

222#5

Law



**ASSIGN
BUSTER**

What reasons could be responsible for low morale and high turnover rates?

Low morale and high turnover rates in correction facilities are due to various factors. One of the major factor is low wages that prison warden and guards earn. In report done by the Texastribune, it was shown that even after a 5 percent raise in salary, correctional officers earn less than 39, 000 dollars per year. This is further coupled by the harsh working conditions that these officers have to endure. These conditions are coupled by cheap housing whereby in some cases officers are forced to live in mobile RV buses. Prisons also are poorly ventilated and are not air conditioned. In some cases temperatures were seen to rise above 100 degrees in summer (the Texas tribune). An increased number of inmates also adds pressure to the already under paid and overworked correctional officers. Thus they have to work longer hours with the minimal pay and this leads to turnover or the conducting illegal businesses in prison.

2. What challenges does high turnover present to the correctional organisation?

High turnover presents a couple of challenges to the correctional facilities. In a research done on turnover, high turnover in newly employed staff showed that the resources used in recruiting and training the staff do not produce the required returns. Therefore, this results to fewer resources required to promote other staff retention and betterment of inmate programs. Available officers therefore end up working overtime which further translates to fatigue and burn out. In a report by Oklahoma watch, prison staff have been reported to be involved in car accidents due to fatigue (watch).

3. What methods would you consider taking inside and outside of the correctional field to address such personnel issues?

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The major step needed to be taken is increase of the personnel wages. This will act as a motivator and less will be forced to turnover. This step should be followed by improvement of the working conditions, air conditioning, better housing and reduced overtime. Reducing the number of inmates is also key. This can be done by moving small crime inmates to community rehabilitation centres instead of placing them in correctional facilities. This will reduce the number of inmates to be supervised by one officer.

Work cited

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