



This Issue



Front Cover: Intelligence Advisor, Training, Byron Hellmuth

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corrections.news@dcs.qld.gov.au http://news.correctiveservices.qld.gov.au HIGH RISK **OFFENDER** UNIT

INTELLIGENCE AND **INVESTIGATIONS BRANCH**

OFFENDER REHABILITATION AND **MANAGEMENT SERVICES**

PAROLE BOARD **VICTIMS REGISTER**

SENTENCE **MANAGEMENT SERVICES**

OPERATIONAL ASSURANCE UNIT







MARK RALLINGS COMMISSIONER QUEENSLAND CORRECTIVE SERVICES

The April 2016 issue of Corrections News marked one year since its re-launch.

Now in its second year, Corrections News continues to highlight the challenges and achievements of the hardworking and diligent people who make QCS such a great organisation.

The Specialist Operations Directorate is showcased in this June issue. With staff based across the state, Specialist Operations is responsible for providing diverse, highly specialised services to prisoners, offenders, staff and stakeholders.

Often behind-the-scenes, the work of Specialist Operations is essential to crime prevention, community safety, and effective custodial and community operations.

In this issue you can read about some of the remarkable people of Specialist Operations, and the fascinating jobs they do.

Please enjoy this edition of Corrections News.

ROBERT WOOD Editor **ALEX BURTON** Designer and Features Editor

Our Specialist Operations Team

Specialist Operations is responsible for the oversight of identified offender groups across QCS, including high risk offenders, and for the provision of specialist services to offenders, staff and stakeholders.

High Risk Offender Management

Intelligence and Investigations Branch

Offender Rehabilitation and Management Services

> Parole Board Secretariat

Specialist Operations

Sentence Management Services

Victims Register



The High Risk Offender Management

The High Risk Offender Management Unit (HROMU) is responsible for the management of offenders subject to community supervision under the Dangerous Prisoner (Sex Offenders) Act 2003 (DPSOA). The operational unit comprises the Electronic Monitoring and Surveillance Unit (EMSU) and the Case Management team.

Established in 2006, HROMU has steadily grown and evolved as the numbers of offenders subject to supervision has increased. The introduction of GPS monitoring in 2011 made the use of this technology a central aspect of the unit's work.

The EMSU carries out surveillance activities, home visits and substance testing for DPSOA offenders in the greater Brisbane region. In addition, the EMSU is responsible for monitoring offenders throughout the state subject to GPS monitoring via the Central Monitoring Room which is operational twenty-four hours a day, every day of the year.

The Case Management team travels to various probation and parole offices throughout the greater Brisbane area to supervise offenders living in community accommodation. The team's duties include regular interviews with offenders, ongoing risk assessment using a range of tools, liaison with various stakeholders, and review of offenders' movements and activities using the GPS system. The team is also responsible for coordinating the various forensic psychologists and psychiatrists employed by QCS state-wide to provide treatment to individual offenders.

The strategic and corporate governance function of HROMU is coordinated by the Strategic Risk and Support team. This team is based in central office and coordinates key court processes including contravention, and has oversight of the custodial management of DPSOA offenders.

The Clinical Support Unit (CSU) is located within central office and is responsible for providing clinical advice to improve the quality of case management off all sexual offenders, with a particular focus on higher risk sexual offenders within the Probation and Parole Service. The CSU conducts risk assessments for most sex offenders across the State and provides specialist training to improve best practice management of sexual offenders.



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Photos from top: Electronic monitoring device used by HROMU | Surveillance Officers, Andrew Collins and Leanne Smith | The HROMU monitor room | Shweta Parekh, Alex Lowe, Jessica Cross, Daniel Bear, Christine Tunbridge, Bianca Fuller, Melissa Helmore, Hercules Zografos and Louise Smith at the HROMU District Office.









As at 30 June 2016, there are

undertaken by HROMU.

of which are under the supervision of HROMU in the community

In 2015, the Clinical Support
Unit delivered specialised sex
offender assessment training
packages in the following
locations:

QCS Academy
Cairns
Hervey Bay

QCS Academy
Cairns
Hervey Bay
Gympie
Darra
Emerald
Gladstone
Mackay
Thuringowa
Rockhampton
Roma
Caboolture
Southport
Brisbane Central
Ipswich
Kingaroy

In 2015, the Clinical Support Unit completed

195 specialised 'Stable 2007'
sex offender assessments in
Queensland.

HROMU Supervisor, Daniel Bear has been with QCS since 2009, having previously worked for the North Yorkshire Probation Service in the United Kingdom.

Daniel describes HROMU as a challenging and important branch of QCS. "After moving to Brisbane I commenced on a temporary contract as a Senior Case Manager in the Brisbane Region," he says. He spent time working in various offices within the Brisbane Region before he secured a role within the HROMU team.

"I was immediately intrigued and drawn to work in such a challenging and important area of the Agency. I secured a secondment as a Senior Case Manager and have been with the Unit in various operational, strategic and clinical roles since that time," says Daniel.

Daniel is particularly passionate about the challenging work that the unit undertakes. "I take a lot of pride in the success that HROMU has had in preventing sexual violence in Queensland. We exist primarily to intervene and prevent a significantly high risk group of offenders creating new victims and we are very good at this," he says.

investigative response to crime





Working in partnership, the QCS Academy and QCSIG led work nationally with other jurisdictions to identify key skills and competencies essential for correctional intelligence staff.

After an extensive period of consultation and development, this work saw the registration of the Diploma of Correctional Intelligence under the Corrections Training Package.

In 2014, QCS commenced delivery of the Diploma, and this month, QCS recognised Intelligence Analyst, Shayne Turner and Intelligence Advisor, Byron Hellmuth as the first two people nationally to complete all the requirements of the Intelligence Diploma.

Photos from top: Mark Rallings, Nigel Wenck, James Chapman-Oliver, Shayne Turner, Byron Hellmuth, Karl Hanes, and Bruce Welk at the presentation of diploma certificates on 15 June 2016 | Detective Dave Caruana of the CSIU examining drugs seized during an attempted introduction to a correctional centre.



CSIU Drug Desk

Prisoners are constantly developing new methods to introduce illicit substances into correctional centres. To combat drug use, the CSIU adopts a collaborative approach involving law enforcement, QCS and the local community in order to identify problems and concerns, gather intelligence and undertake enforcement action.



Intelligence Advisor, Training, **Byron Hellmuth** describes the QCS Intelligence Group as a dynamic branch with varying functions.

Intelligence Advisor, Training, Byron Hellmuth has a strong background in intelligence and investigation.

Byron started with QCS in 2009, after nearly 20 years in the intelligence field with the Royal Australian Air Force and Queensland Police Service.

"The role of an Intelligence Officer in QCSIG varies greatly from military and law enforcement agencies in that they are primarily operationally motivated, whereas QCSIG continually provides quantitative and qualitative advice, designed for decision making at all levels - operational, strategic and tactical," he says.

Byron has spent time in varying intelligence roles within QCS, ranging from Intelligence Analyst at Wolston Correctional Centre, to the Intelligence Manager of

the Groups of Interest team. He describes QCSIG as a dynamic branch with varying functions.

"All roles within QCSIG are very different in their function which is why it is an interesting and exciting place to work. One day you could be attending the Community Protection Advisory Committee (CPAC), providing advice on Identified Participants in a Criminal Organisation (IPCO), the next assisting Centre staff in relation to a newly identified methodology being utilised by a drug network," says Byron.

"You could also be involved in meeting with multi-agency workgroups targeting specialist topics including drug trends or counter-violent extremism and then later that week you could be conducting training at the Academy to recruits. There are no 'typical' days at QCSIG."

In his current role, Byron is heavily involved in the training process. In 2014, QCSIG and the QCS Academy commenced facilitating the Diploma of Correctional Administration (Intelligence), after developing a tailored correctional based course, rather than the police-based training once used.

"In 2015, QCSIG commenced a review of the Intelligence component of the Diploma to ensure compliance, currency and relevancy, and I was afforded the responsibility to co-ordinate this activity. This project highlighted for me the need for current, relative and standardised training to be provided to all Intelligence Staff within QCS so that we are able to support all levels of our client base and provide Intelligence Products fulfilling their needs," says Byron.



Offender Rehabilitation and Management Services

Desistance from offending is at ORMS is responsible for

the heart of the work completed by Offender Rehabilitation and Management Services (ORMS). Many staff in ORMS have come from the front line of QCS through correctional centres and the probation and parole service, bringing with them considerable expertise and experience which they use to develop and improve practices.

ORMS is a diverse and interesting unit, playing a lead role in the provision of offender rehabilitation and management across offender assessment, education, offender programs, psychological services, offender services and re-entry.

developing and monitoring frameworks, systems and procedures for the management and rehabilitation of offenders including assessment and suicide prevention. The branch also provides advice and support to field staff, other government agencies and service providers to ensure high risk and/or complex needs offenders are appropriately managed.

In addition, the coordination of performance monitoring and evaluating rehabilitation services across the state, as well as the development of programs and services is managed by ORMS.

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Principal Advisor, Offender Intervention Unit, **Catherine Hogarth** is responsible for the coordination of sexual offending programs across QCS.

Principal Advisor, Offender Intervention Unit, Catherine Hogarth started her career at QCS with a student placement with the Townsville Probation and Parole Service in 2003.

"This was such an eye-opening experience for a young naive student, but I loved every minute of it. As a result of the connections I had made during my placement, I already had my foot in the door and I was welcomed back with a temporary contract. That was early 2005 – 11 years later I am still with QCS and just as excited about the work I did then as I do now," says Catherine.

In her current role, Catherine is responsible for the state-wide coordination, oversight, training and delivery of all sexual offending programs across QCS. "My average day at work is generally dynamic and unpredictable – which is exactly

how I like it. My daily duties range from attending correctional centres throughout Queensland and assisting in the provision of supervision, mentoring and training of program delivery officers in relation to sexual offending programs, to overseeing the management, treatment and rehabilitation needs of all incarcerated sexual offenders," says Catherine.

Catherine is passionate about the delivery of sexual offending programs and highlights her career defining experience when successfully piloting the "Making Choices" women's program at Townsville Correctional Centre.

"In five years' time I hope to still be working in the field of sexual offending treatment, whether this will still look like the same suite of programs that we have today, or whether there will be new and innovative ways of reaching our audience such as an online interactive form of group based therapeutic intervention, I can't be sure, but I think there are exciting times ahead for corrections and I know that I want to be a part of it," she says.

In 2015-16, there were:

2,762

general offending
program completions
by prisoners and
offenders, of which:
2114 were in
custody, and
648 were under
supervision from the
Probation and Parole
Service

409

sex offender program completions by prisoners and offenders, of which:

256 were in custody, and

153 were under supervision from the Probation and Parole Service



Personal devices to support prisoners in their tertiary studies

The successful partnership between QCS and the University of Southern Queensland (USQ) is continuing through the "Making the Connection" project, with the introduction of personal devices for prisoners participating in tertiary education. Education can be life changing, and supports those released from prison to employment and desistance from offending. With the large scale move to internet based courses, engagement for prisoners is becoming increasingly difficult and resource intensive for staff.

This project has developed innovative and efficient ways for prisoners to directly engage in their study through digital mediums, and has included trials of e-readers, development of the Offline Study Desk, and most recently, the trial of offline personal devices (11 inch Dell notebooks), with Queensland being the first state in Australia to adopt the devices.

The trial was conducted with education officers and student prisoners at Brisbane Women's, Wolston Correctional Centres, and Borallon Training and Correctional Centre. The devices are preloaded with higher education courses, providing a simulation of the online environment experienced by students in the community.

The feedback from the trial was overwhelmingly positive, with prisoners finding the devices enabled them to have autonomy in their studies, with all the resources they needed at their fingertips. The devices could potentially alleviate the demands on education officers, reducing the need to download course materials for students. The use of the personal device also reduces movement of prisoners to the computer labs.

Additional personal devices will be rolled out to participating correctional centres across the state in stages, commencing July 2016.



Principal Project Officer, Re-entry Services, Rebecca Kennedy is part of the team that are about to roll out the new Re-entry Service across the State.

Principal Project Officer, Education and Re-entry, Rebecca Kennedy started with QCS in 2003, and since then has spent time working in both probation and parole and custodial roles.

"I was keen to have an input in decisions and work practices that directly affected the field and was extremely happy when I secured a position in central office. Working in the Education and Re-entry team of Specialist Operations allows me to share my operational knowledge with decision makers in a field I am passionate about," she says.

QCS established the Re-entry Project with the goal of ensuring prisoners returning to the community have access to support. "We are just about to roll out the new Re-entry Service across the State. The new service extends on the previous model by including the provision of support to prisoners on remand and we have also created a crisis support service to be aimed at reducing the rate of suspensions and returns to custody by offenders," says Rebecca.

The South-east Queensland Female Prisoner Re-entry Project was highly commended at the Department of Justice and Attorney General Excellence Awards. The award recognised the commitment to customer focus through the offendercentric review of services to support successful reintegration and success on parole for female offenders.

Rebecca enjoys the element of collaboration that her position

involves with staff from all areas of QCS. "My roles in central office have provided me with the opportunity to travel to probation and parole regions and correctional centres across Queensland. I have been fortunate to see the professionalism in service delivery displayed by all QCS staff members," she says.

As at 30 June 2016, more than re-entry support

The Parole Boards' Secretariat and **Victims Register**

The Parole Boards' Secretariat provides administrative support to the parole boards operating within Queensland.

Secretariat offices are located in Brisbane and Townsville and provide support to the Queensland Parole Board, Southern Queensland Regional Parole Board, and the Central and Northern Queensland Regional Parole Board. During the 2014-15 financial year, the parole boards considered a total of 20,071 matters.

Staff within both secretariat offices ensure all matters are processed for consideration by the boards and correspondence is prepared for prisoners, correctional centres, probation and parole and nominated legal representatives in a timely manner.

There are currently 25 staff members working between both the Townsville and Brisbane offices.

A Nominated Public Service Officer (NPSO) is appointed by the Commissioner to each parole

board and provides information to the board on the operations of QCS, particularly regarding prisoner issues and offender programs. The NPSO is the liaison between the parole board and QCS and actively ensures all relevant information is available to the board to allow for sound and timely decision making.

The Victims Register provides information to registered persons on the status of their prisoner of interest.

The team conducts proximity searches for the Probation and Parole Service for the purpose of home assessments and interstate travel or transfer requests.

Another significant responsibility of the Victims Register involves liaising with internal and external stakeholders such as Victims Assist Queensland, the Department of Public Prosecutions, and interstate Victims Registers, as well as participating in national events, such as Homicide Awareness Day.





This year marks the 20th anniversary of **Kirsten O'Neil's** appointment as Secretary of the Parole Board at the Townsville Correctional Complex.

Parole Board Secretary, Kirsten O'Neil commenced working with QCS in 1989 in the Administration team at Townsville Correctional Centre. This year marks the 20th anniversary of her appointment as Secretary of the Parole Board at the Townsville Correctional Complex.

"I am passionate about developing and maintaining productive relationships with board members, service providers and QCS staff," says Kirsten.

Highlights of Kirsten's career have included the amalgamation of local parole boards at each centre in Central and Northern Queensland to one Central and Northern Queensland Regional Parole

Board, covering the Maryborough, Capricornia, Townsville and Lotus Glen Correctional Centres.

"The most memorable part of my time with QCS has been the wonderful people I have met and the long lasting friendships that have been forged," she says.



Jo-Anne Fitchett is passionate about her role as the Deputy President of the Central and Northern Queensland Regional Parole Board.

Jo-Anne Fitchett is the Deputy President of the Central and Northern Queensland Regional Parole Board.

As a solicitor, Jo-Anne is responsible for chairing meetings, where the board will consider an average of 60 matters.

These matters could be new applications for board ordered parole, suspension of board and court order parole orders, requests for amendments to parole orders, applications for interstate travel and exceptional circumstances parole applications.

"The membership of the parole board is set out in the *Corrective*

Services Act 2006 where it prescribes that the Deputy President must be a lawyer who has engaged in legal practice for at least 5 years. I was appointed by Governor in Council after approval by Cabinet to the role, as I had been in legal practice as a lawyer since 1983," says Jo-Anne.

Jo-Anne is passionate about her role in considering applications from prisoners. "I love reading the short stories of prisoners' lives, and their goals for future change to make their lives better. I appreciate reading prisoners' handwritten submissions composed in their own words as this demonstrates they have personally taken the time to

think about their actions and respond to the board with their explanation," she says.

She highlights the importance of having a diverse set of board members. "I enjoy the skills and knowledge that each member, NPSO and secretary brings to the board meeting and their contribution to what can be a heavy task at times, with balancing the prisoners' right and eligibility to parole, victims of crime considerations and the risk to the community," says Jo-Anne.



Acting Senior Advisor, Janice Dwyer has been a part of the Parole Board Secretariat and Victims Register team for over 10 years.

Acting Senior Advisor, Victims Register, Janice Dwyer commenced with QCS in 2003 at Brisbane West Probation and Parole, Toowong. She spent time at the Brisbane South, Pine Rivers, Brisbane North and Redcliffe probation and parole offices, before joining the Parole Board Secretariat in 2005, and moving into the Victims Register earlier this year.

"Working in Probation and Parole, the Parole Board Secretariat and the Victims Register has enabled me to observe the overall impact of offending on victims, the community and the perpetrators," says Janice.

In her current role, Janice is responsible for processing applications to register with the Victims Register and advising registered persons of changes in prisoner and offender status.

Since starting with QCS, Janice has had involvement with the administrative side of many developments concerned with the parole process, including the introduction of court ordered parole and the use of video conferencing, enabling parole board members to attend meetings remotely.

"Over the 10 years spent working as Administration Officer and Secretary at the Parole Board Secretariat, I have witnessed quite an evolution in processes," says lanice.





Team members from the Serious Offenders Unit have a shared passion for community safety.

The Serious Offenders Unit (SOU) is responsible for statewide sentence management service provision for prisoners who are serving sentences of 10 years or more, high profile or life sentenced, among other criteria.

A typical day for the SOU team can vary as the situation with prisoners they are responsible for changes at a rapid pace. The team is frequently involved in liaising and building relationships with internal and external stakeholders.

"A decision may be made to issue a Maximum Security Order (MSO) if it is determined that a prisoner is unable to be managed in the general population. This sets the wheels in motion for liaison with correctional centres and the Intelligence and

Investigations Branch in relation to where the prisoner can be accommodated. Prison Mental Health Service to determine any mental health conditions and treatment and the Operations Unit in order to work out the details of the transfer," says Senior Advisor, Melissa Forster.

Security classification and placement decisions are completed by the SOU team for relevant prisoners. This can involve preparing case summaries for the General Manager of Sentence Management Services, who attends panel interviews with some prisoners to discuss and review their classification.

The SOU team provides executive support to the Community Protection Advisory Committee (CPAC) through

compiling information in relation to offenders for fortnightly meetings.

The SOU are also responsible for the prisoner location line, responding to requests from the general public, police, solicitors and other government and nongovernment agencies in relation to where prisoners are currently accommodated.

"Members of our team have originally come from quite diverse backgrounds within QCS, but we are all passionate about community safety and the humane containment of prisoners," says Senior Advisor, Jane Brady.

Photo caption: SOU team, Trish Hasted, Jane Brady, Emma Brohman, Melissa Forster, Andrew Chaseling, Frances Smith and Mary McMillan.



Sentence Planning Coordinator, Annie Oakley based the majority of her career in the criminal justice system.

At the end of June, Wolston Correctional Centre Sentence Planning Coordinator, Annie Oakley retired, after spending the last 25 years with QCS.

"I have been employed within the criminal justice system for the majority of my working career," she says.

Annie spent 16 years in the Victoria Police Force, before moving to Queensland where she operated a coffee lounge, until she secured a position with QCS. She worked at **Borallon Correctional Centre** in the early nineties, before moving on to Moreton Correctional Centre and the QCS Academy, and has spent the last nine years at Wolston Correctional Centre.

In her role as Sentence Planning Coordinator, Annie

was responsible for ensuring the lawful detention of prisoners, and appropriate classification and placement of prisoners.

She is enthusiastic about her duties involved with liaising with stakeholders in regard to interventions and re-entry assistance. "I am thankful that interventions are available to prisoners in relation to their sexual offending, drug abuse and domestic violence," she says.

"I believe over the years, no matter what position I have been in, I have attempted to assist both prisoners and staff in achieving their goals."





Operational Assurance Unit

The Operational Assurance Unit was established in Specialist Operations in late 2014.

Since this time, the team has developed a Specialist Operations Operational Assurance Framework, which applies broadly across each business unit. The framework has been designed to formalise the arrangements and practices which enable Specialist Operations to set its direction, manage its operations to achieve expected outcomes, proactively monitor and respond to risks, and identify and capitalise on opportunities to improve practice.

The Operational Assurance Unit has also been focused on developing internal mechanisms which contribute to the ongoing monitoring, review and evaluation of performance across Specialist Operations.

This work commenced with Sentence Management Services in early 2015 and has continued with the High Risk Offender Management Unit in more recent times.

Future work will also see a focus on reviewing and establishing arrangements across the remaining business units within Specialist Operations, including the Parole Board Secretariat, Victims Register, Investigation and Intelligence Branch and Offender Rehabilitation and Management Services.



Principal Advisor, Operational Assurance Unit, **Stacey Kuzma** is working closely with teams across QCS to develop innovative strategies to promote business improvement.

Principal Advisor, Operational Assurance Unit, Stacey Kuzma is passionate about the criminal justice system and working with people from varying backgrounds.

Over the last decade, she has worked in various roles across the Probation and Parole Service in locations such as Kingaroy, Ipswich, Mt Gravatt, Redlands, Brisbane South and Inala. Stacey has also delivered training at the QCS Academy, until she moved to central office, where she has spent time in Statewide Operations, and most recently, Specialist Operations teams.

"I have been fortunate within QCS to have worked in a number of areas which have provided the opportunity for me to work with some amazing mentors who have inspired me, taught me the core values to live by, and supported me through any challenging times." she says. In her most recent role, Stacey has overseen the development of the

Operational Assurance Framework across Specialist Operations.

"This has provided me with the opportunity to work closely with Sentence Management Services over the past 18 months and in recent times, HROMU to develop innovative and practical strategies for driving continuous business improvement," says Stacey.

"Working closely with Sentence Management Services and staff overseeing DPSOA offender management activities has been a highlight for me. I had only had limited exposure to these teams in my Probation and Parole days, so developing this framework has been a rewarding experience. What a remarkable bunch of people who are truly passionate about their operations. It has been a pleasure meeting new people and catching up with familiar faces along the way." she says.

Next Issue...

- » Celebrating the 30th anniversary of the Queensland Corrective Services Academy
- » Taking a look at our NAIDOC events across the state

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