




Kriminalvården

Vision and core values

*of the Swedish Prison
and Probation Service*





Our vision gives a positive picture of our future aims. As such it provides inspiration for current activities, identification with, and guidance for, further development and a statement of the core values that underpin our work.

Foreword

The Swedish Prison and Probation Service is currently undergoing rapid development. Both the general public and politicians have high expectations of the Swedish Prison and Probation Service. Providing protection for the community and being aware of the needs of victims of crime are increasingly important aspects of our activities.

The nature of criminality changes over time. Gang-related crime and the growth of criminal networks render our work with prisoners, probationers and parolees more difficult. All the different work areas of our organisation have seen an increase in the number of offenders in their charge. Clear plans with a meaningful content are fundamental both for a humane implementation of the sentences of the courts and also to prevent re-offending. And changes in legislation require new ways of thinking and new routines.

From the year 2006, the Swedish Prison and Probation Service has been transformed into a public authority. This means that there is an increased demand for organisational consistency, efficiency and internal collaboration. As a public authority, we are also expected to manage our organisation more effectively and be able to adjust rapidly to changing requirements.

With the vision here presented we show the way forward for the Swedish Prison and Probation Service. The vision has emerged from collaborative discussions with a large number of colleagues from every section of the Swedish Prison and Probation Service and every part of our country. The vision helps the further development of the experienced prison or probation worker and makes it easier for newly recruited colleagues to adopt the core values and ethos which form the basis of our responsibilities and activities as a public service. The work of the Prison and Probation Service is both important and complex and needs therefore to be carried out professionally and in a way that inspires public and political confidence.

Norrköping, September 2007

Lars Nylén
Director General

V I S I O N

‘Better Out’

The Swedish Prison and Probation Service inspires public confidence by its efforts to prevent re-offending and to protect the community, thus contributing to a safer society.

After completing a treatment programme, offenders in the charge of the Prison and Probation Service are better prepared for a life free of crime and addiction. Our work offers offenders an opportunity to make constructive changes in their life style.

We are active in promoting operational developments within the Prison and Probation Service.

The vision of the Swedish Prison and Probation Service is summed up by our mission motto – ‘Better Out’.

Tasks

The tasks of the Swedish Prison and Probation Service consist of implementing the sentences of imprisonment and probation decided on by the courts, managing the prisons, transporting prisoners securely and efficiently and carrying out social inquiries on suspected or sentenced offenders. These tasks must be carried out with due regard for security, safety and humanity in order to assist effective prosecution and prevent re-offending.

The Swedish Prison and Probation Service is especially required to take steps to prevent criminality during the implementation of a sanction, combat drug addiction, ensure that the content of programmes and activities is adapted to the needs of the individual offender and that the conditional release of prisoners is carefully prepared.



Core values

The Swedish Prison and Probation Service combines work that is of high quality, effectiveness and safety with a constructive influencing of the offenders committed to its charge.

Our work offers our offenders an opportunity to develop and progress. We are unambiguous and correct in the demands we make on them and we always serve as good examples. Positive work with offenders is based on knowledge, flexibility and empathy without losing sight of professional and personal integrity.

We feel a responsibility for, and pride in, our social mission and loyalty to the purposes and objectives of our Service.

We are engaged and participative in our work and understand the importance of each individual's contribution to the service as a whole.

We carry out our work in a way that is calculated to enhance confidence in the Swedish Prison and Probation Service.

Key concepts

Offender contact – personal but not private

Professional approach – knowledge and clear values

Legally guaranteed rights – correct and foreseeable

Reliability – for community protection and safety



Security

Order and

Readiness



THE VISION FOR FIVE STRATEGIC AREAS

The Prison and Probation Service operates with good security and order and in compliance with the regulations in force. This creates confidence in our activities and is a pre-condition for the work of preventing re-offending.

Our staff are competent, aware and trustworthy and make good professional contact with the offenders in our charge. Each staff member accepts personal responsibility for security and safety. Contact with prisoners is dependent on good dynamic security and an appropriate perimeter security. This is facilitated by the use of modern technology.

Good knowledge of and about the prisoners in our charge ensures that they are appropriately allocated with due regard to security and dealt with account taken of their individual needs.

We are alert to critical indications and take early action in situations that may pose a threat to order and security. We hinder criminal activities in the prisons and remand prisons. Well updated and well rehearsed contingency plans guide our actions in the event of untoward incidents.

We do not accept threats, harassment or violence against any member of our staff, their relatives or prisoners.

Collaboration between the different branches of the Prison and Probation Service and close co-operation with the police and other agencies is essential for foresighted protective work and appropriate interventions with the offenders in our charge.





Exercising

influence

and offering

treatment

THE VISION FOR FIVE STRATEGIC AREAS

Social inquiry reports, outreach and motivational activities prepare the way for appropriate sanctions, prison allocation and planned interventions.

All prisoners, probationers and parolees know what is expected of them during implementation of the sentence and are provided with a sentence plan that encourages good conduct and the taking of responsibility for actions and personal development. The plan, based on a risk assessment, prevents passivity among prisoners, gives sentence implementation a meaningful content and counteracts re-offending.

Anti-crime and drug misuse personal change programmes are offered to all motivated prisoners, probationers and parolees. Such programmes are evidence-based and accredited. All prisoners and probationers are offered work, studies or other structured activities. The high quality of these activities is guaranteed.

The misuse of drugs by prisoners, probationers and parolees is not tolerated by the Swedish Prison and Probation Service. Tests and searches make for the detection of narcotics. The use of drug detecting dogs deters and prevents the smuggling of narcotics into the prisons and remand prisons.

The provision of security routines combined with the personal change programmes creates a safe and positive prison climate and counteracts negative influences among prisoners.

Re-offending and continued drug misuse is prevented through effective and constructive release plans and collaboration with appropriate authorities and organisations to provide a linked chain of treatment help.

Treatment programmes are followed up and evaluated for their effect in reducing re-offending.





Staff

and

management

THE VISION FOR FIVE STRATEGIC AREAS

An ethical approach characterises every aspect of prison and probation activities.

All members of staff are well-matched for their work and trained and competent in their professional roles. They have a good understanding of the rules that govern prison and probation work and of the tasks and objectives of the Prison and Probation Service.

We take responsibility for our social duties. We constantly endeavour to further our professional capacities and participate continuously in discussions on matters relating to ethics and security. We have good relations with the offenders in our charge and act as role models for them. We are aware of improprieties in their conduct and react rapidly if they occur.

A committed, knowledgeable, reflective leadership in close contact with our offenders forms the foundation of a successful prison and probation service. We learn from our achievements and mistakes and are motivated and have the capacity to ensure the development of Prison and Probation Service activities. Quality in our work is always evident in the details.

The Swedish Prison and Probation Service is always correctly and competently staffed. Our working methods counteract boredom and apathy arising from work routines.



Use of

resources

THE VISION FOR FIVE STRATEGIC AREAS

Allocated resources are used in a goal-directed and effective way and always with an awareness of the totality of our operations. We focus on opportunities and ongoing developments.

The probation branch initiates and develops a number of ways of implementing community sanctions and measures that manifest high credibility and effectiveness in the use of the allocated resources.

The demand for and supply of prison places is kept in balance. The remand and ordinary prisons are safe and humane institutions. They are modern and easy to work in. They are designed to make possible an adequate and flexible differentiation of prisoners. The physical environment facilitates treatment and personal change programmes as well as other positive activities. The prisons constitute a “no smoking” environment.

Well maintained remand and ordinary prisons facilitate our prison and probation work. A modern security technology and other technical devices are kept in good condition and facilitate operational efficiency.

We create and maintain a good work environment.





Organisational

development

THE VISION FOR FIVE STRATEGIC AREAS

The operations of the Swedish Prison and Probation Service are knowledge-based. Criminality trends are carefully followed. Knowledge about our offenders' complex social problems, behavioural disturbances, drug dependence and criminality allied to effective working methods constitute the basis of all work in the Swedish Prison and Probation Service.

The constant development of evidence-based programmes and other knowledge-based interventions makes for a working environment that is creative and effective. Our ability to make risk assessments and to prepare for and give support in connection with release from prison is continually reviewed and developed.

Organisational development work in the Swedish Prison and Probation Service is carried out in close collaboration with research workers in the universities and through international contacts.

Our informational work seeks to communicate an objective and easily understood account of the work carried out by the Swedish Prison and Probation Service. It provides a sound foundation for decision-makers, media reporting and public understanding and inspires community confidence in the implementation of our social tasks.





Zero tolerance visions

No escapes.

No drugs.

No criminal activities.

No violence, threats or harassment.

The Swedish Prison and Probation Service's logo

The logo of the Swedish Prison and Probation Service incorporates two keys. These are meant to represent a time line with the silver key locking away the previous life and the golden key opening up the future. The three jagged edges on the keys symbolise our three main operations that must work in partnership for us to achieve our mission motto – 'Better out'.



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