



# Profile of Our Workforce

*The following information is current as of Dec 31, 2015*

## Positions of Employment

All Staff—BC Corrections, Adult Custody Division

**Currently Employed: 1,609**

Future number of staff positions at Okanagan Correctional Centre: **240**

## Gender

Female: 34.12%

Male: 65.88%

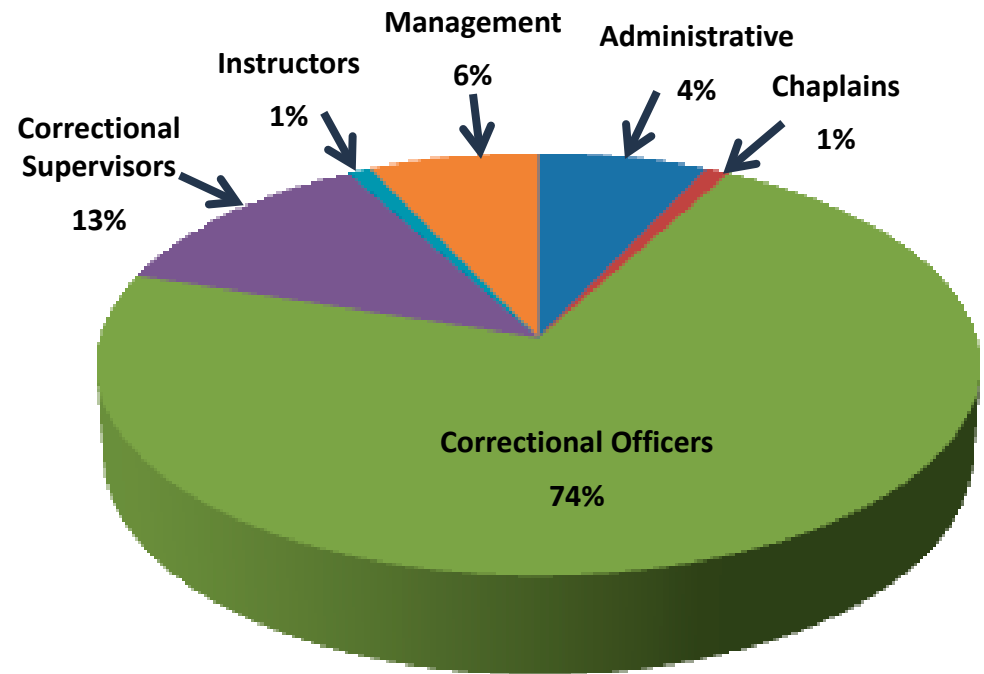
## Age Groups

Under 20 . . . .	0.06%
20 to 24 . . . .	5.72%
25 to 29 . . . .	14.42%
30 to 34 . . . .	13.24%
35 to 39 . . . .	10.94%
40 to 44 . . . .	14.05%
45 to 49 . . . .	16.10%
50 to 54 . . . .	14.85%
55 to 59 . . . .	7.21%
60 to 64 . . . .	2.92%
65+ . . . . . . .	0.50%

## Years of Service

Less than 1 year . .	9.0%
1 to 2 years . . . . .	7.3%
2 to 4 years . . . . .	11.8%
4 to 6 years . . . . .	5.5%
6 to 8 years . . . . .	12.7%
8 to 10 years . . . . .	10.1%
10 to 12 years . . . .	4.4%
12 to 14 years . . . .	2.1%
14 to 16 years . . . .	5.2%
16 to 18 years . . . .	5.0%
18 to 20 years . . . .	4.2%
20 + years . . . . . .	22.7%

## Main Positions of Employment





# Profile of Our Workforce

## BC Corrections staff by Region

### Northern BC: 171 (11%)

Prince George Regional Correctional Centre: 171

### Thompson Okanagan: 170 (11%)

Kamloops Regional Correctional Centre: 167

Okanagan Correctional centre: 3

### Lower Mainland: 956(59%)

Alouette Correctional Centre for Women: 152

Ford Mountain Correctional Centre: 47

Fraser Regional Correctional Centre: 253

North Fraser Pretrial Centre: 246

Surrey Pretrial Services Centre: 258

### Vancouver Island: 302 (19%)

Nanaimo Correctional Centre: 102

Vancouver Island Regional Correctional Centre: 200





# Profile of Our Workforce

## Annual Growth 2013–2016: 3.74%

We are growing. Over the next 3 years we are expanding our operations.

A major expansion project in the fall of 2013 at the Surrey Pretrial Services Centre creates 126 new full-time equivalent (FTE) positions

The new building in Oliver of the Okanagan Correctional Centre will create 240 new FTE positions in 2016



## Retirement

Percentage of all current employees who will be eligible to retire

Within the next 5 years. . . . .	18.33%
In 6 to 10 years. . . . .	15.23%
In 11 to 15 years. . . . .	13.30%
In 16 to 20 years. . . . .	15.97%
In more than 20 years. . . . .	37.17%

Percent of Management level employees who will be eligible to retire

Within the next 5 years:	
Wardens. . . . .	75.00%
Deputy Wardens. . . . .	54.17%
Assistant deputy Wardens . . . . .	45.31%

# Profile of Our Workforce



## Correctional Officers

**Currently Employed: 1188**

National Occupational Classification (NOC) code: 6462  
Correctional Service Officers

### Salary

Hourly wage: 22.21 to 30.78\*

Correctional officers progress through the steps of the correctional officer growth series, from training to the full working level, upon successfully completing the associated training, the required number of hours and a satisfactory performance appraisal. New hires begin earning an hourly training wage of \$22.21 and progress throughout their career to the maximum hourly wage of \$30.78\*. It takes about 5.5 years of fulltime work to reach the maximum salary level.

All new officers are offered regular status employment as an employee of the BC Public Service with full health and dental benefits, vacation, pension, life insurance and access to numerous employee programs and services.

In many cases, our correctional centres offer new hires part-time positions that guarantee 35 hours of work bi-weekly. Full-time positions work 70 hours bi-weekly.

*\*includes a temporary market adjustment.*

## Retirement—Correctional Officers

Percentage of current correctional officers who will be eligible to retire

Already Eligible . . . . .	2.69%
Within the next 2years. . . . .	3.03%
In 6 to 10 years. . . . .	10.35%
In 11 to 15 years. . . . .	12.21%
In 16 to 20 years. . . . .	19.28%
In more than 20 years. . . . .	47.05%

