms. Fathimath Haifa Abdul Gayoom (Maldives)* ..... 136
- Criminal Justice Response to Corruption in South Sudan  
*by Mr. Akuei Mayuen Deng Dut (South Sudan)* ..... 145
- Criminal Justice Response to Corruption in Thailand  
*by Ms. Silawan Panom (Thailand)* ..... 152
- Effective Anti-Corruption Enforcement and Public-Private and International Cooperation  
*by Mr. Ulugbek Melisovich Usmanov (Uzbekistan)* ..... 158

**Reports of the Programme**

- Effective Anti-Corruption Measures  
*by Group 1* ..... 165
- Corruption in Developing Countries and Its Possible Solutions  
*by Group 2* ..... 170
- Effective Measures for Combating Corruption from Detecting Leads to Trial  
—A Comparative Analysis of Domestic Laws  
*by Group 3* ..... 176

**APPENDIX** ..... 187