



Ministry
of Justice

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The Rt Hon Sadiq Khan MP
House of Commons
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Our ref: [201828]

22nd January 2015

Dear Sadiq,

PARLIAMENTARY QUESTION

In reply to your recent Parliamentary Question:

To ask the Secretary of State for Justice, what the staffing numbers were for each prison in England and Wales for each grade of staff on the latest date for which figures are available; and what the target staffing figure is for each grade in each establishment as set by the Business Development Group's Benchmarking Project?

(Hansard 22 July 2014: Column 1156W)

I undertook to write to you with the information when this was available.

I enclose my reply to your question at Annex A. I hope you find this information helpful. I am placing a copy of this letter in the Library of the House.

Yours ever,
Andrew

ANDREW SELOUS

Annex A

Information on the number of staff in each public sector prison in England and Wales by grade can be found in table 10 of the Quarterly NOMS Workforce Statistics Bulletin, which can be found at the following website:

<https://www.gov.uk/government/collections/national-offender-management-service-workforce-statistics>

Information on benchmarked staffing levels for each public sector establishment by grade as agreed with the establishments is contained in the table below.

Benchmark by Prison

| Establishment | Band 3-5 Officers | Operational Support Grade (OSG) | Other Grades | All Staff |
|----------------------|--------------------------|--|---------------------|------------------|
| Aylesbury | 130 | 46 | 99 | 275 |
| Bedford | 137 | 38 | 78 | 253 |
| Belmarsh | 402 | 144 | 164 | 710 |
| Brinsford | 182 | 48 | 105 | 335 |
| Bristol | 155 | 42 | 101 | 298 |
| Brixton | 151 | 40 | 73 | 264 |
| Bullingdon | 215 | 56 | 143 | 414 |
| Bure | 141 | 48 | 97 | 286 |
| Cardiff | 187 | 44 | 107 | 338 |
| Channings Wood | 148 | 40 | 127 | 315 |
| Chelmsford | 191 | 48 | 95 | 334 |
| Coldingley | 97 | 34 | 105 | 235 |
| Dartmoor | 121 | 38 | 103 | 262 |
| Deerbolt | 126 | 54 | 103 | 283 |
| Durham | 191 | 55 | 118 | 364 |
| Elmley | 238 | 66 | 135 | 438 |
| Erlestoke | 110 | 50 | 84 | 244 |
| Exeter | 141 | 30 | 90 | 260 |
| Featherstone | 128 | 36 | 119 | 283 |
| Ford | 61 | 22 | 87 | 170 |
| Frankland | 492 | 110 | 226 | 829 |
| Full Sutton | 379 | 108 | 209 | 695 |
| Garth | 207 | 46 | 145 | 398 |
| Gartree | 187 | 40 | 126 | 353 |
| Glen Parva | 186 | 54 | 118 | 358 |
| Guys Marsh | 125 | 46 | 101 | 273 |
| Haverigg | 114 | 48 | 108 | 270 |
| Hewell | 235 | 75 | 159 | 468 |
| High Down | 206 | 62 | 134 | 402 |
| Highpoint | 246 | 100 | 173 | 519 |
| Hollesley Bay | 57 | 24 | 62 | 143 |

| Establishment | Band 3-5 Officers | Operational Support Grade (OSG) | Other Grades | All Staff |
|-------------------------|------------------------------|--|-------------------------|------------------|
| Holme House | 221 | 66 | 140 | 427 |
| Hull | 244 | 58 | 135 | 436 |
| Huntercombe | 94 | 26 | 73 | 193 |
| Isis | 147 | 34 | 63 | 244 |
| Isle of Wight | 290 | 92 | 211 | 593 |
| Kennet | 62 | 22 | 69 | 153 |
| Kirkham | 72 | 28 | 98 | 198 |
| Kirklevington Grange | 50 | 20 | 52 | 122 |
| Lancaster Farms | 129 | 38 | 89 | 256 |
| Leeds | 226 | 60 | 124 | 410 |
| Leicester | 113 | 22 | 59 | 194 |
| Lewes | 174 | 44 | 75 | 293 |
| Leyhill | 65 | 22 | 88 | 175 |
| Lincoln | 161 | 50 | 100 | 311 |
| Littlehey | 234 | 84 | 182 | 500 |
| Liverpool | 254 | 68 | 163 | 485 |
| Long Lartin | 334 | 100 | 175 | 609 |
| Maidstone | 107 | 38 | 80 | 225 |
| Manchester | 410 | 140 | 195 | 745 |
| Moorland | 435 | 126 | 327 | 888 |
| North Sea Camp | 50 | 18 | 72 | 140 |
| Norwich | 196 | 60 | 104 | 360 |
| Nottingham | 210 | 51 | 125 | 386 |
| Onley | 134 | 46 | 109 | 289 |
| Pentonville | 272 | 50 | 154 | 476 |
| Portland | 137 | 48 | 110 | 295 |
| Preston | 188 | 52 | 107 | 346 |
| Ranby | 196 | 52 | 194 | 442 |
| Risley | 189 | 48 | 150 | 387 |
| Rochester | 163 | 58 | 99 | 320 |
| Stafford | 137 | 40 | 117 | 294 |
| Standford Hill | 68 | 20 | 60 | 148 |
| Stocken | 156 | 50 | 120 | 326 |
| Stoke Heath | 150 | 50 | 115 | 315 |
| Sudbury | 62 | 24 | 83 | 169 |
| Swaleside | 239 | 48 | 121 | 408 |
| Swansea | 124 | 22 | 89 | 234 |
| Swinfen Hall | 163 | 40 | 116 | 318 |
| The Mount | 176 | 52 | 124 | 352 |
| Thorn Cross | 68 | 22 | 55 | 145 |
| Usk/Prescoed | 83 | 23 | 64 | 170 |
| Wakefield | 320 | 86 | 192 | 598 |
| Wandsworth | 296 | 77 | 162 | 534 |

| Establishment | Band 3-5 Officers | Operational Support Grade (OSG) | Other Grades | All Staff |
|----------------------|--------------------------|--|---------------------|------------------|
| Warren Hill | 92 | 26 | 55 | 173 |
| Wayland | 167 | 54 | 144 | 365 |
| Wealstun | 184 | 56 | 133 | 373 |
| Whatton | 164 | 58 | 148 | 370 |
| Whitemoor | 349 | 100 | 167 | 616 |
| Winchester | 180 | 44 | 102 | 326 |
| Woodhill | 394 | 124 | 149 | 667 |
| Wormwood Scrubs | 245 | 62 | 148 | 455 |
| Wymott | 212 | 62 | 182 | 456 |

Notes:

Figures represent FTE requirement.

Benchmark Targets are the latest agreed benchmarks for the establishments.

Although benchmarks are agreed they are still subject to review and can therefore change if necessary to meet the requirements at the establishment to ensure a safe, decent and secure environment.

Benchmark figures do not include the (MTT) transition staff at establishments

Only establishments with a finalised benchmark (completed stage 7 report) are included within the table.

Benchmarking public sector prisons started last summer and concludes by April 2015. The figures presented are correct as at the end of August 2014 and cover only those establishments where the benchmark report has been issued (i.e. at Stage 7 of the benchmarking process). The figures are the anticipated profiles once the establishment reaches steady state and are subject to change as a result of further reviews to ensure a safe, decent and secure environment within establishments.

Where there are staffing shortages we have taken a number of actions to support establishments. Specifically we put in place a detached duty scheme (temporarily posting operational staff to establishments where the need is greatest) to ensure establishments with the most severe shortfalls were given the necessary support to operate a safe, secure and decent regime.

In addition we introduced HMPS Reserve by inviting selected operational staff who had left the service within the last two years to become part of a small flexible resource on a fixed term contract basis to manage unexpected and short term pressures. This also supports our long term objective of having a more flexible workforce to respond to the demand on the prison system.

These actions are enabling us to manage the current pressures whilst we recruit and train new permanent staff to fill current vacancies. Our aim is to recruit 1700 prison officers by March 2015 to fill current vacancies and to meet anticipated natural turnover for the next 12 months. We are on track to achieve this through the accelerated recruitment campaign and the introduction of the HMPS Reserve.