



NORWEGIAN CORRECTIONAL SERVICE

Nordic correctional policies, values, methods and practice – what are they – and can and should they be transferred to the US?

Presented

by

Jan R Strømnes

Deputy warden, Halden prison



Workshop outline

1. The overall picture
2. The turning point
3. The solution
4. The next step
5. Halden prison
6. The inmate
7. The concept of dynamic security
8. The progression model
9. The summary



The normal objections...

- We are a heterogenous society, Norway is homogeneous.
 - Not true. Approx. 40% of the inmates in Halden prison comes from approx. 35 different nations.
- There is so much more mental illness in US prisons.
 - Not true. 90% of the inmates in Norwegian prisons have mental health issues.
- We can't replicate Halden prison in the US, we can't afford to build such a facility.
 - Partly true. But you don't have replicate the facilities to pick up the best bits and pieces. The best parts are free; treating people humanely and with respect and dignity, apply the concept of dynamic security. Setting new goals and expectations, train people differently.
- You don't have gang problems in Norway.
 - Partly true. But communication and mediation has proven to work also in this context.



1. The overall picture of NCS



Norwegian Correctional Service (NCS)

- some quick facts

2017-figures;

- 5.265.000 population in Norway
- Total capacity
 - 4.127 (theoretically) all prisons (remand and convicted inmates)
 - 6000 sentenced to prison
 - 3300 in remand
- Total rate of imprisonment - 69,1/100.000
- 4.600 FTE in NCS (prison, probation, HQ)
- Average wage cost pr FTE/year – NOK 683.000,- (USD 80.000,-)



Serving conditions in Norway

- Max. security prisons (incl. open-ended detention)
- Low security prisons (incl. half-way houses)
- Section 12 sentence (in an organisation other than correctional)
- Electronic bracelet sentence
- Community sentence
- Drug program with court control
- Probation



Serving conditions – max. security prisons - some examples

- 60 min. visit per week (visitors to be approved by the prison)
- 20 min. telephone call per week (monitored)
- Letters (controlled)
- Private effects (limited numbers and types)
- Searches, metal detectors, urine samples, drug dog
- Escorts, camera surveillance, listening devices

Challenge → Institutionalized



2. The turning point



Late 1980's and early 1990's

- A lot of drugs in the prisons
- Many inmates with psychiatric problems
- High residivism
- Several riots
- Escapes were not uncommon
- 2 murders on correctional officers (1989, 1992)
- Limited interaction between officers and inmates



Need for change – something had to be done

White paper No. 27
(1997-1998):





3. The solution



Need for change – something had to be done

~~«Tough on crime»~~

A more humane approach

- Individual level
- Contact officer
- Future plan

- Systemic level;
- Core values
 - New organization



A new correctional officer role

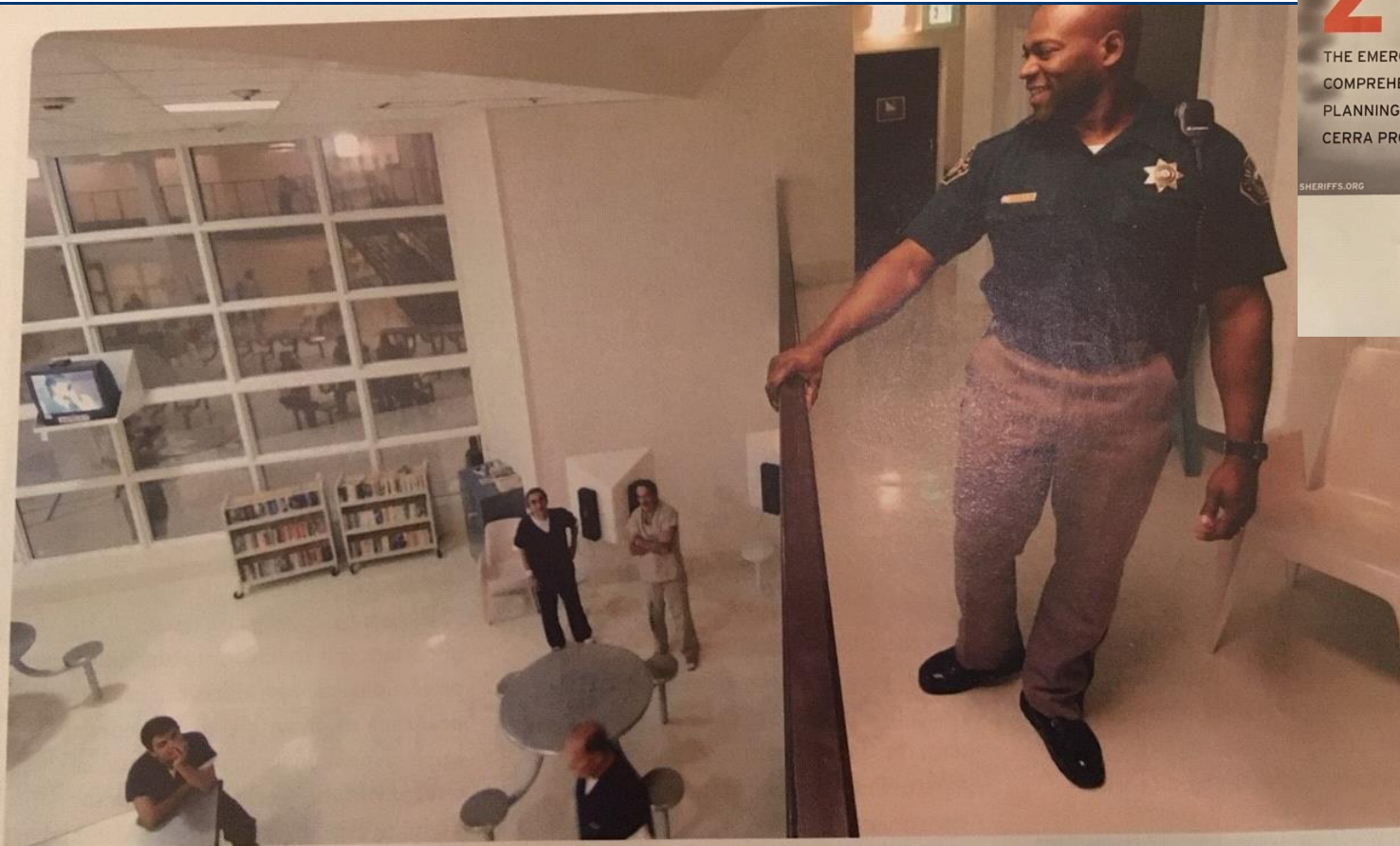
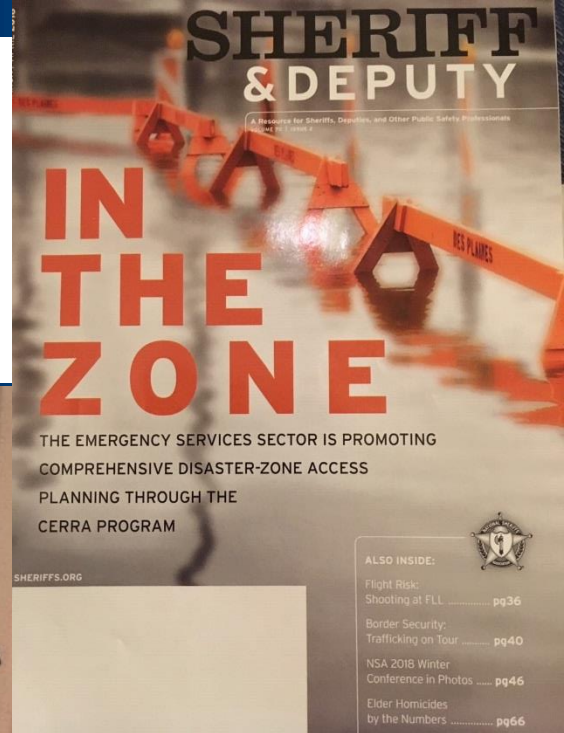
"From guard to also be a social worker "

From the White Paper No. 27 (1997-98):

"It will be a development of the traditional correctional officer role. They shall contribute to helping the inmates to live a life without crime. "



Also in the US?



UNLOCKING A FACILITY'S REHAB POTENTIAL

Positioning correctional officers as social coaches



Consequences for the correctional officers

- Must be able to discuss criminal activities, change strategies and desistance with the inmates
- Must be able to plan and monitor the implementation of sentences
- Must have good knowledge about the opportunities in the correctional system
- Must be able to connect opportunities and individuals
- Must be able to contribute in general to the professional development of the Correctional Service



NCS, University College:

→ 2 year fulltime college education



What does a prison officer do?

A varied and challenging career

Subjects like;
Ethics, Psychology,
Criminology,
Law, Human rights

Contact officer

- motivator
- role model

Security

- guard duty
- searching (body, cell)
- conflict resolution

Leisure

- participate in leisure activities
- organize social events

Cognitive program instructor



4. The next step



A new Government White Paper, no. 37 (2007-2008)

***“Punishment that works –
lesser crime - safer society.”***

- More focus on reintegration and the reentry to society
- The cooperation between the authorities and agencies responsible for the inmates

(Presented by 4 ministers)





Principles for NCS

2 of the 5 principles:

- A humanistic approach to people
- Normality

Purpose:

Safety of society

Rehabilitation/Reintegration



Normality and humanity– politically

- The punishment is the restriction of liberty.
- The inmate is not deprived of any other rights, i.e he/she has the same rights as other habitants in Norway.
- No-one shall serve their sentence under stricter circumstances than necessary for the safety of the society.
- Life in prison shall resemble life in the community as much as possible.



5. Halden prison



Halden prison – Norway

«Punishment that works – change that last»





Some figures – Halden prison

- Planning started in 2000. Original project was in 2004 decided to be revised and redused.
- Construction time, May 2007 – March 2010
- Operational, March 2010
- Building cost and inventory; 1,3 billion NOK (150 Mill. USD)
- Inmates
 - total of 252 (262) – Norway's second largest prison
 - males only
- Staff – correctional services – 290
- The "import model" – additional staff – approx. 50



Some figures – Halden prison

- Average sentence = 6,5 years
- Average age = 37 years
- Nationalities = 37
- Major offence categories (convicted and remand):
 - Drugs (38%)
 - Homicide (13%)
 - Rape (11%)
 - Sexual offences (9%)
 - Theft/Robbery (8%)



Halden prison

"An iron fist in a silk glove"

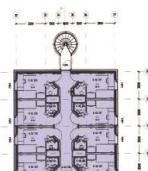
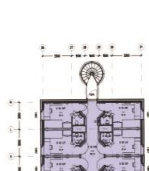
27.500 sqm buildings
150.000 sqm area within the wall
150.000 sqm area outside the wall





Normality and Humanity– Architectural

- A miniature society
- Provide a positive influence and prepare for life outside the walls
- Separate buildings – everyday movement
- Daylight
- Facilities divided into "public" and "private functions" with various expressions
- Creating the interior as little alienating as possible
- Designed to meet inmates and staff in a friendly non-authoritarian way.





Cell

10 Sqm, Private toilet/shower, No bars



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Yard





Principle of normality

This:



Or this:





Principle of normality

SCIENTIFIC REPORTS

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Green space improves mental health, well-being

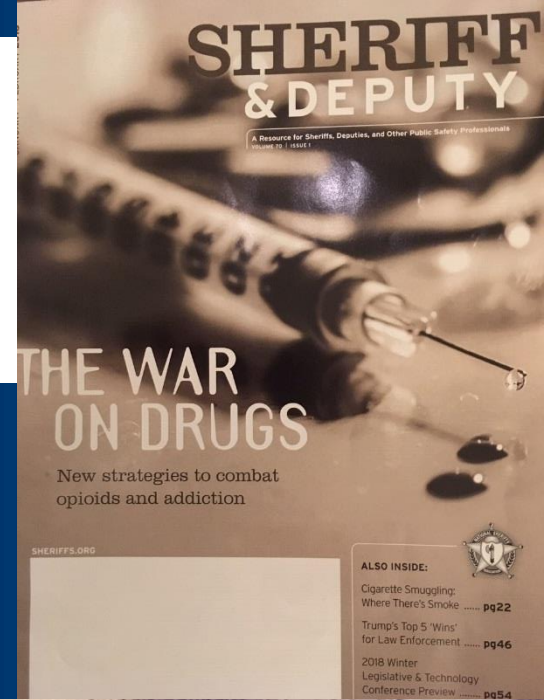
Researchers found exposure to green space improved well-being both immediately and over time

By Anna Lazowski, CBC News Posted: Jun 12, 2014 5:00 AM ET | Last Updated: Jun 12, 2014 10:59 AM ET

self-reports of... the Ontario Health Study. Res... analyses suggest that people who live in neighbour... streets report significantly higher health perception and signifi... (controlling for socio-economic and demographic factors). We find that having 11 trees in a city block, on average, improves health perception in ways comparable to an increase in annual personal income of \$10,000 and moving to a neighborhood with \$10,000 higher median income or being 7 years younger. We also find that having 11 more trees in a city block, on average, decreases cardio-metabolic conditions in ways comparable to an increase in annual personal income of \$20,000 and moving to a neighborhood with \$20,000 higher median income or being 1.4 years younger.



Principle of normality



“Evidence-based approaches continue to be the cornerstone of efforts proven effective in correctional settings to prevent relapse and recidivism.”



MENTAL HEALTH AND THE BUILT ENVIRONMENT IN JAILS

Man-made surroundings have a substantial impact on inmates' mental condition

By Dr. Elizabeth Falcon



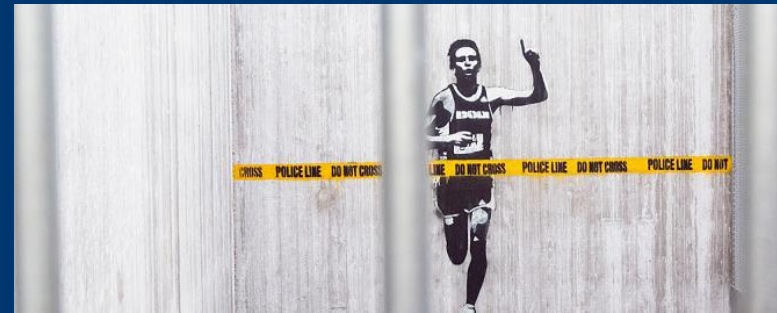
Visiting house





Art in the prison

"An overall strategy is that the art in Halden Prison should be in a humanistic tradition, and to represent care without being preachy. Art should be in dialogue with the inmates and staff."





Unit A

- 56 Inmates
- Reception unit
- "Non-complying unit"
- Restrictions
- (Retreat)

(Based on the Spiritual Exercises of Ignatius of Loyola)

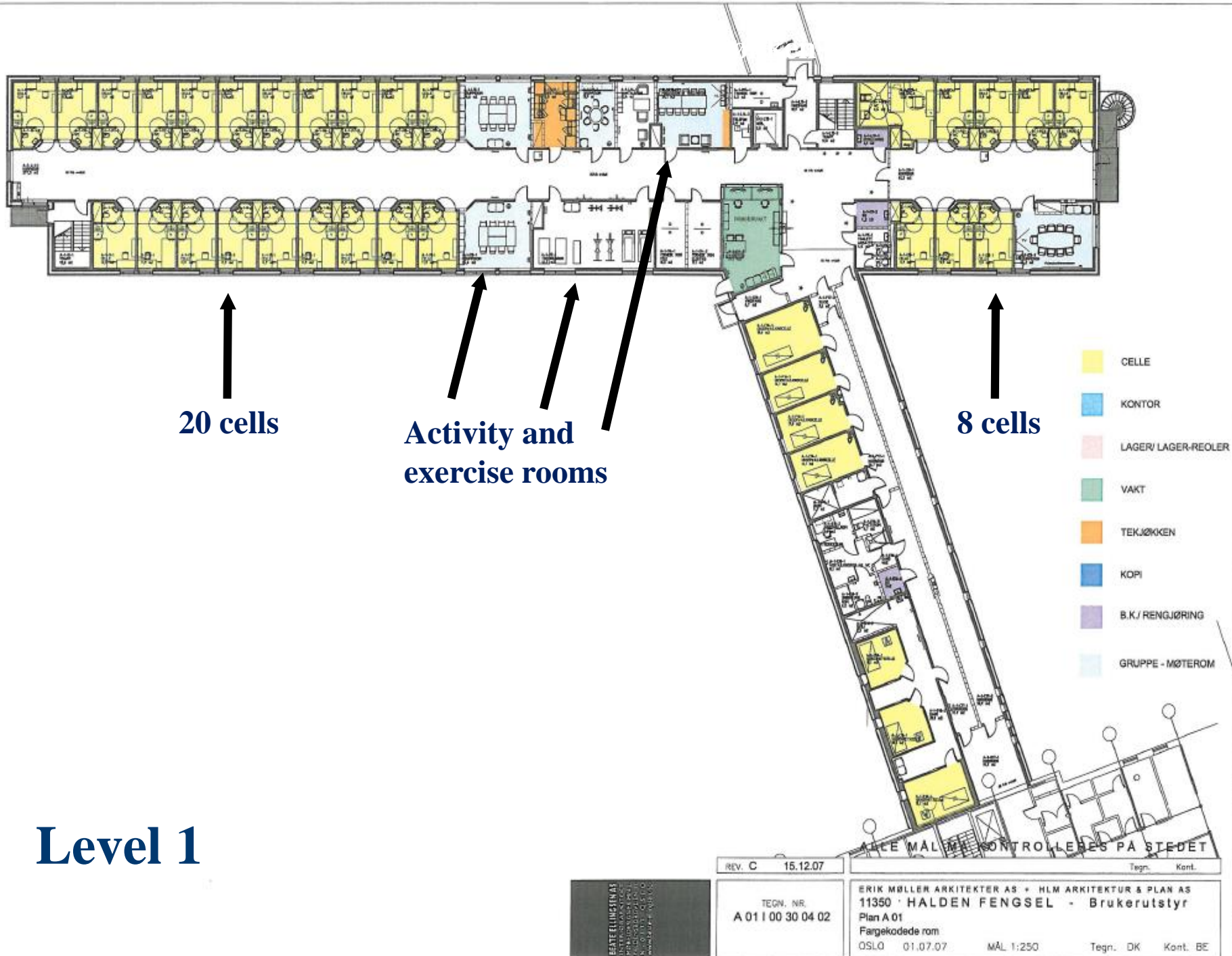




Unit A

Content:

- Custody handbook
- Screening/mapping (BRIK and other tools – giving input to the process with future plan)
- Information about Halden prison
- Social skill work
- Arts & crafts
- Training/Exercise
- Stress management
- Anger management





Unit B and C

- 84 Inmates in each unit
- Primarely convicted, but also pre-trial (remand)



Work and school



- CELLE
- KONTOR
- LAGER/ LAGER-REOLER
- VAKT
- TEKJØKKEN
- KOPI
- B.K./ RENGJØRING
- GRUPPE - MØTEROM

ALLE MÅL MÅ KONTROLLERES PÅ STEDET

REV. C 15.12.07

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TEGN. NR.
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ERIK MØLLER ARKITEKTER AS + HLM ARKITEKTUR & PLAN AS
11350 HALDEN FENGSEL - Brukerutstyr

Plan B 01

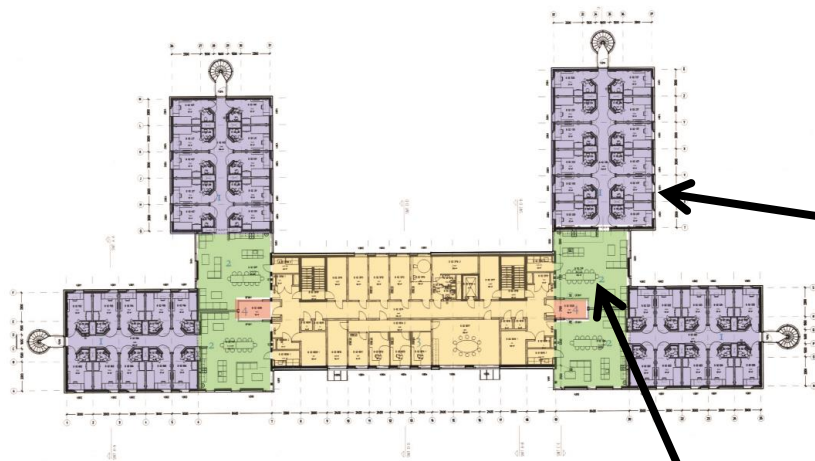
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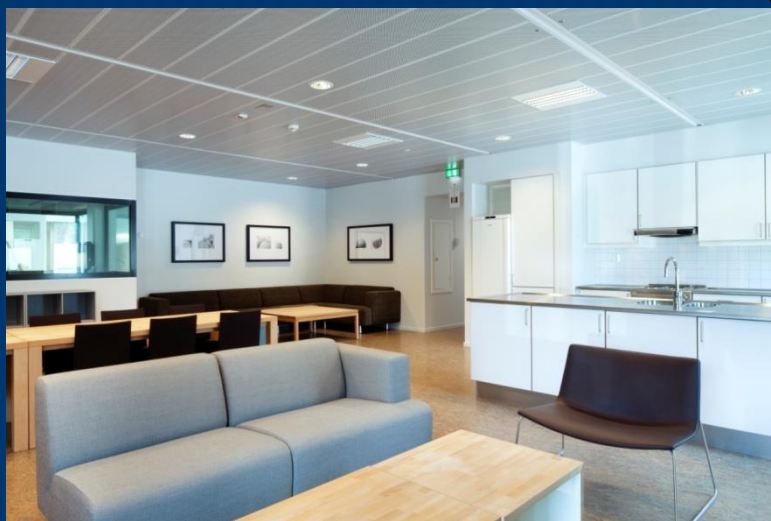
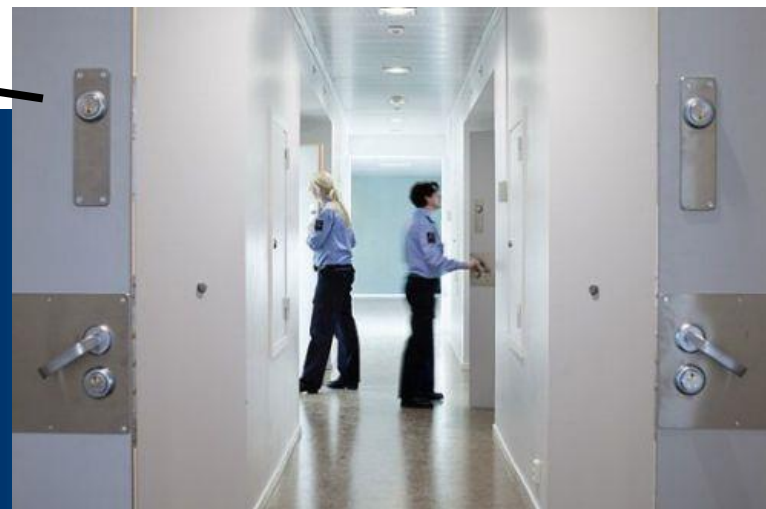
DIATELJENGEN AS
OSLO
2008
www.diatergen.no



n 1. og 2. et. Avsnitt B
 Zeller
 Fellesrom
 Kontorer
 Vakt

Ground and first floor plan,
 B block
 1. Cells
 2. Common room
 3. Offices
 4. Guards

Plan 2. et.
 First floor plan





Unit O

- Half-way house
- Ordinary school or work
- 24 inmates



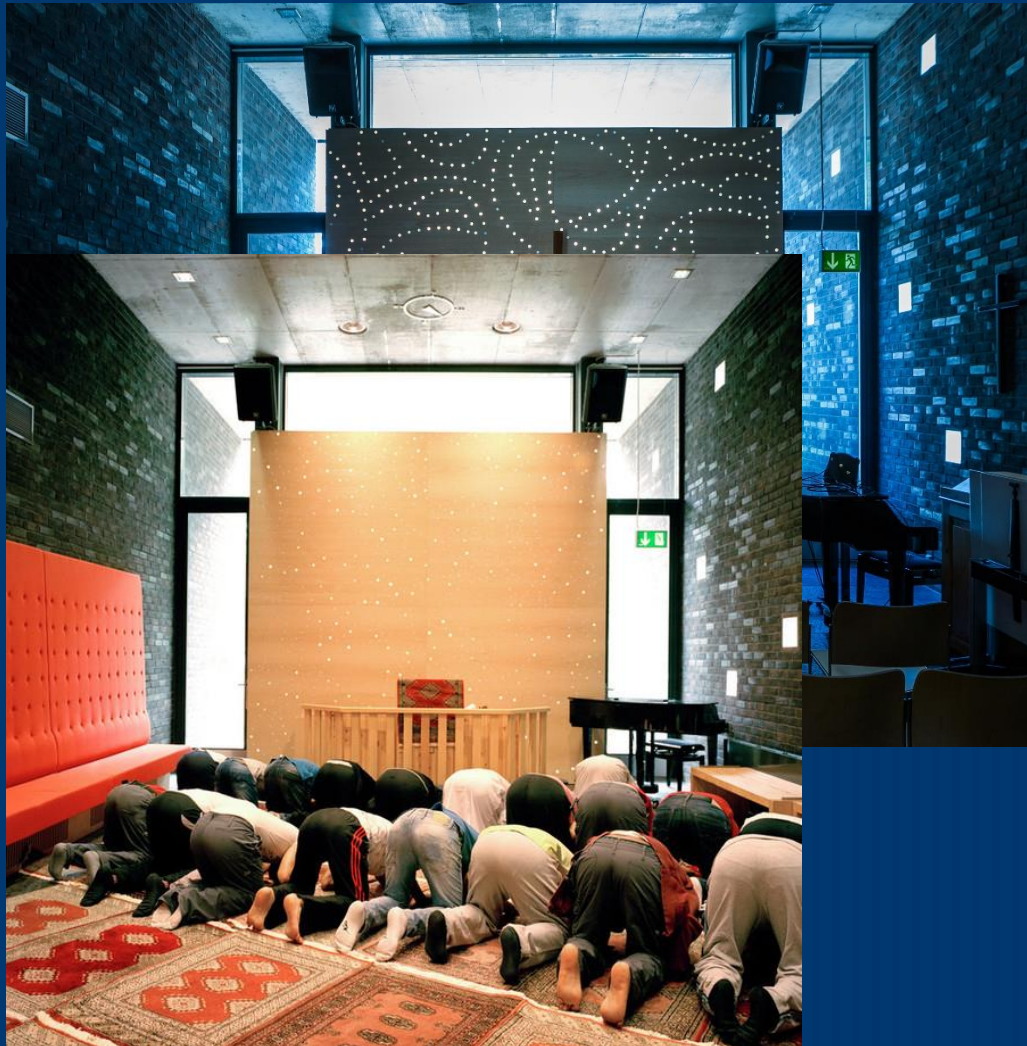


Culture building





The holy room





Gymnasium (and concert arena)





Unit Y – The activity centre





Unit Y – The activity centre

- Activities for all inmates in units B and C
- First prison in Norway to integrate:
 - Work
 - Education
 - Cognitive programme activities
 - Labour & welfare services
 - Library
 - Service centre

in the same building, giving opportunities for new and improved cooperation

HALDEN FENGSEL

SAMARBEID OM ENDRING -
REDUSERT KRIMINALITET

POLICYDOKUMENT 2008





Workshops/work options

Examples:

- Carpentry and Furniture production
- Car maintenance/repair (garage)
- Art work
- Assembly
- Sound recording/music studio
- Cleaning
- Laundry
- Landscaping
- Kitchen/food production
- Librarian
- Religious services assistant
- Media production and Print shop

→ Application





Educational subjects

Examples:

- Primary school
 - (if necessary)
- Vocational training:
 - Building and construction/carpentry
 - Design and crafts
 - Technical and Industrial production
 - Restaurant and food processing
 - Electricity and electronics
- Specialization in General studies:
 - Math, physics, science, etc
 - University admissions certificate
- Courses:
 - Language
 - Music
 - Media and communication
 - Sports and physical training
 - Information technology
- Regional college/University studies
 - Facilitation, if possible
- → DFS ("internet for inmates")



Halden Prison

«A complete provider of knowledge and opportunities»

Some examples:

- Mapping and assessment system (BRIK)
- Implementation of the pre-trial handbook
- Extensive use of personal contact officer
- Motivational Interviewing
- Cognitive behavioral programs, for example
 - Basic programs (Anger, Stress)
 - Substance abuse
 - Sexual offenders
 - Parenting skills
- Future plan/Individual plan
- Social skill work (miljøarbeid)
- Work (both skilled, unskilled and very basic activities)
- Education (all levels, variety of subjects)
- Culture and leisure time
- Interdisciplinary drug abuse teams & wings
- Restorative justice
- Service centre
- Family liason service – protecting the childrens needs as dependants

SECURITY

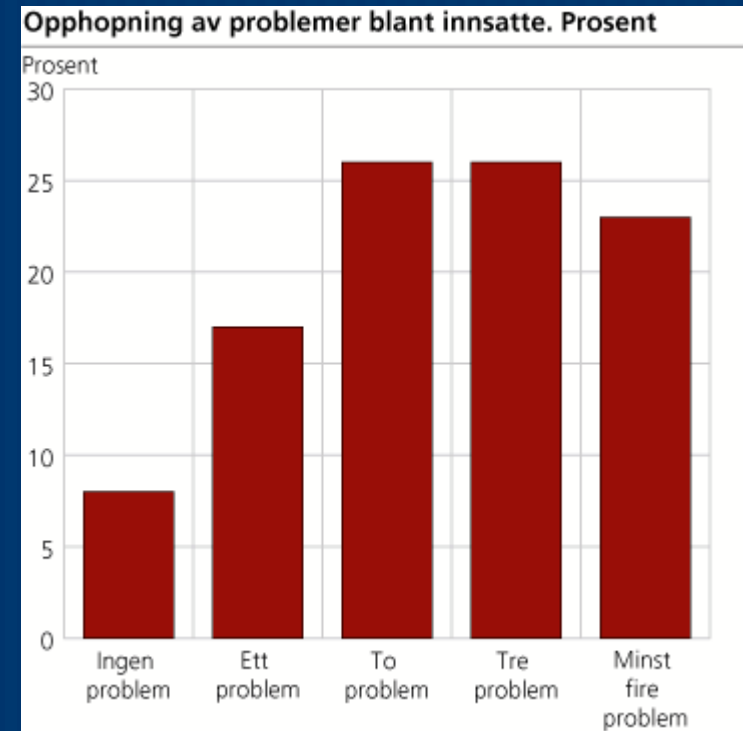


6. The inmate, his needs and resources



The inmate – who is he?

- 60% problems in upbringing (*financially, housing, substance abuse, physical or sexual abuse*)
- 30% contact with the child welfare services before age 16
- 30% had family in jail
- 40% only elementary school
- 70% unemployed
- 30% homeless when committed in prison
- 40% below poverty line
- 30% mental disorders/problems
- 50% one or more chronic somatic health problem
- 60% substance abusers
- 50% have children

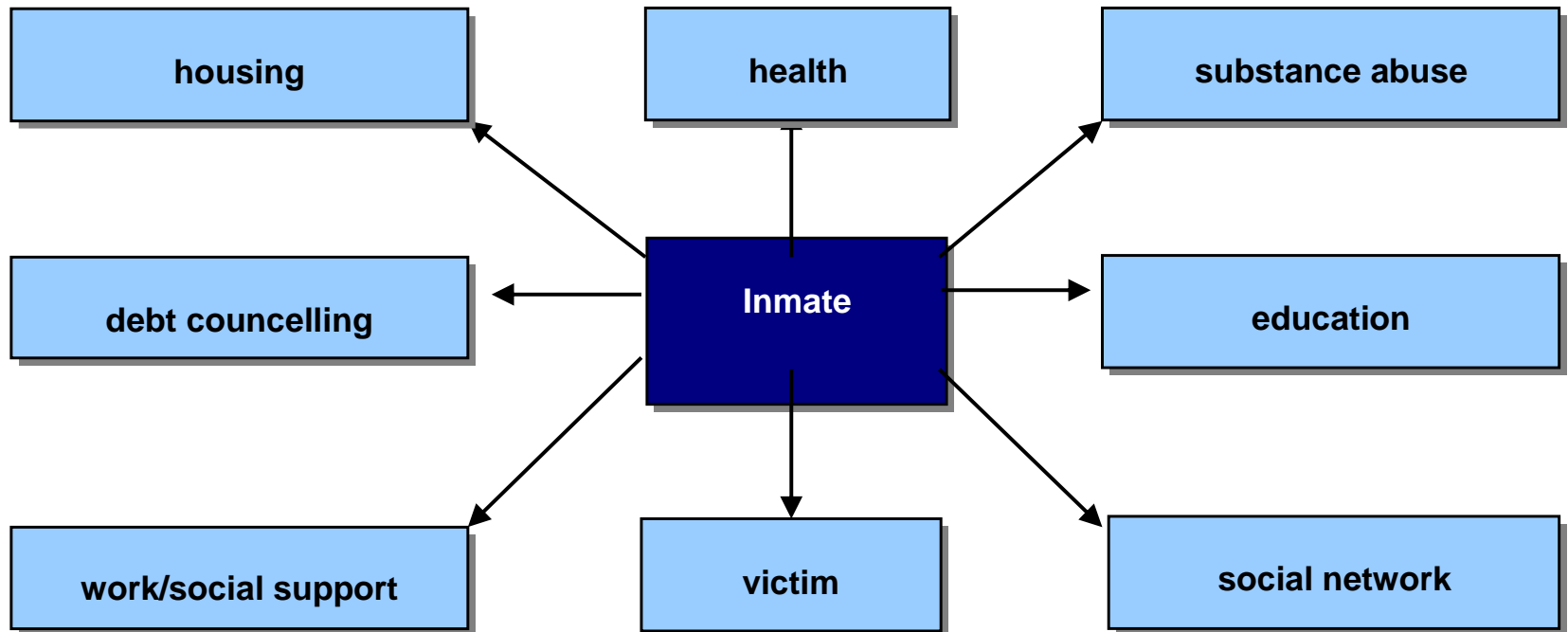


90% mental disorders

(2014, South-Eastern Norway Regional Health Authority)



Resettlement strategy





We can not achieve our goals alone...

The Norwegian “import model”

- Landlord services (Public Construction and Property Management Agency)
- Educational services (Østfold County)
- Health services (Halden Municipality)
- Dental services (Østfold County)
- Library services (Halden Municipality)
- Religious services (Church of Norway)
- Labour and welfare services (The Norwegian Labour and Welfare Administration)
- Substance abuse services (Østfold County Hospital)
- Psychiatric services (Østfold County Hospital)



The advantages are:

- A better continuity in the delivery of services – the offender will already have established contact during his time in prison
- Involvement from the community with the prison system – more and better cross-connections and an improvement of the image of prisons and offenders
- These services are financed by the different agencies, not the correctional service, as the services are part of the rights of any inhabitant of Norway.

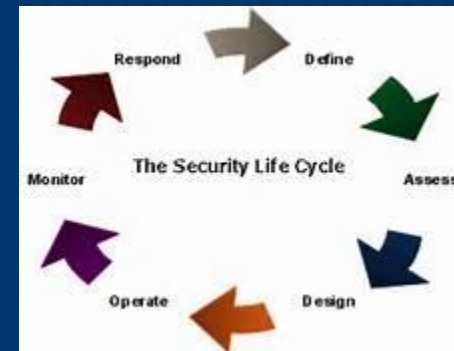


7. The concept of Dynamic Security



Security

- Static security
- Organisational security
- Dynamic security





Dynamic security

- The dialogue between inmates and officers
- Humanism, respect, trust
- Prevention vs. detection
- Results:
 - Increases security on a systemic level
 - Increases security on a personal level
 - Creates a platform for cooperation, joint future planning, et.c.
- Believed to have an effect not only on inmates, but also on correctional officers



Dynamic security





Why treat inmates humane?

Different perspectives;

- Principal one;
- Human rights (*"All human beings are born free and equal in dignity and rights"*)
- *But also pragmatic ones;*
 - We are releasing your future neighbor (*"What works"*)
 - HSE concerns for prison staff



HSE concerns for prison staff

Officer safety

Part over. Moreover, elevated stress and job dissatisfaction levels may cause hostile interactions between officers

By Na

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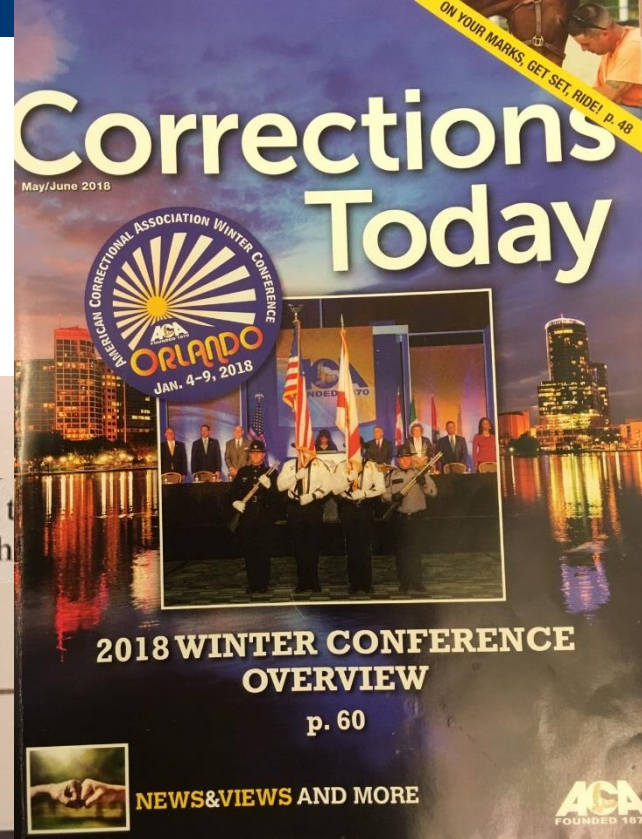
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NEWS&VIEWS

dangerous offenders throughout the entirety of their work shifts, with

More research is necessary to identify ways to reduce the risks inherent to the profession and improve CO perceptions of safety





Dynamic security

HSE issues for staff;

"Believed to have an effect not only on inmates, but also correctional officers"



He paused. "But then again, my second point would be," he said, "if you treat people badly, it's a reflection on yourself." In officer-training school, he explained, guards are taught that treating inmates humanely is something they should do not for the inmates but for themselves. The theory is that if officers are taught to be harsh, domineering and suspicious, it will ripple outward in their lives, affecting their self-image, their families, even Norway as a whole. Kristoffersen cited a line that is usually attributed to Dostoyevsky: "The degree of civilization in a society can be judged by entering its prisons."



Health&safety for correctional staff in the US

Florida State University Libraries

Faculty Publications

The College of Social Work

Correctional Officers and Domestic Violence: Experiences and Attitudes

Colby Lynne Valentine, Karen Oehme, and Annelise Martin

2012

THE DENVER POST
DENVER

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ado presidential primary
ould allow independents

Home

Denver and

DENVER AND THE WEST

Prison horrors haunt guards' lives

"You treat other people like you treat convicts."

significantly higher than other occupations and twice as high as

military veterans.



Bertsch and Jackson are convinced that their quest to treat prisoners like human beings jibes well with their state's conservative goals: Be nice. Be fiscally responsible. Be a good neighbor. "The most I can do with the Legislature," Bertsch tells me, "is get them to understand that ~~incarcerating more people is not a good investment~~. If we had the same incarceration rate as Norway, we would have the resources to do a really good job with the people in our system."

"I'm not a liberal," she adds. "I'm just practical."



”...soft on crime...”
”....won’t work in our country...”

Grand Forks
Herald

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Since the 2015 tour, North Dakota's prison system has begun implementing some changes in the spirit of what was learned in Norway rather than replicating a Norwegian prison.

Here's what Norway Dakota about prisons

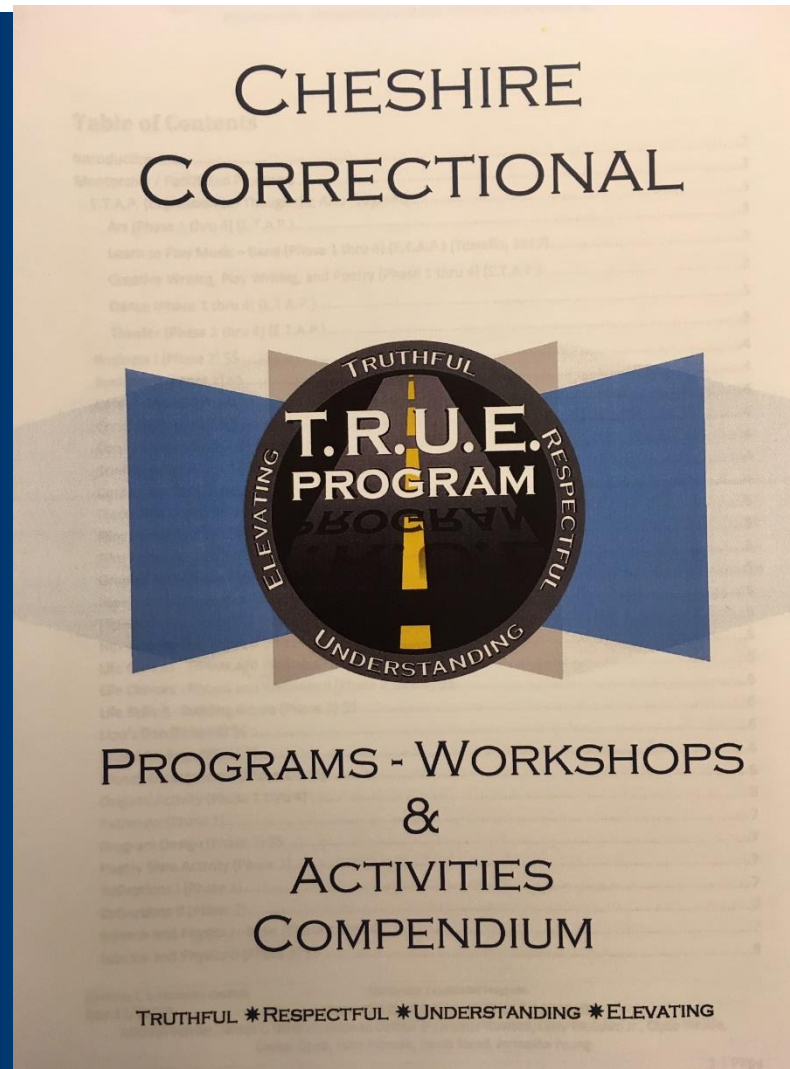
By [Tu-Uyen Tran](#) on Feb 8, 2017 at 7:54 p.m.

For example, Jackson said, the prison system has reduced the number of maximum-security inmates in solitary confinement at any one time. Minimum-security inmates start wearing street clothes before their release and are allowed out of prison to be in the community, she said.

While it might be too early to see the results in the data — and it might be difficult to prove cause and effect — prison staff members have already seen a positive change in the attitude of inmates, she said.



Connecticut





NEWS AND POLITICS

South Carolina Adopts Vera Institute of Justice's Restoring Promise Initiative

For young adults **incarcerated** in the state of South Carolina, being in prison might start to look a whole lot different.

As result of a **partnership with the Vera Institute of Justice**, the South Carolina Department of Corrections is adopting the **Restoring Promise Initiative**, an effort to make prison a rehabilitating experience that prepared young people ages 18 to 25 to reintegrate into the community once their sentence is served. South Carolina will be the latest state to adopt this practice, joining the Connecticut Department of Correction and the Middlesex Sheriff's Office in Massachusetts, which have already implemented Restoring Promise in their own facilities.



8. The progression model



Sentence progression





Leave of absence (furlough)

- Part of the sentence progression
 - Necessary to get adjusted to "the outside world"
 - Important as a motivational factor
 - Also from maximum security prisons
-
- Figures (2017) include both high and low security prisons:
 - 30.725 furloughs
 - 19 did not return as required
 - 99,93% returned as required



9. The Summary



Does it work, does it change inmate behaviour?

- Aggression and physical violence between inmates is rare.
- Aggression from inmates against staff is rare.
- Physical violence from inmates against staff is close to non-existing.
- Recidivism is lower than in many other countries.
- Caused by:
 - The focus on humane treatment and dynamic security?
 - The prison facilities and outdoor areas?
 - The level of activity (work, education, leisure time)?
 - A combination of the above?



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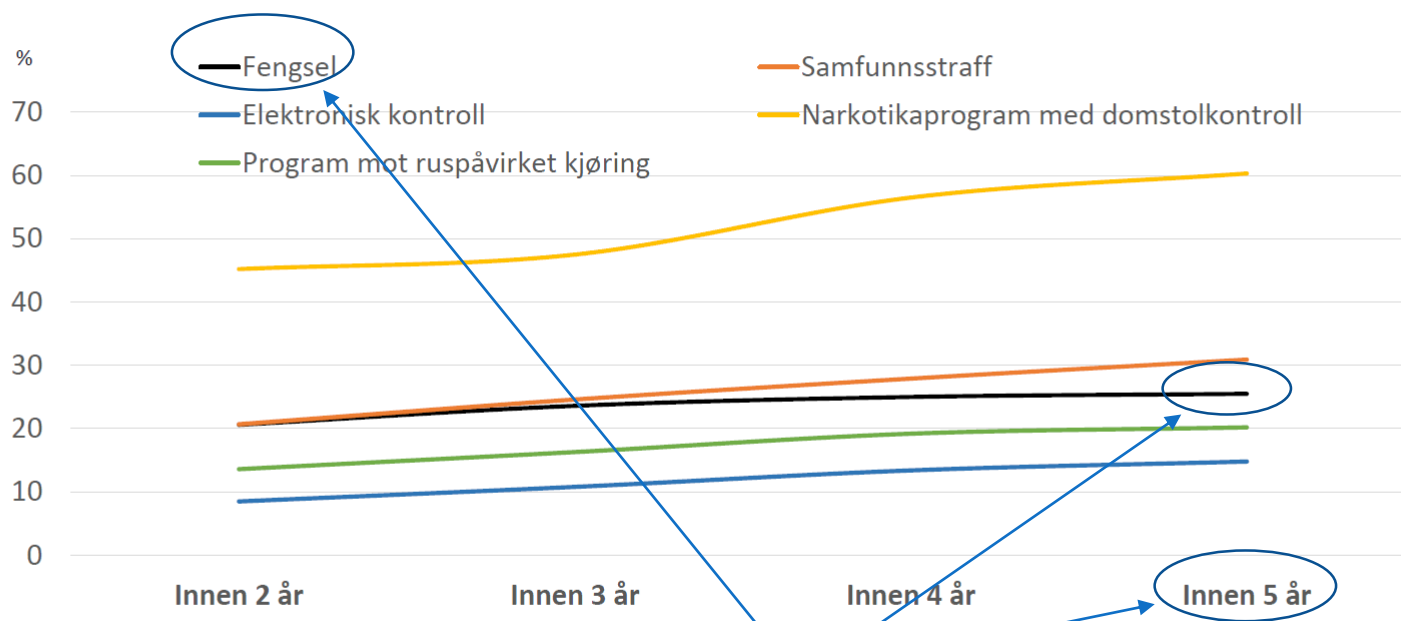


Updated recidivism figures



University College of
Norwegian Correctional Service

Andel første gjerning i ny dom til kriminalomsorgen fordelt etter straffegjennomføringsform. Løslatte og iverksatte dommer i frihet i årene 2010 - 2014



25% in prisons after 5 years

11.09.2018

Ragnar Kristoffersen

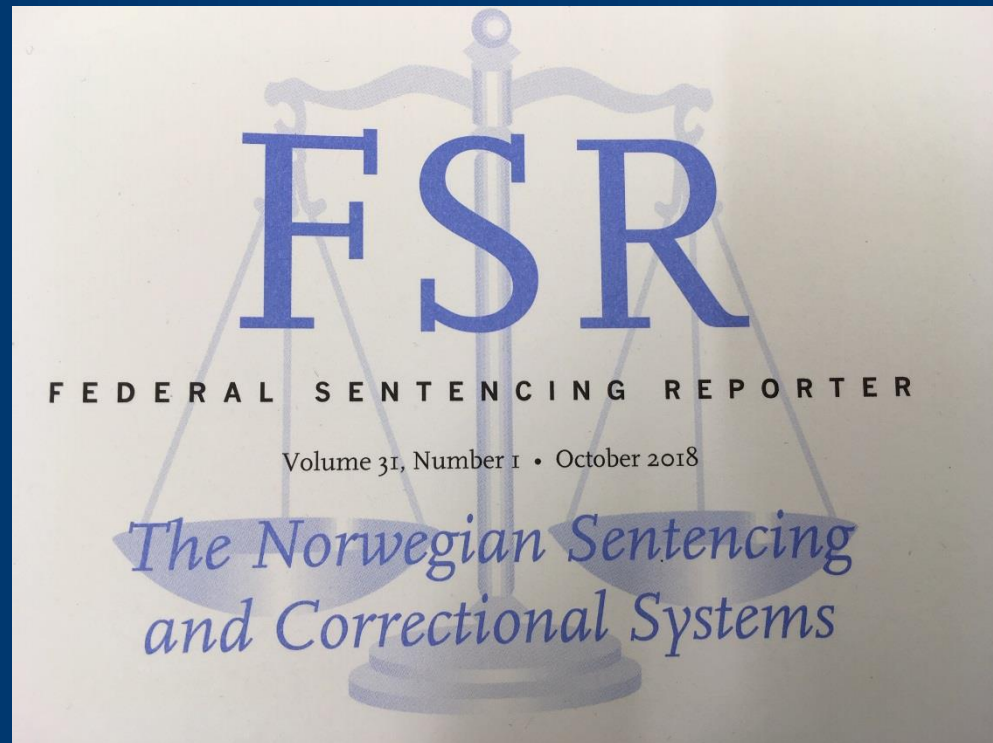
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Want to know more about Halden prison?

The Netflix logo, consisting of the word "NETFLIX" in red, bold, sans-serif capital letters.

- Documentary «Breaking the Cycle» (2017)
- The series “Inside the World’s toughest prisons”, 3rd season, episode 4 “Norway – The perfect prison?” (2018)





Thank you for your attention!
Any questions?

