

40853 Support own and staff wellbeing and standards of performance in a prison environment

Kaupae Level	4
Whiwhinga Credit	15
Whāinga Purpose	<p>This skill standard is for Corrections Officers (COs), existing Senior Corrections Officers (SCOs) or staff who are actively working towards SCO, such as Acting SCO (A/SCOs).</p> <p>People credited with this skill standard will be able to, in relation to a prison environment, determine own and staff well-being requirements, demonstrate professional, ethical, and legal standards of performance, and support staff and personal development.</p> <p>This skill standard aligns with the New Zealand Certificate in Prisoner Management (Level 4) [Ref: 2659].</p>

Hua o te ako me Paearu aromatawai | Learning outcomes and assessment criteria

Hua o te ako Learning outcomes	Paearu aromatawai Assessment criteria
1. Determine own and staff wellbeing requirements in a prison environment.	a. Describe the potential impacts of the prison environment on own and staff wellbeing.
	b. Describe how own wellbeing and behaviour impacts others.
	c. Promote staff wellbeing, including the availability of internal and external support.
2. Demonstrate professional, ethical, and legal standards of performance in a prison environment.	a. Model professional, ethical, and legal standards of performance to staff.
	b. Identify staff deviations from professional, ethical, and legal standards of performance, and describe follow-up actions.
3. Support staff development in a prison environment.	a. Provide staff on-job training and support to develop core skills for their role.
	b. Provide feedback to staff on professional practice.
	c. Provide guidance for staff progression and attainment of qualifications.

Hua o te ako Learning outcomes	Paearu aromatawai Assessment criteria
4. Support personal development in a prison environment.	a. Explain the importance of staff being up to date with training.
	b. Identify professional development opportunities for self and staff.

Pārongo aromatawai me te taumata paearu | Assessment information and grade criteria

Assessment Specifications:

Evidence provided for assessment against this skill standard must:

- be gathered in a prison environment.
- be gathered in accordance with organisational policies and procedures.
- be gathered within the boundaries of the Corrections Officer or Senior Corrections Officer role.

Definitions:

- *A prison environment* refers to a setting that replicates the conditions, structure, and dynamics of a correctional facility. This includes actual prisons, and any time prisoners are managed outside of the confines of a prison.
- *Development* may include but is not limited to core training and refresher training.
- *Organisational policies and procedures* refer to the formal policies and procedures for a specific prison site and its activities, and which are consistent with its lead organisation.
- *Potential impacts on wellbeing* may include but are not limited to environment, tasks associated with role, and wellbeing of self and others impacting each other.

Ngā momo whiwhinga | Grades available

Achieved.

Ihirangi waitohu | Indicative content

- Potential impacts on own and staff wellbeing.
- Potential impacts of own wellbeing and behaviour of others.
- Promotion of wellbeing and welfare including internal and external support networks.
- Leadership level conflict management.
- Professional, ethical, and legal standards of practice as a role model and how to respond to staff deviations of them.
- Identification and management of practice.
- Staff development and providing support to address the gaps.
- Self-development.
- Balancing staff workloads.
- Giving and receiving feedback.

Rauemi | Resources

Legislation relevant to this skill standard includes but is not limited to:

- Department of Corrections. (n.d.). *Policy and legislation*. New Zealand Department of Corrections. Available at https://www.corrections.govt.nz/resources/policy_and_legislation.
- Department of Corrections. (n.d.). *Prison Operations Manual*. New Zealand Department of Corrections. Available at https://www.corrections.govt.nz/resources/policy_and_legislation/Prison-Operations-Manual.
- New Zealand Legislation. (2004). *Corrections Act 2004* (No. 50). New Zealand Government. Available at <https://www.legislation.govt.nz/act/public/2004/0050/latest/DLM294849.html>.
- New Zealand Legislation. (2005). *Corrections (Rehabilitation of Offenders) Regulations 2005* (SR 2005/53). New Zealand Government. Available at <https://www.legislation.govt.nz/regulation/public/2005/0053/latest/DLM315417.html>.
- New Zealand Legislation. (2015). *Health and Safety at Work Act 2015* (No. 70). New Zealand Government. Available at <https://www.legislation.govt.nz/act/public/2015/0070/latest/DLM5976660.html>.
- Young, A. (n.d.). *Prison policy, prison regime, and prisoners' rights in New Zealand*. Human Rights Commission. Available at https://hrc-nz-resources.s3.ap-southeast-2.amazonaws.com/files/6414/2550/8365/Young_year_-_Prison_policy_prison_regime_and_prisoners_rights_in_NZ.pdf.

And any subsequent amendments or replacements

Pārongo Whakaū Kounga | Quality assurance information

Ngā rōpū whakatau-paerewa Standard Setting Body	Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council
Whakaritenga Rārangi Paetae Aromatawai DASS classification	Law and Security > Offender Management > Prison Safety and Security
Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te Whakaōritenga CMR	0024

Hātepe Process	Putanga Version	Rā whakaputa Review Date	Rā whakamutunga mō te aromatawai Last date for assessment
Rēhitatanga Registration	1	30 October 2025	N/A
Kōrero whakakapinga Replacement information	N/A		
Rā arotake Planned review date	31 December 2030		

Please contact Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council at qualifications@toitutewaiora.nz to suggest changes to the content of this skill standard.