

03 February 2023

C161811



Tēnā koe 

Thank you for your email of 25 November 2022 to the Department of Corrections – Ara Poutama Aotearoa, requesting information about mandatory training for staff. Your request has been considered under the Official Information Act 1982 (OIA).

Corrections employs approximately 10,000 staff across 200 locations including prisons, community corrections sites and corporate offices. Nearly 90% of our staff are employed in frontline roles to help people change their lives for the better and keep the public safe. Corrections remains one of the largest Public Service departments, with our staff making up around 15 percent of the Public Service workforce.

Corrections staff manage around 27,000 individuals in the community and around 8,300 people in prison on any given day. We operate 24 hours a day, seven days a week, managing some of New Zealand's most violent and volatile people in an extremely complex and challenging environment. Over 80% of the prison population have had convictions for violence in their offending histories and more than 90% have had a lifetime diagnosis of a mental health or substance abuse disorder. Additionally, 35% have a gang affiliation which is a known predictor of violence.

You requested:

- 1. What mandatory training courses/programmes have staff (some staff or all) been required to attend in 2022? Please list the name of the course, the purpose, who facilitated it, who was required to attend, and the cost to Department of Corrections in total and per participant.*
- 2. For each training courses/programme please indicate whether or not they were run during normal work hours.*

Corrections staff who work in prisons and Community Corrections are required to complete initial training and refreshers. This training covers, first aid, hostage and suicide training, tactical options (use of force) and medical training. Please see Appendix One for details on this mandatory training.

Additionally, Corrections employs different professionals, such as psychologists, nurses and social workers, whose professions require staff to meet minimum standards set by the relevant registration boards. Corrections assists staff with the costs of maintaining their professional registrations and any professional training they are required to complete. Corrections is unable to extract the specific costs related to assisting staff with their professional registrations from its budgets, therefore this part of your request is refused in accordance with section 18(g) of the OIA, as the information requested is not held by Corrections, and we have no grounds for believing that it is held by another agency or more closely connected with the functions of another agency.

Please note that the Ombudsman has advised that information is not considered to be held by an agency in instances where a request necessitates research or analysis of source data in order to generate fresh information in a form different from that in which the base data is held.

Below is a list of different professions that Corrections employs and their relevant professional registration boards:

- Social Workers Registration Board New Zealand - <https://swrb.govt.nz/about-us/policies/>
- Occupational Therapy Board of New Zealand - <https://otboard.org.nz/document/4786/Supervision-Requirements-for-Occupational-Therapists.pdf>
- New Zealand Psychologists Board – <https://psychologistsboard.org.nz/>
- New Zealand Association of Counsellors - <https://nzac.org.nz/>
- Nursing Council of New Zealand - https://www.nursingcouncil.org.nz/Public/Nursing/Standards_and_guidelines/NCNZ/nursing-section/Standards_and_guidelines_for_nurses.aspx

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

Appendix One – Corrections Mandatory training

Course	Staff completions in 2022	Cost per attendee excl. GST	Total Cost excl. GST	Delivered by
Fire Safety Initial	315 people at both courses	\$175	\$55,125	Life Care Consultants
Fire First Aid Initial		\$195	\$61,425	Life Care Consultants
Fire First Aid Refresher	1,261	\$210	\$264,810	Life Care Consultants
Hostage Suicide Initial (Corrections Officer Development Pathway)	91	-	\$7,317,571	Internal L&D Facilitators
Hostage Suicide Self-Directed	796	-		No facilitation
Hostage Suicide Classroom	122	-		Internal L&D Facilitators
Tactical Options Initial	314	-		Internal Tactical Instructors
Tactical Options Refresher	2,540	-		Internal Tactical Instructors
Ara Tika*	782	-		Internal L&D Facilitators
Corrections Officer Development Pathway (incl. Pou Whirinaki Iho)**	239	-		Internal L&D Facilitators & Tactical Instructors
Pou Hapori Iho (Probation Officers)	140	-		Internal L&D Facilitators
Pou Arahi Iho (Case Managers)	42	-		Internal L&D Facilitators
Programme Facilitators	50	-		Internal L&D Facilitators
Pre-Hospital Emergency Care - Initial	60	\$594		\$35,624
Pre-Hospital Emergency Care - Refresher	81	\$224	\$18,133	St John
Primary Mental Health - Initial	74	\$1,762	\$130,365	Te Pou
Primary Mental Health - Refresher	47	\$809	\$38,034	Te Pou

Notes:

- Total cost for mandated training delivered by external providers excludes associated costs such as travel and accommodation.
- Total cost for internally delivered mandatory training is predominantly delivered at the National Learning Centre (NLC). The total cost provided of \$7.3m includes the training design team costs, the facilitators, and assessors (incl. salaries). However, NLC also supported the facilitation of other non-mandated training and therefore cannot associate the direct cost for the events at a participation level. The costs also include travel and accommodation.
- * Ara Tika is a five-day learning programme that starts new staff on their learning journey in the Department of Corrections. Ara Tika is the first step in the Ara Poutama pathway and is the foundation for preparing our new staff for their roles in the Department.
- ** Corrections Officer Development Pathway is the training programme where new Correction Officers are provided basic training to begin their role. This is an initial 11-week course.