

SPORE Final Conference

Kalev Kuljus, Estonia

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Sustaining Probation Officers'
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Rationale of participation in the project

- Increase knowledge about resilience
- Find out our weaknesses
- Find out our strenghts
- Changes what needs to be worked out



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Local Research Report

- Focus Group

- When, who and why
- Main findings

- Questionnaires

- Main questions
 - Has done any research before, is wellness a issue, is there any plan, what is the key
- Main findings
 - Not specially done any reasearch, its issue in some points, coopeartion, faith and trust



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Difficulties and opportunities

– Difficulties

- How, when and who will stay good to make changes
- sharing of responsibility

– Opportunities

- Consistent work ...
- Use workers union
- Create groups



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National Action Plan

- Examined our weaknesses, strenghts
 - Possible to have sport activities for workers who needed it for work
 - Summer days, Christmas party etc
 - Possible to make carrier
 - Trainings, possible to to develop your work experiences
 - Colleagues supprt and helpfulness
 - Interesting client cases
 - Straight work structure and simplicity
- Weaknesses
 - Lack of information
 - Superiors attitude and cummunication skills to front line workers (attitude that workres don't know how to work and need all the time control, communication is inflexible and not humane
 - Involvement to decision making
 - There is not sure motivation packages or its not visible
 - Salaryes
 - Geographies places dont get all the possible things, because they are in distance
 - Overviev of network cooperation in higher position



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Conclusions

- Focus Group, questionnaire, national action plan
 - Humor, colleagues ...
 - Little attention ...
 - Cooperation



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How will the future look like?

- Next steps
 - Action plan
 - Probation officers union
 - Next year plan



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Sharing the lessons learned

- Why these themes need attention
 - It's for workers ...
 - For the organisation ...
 - For the community ...



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Thank you for your attention!

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