



Her Majesty's Prison and Probation Service (HMPPS) Workforce Statistics Bulletin, as at 30 September 2017

Main points

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|--|---|--|
| 43,757 full time equivalent staff in post |  | This represents increases of 354 (0.8%) staff in post since 30 June 2017 and 697 (1.6%) since 30 September 2016. |
| 19,210 band 3-5 prison officers in post |  | At 30 September 2017 there were 19,210 FTE officers in post, representing increases of 1,207 (6.7%) compared to 30 September 2016 and 455 (2.4%) since 30 June 2017. This is the highest number of officers in post since 30 September 2013. Over the last year, 3,699 band 3 officers were appointed which represents an increase of 149.4% compared to the 12 months to 30 September 2016. |
| 4,422 band 2 operational support staff in post |  | This corresponds to decreases of 255 (5.4%) against the previous year and 56 (1.2%) compared to the previous quarter. |
| 1,871 band 3 probation services officers |  | This figure represents an increase of 357 (23.6%) FTE probation service officers over the past year. |
| Leaving rate of 9.6% amongst band 3-5 prison officers |  | This is a decrease of 0.1 percentage points compared to the year ending 31 March 2017. The overall leaving rate across HMPPS over the last year stood at 8.5%, a 0.2 percentage point fall compared to the 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 30 September 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 (ie. 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.

Data sources

The findings within this publication relating to the reporting period up to 31 December 2016 come from data stored in Oracle HRMS. Data covering the period from 1 January 2017 onwards have been extracted from the newly introduced Single Operating Platform (SOP). Whilst we are confident that the statistics compiled from SOP remain fit for purpose, SOP has only this year come into use and figures are subject to ongoing investigations whilst we continue to assess the impact of any changes. Further details on caveats to consider when interpreting the findings can be found in the Guide to HMPPS Workforce Statistics.

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 in order 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

43,757 full time equivalent staff in post

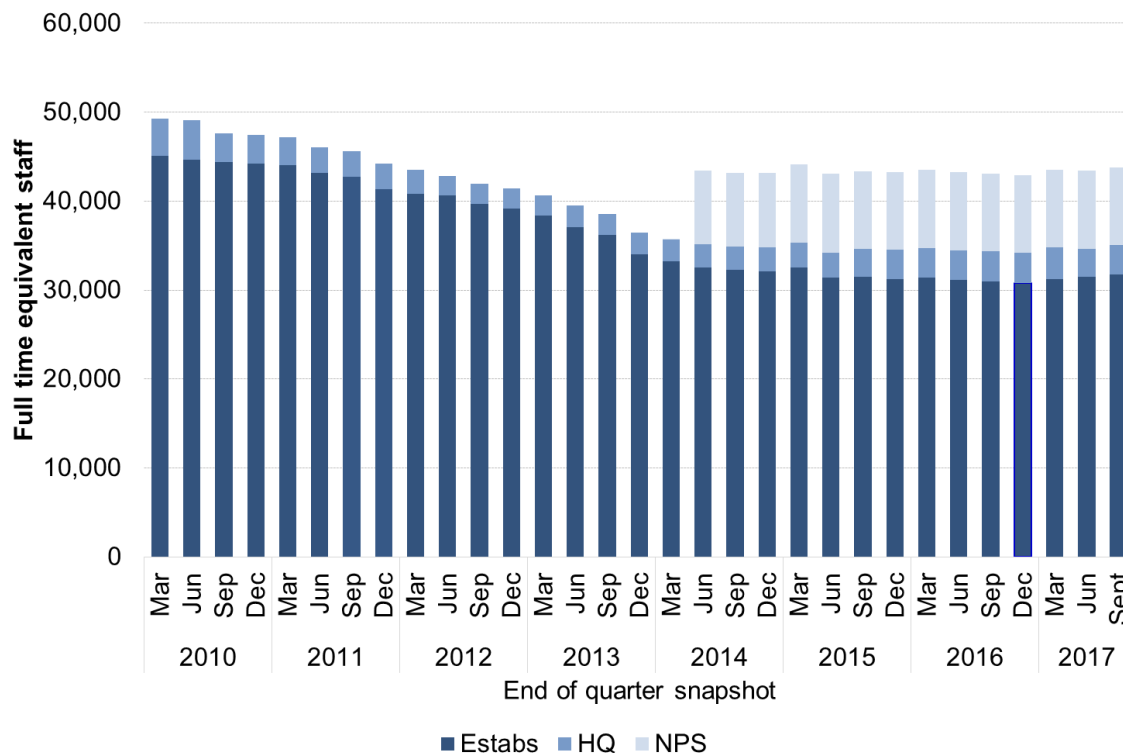
This represents increases of 697 (1.6%) staff in post since 30 September 2016 and 354 (0.8%) since 30 June 2017.

As at 30 September 2017, there were **43,757** staff in post in HMPPS on a full time equivalent (FTE) basis (Figure 1). This included **8,717** FTE staff in the National Probation Service (NPS) (making up 19.9% of all HMPPS staff), **31,762** (72.6% of HMPPS staff) in Public Sector Prisons and **3,278** (7.5% of HMPPS staff) in HMPPS HQ and Area Services.

Compared to 30 June 2017, the overall FTE increased by **354** (0.8%), FTE in the NPS decreased by **42** (0.5%), FTE in Public Sector Prisons increased by **269** (0.9%), and FTE in HQ and Area Services increased by **126** (4.0%).

The number of FTE staff in post in HQ and Area services has declined over the last year and this was driven by recent organisational changes.¹ Excluding these changes, the like-for-like comparison would have shown overall increases at HMPPS of 1,223 FTE (2.9%) compared to the previous year. Excluding changes in staff numbers as a result of earlier organisational changes but including the creation of the National Probation Service, transfers into MoJ and movements in and out of the private sector, the reduction in staff from 31 March 2010 to 30 September 2017 was 9,399 (a 21.2% decrease).

Figure 1: Number of HMPPS staff in post on a FTE basis, 31 March 2010 to 30 September 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 30 September 2017, there were **24,515** FTE operational prison service staff (56.0% of HMPPS staff), an increase of 382 FTE staff (1.6%) compared to 30 June 2017. Non-operational roles across PSPs and HMPPS HQ accounted for **10,368** FTE posts (23.7% of HMPPS staff), no change since 30 June 2017. In the NPS there were **8,874** FTE, a decrease of **28** (0.3%) against the previous quarter.

Across HMPPS overall and excluding the NPS which was created on 1 June 2014, **27.4%** of FTE staff in post had less than 3 years' service as at 30 September 2017. This is an increase of **1.2** percentage points compared to 30 June 2017. Those with 10 years' experience or more made up **55.2%** of the workforce a **0.4** percentage point decrease since the previous quarter.

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

19,210 band 3-5 prison officers in post

At 30 September 2017 there were 19,210 FTE officers in post, representing increases of 1,207 (6.7%) compared to 30 September 2016 and 455 (2.4%) since 30 June 2017. This is the highest number of officers in post since 30 September 2013. Over the last year, 3,699 band 3 officers were appointed which represents an increase of 149.4% compared to the 12 months to 30 September 2016.

4,422 band 2 operational support staff in post

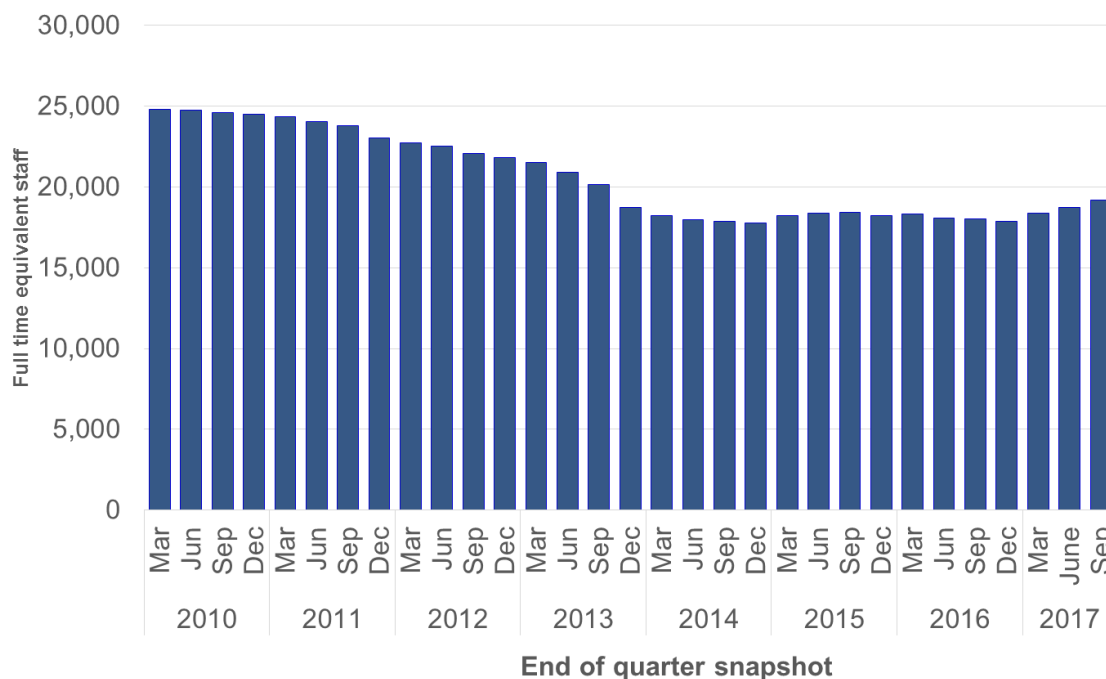
This corresponds to decreases of 255 (5.4%) against the previous year and 56 (1.2%) compared to the previous quarter.

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 30 September 2017, there were **19,210** FTE band 3 to 5 officers, an increase of **1,207** (6.7%) compared to the last year and **455** (2.4%) since the previous quarter (Figure 2). This is the highest number of officers in post since 30 September 2013 and the largest annual increase across the time series.

In contrast, the number of band 2 operational support group (OSG) FTE staff decreased by **255** (5.4%) against the previous year and by **56** (1.2%) compared to the previous quarter to stand at **4,422** at 30 September 2017. This is the lowest number of OSG staff in the time series.

Figure 2: Number of band 3-5 officers in post on a FTE basis, 31 March 2010 to 30 September 2017 (Source: Table 3)



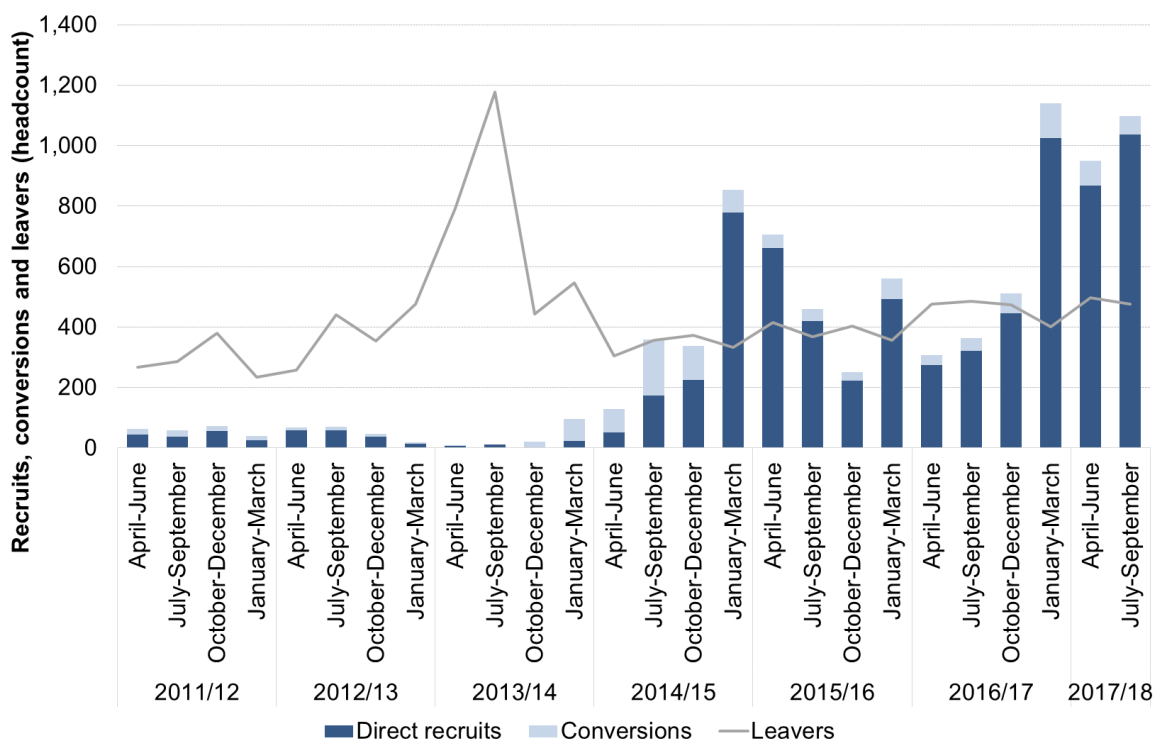
The proportion of band 3-5 prison officers with less than 3 years' service rose to **30.2%** compared to 27.2% at 30 June 2017. In contrast, the proportion of officers in post with 10 years or more experience decreased by 2.0 percentage points from 59.4% at 30 June 2017 to **57.4%** at 30 September 2017. 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 30 September 2017, the proportion of band 2 operational support staff with less than 3 years' service decreased to **32.4%** compared to 32.6% at 30 June 2017. Band 2 operational support staff in post with 10 years or more experience increased from 46.8% at 30 June 2017 to **48.3%** at 30 September 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 30 September 2017, **3,699** band 3 officers were appointed (consisting of direct new recruits and individuals who converted to a band 3 officer grade), an increase of **2,216** (149.4%) compared to 1,483 in the previous year. The number of new band 3 officer appointments increased by **150** (15.8%) from 949 between April and June 2017 to **1,099** between July and September 2017.

The headcount number of band 3 to 5 officers who left HMPPS in the year ending 30 September 2017 was **1,848**, an increase of **128** (7.4%) compared to the previous year but a decrease of **8** (0.4%) compared to the previous quarter. Examining reasons for leaving, 53.3% of prison officers who left resigned from their roles in the year ending 30 September 2017 (up from 44.0% in the year ending 30 September 2016). Meanwhile 19.1% were dismissed and 15.2% retired in the year ending 30 September 2017, down from 25.6% and 16.9% respectively compared to the previous year.

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



The number of band 2 operational support staff who joined HMPPS in the year ending 30 September 2017 was **666**, an increase of 51 (8.3%) compared to the previous year and an increase of 32 (5.0%) since the year ending 30 June 2017. The headcount number of band

2 operational support staff who left HMPPS was 506, a decrease of 38 (7.0%) compared to the previous year and 21 (4.0%) compared to the year ending 30 June 2017.

Joiners and leavers are not the only movements into and out of the band 3 to 5 officer grouping. For this reason, the change in FTE does not directly reflect the difference between the number of joiners and leavers. There are also typically differences in the proportion of new joiners and older officers who work part time as well as movements between grades. 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 September 2017, the number of Band 3 to 5 prison officers (FTE) has risen from 17,955 to 19,210, a net increase of **1,255** FTE officers.

At the end of September 2017, there were also 1,211 candidates who had received a job offer and been booked onto future Prison Officer Entry Level Training (POELT) places between October 2017 and April 2018. This data is provided to give an idea of the quantity of candidates in the recruitment pipeline as at 30 September 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 October 2017 and April 2018.

3. Probation practitioners and senior probation officers

1,871 band 3 probation services officers

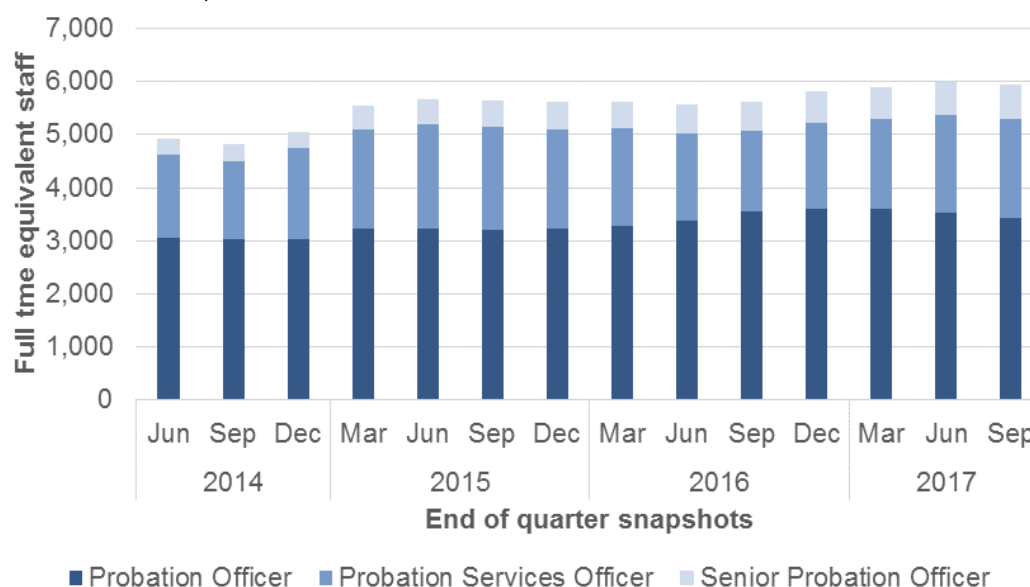
This figure represents an increase of 357 (23.6%) FTE probation services officers over the past year.

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 30 September 2017, there were **1,871** FTE band 3 probation services officers in post, an increase of **15** (0.8%) on the quarter and 357 (23.6%) over the last year; **3,434** FTE band 4 probation officers, representing decreases of **89** (2.5%) over the quarter and 116 (3.3%) compared to the previous year; and **632** FTE band 5 senior probation officers, showing increases of **17** (2.7%) since the last quarter and 73 (13.0%) 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 30 September 2017

(Source: Table 3)



In the last year, **483** probation services officers² were appointed, an increase of **12** compared to the year ending 30 June 2017 whilst **157** left, an increase of **7** compared to the same period. There were **31** probation officers appointed in the last year, which represents an increase of **3** probation officers compared to the year ending 30 June 2017. Meanwhile, **193** probation officers left over the last year, a decrease of **5** compared to the year ending 30 June 2017.

² Once a probation services officer undertakes and obtains the Professional Qualification in Probation (PQiP), they are eligible to apply for a probation officer role.

4. Joiners and Leavers

Leaving rate of 9.6% amongst band 3-5 prison officers

This is a decrease of 0.1 percentage points compared to the year ending 31 March 2017. The overall leaving rate across HMPPS over the last year stood at 8.5%, a 0.2 percentage point fall compared to the year ending 31 March 2017.

In the last year, **5,636** staff joined HMPPS, a rise of 782 (16.1%) compared to the year ending 30 June 2017. These joiners consisted of **4,652** across PSPs, **771** in the NPS and **213** in HMPPS HQ and area services. Compared to the year ending 30 June 2017, these represent increases of 19.1%, 4.0% and 2.9% respectively.

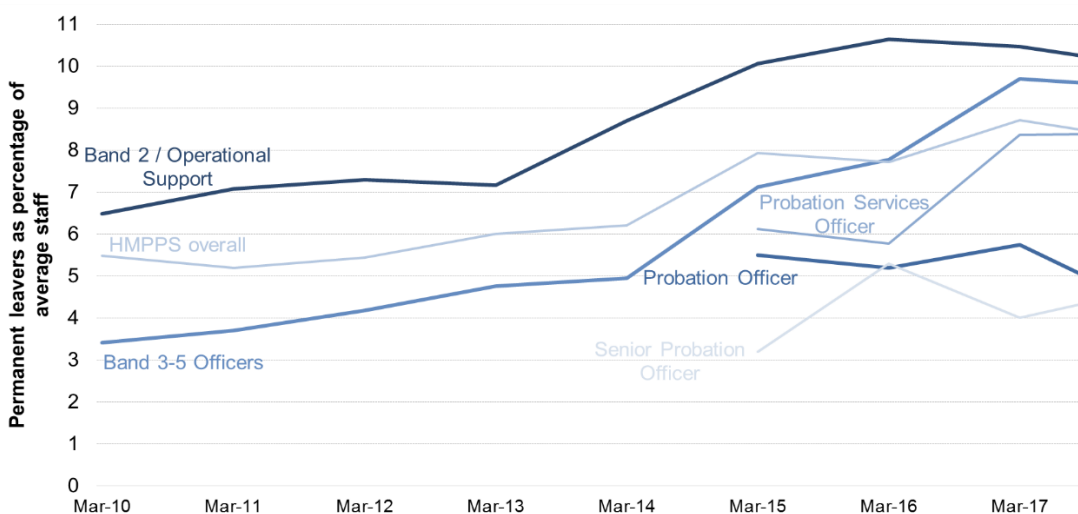
There were **3,994** leavers in the year ending 30 September 2017, a decrease of 76 (1.9%) compared to the year ending 30 June 2017. This includes **3,097** leavers from PSPs (a fall of 2.0%), **669** from the NPS (a decrease of 0.1%) and **228** from HMPPS HQ and Area services (a decline of 5.4%).

3.1 Leaving rates³

The overall leaving rate across the whole of HMPPS for the year to 30 September 2017 was **8.5%** compared to 8.7% for the year to 31 March 2017 (Figure 5), with leaving rates falling for all the key operational grades. Specifically for band 3 to 5 prison officers, the **9.6%** leaving rate in the year ending 30 September 2017 represented a 0.1 percentage point decrease compared to the year ending 31 March 2017. The leaving rate for band 2 operational support grades was **10.2%** in the year ending 30 September 2017, a decrease of 0.3 percentage points.

The leaving rate for staff at the NPS overall was 6.8%, a 0.5 percentage point decrease compared to 31 March 2017. In the operational grades within the NPS, the leaving rate was highest amongst probation service officers at 8.4%, which has remained the same as the year ending 31 March 2017. In contrast, leaving rates for probation officers and senior probation officers stood at 5.0% and 4.4% in the year ending 30 September 2017.

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



³ 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).

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 is 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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