

<b>Title</b>	<b>Develop and support staff to meet operational and prisoner rehabilitation needs in a prison environment</b>		
<b>Level</b>	<b>4</b>	<b>Credits</b>	<b>20</b>

<b>Purpose</b>	<p>This unit standard is intended for people working in people management roles within a prison environment and covers the development of staff operate effectively to manage prison safety and security.</p> <p>People credited with this unit standard are able to:</p> <ul style="list-style-type: none"> <li>– develop staff knowledge, skills, and capability to help meet operational and prisoner rehabilitation needs in a prison environment;</li> <li>– promote and develop active engagement skills with staff to support rehabilitative interactions and activities with prisoners; and</li> <li>– develop and maintain a positive team culture in a prison environment.</li> </ul>
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<b>Classification</b>	Offender Management > Prisoner Management
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<b>Available grade</b>	Achieved
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### Guidance Information

- 1 Legislation and standards relevant to this unit standard include but are not limited to:
  - Corrections Act 2004;
  - Corrections Regulations 2005;
  - Health and Safety at Work Act 2015;
  - Operational manual and code of conduct relating to the prison;
  - and any subsequent amendments or replacements.
- 2 All performance criteria must be in accordance with organisational policies and procedures.
- 3 Definitions
 

*Active engagement* refers to staff acting as change agents and using positive interaction and communication to motivate offenders to change, and includes motivational enhancement, pro-social modelling, problem solving, and exerting positive influence.

*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.

*Prisoner care* includes care for behaviour and monitoring of activities and referrals.

- 4 All evidence provided must be in accordance and comply with organisational policies and procedures.
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## Outcomes and performance criteria

### Outcome 1

Develop staff knowledge, skills, and capability to help meet operational and prisoner rehabilitation needs in a prison environment.

#### Performance criteria

- 1.1 Provide on-job training and support to staff to develop core skills for their role.
- 1.2 Provide feedback to directly reporting staff on job performance.
- 1.3 Encourage staff progression and attainment of qualifications supportive of meeting operational and prisoner rehabilitation needs.

Range may include but is not limited to – professional development, training needs and goals, key performance indicators.

### Outcome 2

Promote and develop active engagement skills with staff to support rehabilitative interactions and activities with prisoners.

#### Performance criteria

- 2.1 Promote and develop active engagement skills with individual staff and within teams.

Range may include but is not limited to – motivational enhancement, pro-social modelling, problem solving, exerting positive influence.

### Outcome 3

Develop and maintain a positive team culture in a prison environment.

#### Performance criteria

- 3.1 Build and support collaborative relationships within a team context.

Range may include but is not limited to – open communication, support, feedback, teamwork, debriefing.

3.2 Monitor and develop team effectiveness and encourage reflective practice on performance.

Range objectives may include but are not limited to – prison security, safety, active engagement, daily prisoner care, staff professional development objectives.

<b>Planned review date</b>	31 December 2026
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#### Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	15 September 2016	31 December 2024
Revision	2	25 July 2019	31 December 2024
Review	3	24 June 2021	N/A
Rollover	4	28 April 2022	N/A

<b>Consent and Moderation Requirements (CMR) reference</b>	0121
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

#### Comments on this unit standard

Please contact Toitu te Waiora Community, Health, Education and Social Services Workforce Development Council [qualifications@toitutewaioara.nz](mailto:qualifications@toitutewaioara.nz) if you wish to suggest changes to the content of this unit standard.