

40854 Carry out negotiations in a prison environment

Kaupae Level	4
Whiwhinga Credit	10
Whāinga Purpose	<p>This skill standard is for people working in a prison environment.</p> <p>People credited with this skill standard will be able to, in the context of a prison environment, prepare for negotiation for a given scenario, carry out negotiation for a given scenario, participate in a negotiation team for a given scenario, and maintain own wellbeing and perform post negotiation processes and procedures.</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. Prepare for negotiation for a given scenario in a prison environment.	a. Obtain and verify information to inform negotiation parameters for a given scenario.
	b. Identify strategies and methodologies and develop an appropriate plan for the negotiation scenario.
	c. Undertake preparation tasks for the negotiation.
2. Carry out negotiation for a given scenario in a prison environment.	a. Communicate clearly and accurately using active listening skills with the perpetrator involved in the scenario.
	b. Apply strategies and methodologies during negotiation and communicate plans to the perpetrator.
	c. Use information to update negotiation strategies with team/s involved in the incident in accordance with the scenario requirements.
	d. Manage perpetrator demands and deadlines in accordance with negotiation strategies
	e. Identify and communicate any potential risks with team/s involved in the incident in accordance with scenario requirements and maintain communication throughout the negotiation.

Hua o te ako Learning outcomes	Paearu aromatawai Assessment criteria
3. Participate in a negotiation team for a given scenario in a prison environment.	a. Collaborate within a team to develop negotiation strategies.
	b. Prioritise, review, and carry out tasks during the negotiation.
	c. Provide support to the negotiation team as required.
	d. Maintain records throughout the negotiation.
4. Maintain own wellbeing and perform post negotiation processes and procedures.	a. Secure any relevant exhibits post negotiation.
	b. Participate in post negotiation debriefings.
	c. Complete post negotiation documentation.
	d. Identify strategies for maintaining own wellbeing post negotiation.

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

Assessment specifications:

- *Persons involved in the scenario* may include but are not limited to subject, incident team, emergency services as required.
- *Given scenario* must be fit-for-purpose to meet organisational requirements.
- *Scenario* may include but is not limited to riot, hostage, barricade, crisis intervention.
- Assessment against this skill standard requires team participation to carry out prison negotiation. This can include individual contributions to the team outcome.

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 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.
- *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.

Ngā momo whiwhinga | Grades available

Achieved.

Ihirangi waitohu | Indicative content

- Strategies and methodologies for establishing and building rapport and trust, gathering information, tactical empathy, influencing and persuasion.
- Preparation tasks including opening statement, gathering resources, and familiarising self with known information.
- Tasks, including setting up and maintaining negotiation cell, ensuring own and team safety, gathering intelligence, and maintaining communication.
- Strategies for maintaining own wellbeing including attending debrief by psychologist, Post Incident Report Team, Employee Assistance Programme, family/friends, other support.

Rauemi | Resources

Legislation relevant to this skill standard may include 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>.
- New Zealand Legislation. (1989). *Human Rights Act 1993*. Available at <https://www.legislation.govt.nz/act/public/1989/0044/latest/DLM160809.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 other 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 > Prisoner Management
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	This skill standard replaced unit standard 32250.		
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.