








Her Majesty's Prison and Probation Service (HMPPS) Workforce Statistics Bulletin, as at 31 December 2017

Main points

44,707 full time equivalent (FTE) staff in post		This represents increases of 950 (2.2%) staff in post since 30 September 2017 and 1,780 (4.1%) since 31 December 2016. This consists of 8,978 FTE staff in the NPS, 32,299 in PSP and 3,430 HQ and Area Services.
19,925 FTE band 3-5 prison officers in post		Representing increases of 715 (3.7%) since 30 September 2017 and 2,038 (11.4%) compared to 31 December 2016. This is the highest number of officers in post since 30 September 2013. Over the last year, 4,563 band 3 officers were appointed, an increase of 161.8% compared to the 12 months to 31 December 2016.
4,363 FTE band 2 operational support staff in post		This corresponds to decreases of 59 (1.3%) compared to the previous quarter and 250 (5.4%) against the previous year.
3,369 FTE band 4 probation officers in post		This figure represents decreases of 65 (1.9%) over the quarter and 246 (6.8%) compared to the previous year. In contrast, there were 2,161 FTE band 3 probation services officers, an increase of 290 (15.5%) FTE over the quarter and 555 (34.6%) FTE over the past year.
Overall leaving rate across HMPPS of 8.6%		Representing a decrease of 0.1 percentage points compared to the year ending 31 March 2017. The leaving rate of band 3-5 prison officers was 9.7% in the year to 31 December 2017, no change compared to year ending 31 March 2017.

This publication provides details of staffing levels, staff inflows and outflows, sickness absence rates and protected characteristics for the directly employed workforce of the Her Majesty's Prison and Probation Service (HMPPS). Information presented covers Public Sector Prisons, the National Probation Service (NPS) and HMPPS headquarters, including area services which provide direct operational support to prisons. Technical details and explanatory notes can be found in the accompanying Guide to HMPPS Workforce Statistics and an annex presents data on prison officer recruitment from job offer to staff in post.

We are changing how our quarterly bulletins look, and would welcome any feedback to commentary.champions@justice.gsi.gov.uk

For other feedback related to the content of this publication, please let us know at statistics.enquiries@justice.gsi.gov.uk

Points to note

Her Majesty's Prison and Probation Service

On 1 April 2017, Her Majesty's Prison and Probation Service (HMPPS) replaced the National Offender Management Service (NOMS), an agency of the Ministry of Justice. HMPPS is focussed on supporting operational delivery and the effective running of prison and probation services across the public and private sectors. HMPPS works with a number of partners to carry out the sentences given by the courts, either in custody or the community. This publication covers the reporting period up to 31 December 2017 and therefore considers in detail, quarterly staffing levels and staff inflows and outflows for both NOMS and HMPPS since April 2010.

For ease, the statistics in this publication will be referred to as those of the HMPPS workforce (i.e. staff working in HMPPS and with a contract of employment with HMPPS, excluding those on career breaks and those on secondment or loan outside of HMPPS but including staff on secondment or loan into HMPPS). Only staff in the public sector Prison Service, HMPPS HQ and Area Services as well as NPS are directly employed by HMPPS and therefore staffing in private sector establishments, community rehabilitation companies and other contractors are excluded.

In April 2017, the Youth Custody Service (YCS) was launched and forms another distinct arm of HMPPS; further information on the introduction of the YCS has been set out in the accompanying Guide to Workforce Statistics. Although the HMPPS workforce statistics covered in this publication do not present figures under a separate YCS category, work is being developed so as to incorporate them in future quarterly HMPPS workforce statistics publications.

Protected characteristics of new HMPPS staff

Due to particularly low declaration rates, figures on the protected characteristics of HMPPS joiners have not been presented in this publication. This is currently being investigated and the information will be included again in future workforce statistics publications.

Offender Management (OM) in custody

Implementation of the first phase of the Offender Management (OM) in custody model commenced in summer 2017 with the aim of making prisons safer by developing more rehabilitative establishments to deliver a supportive environment for both prisoners and staff. As a result of these changes, staff benchmarks previously in place are no longer in use and are being replaced by new target staffing levels under the new OM in custody model. Work is ongoing to further develop these target staffing levels. Figures on target staffing levels and the difference to staff in post numbers across prison establishments have therefore not been presented in this publication. This information will be included in future workforce statistics publications once the target staffing levels have been sufficiently developed.

1. Total staff in post

44,707 full time equivalent (FTE) staff in post

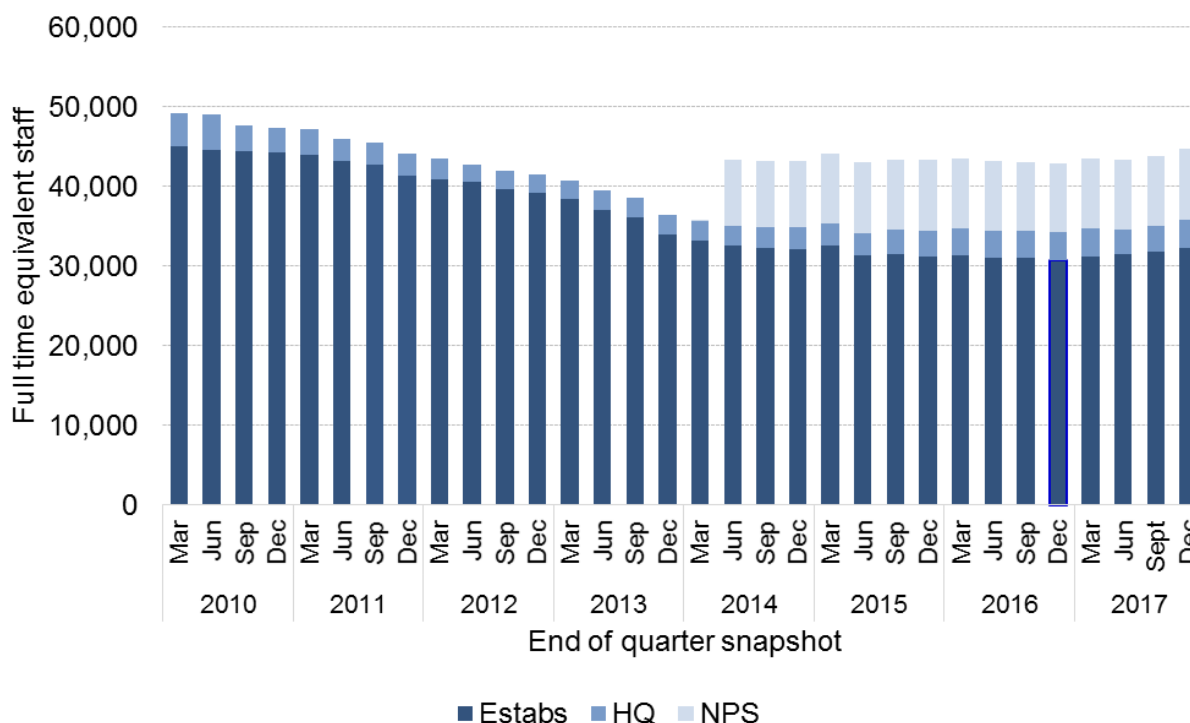
This represents increases of 950 (2.2%) staff in post since 30 September 2017 and 1,780 (4.1%) since 31 December 2016. This consists of **8,978** FTE staff in the NPS, **32,299** in PSP and **3,430** HQ and Area Services.

As at 31 December 2017, there were **44,707** staff in post in HMPPS on a full time equivalent (FTE) basis (Figure 1). This included **8,978** FTE staff in the National Probation Service (NPS) (making up 20.1% of all HMPPS staff), **32,299** (72.2% of HMPPS staff) in Public Sector Prisons (PSP) and **3,430** (7.7% of HMPPS staff) in HMPPS HQ and Area Services.

Compared to 30 September 2017, the overall FTE increased by **950** (2.2%), FTE in the NPS increased by **262** (3.0%), FTE in PSP increased by **538** (1.7%), and FTE in HQ and Area Services increased by **151** (4.6%).

The number of staff in post in HQ and Area services has declined over the last year and this was driven by recent organisational changes¹. Excluding these changes, the like-for-like comparison would have shown overall increases at HMPPS of **2,306** FTE (5.4%) compared to the previous year. Since 31 March 2010, additional organisational changes have occurred, such as the creation of the NPS, movements to and from the private sector, and transfers into MoJ. Excluding these changes, the number of staff in post has decreased by 8,449 FTE (19.1%) between 31 March 2010 and 31 December 2017.

Figure 1: Number of HMPPS staff in post on a FTE basis, 31 March 2010 to 31 December 2017 (Source: Table 1)



¹ Whereby 526 FTE staff based at HMPPS HQ and Area Services transferred over to the Ministry of Justice as of 1 April 2017. Refer to the accompanying Guide to Workforce Statistics for further details.

At 31 December 2017, there were **25,175** FTE operational prison service staff (56.3% of HMPPS staff), an increase of **659** FTE staff (2.7%) compared to 30 September 2017. Non-operational roles across PSPs and HMPPS HQ accounted for **10,388** FTE posts (23.2% of HMPPS staff), an increase of **20** FTE (0.2%) since 30 September 2017. In the NPS there were **9,145** FTE (20.5% of all HMPPS staff), an increase of **271** (3.1%) against the previous quarter.

Across HMPPS overall and excluding the NPS which was created on 1 June 2014, **29.1%** of FTE staff in post had less than 3 years' service as at 31 December 2017. This is an increase of **1.7** percentage points compared to 30 September 2017. Those with 10 years' experience or more made up **54.3%** of the workforce a **0.9** percentage point decrease since the previous quarter.

2. Band 3-5 prison officers and band 2 operational support staff

19,925 FTE band 3-5 prison officers in post

As at 31 December 2017, there were 19,925 FTE officers in post, representing increases of 715 (3.7%) since 30 September 2017 and 2,038 (11.4%) compared to 31 December 2016. This is the highest number of officers in post since 30 September 2013. Over the last year, 4,563 band 3 officers were appointed which represents an increase of 161.8% compared to the 12 months to 31 December 2016.

4,363 FTE band 2 operational support staff in post

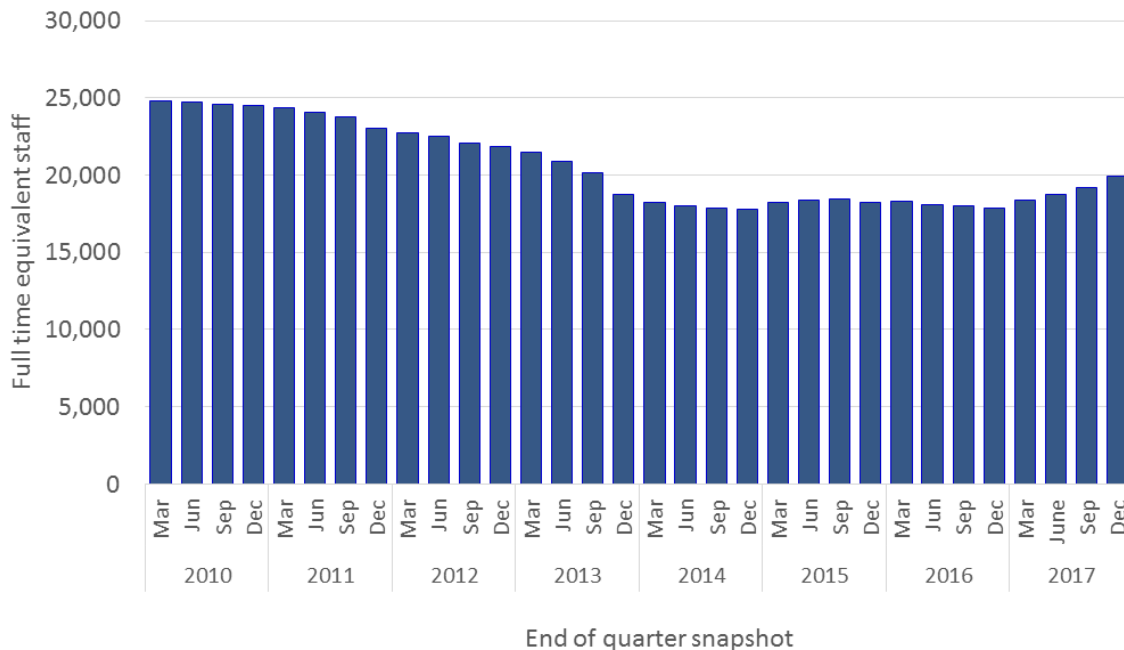
This corresponds to decreases of 59 (1.3%) compared to the previous quarter and 250 (5.4%) against the previous year.

The key operational grades in public sector prisons are the band 3 to 5 prison officers. They consist of band 3 prison officers, band 4 officer specialists, band 4 supervising officers and band 5 custodial managers.

As at 31 December 2017, there were **19,925** FTE band 3 to 5 officers, an increase of **715** (3.7%) since the previous quarter and **2,038** (11.4%) compared to the last year (Figure 2). This is the highest number of officers in post since 30 September 2013.

In contrast, the number of band 2 operational support group (OSG) FTE staff decreased by **59** (1.3%) compared to the previous quarter and by **250** (5.4%) against the previous year to stand at **4,363** at 31 December 2017. This is the lowest number of OSG staff in the time series.

Figure 2: Number of band 3-5 prison officers in post on a FTE basis, 31 March 2010 to 31 December 2017 (Source: Table 3)



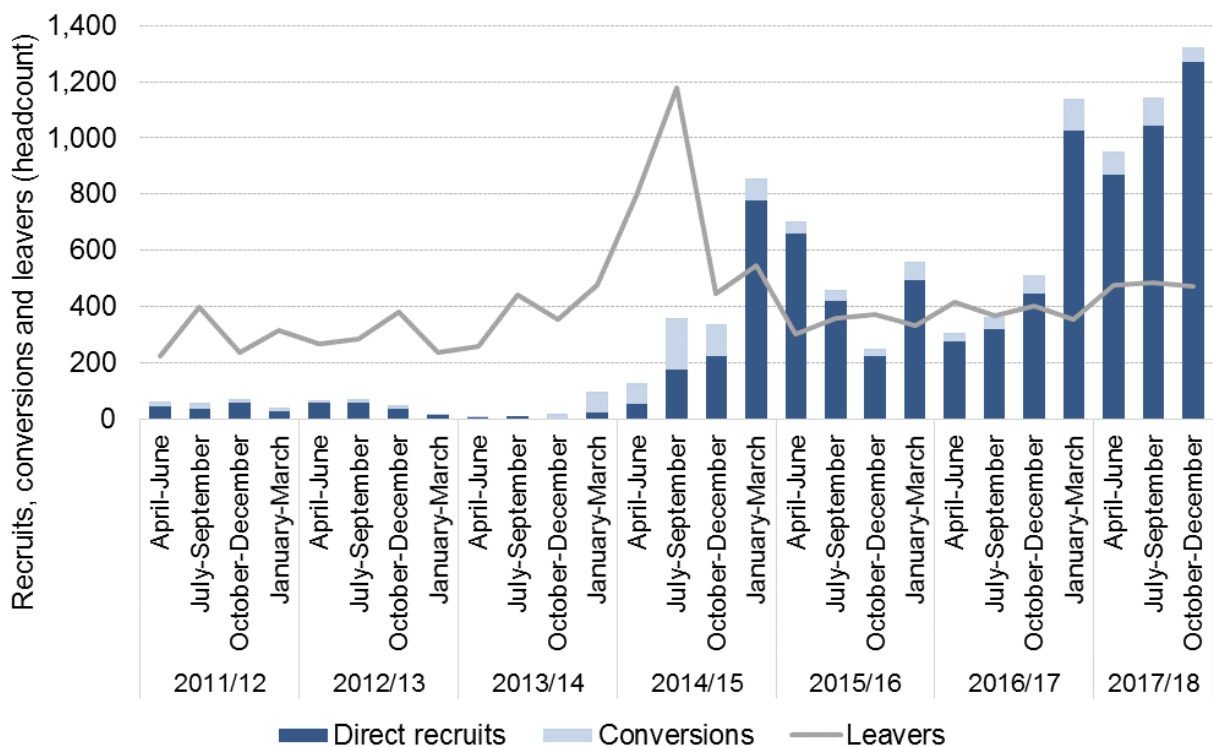
The proportion of band 3-5 prison officers with less than 3 years' service rose to **33.8%** compared to 30.2% at 30 September 2017. In contrast, the proportion of officers in post with 10 years or more experience decreased by 2.7 percentage points from 57.4% at 30 September 2017 to **54.7%** at 31 December 2017. The change in experience levels is largely due to staff reductions in 2013/14 and the current recruitment drive for additional prison officers.

As at 31 December 2017, the proportion of band 2 OSG staff with less than 3 years' service decreased to **32.1%** compared to 32.4% at 30 September 2017; whereas those with 10 years or more experience increased from 48.3% at 30 September 2017 to **50.0%** at 31 December 2017.

Figure 3 provides a quarterly breakdown of the number of band 3 to 5 officers newly recruited and leaving since 2011/12. Over the year to 31 December 2017, **4,563** band 3 officers were appointed (consisting of direct new recruits and individuals who converted to a band 3 officer grade), an increase of **2,820** (161.8%) compared to 1,743 in the previous year. The number of new band 3 officer appointments increased by **179** (18.8%) from 1,154 between July and September 2017 to **1,324** between October and December 2017.

The headcount number of band 3 to 5 officers who left HMPPS in the year ending 31 December 2017 was **1,903**, a decrease of **18** (0.9%) compared to the previous quarter but an increase of **113** (6.3%) compared to the previous. Examining reasons for leaving, 56.2% of prison officers who left resigned from their roles in the year ending 31 December 2017 (up from 46.2% in the year ending 31 December 2016). Meanwhile 15.9% were dismissed and 14.9% retired in the year ending 31 December 2017, down from 25.9% and 15.7% respectively compared to the previous year.

Figure 3: Newly appointed band 3 prison officers and band 3 to 5 prison officer leavers, April 2011 to December 2017 (Source: Table 14)



The number of band 2 OSG staff who joined HMPPS in the year ending 31 December 2017 was **677**, an increase of 1 (0.1%) since the year ending 30 September 2017 and an increase of 93 (15.9%) compared to the previous year. The headcount number of band 2 OSG staff who left HMPPS was **488**, a decrease of 33 (6.3%) compared to the year ending 30 September 2017 and 19 (3.7%) compared to the previous year.

Joiners and leavers are not the only movements into and out of the band 3 to 5 officer grouping. There are also typically differences in the proportion of new joiners and older officers who work part time as well as movements between grades. For these reasons, the change in FTE does not directly reflect the difference between the number of joiners and leavers. This change has the effect of reducing the FTE of officers available as they progress through their career.

2.1 Prison officer recruitment target

As part of the Prison Safety and Reform White Paper published in November 2016, the Government committed to an increase of 2,500 prison officers by the end of 2018. The accompanying annex sets out progress so far on prison officer recruitment. Between the end of October 2016 (the closest data point in time to when the commitment was made) and the end of December 2017, the number of Band 3 to 5 prison officers (FTE) has increased from 17,955 to 19,925, a net increase of **1,970** FTE officers.

At the end of December 2017, there were also 1,582 candidates who had received a job offer and been booked onto future Prison Officer Entry Level Training (POELT) places between January 2018 and July 2018. This data is provided to give an idea of the quantity of candidates in the recruitment pipeline as at the end of December 2017. Given the dynamic nature of the data, these numbers will change as more individuals are booked onto POELT spaces over time and existing individuals drop out of the system. The POELT booking data is also a gross figure that does not account for leavers amongst existing officer staff that will happen between January 2018 and July 2018.

3. Probation practitioners and senior probation officers

3,369 FTE band 4 probation officers in post

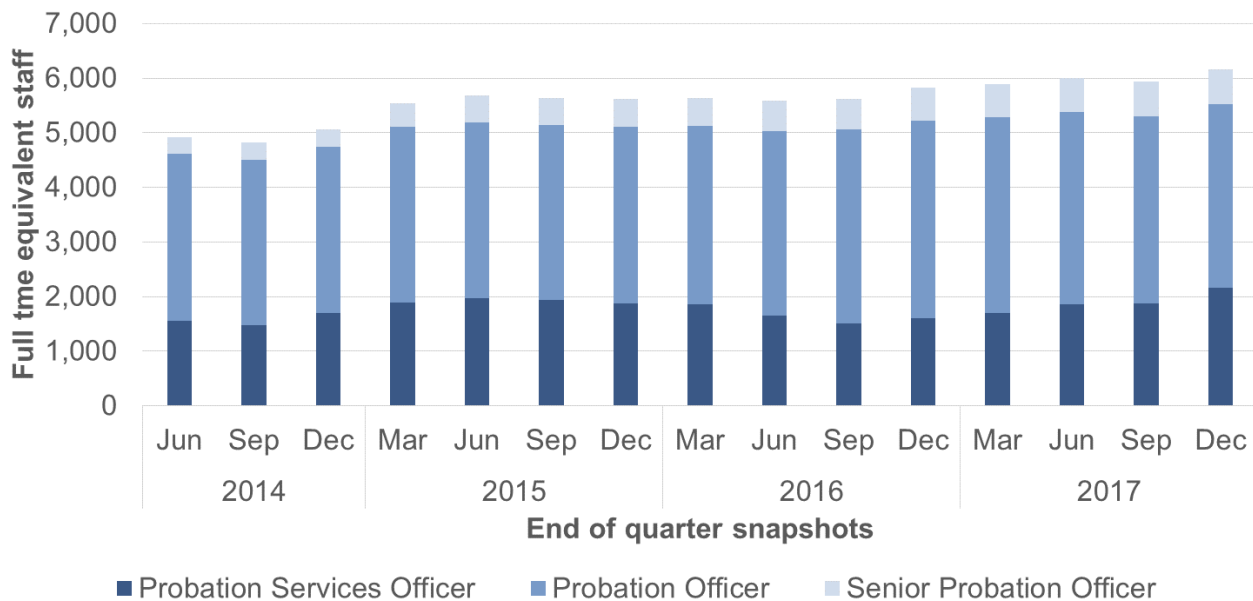
This figure represents decreases of 65 (1.9%) over the quarter and 246 (6.8%) compared to the previous year. In contrast, there were 2,161 FTE band 3 probation services officers, an increase of 290 (15.5%) FTE since 30 September 2017 and 555 (34.6%) FTE probation service officers over the past year.

Key grades in the NPS include band 3 probation services officers, band 4 probation officers (collectively known as probation practitioners) as well as band 5 senior probation officers.

At 31 December 2017, there were **2,161** FTE band 3 probation services officers in post, an increase of **290** (15.5%) on the quarter and 555 (34.6%) over the last year; **3,369** FTE band 4 probation officers, representing decreases of **65** (1.9%) over the quarter and 246 (6.8%) compared to the previous year; and **635** FTE band 5 senior probation officers, showing increases of **3** (0.5%) since the last quarter and 26 (4.2%) over the last year (Figure 4).

Figure 4: Number of probation officers, probation services officers and senior probation officers in post on a FTE basis, 30 June 2014 to 31 December 2017

(Source: Table 3)



In the last year, **586** probation services officers were appointed, an increase of **103** compared to the year ending 30 September 2017 whilst **174** left, an increase of **10** compared to the same period. Once a probation services officer undertakes and obtains the Professional Qualification in Probation (PQiP), they are eligible to apply for a probation officer role. Meanwhile, **199** probation officers left over the last year, a decrease of **3** compared to the year ending 30 September 2017.

4. Joiners and Leavers

Leaving rate of 9.7% amongst band 3-5 prison officers

Representing no change compared to the year ending 31 March 2017. The overall leaving rate across HMPPS over the last year stood at 8.6%, a decrease of 0.1 percentage points compared to the year ending 31 March 2017.

In the last year, **6,663** staff joined HMPPS, an increase of **991** (17.5%) compared to the year ending 30 September 2017. These joiners consisted of **5,483** across PSPs, **960** in the NPS and **220** in HMPPS HQ and Area Services. Compared to the year ending 30 September 2017, these represent increases of **17.4%**, **24.0%** and **3.1%** respectively.

There were **4,062** leavers in the year ending 31 December 2017, a decrease of 79 (1.9%) compared to the year ending 30 September 2017. This includes **3,138** leavers from PSPs (a decrease of 2.1%), **688** from the NPS (a decrease of 0.1%) and **236** from HMPPS HQ and Area Services (a decrease of 4.5%).

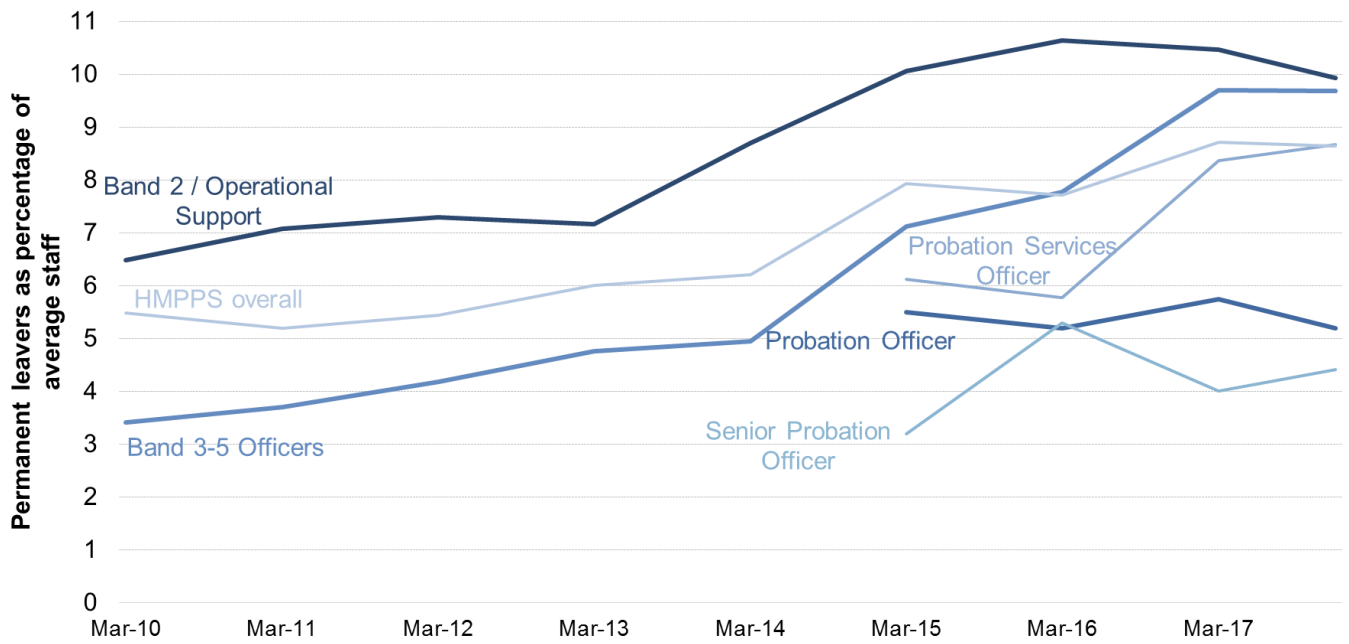
4.1 Leaving rates²

The overall leaving rate across the whole of HMPPS for the year to 31 December 2017 was **8.6%** compared to 8.7% for the year to 31 March 2017 (Figure 5). Specifically, for band 3 to 5 prison officers, the **9.7%** leaving rate in the year ending 31 December 2017 represented no change compared to the year ending 31 March 2017. The leaving rate for band 2 OSG staff was **9.9%** in the year ending 31 December 2017, a decrease of 0.6 percentage points to the year ending 31 March 2017.

The leaving rate for staff at the NPS overall in the year ending 31 December 2017 was **7.0%**, a 0.3 percentage point decrease compared to the year ending 31 March 2017. In the operational grades within the NPS, the leaving rate was highest amongst probation service officers at **8.7%**, increasing by 0.3 percentage points from the year ending 31 March 2017. In contrast, leaving rates for probation officers and senior probation officers stood at **5.2%** and **4.4%** in the year ending 31 December 2017.

² Percentage of staff with a permanent contract of employment who left HMPPS, including individuals who have retired early, but excluding staff who left due to voluntary early departure schemes and redundancy (VEDSR).

Figure 5: Annual leaving rates of permanent staff in key operational grades (excluding VEDSR), year to March 2010 to year to December 2017 (Source: Table 8d)



Further Information

Accompanying files

As well as this bulletin, the following products are published as part of this release:

- A technical guide providing details of the HMPPS workforce structure as well as how the data are collected and processed. Information on the revisions policy and disclosure relevant to HMPPS staffing data is also included.
- A set of summary tables for the latest quarter and year as well as over time.
- A supplementary annex presenting data on prison officer recruitment from job offer to staff in post.

Official Statistics

The statistics in this bulletin are classified as official statistics. The Statistics and Registration Service Act 2007 defines 'official statistics' as all those statistical outputs produced by the UK Statistics Authority's executive office (the Office for National Statistics), by central Government departments and agencies, by the devolved administrations in Northern Ireland, Scotland and Wales, and by other Crown bodies (over 200 bodies in total). The statistics in this bulletin comply with all aspects of the Code of Practice for Official Statistics. The Code encourages and supports producers of statistics to maintain their independence and to ensure adequate resourcing for statistical production. It helps producers and users of statistics by setting out the necessary principles and practices to produce statistics that are trustworthy, high quality and of public value.

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