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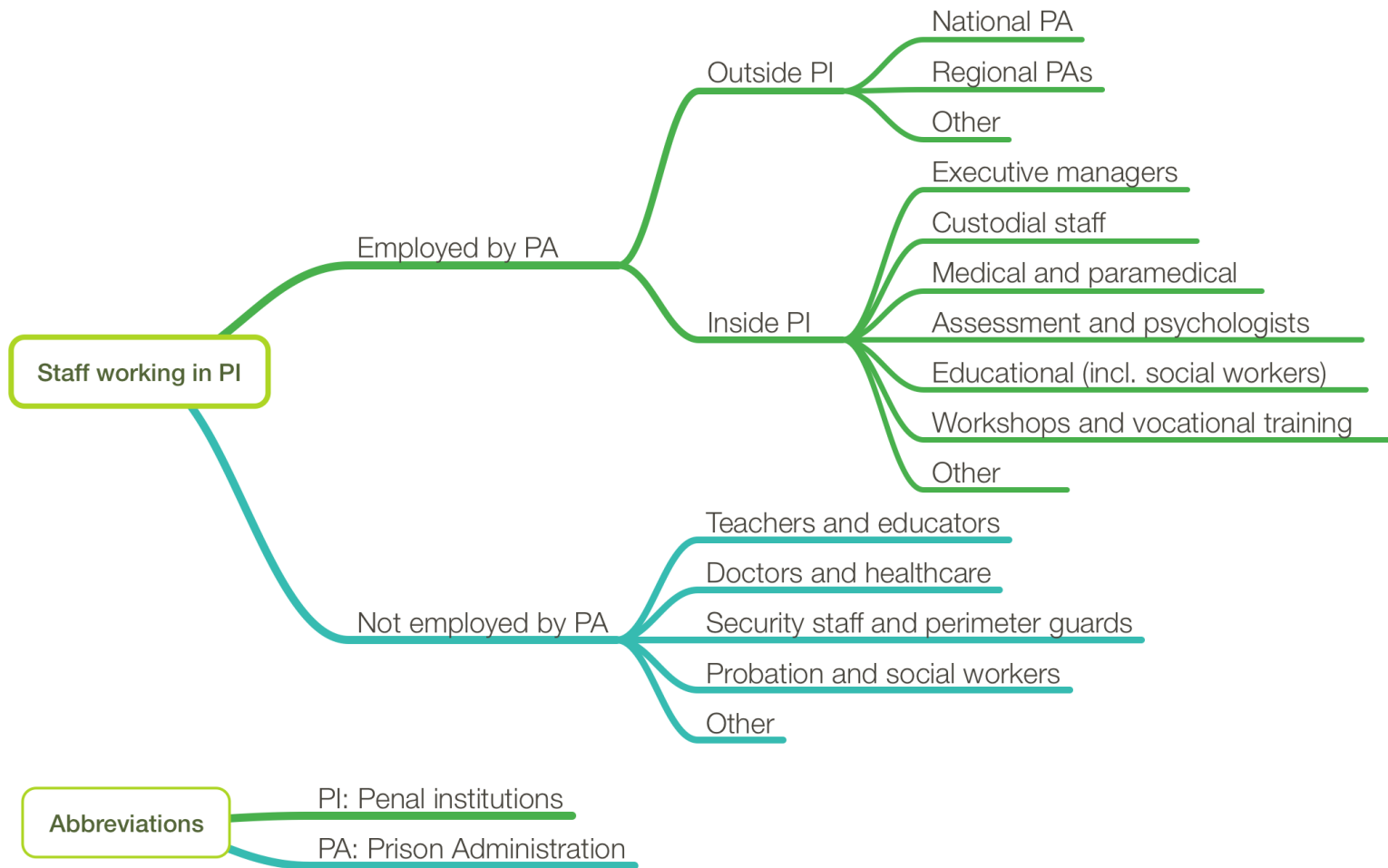
**22nd Council of Europe Conference of Directors of Prison and Probation Services
Lillestrøm, Norway, 21 June 2017**

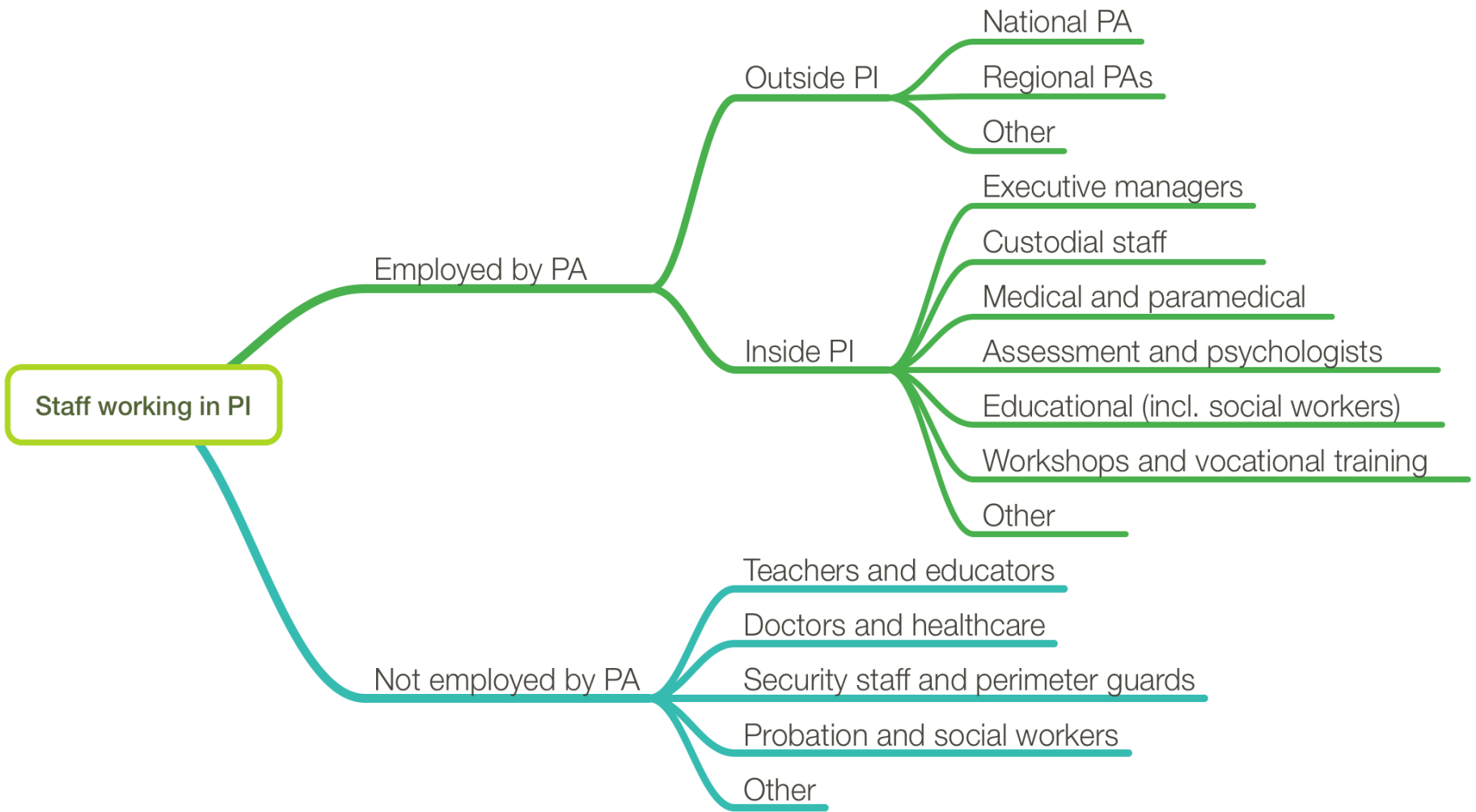
Prison Staff in Europe according to the Council of Europe Annual Penal Statistics (SPACE)

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2015 SPACE Questionnaire

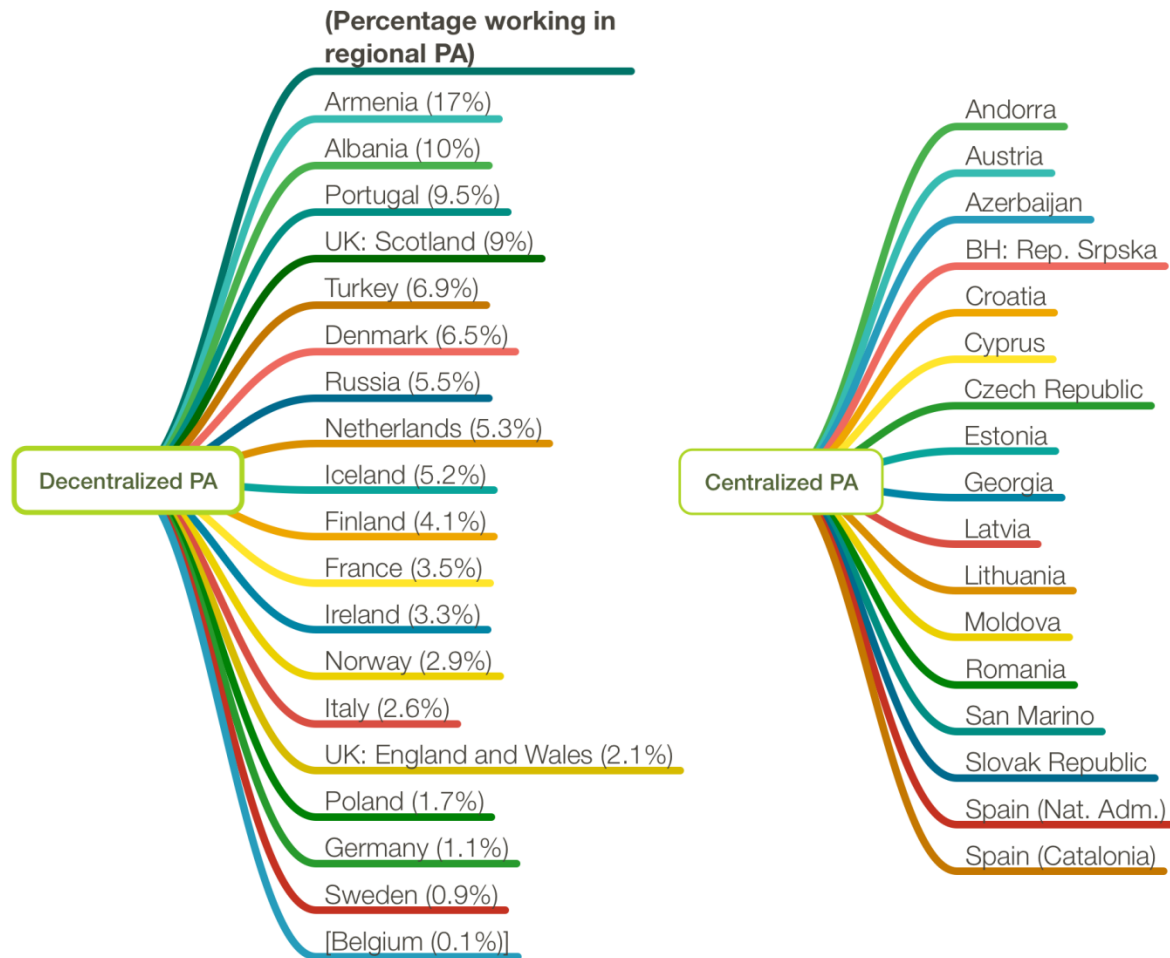




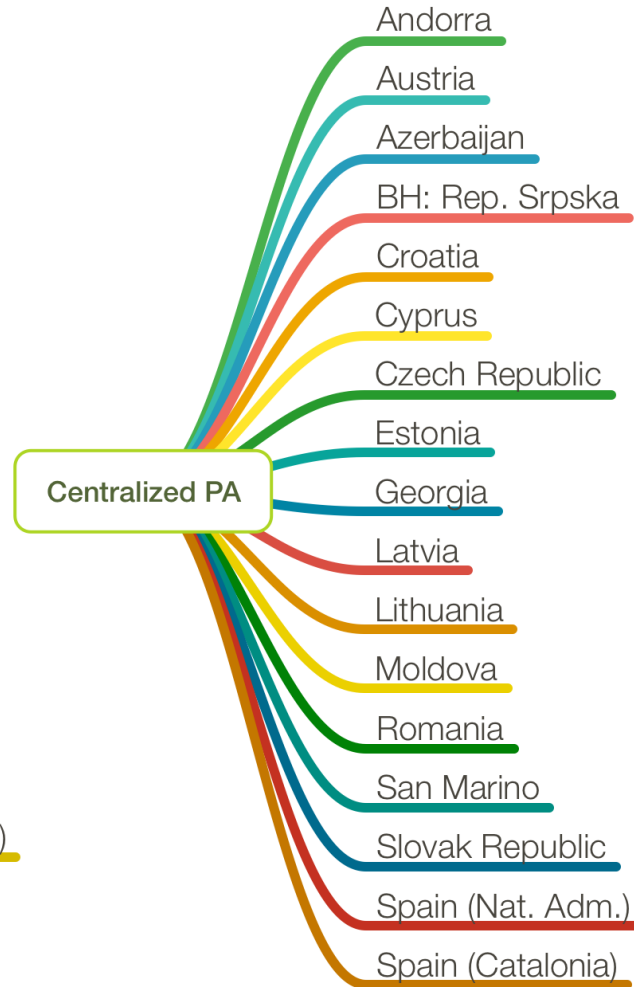
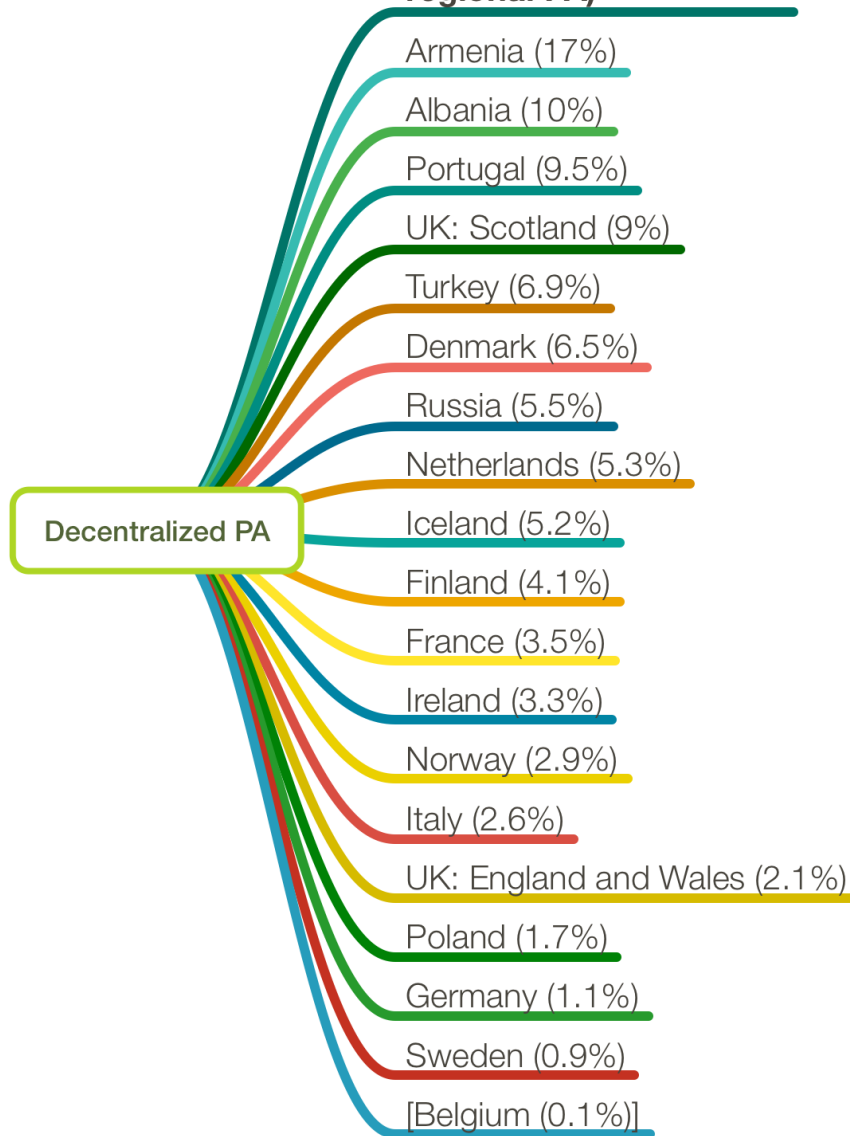
Abbreviations

- PI: Penal institutions
- PA: Prison Administration

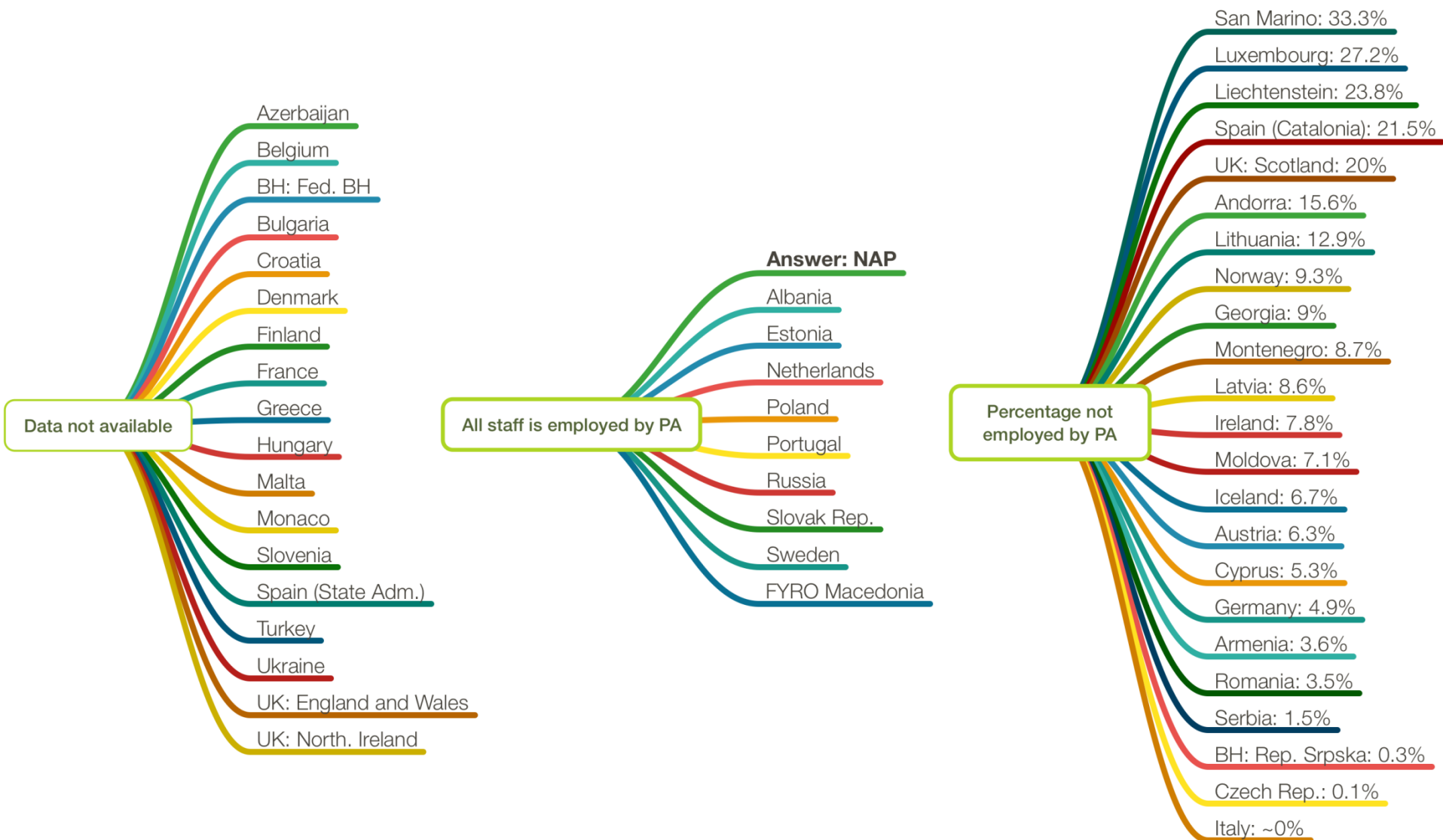
Staff working outside prisons: « Decentralized vs Centralized » Prison Administrations



(Percentage working in regional PA)



Percentage of all staff not employed by the Prison Administration



Data not available

- Azerbaijan
- Belgium
- BH: Fed. BH
- Bulgaria
- Croatia
- Denmark
- Finland
- France
- Greece
- Hungary
- Malta
- Monaco
- Slovenia
- Spain (State Adm.)
- Turkey
- Ukraine
- UK: England and Wales
- UK: North. Ireland

All staff is employed by PA

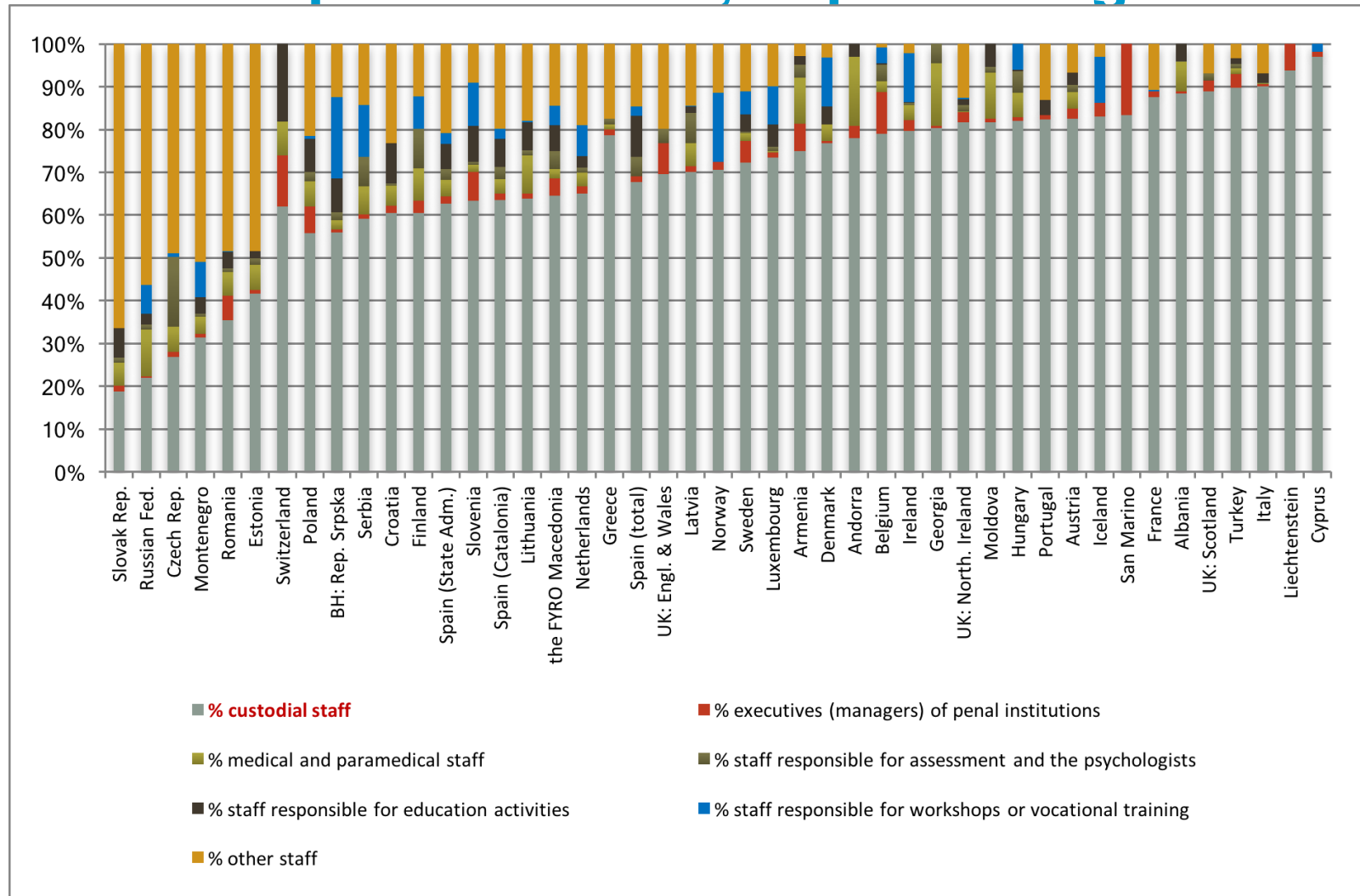
Answer: NAP

- Albania
- Estonia
- Netherlands
- Poland
- Portugal
- Russia
- Slovak Rep.
- Sweden
- FYRO Macedonia

Percentage not employed by PA

- San Marino: 33.3%
- Luxembourg: 27.2%
- Liechtenstein: 23.8%
- Spain (Catalonia): 21.5%
- UK: Scotland: 20%
- Andorra: 15.6%
- Lithuania: 12.9%
- Norway: 9.3%
- Georgia: 9%
- Montenegro: 8.7%
- Latvia: 8.6%
- Ireland: 7.8%
- Moldova: 7.1%
- Iceland: 6.7%
- Austria: 6.3%
- Cyprus: 5.3%
- Germany: 4.9%
- Armenia: 3.6%
- Romania: 3.5%
- Serbia: 1.5%
- BH: Rep. Srpska: 0.3%
- Czech Rep.: 0.1%
- Italy: ~0%

Staff working inside penal institutions on 1 September 2015, in percentages



Notes to Table 15: Staff working inside Penal Institutions on the basis of Full-time equivalents (FTE) on 1st September 2015

Total number of staff	Staff at the national prison administration (Head Office)	Staff in regional prison administration offices	Other staff employed by the prison adm., but who work OUTSIDE penal institutions	Total number of staff working INSIDE penal institutions	<i>Of which:</i>						
					Executives (managers) of penal institutions	Custodial staff	Medical and paramedical staff	Staff responsible for assessment and the psychologists	Staff responsible for education activities (including social workers, teachers / educators, etc.)	Staff responsible for workshops or vocational training	Other staff working INSIDE penal institutions
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)

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ARMENIA

- ✓ Initially the total number of staff was 2 227 because it included the number of executives (managers) of penal institutions (point (F)) (97). The number of executives was then subtracted to avoid double counting.

AZERBAIJAN

- ✓ According to the legislation, data on the penitentiary institution staff are classified as secret information.

CROATIA

- ✓ **Point (F)**: only includes managers and assistant managers, while others heads of departments are presented in other points. There are in total 97 heads of department.
- ✓ **Points (I) and (J)**: Some of the staff responsible for educational activities (point J) is also responsible for the assessment (point I) and some of them are also psychologists. Therefore, the categories were merged, which is why data is with a different color background.

CYPRUS

- ✓ All figures concern only the Prison institution without police stations.

CZECH REPUBLIC

- ✓ **Point (A)**: The total number of staff *includes* 25 female uniformed staff on maternity leave and 17 staff members on long-term sickness leave. Total number of staff does not include 98 members of uniformed staff as reserve (not permanently at work), 98 civilians on maternity/family leaves, and 7 other staff members not permanently at work for different reasons.
- ✓ **Point (D)** : Prison Service Academy, judicial guards at courts, escort staff members, support staff
- ✓ **Points (I) and (J)**: The same people are responsible for education and assessment. This category of staff includes teachers, educators, therapists, psychologists, social workers.
- ✓ **Point (L)**: Heads of departments in prisons, shift commanders, security officers at gates/perimeter etc., drivers, prevention and complaint officers, chaplains and K9 unit members.

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FINLAND

- ✓ The figures are the FTE equivalents calculated for the staff employed by the Criminal Sanctions Agency in 2015.
- ✓ **Point (D)**: Includes Training Institute for Prison and Probation Services and Enforcement Unit.
- ✓ **Points (I) and (J)**: The same people are responsible for education and assessment.

GEORGIA

- ✓ **Point (J)**: Includes data about staff employed by the Ministry of education and science or by the contracted organisations. Therefore, the data isn't available.

GREECE

Warning: The data validation procedure could not be achieved. For this reason the non-validated figures are presented between square brackets [].

ITALY

- ✓ **Point (A)**: 37 969 employees are members of the Corps of Penitentiary Police.
- ✓ **Point (B)**: 953 employees are members of the Corps of Penitentiary Police.
- ✓ **Point (C)**: 717 employees are members of the Corps of Penitentiary Police.
- ✓ **Point (D)**: 980 employees are members of the Corps of Penitentiary Police.
- ✓ **Point (E)**: 35 319 employees are members of the Corps of Penitentiary Police.
- ✓ **Point (H)**: Figures includes nurses employed in Sicily, where the healthcare staff did not shift under the competence of the Ministry of Health yet (in terms of Decree of the President of the Council of Ministers of 1st April 2008).

LITHUANIA

- ✓ Figures are on 1st July 2015, instead of 1st September 2015.

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NORWAY

- ✓ **Point (C):** National document base, handlers drug dogs and transport service.
- ✓ **Points (H), (I) and (J):** Not employed by the penal institutions.
- ✓ **Point (L):** Administrative staff.

POLAND

Data refers to 30th September 2015 instead of 1st September 2015

PORTUGAL

Data are the FTE equivalents calculated for the staff employed by the Penitentiary Administration on 31st December 2015.

- ✓ **Point (A):** Total number of staff includes personnel assigned to the Prison Administration as well as those working in the Probation and Insertion Service (see notes to Table 5 of SPACE II 2015).
- ✓ **Point (F):** Only includes head directors of penal institutions.
- ✓ **Point (G):** Includes 165 probation staff (that also included in point (B)).
- ✓ **Points (H) and (I):** Medical and paramedical staff, and staff responsible for assessment and psychologists are not employed by the penal administration. They are employed by private institutions, with which the penal administration have contracts.



SPAIN (TOTAL)

Errata to previous SPACE I reports: Spain does not have regional prison administrations, although due to a misunderstanding, staff working in prison offices was mistakenly included under point (C).

UK: ENGLAND & WALES

Data refers to 30th September 2015 instead of 1st September 2015.

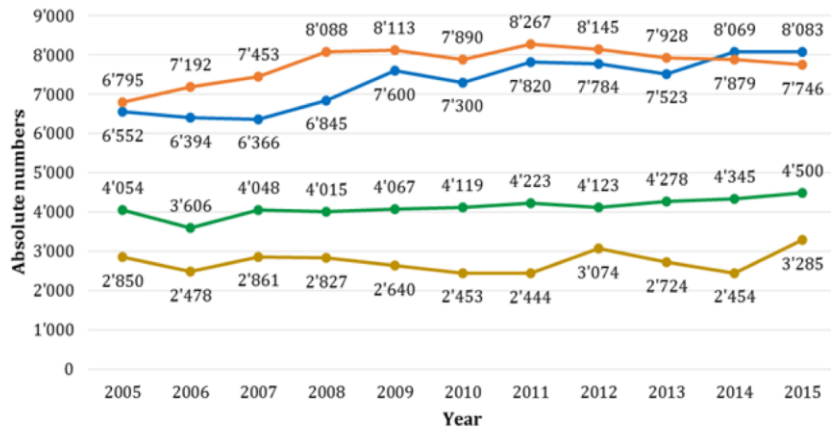
- ✓ All data is available at <https://www.gov.uk/government/statistics/national-offender-management-service-workforce-statistics-march-2016>.
- ✓ **Point (A):** Sum of NOMS HQ, Area Services, Prison Service Establishment and National Probation Service staff.
- ✓ **Point (B):** NOMS Head Quarter staff.
- ✓ **Point (C):** Area Services staff.
- ✓ **Point (D):** National Probation Service staff.
- ✓ **Point (E):** Prison Service Establishment staff.
- ✓ **Point (F):** Sum of Bands 9-11 / Senior Managers, Bands 6-8 / Managers and Band 5 / Custodial Managers.
- ✓ **Point (G):** Sum of Band 4 / Supervising Officer, Band 3-4 / Prison Officer (incl specialists) and Band 2 / Operational Support.
- ✓ **Point (H):** Sum of Healthcare staff - Nursing Grades and Healthcare – and other healthcare.
- ✓ **Point (I):** Psychology staff.

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Trends 2005-2015

Scotland (Design capacity)

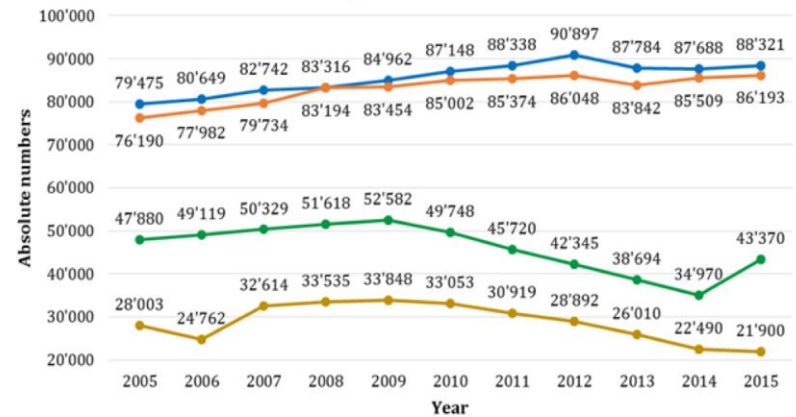
Fig. 4: Total capacity of penal institutions and number of prisoners



—●— Number of places in penal institutions —●— Number of prisoners
—●— Number of staff (FTE) —●— Of which: number of custodial staff

England and Wales (Operational capacity)

Fig. 4: Total capacity of penal institutions and number of prisoners



—●— Number of places in penal institutions —●— Number of prisoners
—●— Number of staff (FTE) —●— Of which: number of custodial staff

Thank you for your attention

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