



Ministry  
of Justice



Disclosure & Library Team  
Ministry of Justice  
Postal Point 5.22  
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23 November 2023

Dear Carl

### **Freedom of Information Act (FOIA) Request – 231026054**

Thank you for your request dated 1<sup>st</sup> November 2023 in which you asked for the following information from the Ministry of Justice (MOJ):

**Cost to employ a band 3 prison officer in their 1st year of employment.  
Your request has been handled under the FOIA.**

I can confirm that the MOJ holds the information that you have requested, and I have provided it below:

#### **Training costs:**

The information that we hold is the average data to train for a prison officer. The average cost to train one prison officer is £5,400 per learner, excluding consumable costs.

Some sites provide accommodation and food, where other sites learners will be required to claim expenses back and travel daily to a training site from their home. That is why we use an average as there are not multiple breakdowns per training venue.

#### **Salary cost:**

Based on a band 3 Prison Officer recruited outside of the London zones, pay on appointment would be £30,902, which has increased from £22,293 (on the basis of a national rate, 37-hour week with unsocial hours) since 2019. There are additional on-costs (employers pension and ENRIC contributions) of £11,383. Staff can earn more by opting to work more than a 37-hour week after they have completed training which increases costs further.

#### **Appeal Rights**

If you are not satisfied with this response, you have the right to request an internal review by responding in writing to one of the addresses below within 40 working days of the date of this response.

[data.access@justice.gov.uk](mailto:data.access@justice.gov.uk)

Disclosure & Library Team, Ministry of Justice, Postal Point 5.22, 102 Petty France, London, SW1H 9AJ

You do have the right to ask the Information Commissioner's Office (ICO) to investigate any aspect of your complaint. However, please note that the ICO is likely to expect internal complaints procedures to have been exhausted before beginning their investigation.

Yours sincerely

MoJ People Group Correspondence