

been possible to increase greatly the number of visits made by Head Office officials to the penitentiaries thereby developing much closer liaison and understanding with the Wardens and their staffs, and a mutual appreciation of the problems to be solved.

Another important factor in improving the calibre and morale of the Penitentiary Service has been the revision of salaries for all officers in the Service. Prior to 1945 the salary range for guards was \$1200 to \$1500 per annum. As a result of a series of salary revisions, the initial salary for a custodial officer joining the Service is now \$1980, rising to \$2280, with a higher scale for 20% of the custodial staff reaching a maximum of \$2460. Instructors' salaries have a range of \$2580 to \$2880. Chief Keepers and Chief Instructors from \$2880 to \$3480. Other positions have been raised correspondingly and the salary for Senior Wardens now reaches \$6300 per annum. These increases have been instrumental in improving the morale of our staffs and have permitted us to attract to the Service many new personnel with good qualifications for their duties.

The third step taken with regard to staffs has been the institution of Training Courses for penitentiary officers. The first course began in February 1948 and to date 183 officers have attended the seven courses already completed. The courses are held at the R.C.M.P. Barracks, Rockcliffe and are of six weeks' duration. In planning this first series of courses we decided to concentrate upon the training of officers with a reasonable background of service and experience in penitentiary work because we considered it essential that the "backbone" of our staffs should be trained in the new programme before dealing with the newly joined recruits. The response and interest of our officers in these training courses, many of them with ten, twenty and even thirty years' service, has been most heartening. The present courses are for the purpose of orienting our officers to the principles of sound modern penology, to increase their knowledge and to raise their standards in terms of their awareness of the factors that influence human behaviour, their knowledge of social problems and the causes of crime, their efficiency in their own specific responsibilities, their own physical fitness, and their general interest in prison work as a career. It is gratifying to report that out of 160 officers who attended the first six courses 107 passed the final tests with honour standing. It is of interest to note that two of the courses already held have been bilingual, with instruction in French for the French speaking officers attending. We feel that the training being given is fundamental to the development of our present programme, and already its effect is evident to a noticeable degree in the daily administration of our institutions.

Proper classification of prisoners is an essential part of a good correctional system, if a programme of individualized treatment is to be carried out. In 1947, Classification Officers were appointed in all our penitentiaries. These officers were specially chosen for their duties, and are university graduates with training in social work and experience in occupational counselling. They interview all newcomers to obtain full information as to their educational, social and economic backgrounds, their mental capacity, and their general interests and abilities. Much useful information is obtained from social agencies, and other sources with whom the prisoner has previously been