

18 September 2023

C170721



Tēnā koe 

Thank you for your email of 18 July 2023 to the Department of Corrections – Ara Poutama Aotearoa, requesting information about recruitment and resignations of Corrections staff. Your request has been considered under the Official Information Act 1982 (OIA). I would like to apologise for the delay in this response reaching you.

As you are aware, on 25 July 2023 we contacted you to explain that due to the way this data is stored, we would be required to review every unique job title within Corrections in order to provide you with the information you requested. As that would require significant substantial collation we consulted with you to determine if the scope of your request could be narrowed. Thank you for confirming you would like information for corrections officers in the first instance.

Like many other organisations and businesses around the country, we have been facing on-going challenges related to our staffing levels in recent years. We fully acknowledge the pressure this has placed on staff working in prisons, which is why we are making a concerted effort to recruit, retain and train frontline staff.

This includes launching a new recruitment campaign, strengthening our recruitment processes, improving our onboarding processes, implementing new rosters which provide our staff with better work/life balance and help them to avoid fatigue, and continuously working to improve staff safety. Our staff have also been carrying out recruitment activities in their local communities (for example, information evenings for people interested in working with us).

There has been an increase in the number of job applications received for new corrections officers, with more than 5,800 applications received since October 2022. Since that time we have also recruited 540 people into frontline roles, with many more in the recruitment pipeline.

You requested:

- *How job applications has Corrections received in 2023 so far in the period of January to July? After vetting, how many of those were processed? How many offers were issued in relation to these and in what roles?*

Corrections received 5,035 job applications between 1 January 2023 and 31 July 2023 for corrections officer roles. Of these, 4,389 of those have been processed, with 330 employment offers made.

- *How many employees has Corrections recruited in 2023 so far in the period of January to July? / Can you please provide a breakdown of the roles that have been recruited in this same period?*

483 corrections officers have been appointed from January to July 2023. Please note some of these appointments were from applications prior to January 2023.

- *How many employees did Corrections recruit in the same period between January to July in 2022? / Can you please provide a breakdown of the roles that have been recruited in this same period?*

From January to July 2022, 243 corrections officers were appointed.

- *How many employees did Corrections recruit in 2022 in total? / Can you please provide a breakdown of the roles that have been recruited in this same period?*

Corrections appointed 447 corrections officers in 2022.

- *In terms of employee recruitment, how has that tracked in the five year period between 2018 – 2023 (so far)?*

Table One: Corrections Officer Employee Recruitment from January 2018 to July 2023	
Calendar Year	Number of appointments
2018	637
2019	515
2020	408
2021	348
2022	447
2023	483

- Table as at 31 July 2023

- *What New Zealand districts have seen the most recruitment? / What New Zealand districts have seen the least recruitment? Please provide this breakdown for 2023 so far compared to the same period in 2022.*

Corrections Officer appointments from January to July in both 2022 and 2023		
Prison	January to July 2022	January to July 2023
Arohata Prison	16	6
Auckland Prison	26	33
Auckland Region Women's Corrections Facility	18	26
Christchurch Men's Prison	31	20
Christchurch Women's Prison	2	13
Hawke's Bay Regional Prison	16	24
Invercargill Prison	1	11
Manawatu Prison	6	23
Mt Eden Corrections Facility	42	94
Northland Region Corrections Facility	12	28
Otago Corrections Facility	14	22
Rimutaka Prison	2	59
Rolleston Prison	1	20
Spring Hill Corrections Facility	18	41
Tongariro Prison	7	17
Waikeria Prison	19	31
Whanganui Prison	12	15
Total	243	483

- *How many employees have resigned from Corrections in 2023 so far in the period of January to July? / Can you please provide a breakdown of the roles that were resigned from in this same period? Are you also able site the reason for these resignations?*

Breakdown of Corrections Officers Who have left Corrections from January to July 2023	
Reasons	Number of employees
Deceased	3
Disciplinary Reasons	4
Resigned	201
Resigned from Leave Without Pay	12
Retirement	35
Medical Retirement	13
Total	268

- *How many employees resigned from Corrections in the same period between January to July in 2022? / Can you please provide a breakdown of the roles that were resigned from in this same period? Are you also able site the reason for these resignations?*

Breakdown of Corrections Officers Who have left Corrections from January to July 2022	
Reasons	Number of employees
Deceased	3
Disciplinary Reasons	2
End of Contract	1
Resigned	310
Resigned from Leave Without Pay	12
Retirement	59
Medical Retirement	41
Total	428

- *How many employees resigned from Corrections in 2022 in total? / Can you please provide a breakdown of the roles that employees resigned from in this same period?*

Breakdown of Corrections Officers Who have left Corrections from January to December 2022	
Reasons	Number of employees
Deceased	8
Disciplinary Reasons	3
End of Contract	1
Resigned	478
Resigned from Leave Without Pay	19
Retirement	86
Medical Retirement	72
Total	667

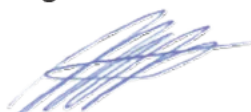
Please provide this breakdown for 2023 so far compared to the same period in 2022. Are you also able site the reason for these resignations?

Breakdown of Corrections Officers Who have left Corrections from January to July in both 2022 and 2023		
Reasons	2022	2023
Deceased	3	3
Disciplinary Reasons	2	4
End of Contract	1	0
Resigned	310	201
Resigned from Leave Without Pay	12	12
Retirement	59	35
Medical Retirement	41	13
Total	428	268

Please note that this response may be published on Corrections' website. Typically, responses are published quarterly, or as otherwise determined. Your personal information including name and contact details will be removed for publication.

I trust the information provided is of assistance. I encourage you to raise any concerns about this response with Corrections. Alternatively, you are advised of your right to also raise any concerns with the Office of the Ombudsman. Contact details are: Office of the Ombudsman, PO Box 10152, Wellington 6143.

Ngā mihi



Richard Waggott
Deputy Chief Executive People and Capability