**Estimation of the unit cost of a Prison Officer**

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| **Cost and unit estimation** | **2017/18 value** | **Notes** |
| Wages/salary | £22,692.00 per year | Based on Prison Service Pay Review Body, national fair and sustainable ranges band 3 midpoint. 37 hours including 17% unsociable hours. Reference [1] below |
| Oncosts | £3,131.50 per year | National insurance, employer contribution of 13.8% |
|  | £4,538.40 per year | Pension. Employer contribution 20% (civil service Accruing Superannuation Liability Charges (ASLC) rate for 2017/18 |
| Working time | 1864.06 hours per year | 261 working days in 2018 minus 9.1 days sickness absence (average sick days across public sector prisons) Reference [2] below. |
| **Unit cost per hour** | **£16.29** |   |

References

[1] Prison Service Pay Review Body (2018) Seventeenth Report on England and Wales 2018. <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/728364/CCS207_CCS0618944474->

[2] HMPPS (2018) Annual report and accounts 2017-18. <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/720863/HMPPS_ARA_2017-18__web_.pdf>