



JERSEY PRISON SERVICE ASSOCIATION

H.M. Prison La Moye, La Rue Baal,
St. Brelade, Jersey, JE3 8HQ

25th September 2019

Dear Senator Moore

The Jersey Prison Service Association (JPSA) would like to raise some concerns with you, that we feel may diminish our ability to protect the public and reduce reoffending. As a member of the One Gov review panel, Government Plan review panel, and as the previous Minister for Home Affairs, we know that you have a great understanding of the work that the States of Jersey Prison Service (SoJPS) undertake and an interest in our ability to continue to deliver an excellent service.

Between 2009 and 2019 the SoJPS budget has remained at £10.5m, which is as a result of the Prison Services and JPSAs approach and engagement to identify efficiencies to modernise our service and structure. We were previously praised by the employer as one of only a few Government Departments that achieved our efficiency targets year on year. Efficiencies have included; review of pay spine and banding system, review of the OSG role and modernising shift patterns.

In 2017 following a visit from Her Majesty's Chief Inspector of Prisons (HMCIP) we received what the Chief Inspector described as “a good report on a good prison”. La Moye received the highest level of assessment in both areas of “respect” and “safety.”

As part of the Justice and Home Affairs (JHA) efficiency programme, the Governor has been asked to find further savings, and has managed to find approximately £400,000 of efficiencies, which we believe will, although demanding, be manageable and therefore as a Union we have supported these savings. We are however aware that Ernst and Young will now be coming into the prison to conduct a further review, and with the proposed £100m savings that the Government of Jersey has to make, it is clear to us that their mandate will be to find further savings.

We have major concerns that this review is being completed by individuals that do not fully understand the work completed within the SoJPS and the complexities of the environment. We also have concerns that any further savings, either in terms of restructuring or not replacing colleagues that leave the service, will have major consequences for the SoJPS and our ability to keep people in a safe and secure environment, rehabilitate prisoners and reduce reoffending.

As you are aware, a significant amount of work has gone into developing the Conditional Early Release scheme and there are now proposals to introduce post-custodial supervision for the last third of an offender's sentence. To continue this excellent work and reduce reoffending we need to ensure we have the appropriate resources. Rehabilitating prisoners will not only reduce reoffending, which is the ultimate efficiency, but will mean that there are less victims of crime and offenders have a chance to lead a law-abiding and useful life after release.

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We also have concerns regarding the job evaluation methods that are being used due to Haye and Agenda for Change being selected. These have been highlighted as not fit for purpose regarding uniformed services.

The Prison Service is facing uncertainty and you only need to look at the problems being experienced in the UK service, which is mainly down to a lack of financial investment from the Government in the pursuit of austerity, to see what could happen in Jersey should it follow the same path. Issues in the UK include overcrowding, retention of staff, increase in trafficking and use of illicit substances, reduction of levels of staff supervision, private prisons being returned to Government control, increase in violent offences against prisoners and staff, increase in number of serious acts of self-harm / suicide and closure of programs such as through care which is essential to reduce the risk of reoffending, meeting the needs of individuals and improving their success at reintegration.

There is a staff wellbeing drive currently being undertaken, with a focus on mental health, however at the moment this just feels like lip service rather than any real intention to support staff. It particularly feels like the SoJPS are an easy target and almost as if we are being punished for meeting modernisation targets in the past and finding efficiencies now.

We are unaware of the savings that other JHA departments, or other Government of Jersey departments have made, however we do not believe that it compares to the efficiencies our service has experienced over the past ten years.

We would like the command and control style of management to cease and for the Governor to be allowed to work collaboratively with other JHA and Government of Jersey departments, as he has proven that he can create efficiencies, whilst delivering an excellent service and focusing on continuous improvement.

We would also ask that any review of the SoJPS is done with the above in mind and takes into consideration the obvious impact on service delivery should further efficiencies be imposed upon us.

We have also raised our concerns with the States Employment Board and Minister for Justice and Home Affairs.

Kind regards,

The JPSA Committee

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