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Her Majesty's Prison and Probation Service (HMPPS) Workforce Statistics Bulletin, as at 31 March 2019

Main Points

49,883 full time equivalent (FTE) staff in post	This is an increase of 3,347 (7.2%) FTE staff in post since 31 March 2018 and a slight increase of 290 (0.6%) since 31 December 2018. Of the staff in post, there were 34,184 in Public Sector Prisons (PSP), 9,843 staff in the National Probation Service (NPS), 4,069 FTE staff in HQ and Area Services, and 1,787 in the Youth Custody Service (YCS).
22,630 FTE band 3-5 prison officers in post	This is no substantial change of FTE prison officers since 31 December 2018 and an increase of 1,592 (7.6%) compared to 31 March 2018. Over the past year up to 31 March 2019, 4,905 band 3 officers were appointed whilst 2,437 left HMPPS, giving a net increase of 2,468 band 3 officers. The equivalent change for the year ending 31 March 2018 was a net increase of 3,378.
4,674 FTE band 2 operational support staff in post	This corresponds to no substantial change of FTE operational support staff since 31 December 2018 and an increase of 180 (4.0%) since 31 March 2018.
3,332 FTE band 4 probation officers in post	This figure is a slight decrease of 20 (0.6%) FTE probation officers since 31 December 2018 and a decrease of 73 (2.2%) compared to 31 March 2018. In addition to the band 4 probation officers, there were 2,682 FTE probation services officers: an increase of 135 (5.3%) since 31 December 2018 and an increase of 325 (13.8%) since 31 March 2018.
Leaving rate of 11.5% amongst band 3-5 prison officers	This is a slight increase of 1.2 percentage points compared to the year ending 31 March 2018. The overall leaving rate across HMPPS over the past year stood at 10.0%, which is a slight increase of 1.0 percentage point compared to the year ending 31 March 2018.

This publication provides details of staffing levels, staff inflows and outflows, sickness absence rates, and protected characteristics for the directly employed workforce of HMPPS. Information presented covers PSP, the NPS, the YCS, and HMPPS headquarters, which includes Area Services that provide direct operational support to prisons. Technical details and explanatory notes can be found in the accompanying Guide to HMPPS Workforce Statistics.

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 March 2019 and therefore considers in detail quarterly staffing levels and staff inflows and outflows, for both NOMS and HMPPS, since April 2012.

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). In April 2017, the Youth Custody Service (YCS) was launched and forms another distinct arm of HMPPS. In terms of how these particular staffing figures appear in the statistics, central YCS units are categorised within HQ and Area Services whilst the Youth Custody Estate element of this new YCS category is now included separately in the publication tables. This covers staffing figures relating to Cookham Wood, Feltham, Werrington, and Wetherby Youth Offending Institutions (YOIs) as well as Medway Secure Training Centre (STC). Historically these figures would have been included within the wider Public Sector Prisons (PSP) category. Historical and latest figures for the Youth Custody Estate have been separated out to allow comparisons to be made and to establish the trends over time for these YOIs and Medway STC.

Further information on the introduction of the YCS has been set out in the accompanying Guide to Workforce Statistics. Only staff in PSP, YCS, HMPPS HQ and Area Services, as well as the National Probation Service (NPS), are directly employed by HMPPS and therefore staffing in private sector establishments, community rehabilitation companies and other contractors are excluded.

Protected characteristics of new HMPPS staff

Given particularly low declaration rates, figures on the self-declared protected characteristics of HMPPS joiners (i.e. ethnicity, disability, religion/belief, and sexual orientation) have not been presented in this publication. It is likely that the lower declaration rates are due to the user-friendliness of the new administrative IT system that holds HR information, which was introduced in early 2017. However, recent changes and reminders to staff to update their information may help to resolve this issue and so it is expected that this information may be included again in future workforce statistics publications.

Headcount management

Governors now have the freedom to plan the workforce at their establishments by determining the number of staff in each role within their budget. This means that figures on staffing requirements are continuously evolving. As a result, we are currently assessing the feasibility of presenting a staffing operating model in future HMPPS official workforce statistics publications.

Birmingham

From 20 August 2018, HMPPS exercised its right under the contract to step in and take over the running of HMP Birmingham for an initial period of six months, while the existing G4S management remained in place. This was further extended in February 2019, until HMP Birmingham transfers to back to HMPPS on 1 July 2019. Therefore HMP Birmingham is currently not included in the figures within this publication.

Reporting of figure differences

Full time equivalent figures are rounded to the nearest whole number, while percentages and working days lost are rounded to one decimal place. Due to this rounding, reported differences may appear not to match the apparent difference between the reported figures. For example, if a previous percentage were reported as 46.7% (rounded from 46.74%) and the new percentage 46.9% (rounded from 46.86%), then the difference reported would be 0.1 percentage points (rounded from 0.12).

1. Total staff in post

49,883 full time equivalent (FTE) staff in post (as at 31 March 2019)

This is an increase of 3,347 (7.2%) FTE staff in post since 31 March 2018 and a slight increase of 290 (0.6%) since 31 December 2018. Of the staff in post, there were 34,184 in Public Sector Prisons (PSP), 9,843 staff in the National Probation Service (NPS), 4,069 FTE staff in HQ and Area Services, and 1,787 in the Youth Custody Service (YCS).

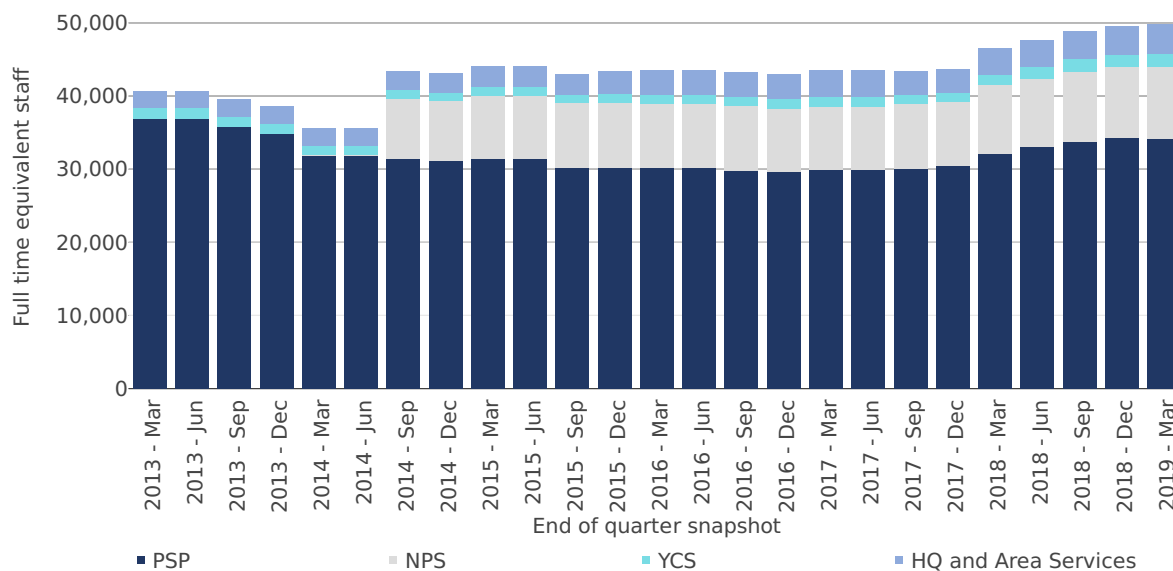
As at 31 March 2019, there were **49,883** staff in post in HMPPS on a full time equivalent (FTE) basis (Figure 1). This includes **34,184** in PSP (making up 68.5% of all HMPPS staff), **9,843** FTE staff in the NPS (19.7% of all HMPPS staff), **4,069** in HMPPS HQ and Area Services (8.2% of all HMPPS staff), and **1,787** in YCS (3.6% of all HMPPS staff).

Compared to 31 March 2018, the overall FTE increased by **3,347** (7.2%): FTE in PSP increased by **2,024** (6.3%), FTE in the NPS increased by **533** (5.7%), FTE in HQ and Area Services increased by **468** (13.0%), and FTE in the YCS increased by **323** (22.1%).

Since 31 March 2013, a number of organisational changes have occurred, such as the creation of the NPS, movements to and from the private sector, and transfers into MoJ¹. Excluding all these changes, the number of staff in post has increased by 3,077 FTE (8.1%) between 31 March 2013 and 31 March 2019.

As at 31 March 2019, there were **28,231** FTE (56.6% of HMPPS staff) operational prison service staff (including YCS staff). This is an increase of **1,813** FTE staff (6.9%) compared to 31 March 2018. Non-operational roles across PSP, YCS, and HMPPS HQ accounted for **11,611** FTE posts (23.3% of HMPPS staff), which is an increase of **959** FTE (9.0%) since 31 March 2018. In the NPS grades there were **10,040** FTE staff² (20.1% of all HMPPS staff): an increase of **575** (6.1%) since 31 March 2018.

Figure 1: Number of HMPPS staff in post on a FTE basis, 31 March 2013 to 31 March 2019 (Source: Table 1)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

¹Whereby 526 FTE staff based at HMPPS HQ and Area Services transferred over to the Ministry of Justice as of 1 April 2017.

²This includes staff in NPS grades working in other parts of HMPPS.

1.1 Length of Service

Length of service information has been calculated for HMPPS staff from the most recent hire date. Where staff have transferred in from another government department or have transferred in through HMPPS taking over a function, length of service is calculated from entry to HMPPS.

Across HMPPS overall, **32.8%** of FTE staff in post had less than 3 years' service, which is influenced by the number of prison officers who make up 45.4% of all HMPPS FTE staff. This is no substantial change since 31 December 2018 and an increase from 29.2% at 31 March 2018. Meanwhile, **39.9%** of HMPPS FTE staff in post overall had 10 years or more of experience, representing no substantial change since 31 December 2018 and a decrease from 42.0% at 31 March 2018.

It should be noted, however, that the NPS was created on 1 June 2014 and the service of NPS staff in Probation Trusts prior to the creation of the NPS is not included. Therefore, the figures relating to the length of service of NPS staff, which are included in the HMPPS overall figures, do not necessarily represent their full experience but rather the length of service from entry to HMPPS.

Excluding the NPS, **34.0%** of FTE staff in post across HMPPS had less than 3 years' service as at 31 March 2019. This is no substantial change compared to 31 December 2018. The non-NPS staff with 10 years' experience or more made up **49.5%** of the workforce, which is no substantial change compared to 31 December 2018.

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

22,630 FTE band 3-5 prison officers in post (as at 31 March 2019)

This is no substantial change of FTE prison officers since 31 December 2018 and an increase of 1,592 (7.6%) compared to 31 March 2018. Over the past year up to 31 March 2019, 4,905 band 3 officers were appointed whilst 2,437 left HMPPS, giving a net increase of 2,468 band 3 officers. The equivalent change for the year ending 31 March 2018 was a net increase of 3,378.

4,674 FTE band 2 operational support staff in post (as at 31 March 2019)

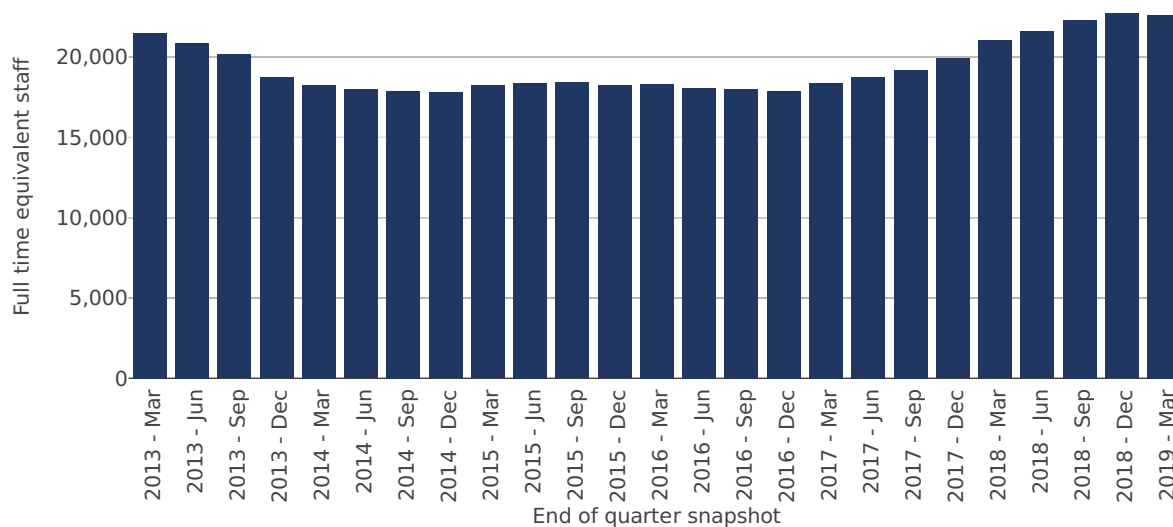
This corresponds to no substantial change of FTE operational support staff since 31 December 2018 and an increase of 180 (4.0%) since 31 March 2018.

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 March 2019, there were **22,630** FTE band 3 to 5 officers, which is no substantial change since the previous quarter and an increase of **1,592** (7.6%) compared to 31 March 2018 (Figure 2).

The number of band 2 operational support grade (OSG) FTE staff did not change substantially compared to the previous quarter and increased by **180** (4.0%) against the previous year, to stand at **4,674** at 31 March 2019.

Figure 2: Number of band 3-5 prison officers in post on a FTE basis, 31 March 2013 to 31 March 2019 (Source: Table 3)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

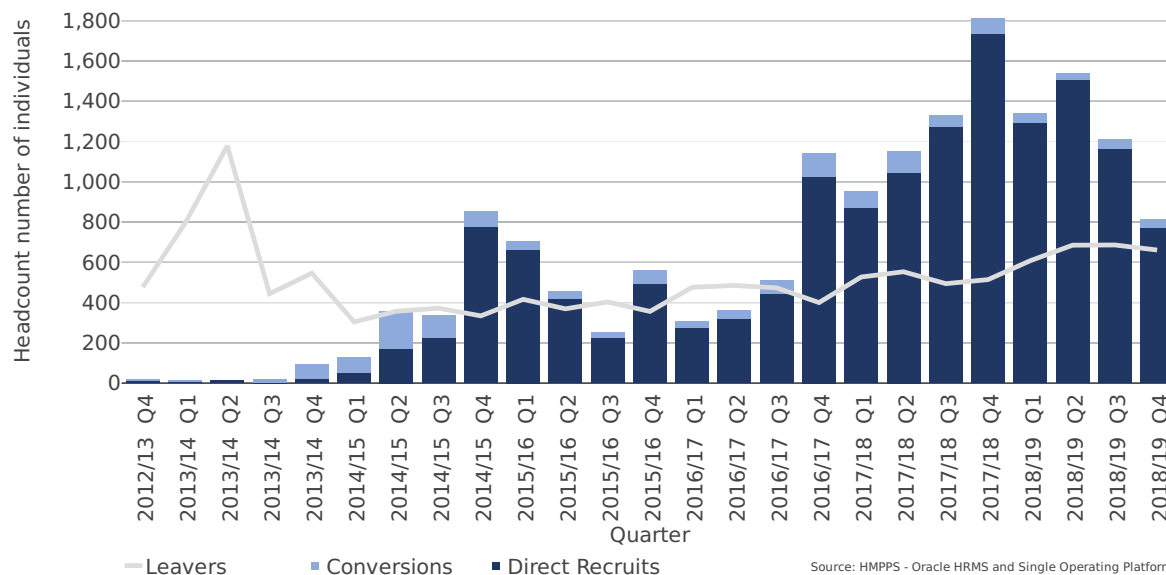
The proportion of band 3-5 prison officers with less than 3 years' service at 31 March 2019 is **41.6%**, which is no substantial change since 31 December 2018. The proportion of officers in post with 10 years or more of experience remained broadly the same between 31 December 2018 and 31 March 2019, and stands at **46.2%**. This corresponds to 10,446 FTE staff with 10 years or more of experience at 31 March 2019, which is approximately the same as at 31 December 2018.

The proportion of band 2 OSG FTE staff with less than 3 years' service remained broadly the same between 31 December 2018 and 31 March 2019, standing at **35.3%**, and the proportion of those with 10 years or more of experience remained broadly the same between 31 December 2018 and 31 March 2019, standing at **46.5%**.

Figure 3 provides a quarterly breakdown of the headcount of band 3 to 5 officers joining or leaving since 2012/13. Over the year to 31 March 2019, **4,905** band 3 officers were appointed (consisting of direct new recruits and existing staff who converted to a band 3 officer grade), a decrease of **338** (6.4%) compared to 5,243 in the previous year. The headcount of new band 3 officer appointments decreased by 397 (32.8%) from 1,212 between October and December 2018 to **815** between January and March 2019.

The headcount of band 3 to 5 prison officers who left HMPPS in the year ending 31 March 2019 was **2,640**, which is an increase of **552** (26.4%) compared to the year ending 31 March 2018. Of those band 3 to 5 prison officers who left, 38.3% left with less than one year's service, compared to 30.6% for the previous year. Examining reasons for leaving, **62.2%** of prison officers who left in the year ending 31 March 2019 resigned from their roles (up from 59.6% in the year ending 31 March 2018). Meanwhile, of those who left HMPPS, **15.3%** were dismissed and **8.1%** retired in the year ending 31 March 2019: up from 14.3% and down from 14.2%, respectively, compared to the previous year.

Figure 3: Newly appointed band 3 prison officers and band 3 to 5 prison officer leavers, January 2013 to 31 March 2019
(Source: Table 14)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

The number of band 2 OSG staff who joined HMPPS in the year ending 31 March 2019 was **926**: a decrease of **105** (10.2%) since the year ending 31 December 2018 and an increase of **150** (19.3%) compared to the previous year ending 31 March 2018. The headcount number of band 2 OSG staff who left HMPPS was **582**, which is an increase of **53** (10.0%) compared to the year ending 31 December 2018 and an increase of **104** (21.8%) compared to the year ending 31 March 2018.

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. Changes such as staff switching from full time to part time have the effect of reducing the FTE of officers available as they progress through their career.

3. Probation practitioners and senior probation officers

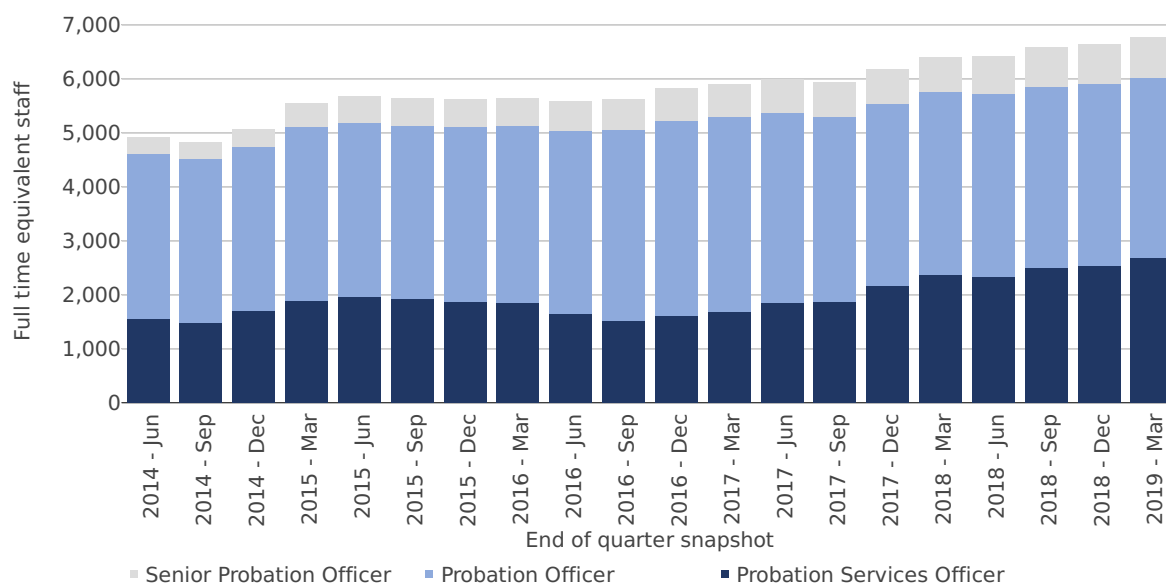
3,332 FTE band 4 probation officers in post (as at 31 March 2019)

This figure is a slight decrease of 20 (0.6%) FTE probation officers since 31 December 2018 and a decrease of 73 (2.2%) compared to 31 March 2018. In addition to the band 4 probation officers, there were 2,682 FTE probation services officers: an increase of 135 (5.3%) since 31 December 2018 and an increase of 325 (13.8%) since 31 March 2018.

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. Staff training to be a probation officer work as a probation services officer during their training, so a proportion of the probation services officers in post will be working towards the professional probation officer qualification.

As at 31 March 2019 there were **2,682** FTE band 3 probation services officers in post, an increase of **135** (5.3%) over the quarter and an increase of **325** (13.8%) over the past year; **3,332** FTE band 4 probation officers, representing a slight decrease of **20** (0.6%) over the quarter and a decrease of **73** (2.2%) compared to the previous year; and **743** FTE band 5 senior probation officers, showing a slight increase of **6** (0.7%) since the previous quarter and an increase of **95** (14.6%) over the past 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 March 2019 (Source: Table 3)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

In the past year, **624** probation services officers were appointed, some of whom will be training to become qualified probation officers. This is a decrease of **82** (11.6%) compared to the year ending 31 December 2018 and a decrease of **132** (17.5%) compared to the number appointed in the year ending 31 March 2018. In the past year, **229** probation services officers left the service. This is an increase of **16** (7.5%) compared to the year ending 31 December 2018 and an increase of **43** (23.1%) compared to the number who left in the year ending 31 March 2018.

4. Joiners and Leavers

Leaving rate of 11.5% amongst band 3-5 prison officers (for the year ending 31 March 2019)

This is a slight increase of 1.2 percentage points compared to the year ending 31 March 2018. The overall leaving rate across HMPPS over the past year stood at 10.0%, which is a slight increase of 1.0 percentage point compared to the year ending 31 March 2018.

In the past year, **8,474** staff joined HMPPS, which is a decrease of **1,188** (12.3%) compared to the year ending 31 December 2018. These joiners consisted of **6,238** across PSP, **490** in YCS, **1,387** in the NPS, and **359** in HMPPS HQ and Area Services. Compared to the year ending 31 December 2018 these numbers of joiners represent a decrease of **13.6%** for PSP, a decrease of **12.8%** for YCS, a decrease of **10.4%** for NPS, and an increase of **9.1%** for HMPPS HQ and Area Services.

There were **5,210** leavers in the year ending 31 March 2019, an increase of **321** (6.6%) compared to the year ending 31 December 2018. This includes **3,886** leavers from PSP (an increase of 6.4%), **170** from YCS (an increase of 16.4%), **855** from the NPS (an increase of 5.0%), and **299** from HMPPS HQ and Area Services (an increase of 7.9%).

4.1 Leaving Rates³

The overall HMPPS leaving rate for the year to 31 March 2019 was **10.0%**, compared to 9.0% for the year to 31 March 2018 (Figure 5). Specifically for band 3 to 5 prison officers, the leaving rate of **11.5%** in the year ending 31 March 2019 represented a slight increase of **1.2 percentage points** since the year ending 31 March 2018. The leaving rate for band 2 OSG staff was **11.8%** in the year ending 31 March 2019, which is an increase of **2.1 percentage points** since the year ending 31 March 2018.

The leaving rate for staff at the NPS overall in the year ending 31 March 2019 was **8.1%**, which is a slight increase of **0.7 percentage points** since the year ending 31 March 2018. In the operational grades within the NPS, the leaving rate was highest amongst probation services officers at **8.7%**: no substantial change from the year ending 31 March 2018. Leaving rates for probation officers and senior probation officers stood at **6.4%** (a slight increase of **1.3 percentage points**) and **4.4%** (no substantial change), respectively, compared to the year to 31 March 2018.

4.2 Resignation Rates⁴

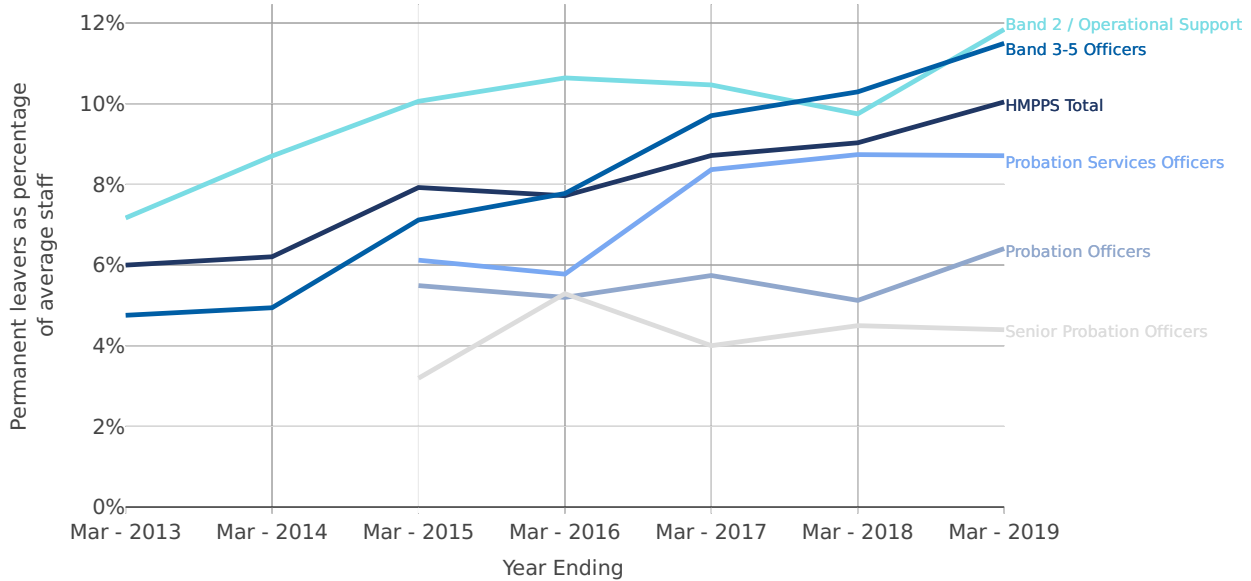
The overall HMPPS resignation rate for the year to 31 March 2019 was **6.2%**, compared to 5.2% for the year to 31 March 2018 (Figure 6). Specifically for band 3-5 officers, the resignation rate was **7.2%** in the year ending 31 March 2019, which is a slight increase of **1.1 percentage points** since the year ending 31 March 2018. The resignation rate for OSG staff was **7.7%** for the year ending 31 March 2019, which is a slight increase of **1.6 percentage points** since the year ending 31 March 2018.

For NPS overall, the resignation rate was **5.4%** for the year ending 31 March 2019. This represents a slight increase of **1.0 percentage point** compared to the year ending 31 March 2018. Amongst the operational grades within the NPS, probation services officers had the highest resignation rate at **6.2%**, a slight increase of **0.6 percentage points** since the year ending 31 March 2018. Resignation rates for probation officers and senior probation officers stood at **4.5%** (a slight increase of **1.5 percentage points** since the year ending 31 March 2018) and **2.4%** (a slight increase of **0.6 percentage points** since the year ending 31 March 2018), respectively.

³Percentage 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).

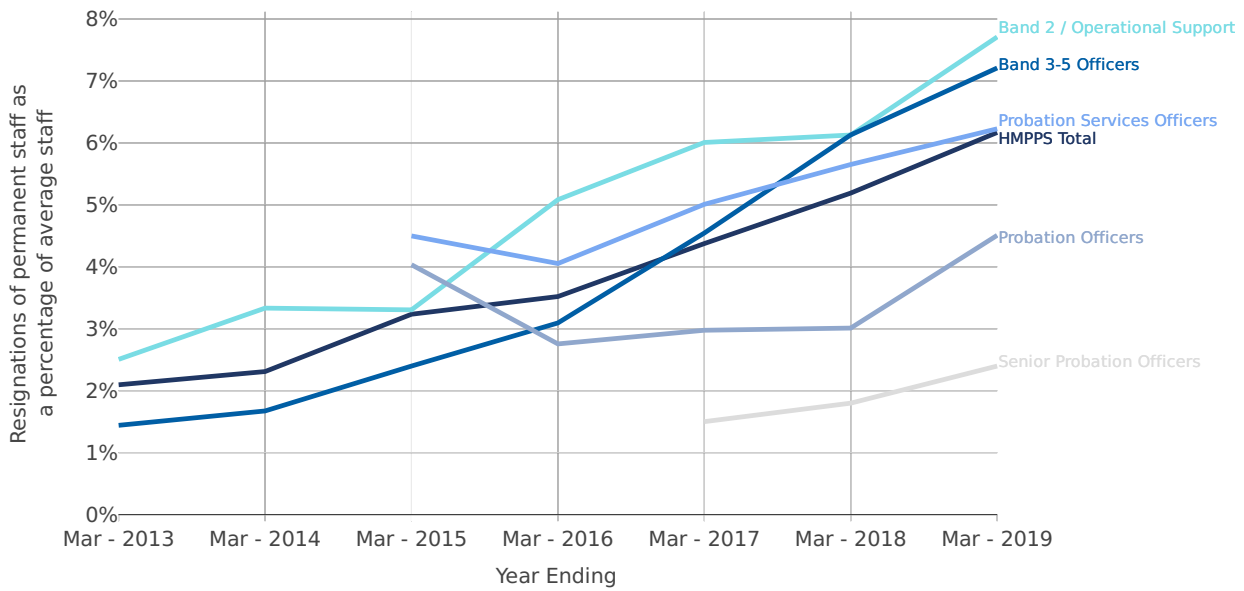
⁴Percentage of staff with a permanent contract of employment who resigned from HMPPS.

Figure 5: Annual leaving rates of permanent staff in key operational grades (excluding VEDSR), from the 12 months to 31 March 2013 to the 12 months to 31 March 2019 (Source: Table 8d)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

Figure 6: Annual resignation rates of permanent staff in key operational grades, from the 12 months to 31 March 2013 to the 12 months to 31 March 2019 (Source: Table 8f)



Source: HMPPS - Oracle HRMS and Single Operating Platform.

5. Sickness absence

HMPPS staff lost an average of 9.3 working days to sickness absence in the year ending 31 March 2019

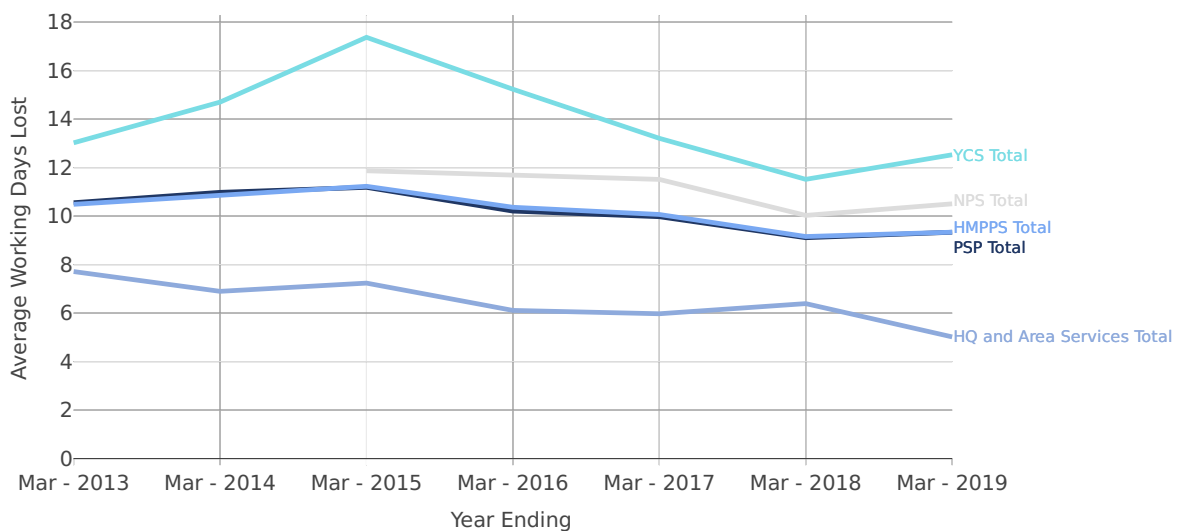
This represents a slight increase of 0.2 average working days lost (AWDL) compared to the year ending 31 March 2018.

In the year ending 31 March 2019, HMPPS staff lost an average of **9.3 working days** to sickness absence. This is a slight increase from 9.2 average working days lost for the year ending 31 March 2018.

YCS staff had the highest sickness absence rate at **12.5 AWDL**, followed by NPS (**10.5 AWDL**), PSP (**9.3 AWDL**), and HQ and Area Services (**5.0 AWDL**) (Figure 7). Compared to the year ending 31 March 2018, these represent an increase of **1.0 days** for YCS, an increase of **0.5 days** for NPS, an increase of **0.2 days** for PSP, and a decrease of **1.4 days** for HQ and Area Services staff.

The rate for HMPPS overall has varied between 9.2 and 11.2 AWDL in the years since 2012/13.

Figure 7: Average working days lost to sickness absence, 12 months to 31 March 2013 to 12 months to 31 March 2019
(Source: Table 17)



The most common category of sickness absence in terms of days lost is mental and behavioural disorders, corresponding to **34.2%** of absences in the past year. This category was most prevalent for probation officers, where **47.3%** of working days lost were attributed to mental and behavioural disorders.

The category that accounted for the second largest proportion of working days lost was musculoskeletal system (**24.4%**). Together the top two categories accounted for **58.5%** of all working days lost.

6. Equality and Diversity

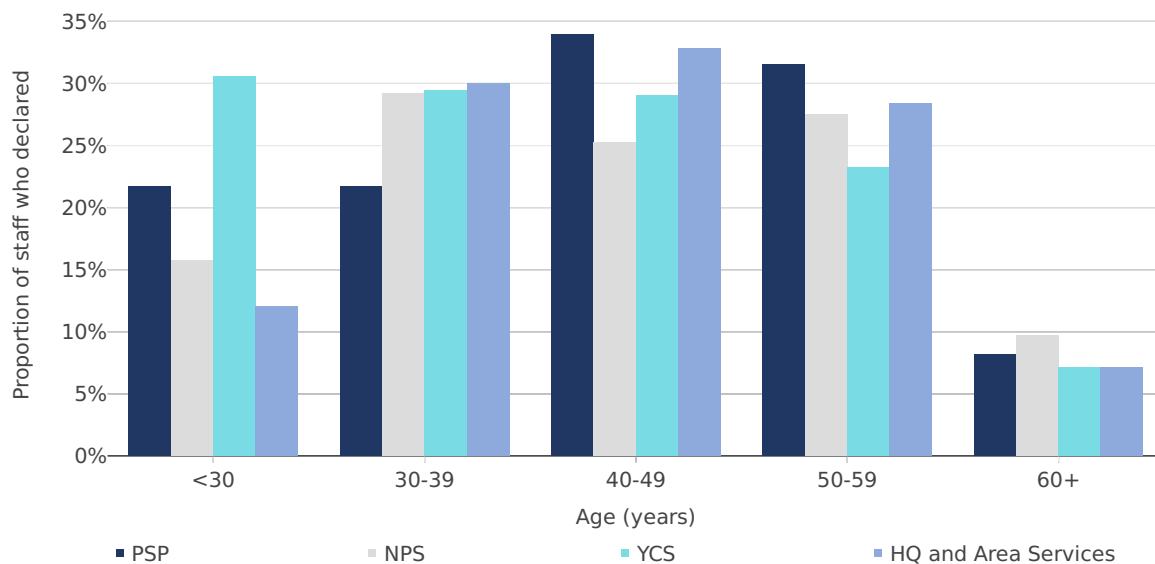
Data on the protected characteristics of ethnicity, disability, sexual orientation, and religion/belief are collected from self-declared, non-compulsory fields. Consequently, only figures for which declaration rates have reached a threshold of 60% or above have been reported in the following section.

6.1 Age

The largest individual age group across all of HMPPS at 31 March 2019 was 50-59 year olds with **14,195** staff (27.0%). The number of staff aged under 30 increased by **1,794** in the 12 months to 31 March 2019 compared to the previous year and made up **20.0%** of the HMPPS workforce. HQ and Area Services had the oldest workforce, consisting of **59.3%** of staff who were aged 40 or over. This is compared to **58.8%** among NPS staff, **56.5%** among PSP staff, and **40.4%** among YCS staff.

Those aged under 30 make up the highest proportion of joiners (**52.1%**) overall, and those aged under 30 make up the highest proportion of leavers (**28.3%**) overall.

Figure 8: Age of HMPPS staff, as at 31 March 2019 (Source: Table 5)



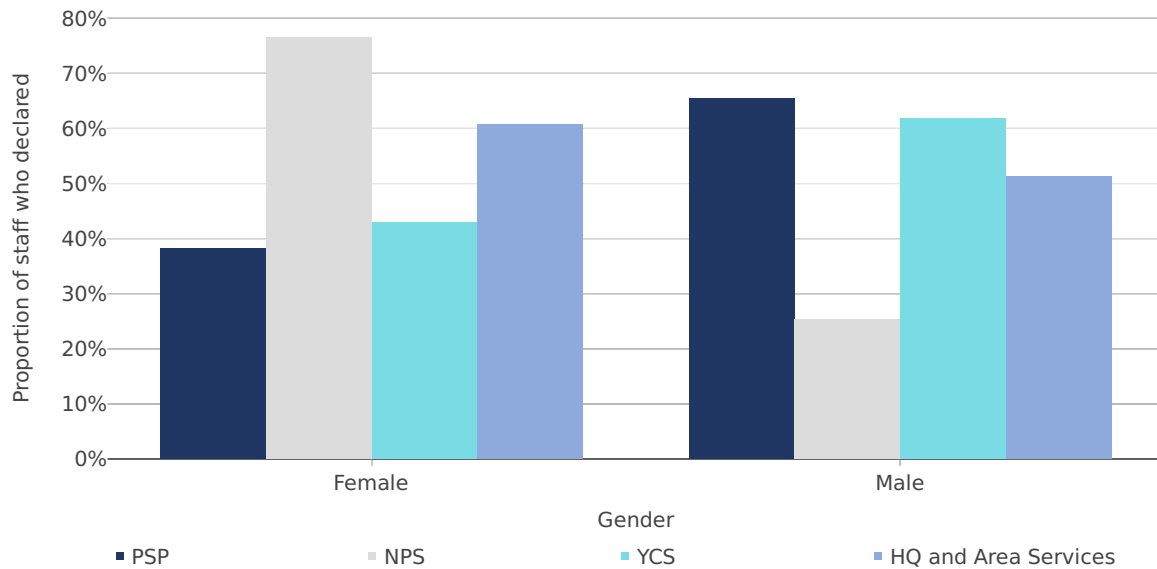
Source: HMPPS - Oracle HRMS and Single Operating Platform.

6.2 Gender

As at 31 March 2019, **47.9%** of HMPPS staff overall were female, which is a slight increase compared to 47.2% the previous year. Female representation was highest within the NPS at **76.5%**, compared to **60.1%** in HQ and Area Services, **43.0%** in the YCS, and **38.3%** in PSP.

Across all of HMPPS, over the 12 months to 31 March 2019, **46.9%** of joiners and **41.7%** of leavers were female.

Figure 9: Gender of HMPPS staff, as at 31 March 2019 (Source: Table 5)



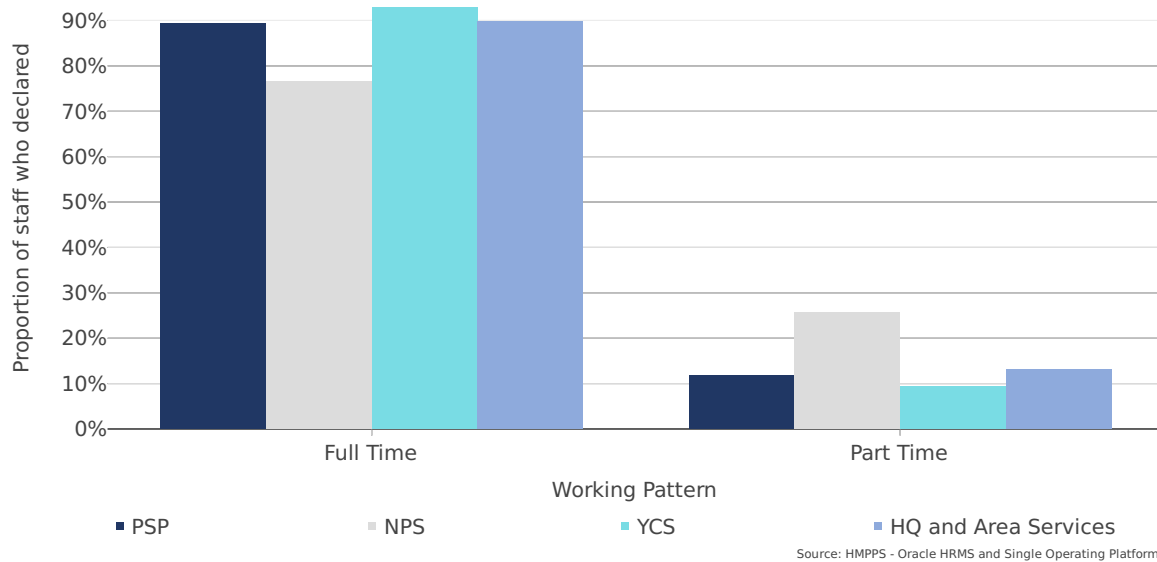
Source: HMPPS - Oracle HRMS and Single Operating Platform.

6.3 Full time/part time status

Full time/part time is a status that may fluctuate across an individual’s career. Part time as a grouping covers a wide range of working patterns and working hours. Within HMPPS overall, **13.3%** of the workforce were identified as working part time, representing no substantial change compared to the previous year. Working on a part time basis is more common amongst staff in the NPS. As at 31 March 2019, **23.4%** of NPS staff were working part time, compared to **10.9%** of staff in PSP, **10.7%** of staff in HQ and Area Services, and **7.2%** of staff in YCS.

Only **3.9%** of joiners identified as working part time, which is to be expected given this period usually marks the start of an individual’s career, whilst **14.3%** of leavers were recognised as having part time status.

Figure 10: Working pattern of HMPPS staff, as at 31 March 2019 (Source: Table 5)

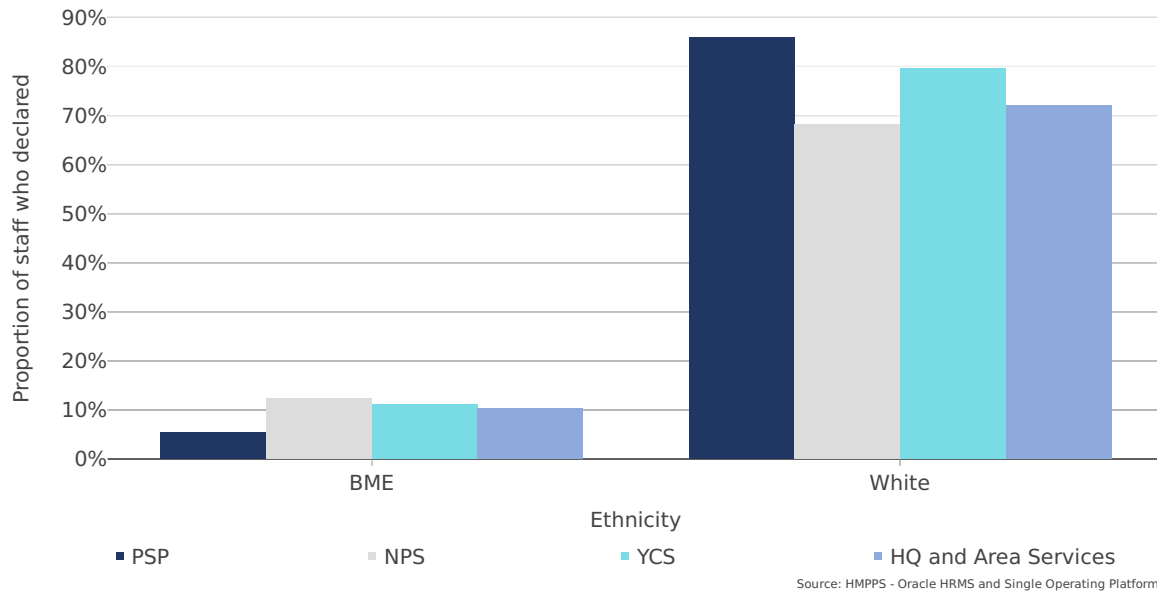


6.4 Ethnicity

As at 31 March 2019, **9.6%** of HMPPS staff who had declared their ethnicity were from Black, Asian, and Minority Ethnic (BAME) backgrounds, which is a slight increase of **1.4 percentage points** compared to the previous year. PSP had the lowest representation rates with **7.3%** of staff who declared their ethnicity being BAME (a slight increase of **0.8 percentage points** since 31 March 2018), compared to **11.5%** of staff in HQ and Area Services (no substantial change since 31 March 2018), **15.0%** of staff in YCS (a slight increase of **1.3 percentage points** since 31 March 2018), and **15.3%** of staff in NPS (an increase of **2.4 percentage points** since 31 March 2018).

In the 12 months to 31 March 2019, 9.6% of leavers across all of HMPPS who had declared their ethnicity were from BAME backgrounds.

Figure 11: Ethnicity of HMPPS staff, as at 31 March 2019 (Source: Table 5)



6.5 Other Protected Characteristics

Declaration rates of disability, religion/belief, and sexual orientation for HMPPS overall, PSP, YCS, HQ & Area Services, and NPS as well as joiners and leavers were all deemed too low for any meaningful consideration of the representation rate.

No data are currently available for the other protected characteristics of Marriage and Civil Partnership, Pregnancy and Maternity.

Data are not collected for Gender Reassignment as those in receipt of gender recognition certificates are recorded as their legal gender, and are not identified as being transgender in accordance with the Gender Recognition Act 2004 and the Equality Act 2010.

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.
- A new set of experimental statistics on the ethnicity and disability status of prison officer and operational support grade (OSG) recruitment campaign applicants for Public Sector Prisons and the Youth Custody Service.

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.

Contact

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