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To J. Gilmore
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RECRUITMENT IN THE NI PRISON SERVICE DURING THE EARLY 1970's - NOTE
FOR HM CHIEF INSPECTOR

1. When the current outbreak of unrest and widespread civil disorder began in Northern Ireland in 1969, the NI Prison Service operated three institutions, these were:-

- (a) HM Prison, Armagh, for untried and convicted adult female inmates, and
- (b) HM Prison, Belfast, for untried and convicted adult male inmates;
- (c) HM Borstal, Millisle, for young males sentenced to a period of Borstal training.

At this time staff numbers were under 300 and the daily average for the inmate population was around 600.

2. During the early 1970's the numbers of convicted, untried and detained inmates rose dramatically and additional prison accommodation and staff had to be provided very quickly. (Annex 1)

3. During this period the internment camps at Long Kesh and Magilligan were opened. The Department launched an intensive recruitment campaign including advertising in newspapers, magazines and on television. Copies of typical printed advertisements of 1973 and 1976 together with the text of a television ad are attached (Annex II) and the results of the recruitment drive are illustrated in the table at Annex III.

4. Obviously there was a shortage of experienced staff and following negotiations with the Home Office and Scottish Home and Health Department in 1972 the Department arranged for the seconding (initially for 3 month tours) of experienced English and Scottish Officers to the Northern Ireland Prison Service.

5. This arrangement lasted from 1972 to 1979. In each of the first 4 years an average of 250 officers from Great Britain were serving in Northern Ireland penal establishments. By 1977, however, the need for

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such a large number of seconded officers had lessened and in that year only about 100 were in post. In 1979 this has reduced to 40 and by 1980 none remained. A small number of GB staff elected to transfer permanently to the NI Prison Service.

6. Because of full employment and the general security situation during that time and the continuing high demand for staff officers may have been recruited who would not be recruited today when we can require very high standards. However staff recruited at that time who have been shown to be unsuitable have been dismissed.

7. This note is intended only as a brief outline of the recruitment of prison staff over the 1970's and we will be glad to supply further information either orally or in additional papers.

ANNEX I

Fig from Regimes

INMATE POPULATION - NORTHERN IRELAND PRISONS

RECOMMENDATIONS IN THE NI PRISON REPORT DURING THE EARLY 1970'S - NOTE FOR THE CHIEF INSPECTOR

<u>YEAR</u>	<u>AVERAGE DAILY TOTAL</u>
1970	816
1971	1,001
1972	1,498
1973	1,980
1974	2,517
1975	2,687
1976	2,530
1977	2,566
1978	2,813
1979	2,691
1980	2,489

1. During the period 1970-1971 the average daily total was 816. This was a result of a combination of factors, including a reduction in the number of prisoners held in the early 1970's.

2. During this period the Department was concerned with the need to improve the conditions of the prisons. This was done by the introduction of various measures, including the provision of television sets in the prisons.

3. It is noted that the average daily total increased significantly from 1972 onwards. This was due to a number of factors, including the increase in the number of prisoners held in the prisons.

4. It is also noted that the average daily total peaked in 1978 at 2,813. This was a result of a combination of factors, including the increase in the number of prisoners held in the prisons.

5. This arrangement lasted until 1974, when each of the first 4 years an average of 110 prisoners were being held in Northern Ireland Penal establishments. In 1975, the need for