

Action Plan in response to the PPO Report into the death of Mr Lee Scott on 14/06/2022 at HMP Humber

Rec No	Recommendation	Accepted / Not accepted	Response Action Taken / Planned	Responsible Owner and Organisation	Target Date
1	The Director General of Prisons and MoJ People Group should consider what additional support can be put in place to address staffing shortages at Humber and consider how it can reasonably deliver a meaningful regime and deliver key work in these circumstances.	Accepted	<p>If establishments feel that their staffing levels require it, they can seek support through processes managed nationally at an Agency level via the Strategic Enhanced Resourcing Support (SERS) panel. All applications to the SERS panel are considered thoroughly and support available includes overtime payments and detached duty staff from other establishments.</p> <p>The prison staff pay award for 2022/23 was announced in July 2022. The award delivered an increase in base pay of at least 4% for all staff between bands 2 to 11, alongside further targeted pay rises for our lowest paid staff of up to £3,000. HMPPS is closely monitoring the impact of this significant investment into pay on recruitment and retention. HMPPS has submitted its evidence to the prison service pay review body for consideration as to the PSPRBs recommendations on the 2023/24 pay award.</p>	Director General of Operations, HMPPS	Ongoing support

			In addition, since April 2022 HMPPS has invested in a number of new initiatives, including new colleague mentors and a new peer to peer learning scheme to support retention.		
2	The Governor should ensure that staff respond appropriately to blocked observation panels to ensure the security and safety of prisoners, and that managers support staff to enforce this.	Accepted	<p>Covid-19 restrictions severely impacted the delivery of staff training. However, HMP Humber reintroduced training identified as being safety critical in September 2022. This training includes First on Scene and Security Upskilling, which are being delivered on a monthly basis and ensure staff are aware the importance of clear observation panels to allow sight into a cell. The training also highlights the actions that must be taken if a prisoner's observation panel is blocked. It is expected that all operational staff will have received this training by July 2023.</p> <p>Accommodation fabric checks must ensure observation panels are clear of obstruction to allow staff sight into a cell, and these are subject to management checks by Residential Custodial Managers. Feedback from these checks is provided during daily briefings, where managers also remind staff of the need to challenge any prisoner found to have covered their observation panel.</p>	Head of Safety, Head of Security & Residence HMPPS	July 2023
3	The Governor should remind staff that, subject to a risk assessment, they should enter cells as quickly as possible if there is reason to	Accepted	A community notice was issued in October 2022 to remind staff that preservation of life is the priority and in situations in which life is	All line managers HMPPS	Completed

	consider that a prisoner may be at risk.		endangered, staff can open and enter cells on their own, but only where they have made a dynamic risk assessment and believe that it is safe to do so. The need to enter cells as quickly as possible is also highlighted to staff through operational briefings and as part of the safety critical training currently being delivered to all operational staff. The notice will be re-issued on a six-monthly basis.		
4	The Governor should ensure that control room staff accurately communicate the location of an incident and request an ambulance as soon as an emergency code is radioed.	Accepted	<p>All staff working within the communications room undertake a programme of training prior to the commencement of their duties to ensure they are aware of all processes and procedures. This includes the need to ensure details of an incident are accurately conveyed so that prompt assistance can be provided by staff and to request an ambulance immediately when an emergency code is called.</p> <p>Information is now displayed within the control room to act as a visual reminder of the actions that need to be taken in the event of an emergency code being called, including the need to call an ambulance without delay. These requirements have also been reiterated during regular staff briefings. The Head of Operations is now satisfied that these additional measures have meant that there are no delays in ambulances being requested as soon as an emergency code is called.</p>	Head of Operations HMPPS	Completed

			In addition, all staff have been issued with Emergency Response Information Cards to ensure they are aware of the information that needs to be communicated to the control room in the event of an emergency.		
--	--	--	---	--	--