

**The Work of Correctional Officers in British Columbia, 2002:
Problems and Prospects**

**Neil Boyd, Professor, School of Criminology,
Simon Fraser University
Aili Malm (PhD Candidate), School of Criminology,
Simon Fraser University**

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Executive Summary

This report summarizes the results of an investigation into the work of correctional officers in the province of British Columbia. Through consideration of Workers' Compensation Board claims for "acts of force or violence", a survey of 186 correctional officers working in six provincial facilities, face to face and telephone interviews with about 40 officers, and a review of relevant criminological literature, we canvassed the problems and prospects for employee safety. We found that correctional officers in British Columbia are at higher risk of on-the-job criminal violence than any other employees in the province. Further, the changes to inmate-staff ratios and the double-bunking of inmates, undertaken by the government for the purpose of cost reduction, are almost universally perceived as endangering public safety, for both inmates and officers. Job morale, job stress and job satisfaction have been significantly undermined by these changes, to the point where approximately 75 per cent of correctional officers do not feel safe while they are at work, and do not perceive that they have adequate training for responding to violent incidents within the prison. Incidents appear to be under-reported and are a real possibility on any given shift. It is imperative that the Ministry of Public Safety and the Solicitor General respond to these perceptions, and to the unfortunate reality of an extraordinarily high incidence of on-the-job criminal violence. It seems clear that front line staff -- those who we trust with our collective protection -- do not believe that the Ministry's stated goal of maintaining inmate and staff safety is being implemented within our province's correctional facilities.

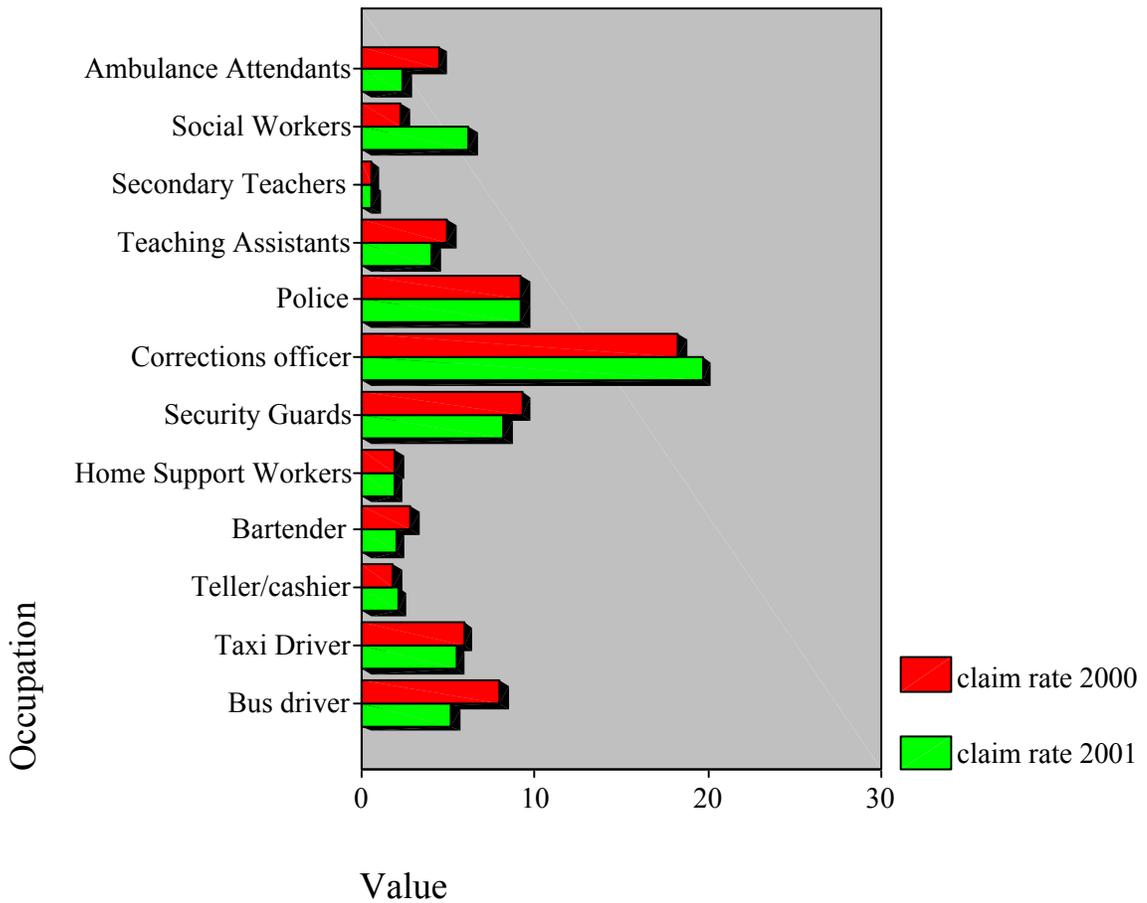
The Work of Correctional Officers in British Columbia, 2002: Problems and Prospects

- The officer was attacked by an inmate and sustained a 2 inch laceration of the forehead.
- The officer was restraining a resistive inmate when the inmate bit the officer's finger. The officer was given an HIV preventive cocktail and he developed liver failure.
- The officer was held at gunpoint during an escape attempt -- required time off for post-traumatic stress.
- The officer received a laceration to his head from a prisoner's teeth. He was tested for hepatitis C and HIV and given the preventive AIDS cocktail and a tetanus shot.
- The officer was taken hostage by inmates. He sustained an abrasion and was treated for psychological trauma.
- Inmate came up behind the officer and hit him in the eye.
- Prisoner attacked the officer with a syringe.
- The officer was hit in the face by an inmate and exposed to the inmate's blood.
- The officer was assisting with the restraint of a mentally disordered offender; the offender punched him, cracking his rib.

This is just a sample of the violence that correctional officers in British Columbia have been exposed to during the past two years, compiled from accepted claims, recorded by the Workers' Compensation Board of B.C. In both 2000 and 2001, British Columbia's correctional officers were exposed to higher rates of on-the-job criminal violence than any other workers in the province (see Figure A: Rates of Exposure to Criminal Violence in British Columbia, WCB Disability Claims 2000 and 2001). Even our province's police officers, who respond to criminal activity on a daily basis, have just half the rate of these kinds of claims as do correctional officers.¹

¹ The Workers Compensation Board of British Columbia has a specific classification for claims that arise as a consequence of "acts of force or violence". Although nurses' aides have a slightly higher rate of claims in this category than do correctional officers, their injuries are not due to criminal violence, but to an aggression that flows from the behaviours of elderly residents in long term care facilities. Additionally, this aggression, while it can occasionally result in serious injury, is typically motivated by dementia and other disabilities, and does not carry the potentially lethal risks of violence carried out by inmates within correctional facilities. Finally, it should be noted that the rates for Table A are calculated from 1996 census figures, and may change slightly, though probably not significantly, with the release of our 2001 census data.

Figure A: Rates of Exposure to Criminal Violence in British Columbia per 1000 Workers, WCB Disability Claims 2000 and 2001



Why are British Columbia's correctional officers exposed to these threats of on-the-job violence? Those correctional officers who work in Canada's federal prisons typically do not have these kinds of risks. In order to understand why our provincial correctional officers are exposed to these risks, we need to consider the nature of their work. These men and women work in pre-trial jails and holding centres and in post-sentence facilities for men and women usually serving relatively short sentences of imprisonment.

When a person accused of a criminal offence is taken to a jail or a pre-trial holding facility, there is a constellation of factors, some or all of which may be present: he has often just committed a violent offence, he may be under the influence of drugs or experiencing difficulties related to withdrawal, and he may be very angry about his arrest, an event that is more than occasionally preceded by the incriminating statement of a former friend or business associate. In these circumstances he may feel that he has little to lose, unlike the federally sentenced inmate who knows how much time he must spend in jail and wants to avoid jeopardizing his opportunity for early release.

In large measure, then, it is the nature of the task that makes our provincial correctional officers especially vulnerable to inmate violence. The population in pre-trial is also transient, and the population sentenced has relatively little time to serve, in contrast to federally sentenced prisoners who are given no less than two years' imprisonment at the point of sentence.

The purpose of this report is to examine the problems encountered by British Columbia's correctional officers, especially in light of operational changes and employment cutbacks implemented by the provincial government during 2001.

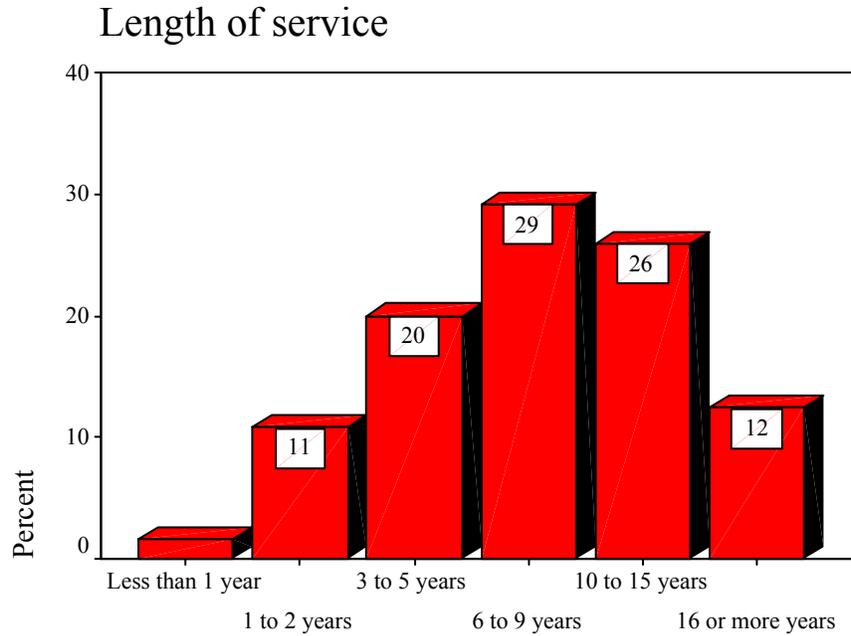
A Survey of Correctional Officers: September, 2002

In September of 2002, we constructed a survey, in consultation with the correctional component of the British Columbia Government Employees Union (BCGEU). This survey was given to 186 correctional officers working in six provincial facilities: North Fraser Pre-Trial Centre, Fraser Regional Correctional Centre, Prince George Regional Correctional Centre, Surrey Pre-Trial Services Centre, Victoria, and the Vancouver Jail (see Appendix A: Survey)². About 75 per cent of those responding to our survey are officers currently working in one of three facilities: Surrey Pre-Trial, North Fraser Pre-Trial and Fraser Regional. We cannot conclude that the responses collected are entirely representative of all correctional officers, given the constraints of our sampling method (surveys were forwarded to us by BCGEU representatives in each of the six sites). But the substantial number of responses and the reality that the responses were relatively uniform across the six facilities do suggest that the opinions of these 186 men and women are likely to represent the opinions of correctional officers in British Columbia.

² This survey was filled in by correctional officers on their own time; the research was commissioned by the BCGEU, and the responses given in both surveys and interviews were not a part of any work undertaken by correctional officers as employees of the British Columbia government.

Most of the correctional officers we surveyed had significant on-the-job experience (almost 90 per cent had been working for three years or more).

Figure B: Length of service



Length of service

Most are also very committed to their careers as correctional officers; more than 70 per cent indicated that they intended to continue to work as an officer until retirement.

Our survey indicated that on-the-job violence for correctional officers goes well beyond what either WCB claims or incident reports would suggest. Almost 90 per cent of officers indicated that they had been verbally threatened at least once during the last year; more than half of the officers said they had been threatened at least five times, and about one-third said that they had been threatened on more than 10 occasions. More significantly, more than 90 per cent of the officers indicated that they had witnessed a physical assault within the last year, and about 50 per cent of the officers had been directly involved in such an incident -- that is, subject to a physical attack.

The job description of the correctional officer does, of course, include the possible use of physical force in certain situations, as does the job of the police officer. But WCB data make clear that the greater risk of injury arises with correctional officers. And it is perhaps not surprising, then, that about one-third of officers indicate that they have taken sick leave for work-related stress during the past year.

The Changing Workplace

What is most striking about the data from our survey is the discontent of correctional officers in relation to three key changes in their workplace: increases in inmate-staff ratios, increased use of double-bunking, and the perception of an increase in inmate to staff violence. Almost 85 per cent of those responding indicated that they perceive the level of inmate to staff violence has risen during the past year, and almost 90 per cent believe that the level of violence has risen during the past three years.

Figure C: Response to “Inmate to staff violence in my workplace has not risen over the past year.”

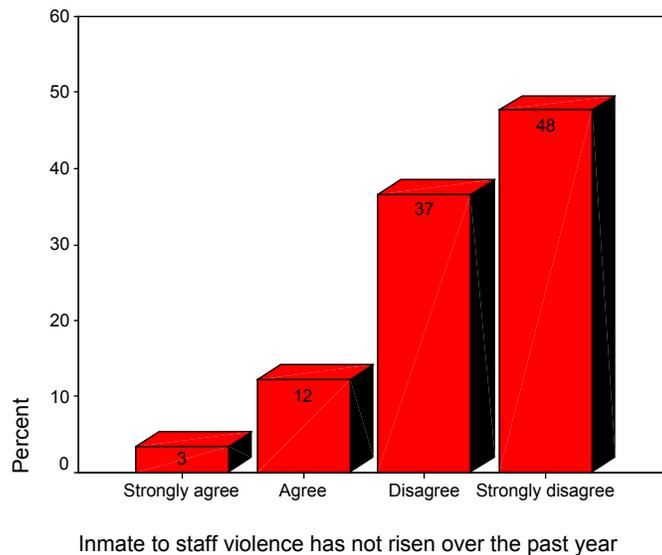
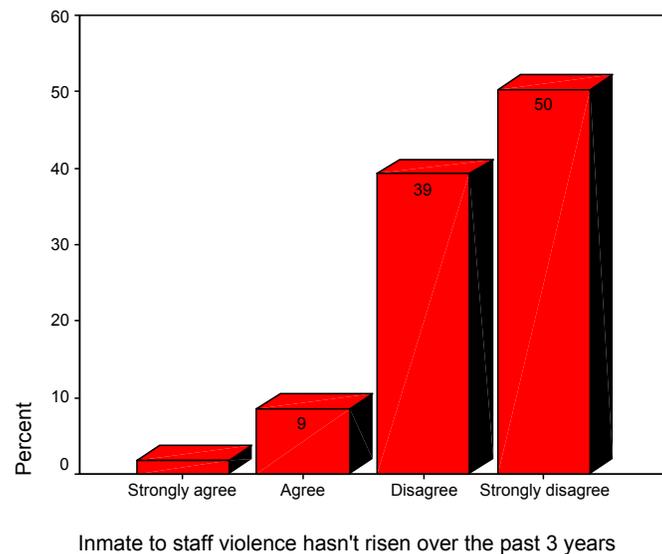


Figure D: Response to “Inmate to staff violence in my workplace has not risen over the past 3 years.”



More tellingly perhaps, almost 80 per cent of those who responded to the sentence, "I do not feel safe doing my job" agreed with this statement -- they do not feel safe at work. And almost 95 per cent of those responding indicated that their level of on-the-job stress has increased during the past year.

Figure E: Response to "I do not feel safe doing my job."

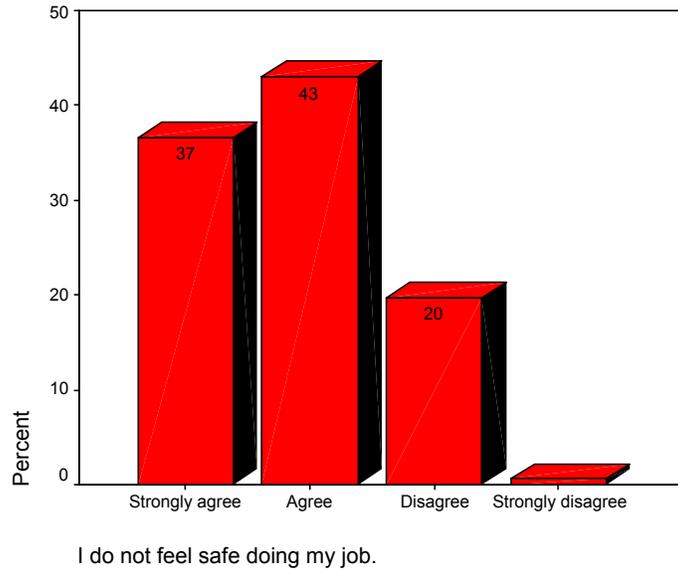
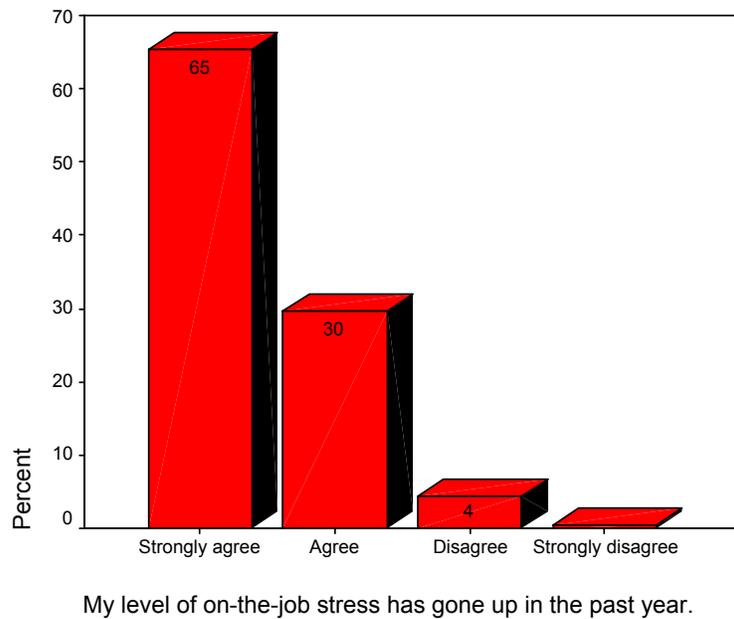


Figure F: Response to "My level of on-the-job stress has gone up over the past year."



It may be useful to compare the job of correctional officers to most other occupations in the public or private sector. It is extraordinary to hear that almost 80 per cent of employees in a work place do not feel safe while they are engaged in their work -- and this appears to distinguish correctional officers from other workers in the public and private sectors, even police officers. What follows are some representative comments from personal interviews with correctional officers:

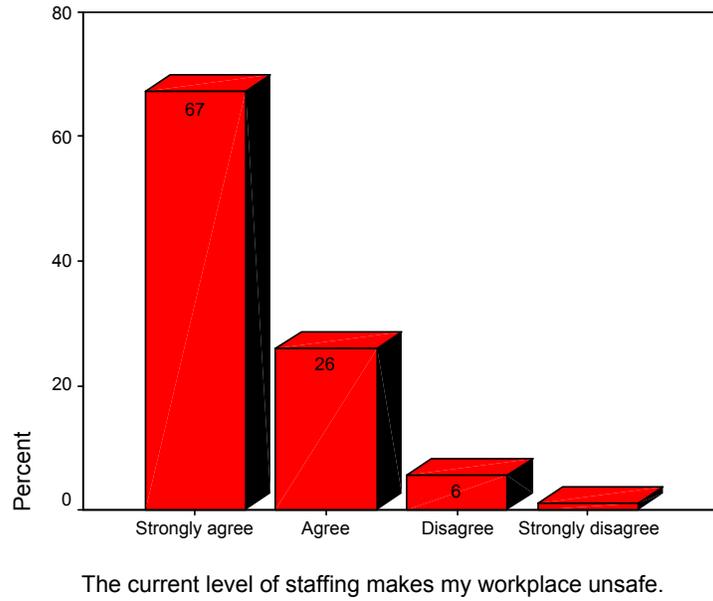
- The incidents of violence and aggression are getting worse over the past six months than in the 12 years I've worked for Corrections.
- In the past two weeks we've had five staff assaults.
- Violence occurs on a daily basis; each shift there is always a potential for physical aggression.
- Probably twice a week we have to break up an inmate fight, or be involved.
- The threat of physical, mental and sexual abuse happens continuously and is rarely reported because there is no system in place for reporting these incidents nor do most staff want to appear intimidated by these threats.

Changes in Staffing Levels:

In its February 2002 document, Service Plan, 2002/2003 - 2004/2005, the British Columbia Ministry of Public Safety and Solicitor General announced that between 2001 and 2002/2003 inmate to staff ratios would increase within provincial facilities from approximately 20 to 1 to up to 45 to 1. These changes were designed with the goal of lowering overall operating costs; the document notes that there will be a reduction in "contracted offender programs and treatment" and a consolidation of "operations in adult custody and community corrections". More specifically, the Ministry has closed camps and moved all provincial offenders into secure settings, settings in which staff-inmate ratios have more than doubled.

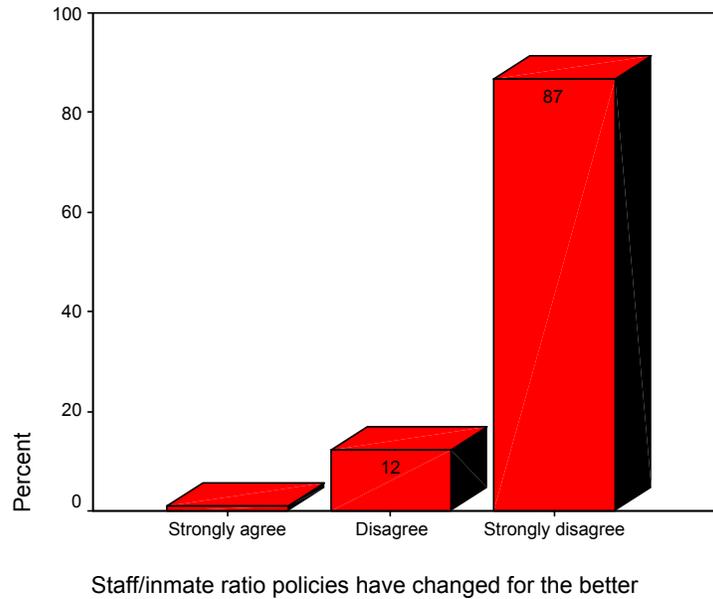
This change has been extremely poorly received by front line staff who are "in the trenches" -- those who have the daily responsibility of protection of the public, within the context of our correctional system. More than 90 per cent of those responding to our survey agreed with the statement that "the current level of staffing makes my workplace unsafe".

Figure G: Response to “the current level of staffing makes my workplace unsafe.”



Additionally, more than 95 per cent of those responding indicated that Corrections BC policies on staff-inmate ratios have changed for the worse during the past year.

Figure H: Response to “Corrections BC policies on staff-inmate ratios have changed for the better during the past year.”



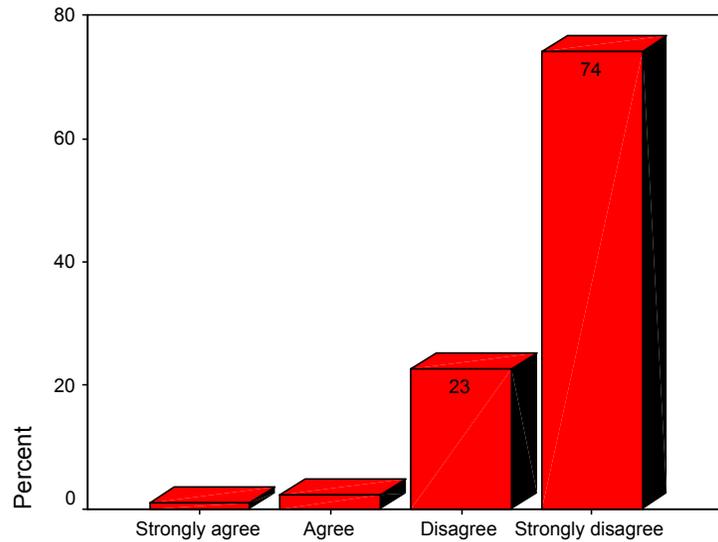
More important, almost 85 per cent of correctional officers believe that the level of inmate to staff violence has increased since changes in staffing levels have been implemented. Although we do not have WCB claims data yet for 2002, we have seen a slight increase in claims for 2001, a year in which the number of correctional officers working in the province actually decreased. More significantly, many violent incidents and threats are not reported, and do not translate into WCB claims; correctional officers indicate that they are much more likely to use short-term sick leave to seek relief from violent incidents in the workplace, rather than a WCB claim. What follows are some representative comments about changes in staffing levels within provincial facilities:

- Overcrowding means that the inmates have less time for everything: meals, recreation etc.
- The increased noise level with the overcrowded conditions adds to the tense living and working environment.
- With the count going from 30 to 45 per living unit, there is an increase in code yellows (fights) as the count increases.
- 10 fights per month.....almost always more fights with the higher count of inmates.
- The majority of the violence is conflict between inmates; the most common source of problems is sugar, butter and cereal.....taking the other's share.....the inmate-staff ratio has increased the number of assaults.
- Inmate-staff ratios make me fear for my safety. I used to look forward to going to work; I now hate it and am afraid all the time.
- The overcrowding increases the workload; the best way to keep an officer out of the loop is to inundate him with questions.

Double-Bunking Inmates:

In a similarly motivated attempt to reduce costs, the Ministry has also increased the use of double-bunking within provincial facilities. More than 90 per cent of correctional officers indicated that double-bunking has increased levels of inmate on staff violence.

Figure I: Response to “double-bunking has increased levels of inmate on staff violence.”



Double bunking does not increase inmate on staff violence.

At North Fraser Pre-Trial it is estimated that approximately 75 per cent of inmates are double-bunked, in violation of United Nations Standard Minimum Rules for the Treatment of Prisoners. Section 86 of these Rules, adopted by the First United Nations Congress on the Prevention of Crime and the Treatment of Offenders, states, "Untried prisoners shall sleep singly in separate rooms, with the reservation of different local customs in respect of the climate".³ Even more disturbing, there have been times in which inmates held in segregation have been double-bunked.⁴ The comments of correctional officers indicate more clearly their concerns about this practice.

- Double-bunking increases violence among the inmates and inmate to staff violence because they feel that they have no personal space, they have to share a toilet...no privacy at all increases their aggression.
- I've often heard, "If you give me a roommate, someone is going to get hurt".
- Double-bunking should be changed, but it's not practical....cutbacks have compromised public safety....fewer officers are dealing with the same number of inmates....we even double-bunked the segregation unit four months ago.

³ Standard Minimum Rules for the Treatment of Prisoners, Adopted by the First United Nations Congress on the Prevention of Crime and the Treatment of Offenders, held at Geneva in 1955, and approved by the Economic and Social Council by its resolution 663 C (XXIV) of 31 July 1957 and 2076 (LXII) of 13 May 1977, Office of the High Commissioner for Human Rights.

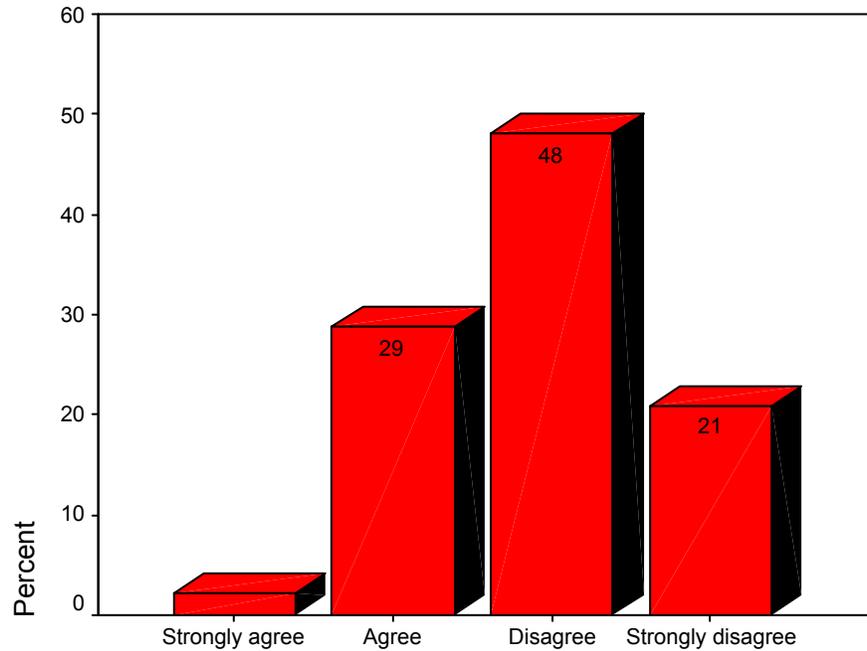
⁴ The practice of double-bunking inmates in non-general population cells was also strongly criticized in the 2001 Annual Report of the Correctional Investigator, Public Works and Government Services, 2001. The investigator noted at page 12 of the Report, "I recommended last year, as I had in previous Annual Reports, that the Service immediately cease the practice of double bunking inmates in non-general population cells".

- There used to be a lot of people who were non double-bunkable; now almost everyone is double-bunkable....this leads to problems in the inmate population

Inadequate Training:

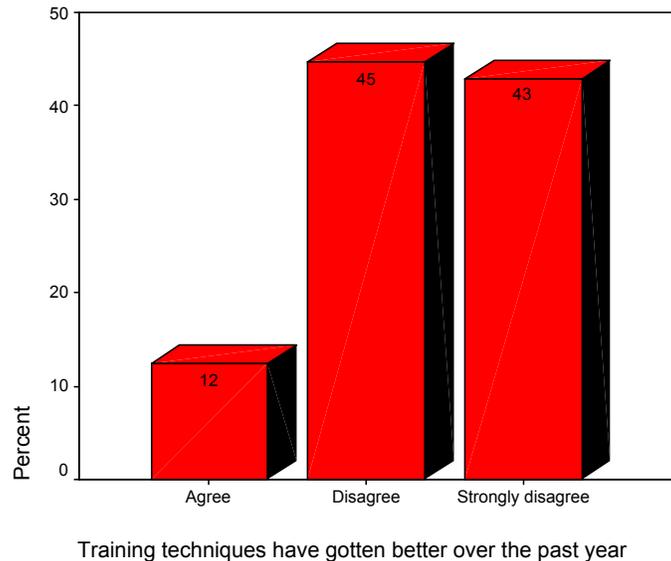
A strong majority of correctional officers believe that the training provided by B.C. Corrections has been inadequate. Approximately two-thirds perceive the training to have been inadequate, and approximately 80 per cent disagree with the claim that training techniques "have gotten better over the past year."

Figure J: Response to "I received adequate training for this job."



I received adequate training for this job.

Figure K: Response to “Corrections BC training techniques have gotten better over the past year.”



Again, their comments, elicited during interviews, are instructive.

- There is an absolute lack of formal training for staff regarding how to handle violent incidents.
- There's a lack of training of both staff and supervisors.
- There is a lack of consistency in the jails. Different staff members deal with violent incident and their precursors differently because there is no formal procedure understood throughout the institution.
- The policy of Corrections B.C. in regard to violent incidents isn't known...I don't think it even exists.
- There is no training in how to deal with MDOs (mentally disordered offenders) or suicidal inmates.
- The pre-employment training from the Justice Institute doesn't prepare us for the job.
- We get training for 45 minutes, three days per week, but we get trained on things like fire drills, new paperwork or computer protocols; we don't get trained on how to manage violent behaviour.

Closure of Camps and Community Centres:

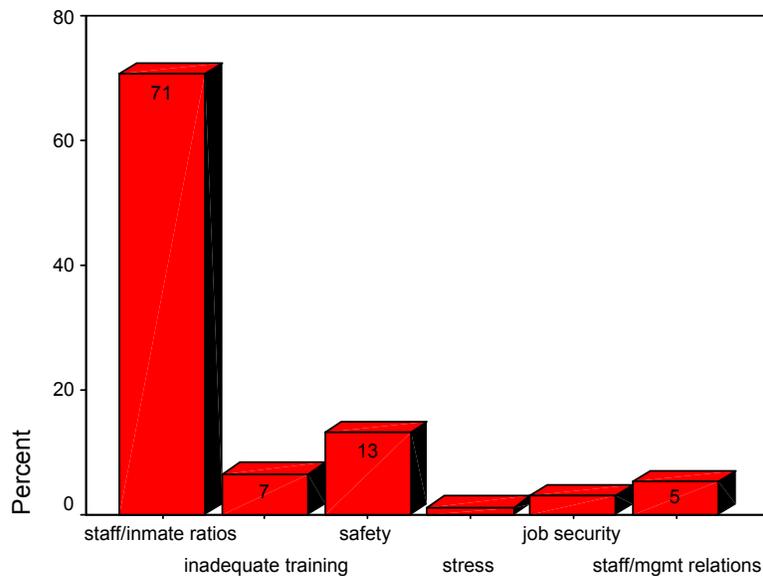
On June 4th 2002, five major camps and two community centres were closed, with the consequence that all provincial inmates now serve all incarcerated time within secure settings. These closures, undertaken for reasons of cost reduction, received strong criticisms in interviews with correctional officers. Representative comments follow:

- The closure of the camps was a step backward. The inmates now have no "carrot" in front of them to strive for. They have no incentive for good behaviour.
- The staff that used to work at the camps have now been transferred to secure institutions.....Many also find it hard to work within a secure setting because you have to be more disciplinary and have less flexibility.
- From talking to those who worked at camps, a fair number of those who are problem children in secure settings are no problem in the camps...most who worked in camps prefer the camps...sick days are way off the scale in the secure settings, but very few at the camps.....there is recycled air with sick inmates in secure settings.
- We now have all different security level of inmates mixing with one another because the camps have been closed. This mixing has a negative effect on the inmates.

Problems at Work: A Summary

When asked to identify their three most important concerns about their employment with B.C. Corrections, correctional officers indicated that the key issues, in descending order, are staff to inmate ratios, inadequate training, and safety on the job. Also cited as important variables of concerns were: stress, job security and management-labour relations.

Figure L: Most important concerns regarding B.C. Corrections



What is the most important concern you currently have?

The previous figures indicate that the changes made to correctional facilities within the past two years have been judged to be measures that endanger the health and safety of front line staff, those men and women who have been given the task of supervising often violent and occasionally unpredictable inmates, inmates who stand accused of the most serious of crimes. An overwhelming majority of our province's correctional officers view changes to inmate-staff ratios, double-bunking, and camp closures as having a negative impact on both their own safety and the safety of the inmates in custody. The available evidence from the Workers' Compensation Board adds an objective legitimacy to their concerns. At a time in which the number of correctional officers in the province is decreasing, claims related to criminal violence are increasing. Moreover, correctional officers have the highest rate of on-the-job criminal violence of all employees in both the private and public sectors in British Columbia.

What Does the Available Literature Tell Us?

If we turn to the available empirical literature concerning the consequences of double-bunking, inmate-staff ratios and the training of correctional staff, we enter a quagmire of methodological difficulty. First, while there has been a significant amount of research which looks at the problem of overcrowding in prisons, this work does not focus on variations in inmate-staff ratios or double-bunking, but on the spatial densities of prison life -- that is, most typically, the number of inmates per given area of living space.⁵

This literature concludes that while it is clear that "crowded prisons may produce physiological and psychological stress among many inmates" (Bonta and Gendreau, at p.355), it is much less clear that the inevitable response to overcrowding is one of a greater number of incidents of inmate violence. The methodological difficulty here is that as we move from one prison to the next we find significant differences in the physical layout of each facility, in how medical, food and protective services are delivered within each facility, and in the mission or purpose of each facility. It would not be easy, for example, to compare North Fraser Pre-Trial Centre to a federal penitentiary such as Kent Institution, housing inmates serving very long sentences, or even to a facility such as Fraser Regional Correctional Centre, housing inmates under sentence of two years less a day, or less. The purposes of the facilities are different, their designs are different and their methods of service delivery are different.

But the literature does suggest quite clearly that overcrowding leads to increased stress among inmates. Additionally, in a review of inmate disruptions in 24 Canadian penitentiaries, Porporino and Dudley found that high inmate

⁵ See Cox, V.C., Paulus, P.B., and McCain, G. (1984), "Prison Crowding Research: The relevance for prison housing standards and a general approach regarding crowding phenomena. 39 American Psychologist 1148-1160; Bonta, J. and Gendreau, P. (1990), "Re-examining the Cruel and Unusual Punishment of Prison Life", 14 Law and Human Behavior, No.4, 347-368,

turnover was a more significant variable than population density in predicting the potential for inmate violence.⁶ As provincial pre-trial centres are necessarily categorized as institutions in which there is a high rate of turnover, it follows that we could anticipate a correspondingly high rate of inmate violence in these facilities.

Most of the research concerning overcrowding has not looked to inmate-staff ratios or double-bunking as key variables. More significantly, this research has paid very little attention to the problems faced by correctional officers in correctional facilities. There has been an understandable concern with inmate violence and disciplinary infractions, but no systematic research on the extent of injuries or stress suffered by correctional officers.

The available research on overcrowding in prisons has generally concluded that institutional differences -- differences from one institution to the next -- appear to be more significant than population density in understanding the incidence of inmate violence and disciplinary infractions. And this finding points to prison administration -- how services are delivered -- as a key variable of concern. In other words, the organization of the staff, their commitment, training and solidarity of purpose are especially important in reducing the possibility of prison violence.⁷ In this light the concerns of correctional officers about the adequacy of their training for responding to violent incidents can be seen as especially critical.

Discussion

This report has identified correctional officers in British Columbia as the category of workers most likely to be injured by on-the-job criminal violence, with a rate of WCB claims that is approximately twice that of police officers. In the last two years our province's correctional officers have experienced profound changes in their workplaces, changes which have produced greater stress, a greater workload and profound concerns about their safety on-the-job.

Increases in inmate-staff ratios, and double-bunking, undertaken by government for the purpose of cost reduction, are overwhelmingly viewed by those who have the task of public protection as both compromising employee safety and inducing more substantial stress, a stress that is not confined to the workplace.

Although this study cannot definitively state that the changes made by government have directly resulted in greater rates of either inmate violence or staff injury, there is a strong majority of correctional officers who perceive that

⁶ Porporino, F. and Dudley, K., (1984) An analysis of the effects of overcrowding in Canadian penitentiaries, Research Division, Programs Branch, Solicitor General, Canada.

⁷ See Ruback, R.B. and Carr, T.S.,(1993) Prison Crowding Over Time: The Relationship of Density and Changes in Density to Infraction Rates, 20 Criminal Justice and Behavior No.2, 130-148.

this is the case: that cutbacks have increased both inmate on inmate and inmate on staff violence. Further, a strong majority of employees do not feel safe at work, and do not believe that they have received adequate training for responding to violent incidents within the province's correctional facilities. Finally, the closure of the camps and the movement of all offenders into secure settings has been seen as having the perhaps unintended consequence of reducing the incentive for good behaviour by inmates and inappropriately mixing low and high risk inmates within single facilities.

There is a pressing need for the Ministry of Public Safety and Solicitor-General to respond to the concerns that have been raised by correctional officers, through a review of inmate-staff ratios, double-bunking, training, and, more generally, all matters affecting employee safety within correctional facilities. Although the Ministry's Service Plan cites a key strategy for the business area of Corrections as "maintain staff and inmate safety", there appears to be little confidence -- and little evidence -- that this strategy is actually being implemented.

Appendix A

The Work of Correctional Officers in British Columbia, 2002: A Membership Survey

This survey is one component of a research project that is looking at how B.C. Corrections work practices and conditions of employment are affecting the safety of Correctional Officers, the inmate population and the public. In addition to this survey, we will carry out in-depth interviews and analysis of available documents. Specific issues that will be examined include, but are not limited to, the following:

- Double bunking
- Stress
- Sick or other leave
- Critical incidents (code yellows; assaults)
- Staff/inmate ratios
- Overcrowding
- Secure and “camp” settings
- Biohazards
- Emergency response preparedness
- Training
- WCB claims

The principle researcher commissioned by the BCGEU is a professor at Simon Fraser University’s School of Criminology, and has no ties to the BCGEU. The results of this survey will form a part of a larger research document that will be submitted to the Correctional and Sheriff Services component of the BCGEU.

Your **VOLUNTARY** participation marks an important step in the successful completion of this project. Please be assured that everything collected in the course of this research project is **COMPLETELY CONFIDENTIAL AND YOUR IDENTITY WILL REMAIN ANONYMOUS.** Please do not identify yourself in your answers. This survey is in compliance with the research ethics guidelines as established by Simon Fraser University. All research materials, data, survey data, communications, interview notes or any other data will be held in confidence by the researchers, Neil Boyd and Aili Malm.

If you have any questions, concerns or comments, we may be reached by email at: nboyd@sfu.ca or amalm@sfu.ca , or by phone/voice mail (604-291-3324).

Please send your completed survey or any written correspondence to the person who gave it to you.

Thank you for your time and consideration in completing this survey.

The Work of Correctional Officers in British Columbia, 2002: A Membership Survey

Part 1: Background

In order to understand a little bit about your Correctional service background, we need to ask a few basic questions. Please tick appropriate answer.

Q01. What is your gender?

- Male Female

Q02. What was your age in years, as of August 1, 2002?

- 18-24 25-34 35-45 46 or Older

Q03. Please indicate where you work.

- Burnaby Correctional Centre for Women
 Fraser Regional Correctional Centre
 North Fraser Pre-trial Services Centre
 Prince George Regional Correctional Centre
 Surrey Pre-trial Services Centre

Q04. Please indicate approximately how long you have worked as a Correctional Officer.

- Less than one year
 One to two years
 Three to five years
 Six to nine years
 Ten to fifteen years
 Sixteen or more years

Q05. What is the *highest* level of formal education that you have completed?

- High School
 One-Year Certificate
 Two-Year Diploma
 Four-Year Degree
 Graduate Degree

Q06. How long do you intend on working in corrections?

- less than 1 year 1-5 years 6-10 years Until I retire

Q07. How many times in the past year have you been directly involved with an act of workplace violence?

Type	Number of occurrences
Q07a. Written threat	_____
Q07b. Verbal threat	_____
Q07c. Threatening gesture	_____
Q07d. Physical assault	_____
Q07e. Assault with weapon	_____
Q07f. Other, please specify: _____	_____

Q08. How many times in the past year have you witnessed an act of workplace violence? (i.e. witnessed inmate on inmate violence; responded after inmates restrained)

Type	Number of occurrences
Q08a. Written threat	_____
Q08b. Verbal threat	_____
Q08c. Threatening gesture	_____
Q08d. Physical assault	_____
Q08e. Assault with weapon	_____
Q08f. Other, please specify: _____	_____

Q09. Have you ever taken time off from work due to an act of violence in the workplace?

Yes No

If you answered no to question 9, please go on to Part 2 of this survey. If you answered yes, complete questions 10 and 11 below:

Q10. How often have you taken time off from work due to an act of violence in the workplace?

1 2 3 4 5+

Q11. Through what means did you take time off from work due to an act of violence in the workplace?

WCB claim sick leave another form of absence, specify _____

Part 2: Perceptions

This section asks you to comment on a number of work related issues. If a question is inappropriate, or you are unsure how to fit your experience into the confines of the question at hand, please tick “not applicable”, or provide a short written comment at the appropriate question.

Q12. Please indicate your degree of agreement (Strongly Agree to Strongly Disagree) with the following statements.

	Not Applicable	Strongly Agree	Agree	Disagree	Strongly Disagree
Q12a. The current level of staffing makes my workplace unsafe.	<input type="checkbox"/>				
Q12b. Corrections BC policies on staff/inmate ratios have changed for the better over the past year.	<input type="checkbox"/>				
Q12c. Corrections BC policies on staff/inmate ratios have changed for the better over the past 3 years.	<input type="checkbox"/>				
Q12d. The level of inmate to staff violence in my workplace has not risen over the past year.	<input type="checkbox"/>				
Q12e. The level of inmate to staff violence in my workplace has not risen over the past 3 years.	<input type="checkbox"/>				
Q12f. The level of inmate to inmate violence in my workplace has not risen over the past year.	<input type="checkbox"/>				
Q12g. The level of inmate to inmate violence in my workplace has not risen over the past 3 years.	<input type="checkbox"/>				
Q12h. Corrections BC policies on sick leave have changed for the better over the past year.	<input type="checkbox"/>				
Q12i. Corrections BC policies on sick leave have changed for the better over the past 3 years.	<input type="checkbox"/>				
Q12j. I have taken sick leave due to job stress over the past year.	<input type="checkbox"/>				
Q12k. I have taken sick leave due to job stress over the past 3 years.	<input type="checkbox"/>				
Q12l. The living units in my facility are overcrowded.	<input type="checkbox"/>				
Q12m. My facility has become more crowded over the past year.	<input type="checkbox"/>				
Q12n. My facility has become more crowded over the past 3 years.	<input type="checkbox"/>				
Q12o. I do not feel comfortable doing my job.	<input type="checkbox"/>				

	Not Applicable	Strongly Agree	Agree	Disagree	Strongly Disagree
Q12p. My level of on-the-job stress has gone up over the past year.	<input type="checkbox"/>				
Q12q. My level of on-the-job stress has gone up over the past 3 years.	<input type="checkbox"/>				
Q12r. Emergency response preparedness in my facility has increased over the past year.	<input type="checkbox"/>				
Q12s. Emergency response preparedness in my facility has increased over the past 3 years.	<input type="checkbox"/>				
Q12t. Double bunking does not increase levels of inmate on inmate violence.	<input type="checkbox"/>				
Q12u. Double bunking does not increase levels of inmate on staff violence.	<input type="checkbox"/>				
Q12v. I received adequate training for this job.	<input type="checkbox"/>				
Q12w. Corrections BC training techniques have gotten better over the past year.	<input type="checkbox"/>				
Q12x. Corrections BC training techniques have gotten better over the past year.	<input type="checkbox"/>				

Q13. What are the three most important concerns that you currently have regarding B.C. Corrections work practices and conditions of employment?

1. _____
2. _____
3. _____

Q14. Please include any comments you wish to make below (use the back of this page if more space is needed).

☺ Thank-you for your participation in this survey ☺