

IR 231123023 – Annex A

Cost to recruit a Band 3 Prison Officer

The cost to recruit a Band 3 Prison Officer is c. £2,800. This figure is based on internal analysis completed in June 2021 and includes recruitment team costs, marketing costs, assessment costs, SSCL costs and medical/fitness costs. Work has commenced to look at unit costs for recruiting to each role across MoJ and, as part of that work, the aim will be to update the Prison Officer costs. This work has not yet been completed and so the figure provided above is the most current available.

Training costs for a Band 3 Prison Officer in year 2 of their employment

There is no further Prison Officer specific training required in year 2 of their employment, so there is no additional cost.

A prison officer is able to continue their professional development and undertake additional training which would be dependent on the prison/staff requirements, but not specific Prison Officer training.

Salary costs for a Band 3 Prison Officer in year 2 of their employment

It is not possible to accurately provide salary costs for year 2 of employment as there are so many variables – in particular that pay range values change annually as a result of the Prison Service Pay Review Body (PSPRB) process. However, in the same scenario as used for year one (which was provided in the original response to your FOI request), based on current pay ranges and assuming the Officer met the eligibility criteria for pay progression, in year 2 their salary would increase to £31,984 and there would be £11,826 on-costs.

Costs to recruit and train a Band 3 Prison Officer on the Unlocked Graduate Scheme

The current average cost to recruit and train one Prison Officer on the Unlocked Graduate Scheme is £15,677 per year; totalling £30,354 across the two-year scheme. This average is based on recruiting 130 graduates per cohort. Delivery costs are calculated per financial year and can include three cohorts running simultaneously, and each cohort crosses over three financial years while on scheme. Therefore, this cost calculation is based on an average and split evenly across each year of the scheme.

Prison Officers employed as part of the Unlocked scheme incur additional recruitment and training cost because the scheme is delivered by an external supplier and the aim of the scheme is to attract people who do not typically apply through the standard route. This is also a talent development scheme. The average yearly cost per participant includes year-round marketing and on campus activity during the application window; recruitment; foundation Prison Officer training as a

whole cohort; a level 7 master's qualification in Applied Custodial Leadership, continued professional development, all travel and subsistence; insurance; IT support; Unlocked Personnel and offices.

Salary costs for a Band 3 (National) Prison Officer on the Unlocked Graduate Scheme in years 1 and 2 of their employment

Band 3 Prison Officers on the Unlocked Graduate Scheme are now paid under standard Fair & Sustainable (F&S) arrangements and so there is no difference in terms of salary costs from that of a Band 3 Prison Officer who is not on the Unlocked Graduate Scheme.