

CORRECTIONS news

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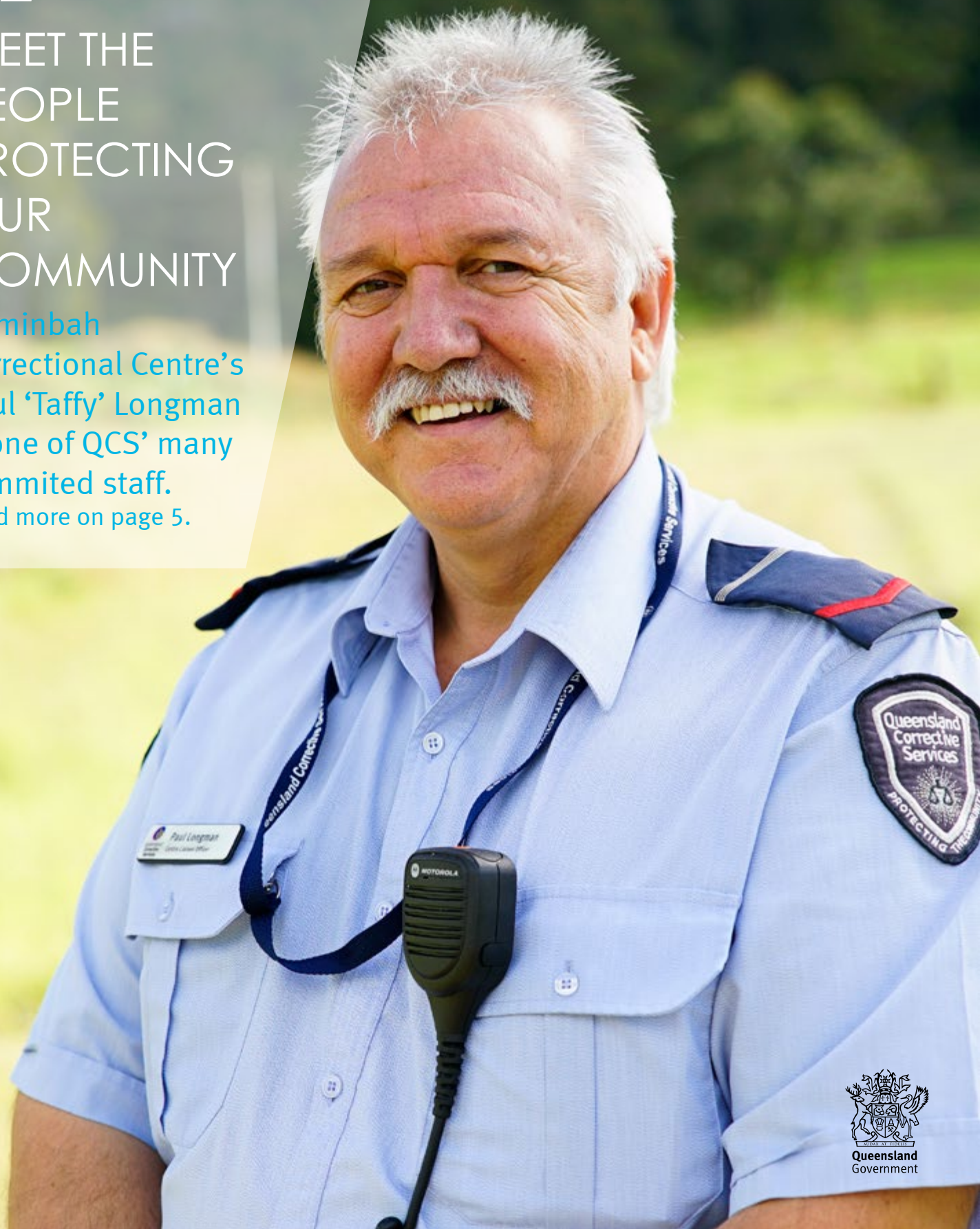


MEET THE PEOPLE PROTECTING OUR COMMUNITY

Numinbah

Correctional Centre's
Paul 'Taffy' Longman
is one of QCS' many
committed staff.

Read more on page 5.



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HON JO-ANN MILLER MP

MINISTER FOR POLICE, FIRE AND
EMERGENCY SERVICES
MINISTER FOR CORRECTIVE SERVICES

A particularly rewarding part of my role as Minister for Corrective Services is addressing the graduations of both new and experienced officers. Corrective Services staff are Queensland's unsung heroes. I am greatly impressed by the commitment, professionalism and passion that officers bring to serving the people of this State, and I try to convey to graduating officers my appreciation for this very important work.

Through my visits to custodial centres and probation and parole offices, I know the deep concerns held about the pressures on our correctional system. I am working actively with QCS to develop real solutions to reduce the demands on staff and infrastructure.

In this issue of CORRECTIONSnews a matter of great concern to me and this Government is highlighted. Any violence is unacceptable, but violence against family and loved ones is especially appalling. I applaud and encourage your efforts to stamp out domestic and family violence.

I hope you enjoy this, the second issue of CORRECTIONSnews.



MARK RALLINGS

DEPUTY DIRECTOR-GENERAL
QUEENSLAND CORRECTIVE SERVICES

I hope you enjoyed the first issue of CORRECTIONSnews as much as I did. We've since been inundated with ideas and stories for articles. Please keep them coming. We can't fit them all in right away, but we will use what you send us if at all possible.

In this, the second issue, we profile the great work achieved at the Numinbah Correctional Centre, explore the experiences of three QCS staff in dealing with the important issues concerning domestic violence, and share our experience on the CEO sleepout: <https://www.ceosleepout.org.au/>

On behalf of my colleagues on the QCS Board of Management, I'd like to say a special thanks to each of you who donated to Vinnies in support of our participation in this year's CEO Sleepout. Together, we raised over \$12,500 which is a fantastic outcome and a real tribute to your generosity.

The funds raised go directly to Vinnies to support the homeless, with the event also helping to raise awareness about this devastating problem of homelessness. The statistics should concern us all, with just under 20,000 people homeless in Queensland each night, and 100,000 nationally without stable housing.

Of course, we know that many offenders have experienced homelessness, and it is a particular problem for prisoners on release from custody. It is hard to imagine what it would be like to have deal with the uncertainty, danger and loss of dignity that homeless Queenslanders face each day. It is pretty clear why having stable housing is the cornerstone to desistance from offending.

It may have been a little chilly during our sleep out, but it was nothing like really being homeless. We were well fed with hot soup, bread rolls from Rosie's, and plied with Merlo coffee. Adding to our comfort, we had the use of swags partly made by Woodford Correctional Centre prisoners for the non-profit organisation, Street Swags.

Thank you again for your support and I hope you enjoy reading our latest edition of CORRECTIONSnews.



POPPY PROJECT

The brain child of Roma Probation and Parole, The Poppy Project, which is now running throughout the Southern Region, has offenders making paper poppies for donation to Councils and local RSLs.

Participants work in the Probation and Parole office one day each week making the cut paper product, which are then completed at home in lots of 100.

The project aims to provide community service opportunities for offenders who have young children, a disability, work full time, require low impact community service due to medical reason, or are classified as high risk offenders. Since the project's inception in June 2014, Ipswich Probation and Parole has logged approximately 1,189 hours of community service and donated 4500 poppies (2000 so far this year).

Roma and Charleville Probation and Parole have logged approximately 334 hours of community service and their poppies have been used in ANZAC Day services throughout the South Western region.

'ON THE RUN' FOR CHARITY

Maryborough Correctional Centre staff and their family and friends participated in the Maryborough Relay for Life on Saturday, 2nd and Sunday, 3rd of May at the Maryborough Showgrounds, raising funds for the Cancer Council. An appropriate team name was selected: 'On the Run'.

Staff from throughout the Centre participated in the event with 'On the Run' coming 9th on the fundraising scale (from 42 teams), raising a total of \$2,238. The Maryborough Relay for Life team raised a total of \$59,514, which was the highest amount ever raised for the area since Relay for Life commenced.

Fundraising included general donations from participants, staff, family and friends, a staff sausage sizzle, a visitor sausage sizzle and a "guess the number of lollies in the lolly jar" competition. All sausages, bread and sauces for the sausage sizzles were donated by staff. In addition, the lolly jars for the competition were also donated by a staff member.

By the end of the relay the team baton

completed 250 laps of a 400m track – that is 100km, an extraordinary effort from the whole team. The team kept the baton moving around the track for the entire period (3.00pm Saturday until 8.30am Sunday).

Staying Safe Coordinator, Tammy Gregory said, "we walked, we jogged, we shuffled – we achieved!"

"The team spirit was incredible and the support from staff, family and friends was amazing. MCC are already planning to participate in the 2016 'Relay for Life and hope to improve on their fundraising efforts for the Cancer Council," added Tammy.



"The team spirit was incredible and the support from staff, family and friends was amazing."

CEO SLEEPOUT

On June 18, Vinnies hosted their annual CEO Sleepout, an event that raises awareness and funds for homelessness in Australia. For the first time this year, Queensland Corrective Services (QCS) Board of Management participated to show their support for this important cause.

As the first Queensland Government group to participate in the event, BoM were striving to highlight the importance of addressing homelessness and the role that QCS has in influencing positive change in our community.

Together, Mark Rallings, Kerrith McDermott, Alan Butler, John Forster, Samay Zhouand, Samantha Newman and Tom Humphreys spent six weeks fundraising for Vinnies, resulting in a final total of \$12,586.

Deputy Director-General Mark Rallings said "I hope that our involvement has got people thinking about what it would be like to be homeless and perhaps do something to help those without what many of us take for granted."

STREET SWAGS SUPPORT

BoM

BoM members partnered with Street Swags during the Sleepout, to keep each of our seven members warm with one of their trademark Swags.

Street Swags, founded by entrepreneur Jean Madden in 2005, aims to 'provide practical support to alleviate the hardships of homeless people by offering a comfortable and durable form of bedding to every person in need' (streetswags.org).

The community organisation already has strong ties with QCS, through a partnership with Woodford Correctional Centre. For the past nine years, prisoners in the textile workshops have assisted with the manufacture of approximately 100 swags per week, made of donated canvas that would otherwise end up in rubbish tips. To date, more than 30,000 swags have been produced at Woodford.

Project Supervisor at Woodford, Peter Walters, said "Prisoners working on the community project feel a great sense of worth when helping people who have fallen on hard times, especially as some have been victims of homelessness themselves".

Peter adds that a recent visit from the Street Swags team was an educational experience for staff and prisoners at the Centre, who learnt women with children are the fastest growing group of those experiencing homelessness, as opposed to the traditional image of the single homeless man. "This astounded the staff and prisoners and added reinforcement to our commitment of the work being carried out for Street Swags," he said.

MORE INFO

For more information about Street Swags, visit: www.streetswags.org

community MATTERS





Women prisoners at Numinbah raising produce for the centre's kitchen.

// skills for LIFE

Prisoners at Numinbah Correctional Centre are given the opportunity to develop real-world skills while giving back to the community

by Liana Modolo, Advisor

Numinbah Correctional Centre, QCS' low security centre for women in the Gold Coast Hinterland, is an hour and a half drive away from Brisbane, set against the backdrop of the tranquil Springbrook National Park. On a recent visit, I was welcomed by Deputy General Manager, Julie Steinheuer and her team to learn more about the great work being done there.

Julie has worked in corrections for 28 years and, after a stint in the army and 20 years in NSW Corrections, says the move back to Queensland to work at Numinbah has been the highlight of her career. Not surprisingly, she tells me that the environment has a big part to play but, importantly, emphasises the commitment of her "fantastic" staff.

She attributes their support and teamwork to the successful transition of the centre to women only in 2012 and the construction of new accommodation in 2014. She

adds that their oversight in selecting the most appropriate prisoners for the new accommodation has meant that the facilities are still as good as new. "The women seem very invested, they take a lot of pride in them and have developed their own rules about respecting the accommodation," said Julie.

In this vein, she mentions how important it is to select the right prisoners to transfer from high security centres into a less restrictive environment. I ask her about what kind of changes she sees in those who transfer and she tells me how she has seen growth in the prisoners. "There were a couple of male prisoners, who came to us from a secure centre with terrible communication skills. They would grunt and barely acknowledge the staff. One of the things we really focus on is compelling them to interact with us. One in particular, was with us for a couple of years and by

the end you could engage him in full blown conversation," said Julie.

"We've had similar cases with the women too. One woman, by the time she left after a long stay, was an eager and an enthusiastic worker and ready to be a contributing member of society."

This is not always the case though, as Julie explains, "Some of the prisoners don't make the most of the opportunities we offer them. They come with a closed mind-set and don't work hard, fill in their days and make their time go as fast as possible. That's disappointing."

The opportunities that Julie refers to are abundant and as we walk around the property it's clear that the majority of the women willingly participate in a variety of programs, projects and work opportunities. Our guide for the day and the driver of these projects is Centre Liaison Officer, Paul

Longman. Taffy, as he insists on being called has been at Numinbah for 14 years after emigrating from Wales in the late eighties. Taffy's job is to build mutually beneficial relationships in the local area to achieve the main goal of the team at Numinbah: reparation.

The centre works hard to fill labour gaps and give suitable prisoners the opportunity to give back to the community. He says community projects are the lifeblood; "we usually have a bus with up to 11 prisoners that go out every week day to various locations on the Gold Coast to do anything from domestic cleaning and cooking to general maintenance of properties and buildings as well," said Taffy.

The benefits of these partnerships are two-fold, with volunteer organisations struggling to fill shortages, prisoners can give back to the community while building skills and self-worth. Taffy says that one of the most

important things he has learnt is the power of this work for emotional rehabilitation, "One of the nicest things I've had said to me from the community workers, was how good they feel about it. They feel worthwhile. I didn't realise how much self-esteem is a problem for them; for being in jail, for making the wrong decision. They really enjoy going out for a hard day's work, working alongside volunteers as well and paying it back," said Taffy.

Of course, this would not be possible without the participation of the many community organisations who contribute to the reporting and supervision of the women, all of whom go through a strict assessment to participate. These relationships are a testament to the genuine investment of Julie and Taffy, who agree that their Community Advisory Committee and many stakeholders are integral to the centre's work, "we're really part of the community here and

they're very accepting of us" said Taffy.

At the beginning of our day at Numinbah, Julie commented that, "the place has a good feel to it", and she's right. The way she puts it, the team at Numinbah "tries to give (the prisoners) the best opportunity to make some changes and do something different with their lives when they get out". After seeing Numinbah first-hand, it's clear that the officers and management embody all that QCS aims to achieve in ensuring community safety and minimising re-offending through rehabilitation.

- ### COMMUNITY PARTNERSHIPS
- » Animal Welfare League
 - » Kalwun
 - » Landcare
 - » Mary Immaculate Church
 - » Mudgeeraba Show Society
 - » Nerang Country
 - » Paradise Association
 - » Numinbah Valley Hall
 - » PCYC Nerang
 - » PCYC Gold Coast
 - » St Joseph Worker Church

DOMESTIC AND FAMILY VIOLENCE PREVENTION

by Liana Modolo, Advisor

SANDRA SMITH
PROGRAM FACILITATOR
IPSWICH PROBATION AND PAROLE

Tell me about your career with QCS. It was by accident that I started in corrections, after working with Disability Services, I took a break and decided to apply as a Programs Officer. I have been here 14 years and one of my highlights was when I was volunteering one day at a Bunning's sausage sizzle. A young man came up and said, "I know you were that counsellor from Borallon. I did a program with you, it really sat well with me. I'm out now, doing all of the things you told me to do. I'm here for my children". He introduced me to his partner and three kids, it was so good to see something like that, he was very vocal and open about it, he wasn't ashamed about acknowledging his past in a public environment where anyone could hear.

Is helping people change their situations what has kept you here? If I didn't believe we could make a change, I wouldn't be doing the job. You see those light bulb moments in a group and I have seen changes in some of the men that have been in the DFV Program from day one. Their behaviour in the group is different, they talk about women differently, they recognise more easily the domestic violence behaviours and they're able to share that with other people who are newer.

After 15 years working with offenders, does anything shock you? Sometimes you think, "I've heard it all", but the world is changing all the time and you're never prepared for everything. I think if I turn around one day and know it all, it's probably time to get out of it.

How do you cope, personally with the knowledge that the people you are working with have committed these offences? One thing that helps me process and manage the emotional side is one degree of separation. You take it in, read it and listen to it but treat it like you're watching a movie. It's not part of your life and you have to distance yourself from it. On top of that, the supports I have around me; my colleagues and supervisor, my partner, my child, my friends all help me to maintain my sanity. Working in this industry, you deal with a lot of the negatives of the world, it's important to take it into perspective. Don't personalise anything that comes through the door. You have to surround yourself with people who bring you up.

NICOLE DUKE
REGIONAL MANAGER OF SOUTHERN REGION PROBATION AND PAROLE

What is your background? I was a high school teacher and started as an Education Officer at Arthur Gorrie in 1992. I started in Sentence Management during the big change introducing case management; identifying need as opposed to just warehousing prisoners, they were exciting times. I worked in jails for about seven years around the state, then in policy, and with four Directors-General over a five year period. I did a year at the parole boards and in community custody, but I was missing operations, so I started here in 2009. It's just a great place to be. It's very hidden work, it's not as interesting for the general public as some of the big ticket courts and jails, but we're just behind the scenes toiling away; that's how I got here. It kind of gets in the blood – corrections.

How has your work changed over the years? There's been a shift over the last six years. We cannot operate alone, we have to get out there and link in with community groups. At the moment, we have the formal program for the perpetrators and the Salvation Army Positive Futures program and staff are getting information and training for how to deal with this issue in varying case management contexts. Out west in Roma, Charleville and Cunnamulla they rely on working with Centacare and the Indigenous groups. They've been doing an Ending Violence program at Roma, with staff training the local Indigenous group

It sounds like you have great confidence in your teams, who are doing a lot of work in this area. They're great statespeople. They really are. They are so full of energy. Not only are they working with the non-government organisations, all of the district offices and reporting centres have really close links with the Domestic Violence Liaison Officers within QPS. We also give pre-sentence reports to the courts, so we're very good at flagging issues and acting in an advisory capacity. We have the biggest office in the state (Ipswich), managing complex, high-risk offenders to more straightforward cases. The staff get a lot of experience very quickly, go above and beyond to make a difference and make it safe out there.

I am seeing these paper stars everywhere around the office, what are they about? We want to continue to keep DFV in the front of people's minds by doing the Million Stars. It's a national project being coordinated by the Domestic Violence Centre. Vulnerable people who don't have physical capacity and women who are often the victims of domestic violence make these stars for a bigger installation and it gives them hope that they're not invisible, a lot of people are looking at this a lot more closely than they used to.

Sandra Smith

What is DFV?

DFV is one person in a relationship using abuse or violence to maintain power and control over another. It includes **physical, verbal, sexual, emotional abuse, damaging property, financial control, threats to harm or other behaviour intended to control or dominate** the other person, making them fearful for their safety or wellbeing. DFV can impact all ages, nationalities, social backgrounds, married or unmarried, heterosexual, LGBTI relationships, family members, children, elderly and those with disabilities.

30% of Australian workers have personally experienced DFV. 45% discussed the situation at work, only 10% found it helpful.¹

Colleagues & supervisors often don't know how to respond

37 women have died as a result of DFV in 2015

IT'S ABOUT POWER & CONTROL

SHAAN ROSS
PROJECT MANAGER OF THE DOMESTIC VIOLENCE INITIATIVE

How did you become involved in criminal justice? I always knew I wanted to work within the criminal justice system. I am incensed by injustice and see it as the responsibility of those who have a passion for and commitment to community safety to ensure that no one should be a victim; everyone has the right to feel safe.

Tell me about your time with QCS and what you want to achieve with the Domestic Violence Initiative. I've worked for Corrective Services for 14 years in varying capacities and for the last 10 years in management. While I had worked across varying positions both in custody and predominately in Probation and Parole, I was always very keen to learn more about how the criminal justice system responded to victims and how I could ensure that the work I carried out within Queensland Corrective Services translated to the community I was working for. Therefore, I sought out and was offered a secondment to the Domestic Violence Prevention Centre on the Gold Coast as the Integrated Response Manager in 2013, whereby I worked with women and children who were considered to be at high risk and required extensive support. Upon completion of my secondment I returned to Queensland Corrective Services with a passion and drive to ensure that we as an agency responded effectively to the needs of the victims within our community. Therefore, within this role,

I am invested in ensuring that effective and responsive risk mitigation in relation to domestic violence is at the forefront of our ongoing management of offenders under our supervision.

You're competing in the CEO Challenge this year? When the CEO Challenge came up it was just a no-brainer. I had to do it! Australia's CEO Challenge works with corporate Australia to address domestic and family violence. Together with Australian businesses, Australia's CEO Challenge is working for a world where families, in all their diversity, are places of safety and love for all members, from the youngest to the eldest. This is achieved by creating partnerships between businesses and refuges so that women and children fleeing violent homes get the safety and support they need. My philosophy is that no woman experiencing domestic violence should have to leave her home. However I recognise, for a lot of women, fleeing the situation is their best option. So I believe we need adequate refuges across the state where they can go, particularly in our remote communities and rural isolated communities. Between now and November I will be raising as much awareness and funds as I can for this vital cause. I would be thrilled if staff across Queensland Corrective Services could get behind this cause in whatever way possible.

SUPPORT

To support Shaan's involvement in the CEO Challenge, head to: <https://give.everydayhero.com/au/shaan>

WORKPLACE SUPPORT

DIANNE MARTELL, HUMAN RESOURCES

We have all seen the headlines, heard the news, shed a tear perhaps, but with everything else the media bombards us with, we often become numb to the impact of Domestic and Family Violence (DFV). I often wonder what people think of when they hear the term Domestic Violence. What is the first thing that comes into your mind? 'It's none of my business', But unless you live with or have lived with DFV, it is very difficult to comprehend what you may do in that situation; particularly once your confidence has been eroded.

One in three women in Australia will experience abuse in a relationship at some time in their life. Two thirds are employed and one in five say the abuse continues at work in the form of abusive phone calls, texts, emails, stalking to and from work, preventing work attendance, sabotaging child care arrangements, threatening to harm work colleagues and the perpetrator presenting at the work place.

For people living with DFV, the impacts on their working lives can include: tardiness, increased absenteeism, physical incapacity in performing their role due to injury, disruptive calls and emails, being distracted, tired, unwell, unhappy or depressed, more disjointed work history and reduced job and financial security

The Special Taskforce Report on Domestic and Family Violence, headed by Dame Quentin Bryce, recommends that the Qld Government takes the lead in developing and modelling workplaces that foster equality and educate employees on unacceptable behaviour in the home and the workplace, with direct emphasis on DFV.

QCS is taking an active role in helping staff impacted by DFV and are happy to announce the upcoming release of a comprehensive suite of tools to address disclosures by our staff. The resources will be supported with training to specific work groups after publication.

Managers and Human Resources (HR) representatives will be able to work with staff in removing barriers and providing pathways to assist in seeking appropriate support services, providing guidance in enhancing safety, options in accessing time to address situation and implement risk and safety assessments and planning at work. Until the official program launch, staff may contact Dianne Martell or Peter Hollis in HR, or access the Department of Communities website for resources.

Expressions of Interest for Domestic and Family Violence Advocates. These advocacy roles will be voluntary and supportive only, for victims or perpetrators who may need general guidance when reaching out for help. We encourage applicants from a wide range of backgrounds, but caution that these roles are not professionals and will not be counselling staff. Profiles and Expressions of Interest can be requested through your HR representative.



Shaan Ross



Nicole Duke



Brisbane Correctional Centre Custodial Officer, **Rachael Strick** is on a mission to help communities in Nepal devastated by an earthquake earlier this year. In conversation with Liana Modolo.

When did you start working for QCS, what led you to this career path?

I started working for QCS in 2012. I had spent the previous six years at home with my children and when I was ready to return to work, I wanted to find a career where I was able to give something back to the community. I was ready for a challenge and something a little different, which led me to apply for the job as a custodial correctional officer.

What is an average day “in the office” for you?

A normal day for me as a correctional officer can be anything from operating a control room, managing a unit with over 50 prisoners, right through to responding to an emergency. The great thing about this job is that no two days are the same. Whilst there is a daily routine, the variety comes from working with a cross section of cultures and backgrounds, not just with prisoners, but with colleagues too.

What are the most challenging/rewarding parts of your job?

Working in a prison comes with its challenges, but the rewards can be great too. It is very much about teamwork and keeping each other and the prisoners safe. On any given day you can spend up to 12 hours with your colleagues and in

the environment in which we work, having confidence in one another is an important part of it. I feel very fortunate to be a part of the great team we have at Brisbane Correctional Centre.

What do you like to do in your spare time?

I am an avid hiker and recently completed a trek to Everest base camp and Kalapatthar. I was lucky enough to return from Nepal five days before the earthquake. It was heartbreaking to learn the very people who helped me, and others, achieve success on my trek are now without homes as a result of the earthquake.

I understand you are involved in a fundraising effort for Nepal?

Yes, I am. One of the areas affected the most, and one of the closest to the epicentre of the earthquake, is the district of Gorkha where thousands remain without shelter, food and medicine. I have chosen to support Gorkha, as this is the district where my guide is from, along with many of the guides and porters that work for the trekking company I travelled with.

I have set a fundraising goal of \$10,000 and to date we have raised \$2,155. Over the course of the next few weeks I will continue to seek donations and host a few

different events and raffles to assist with my efforts.

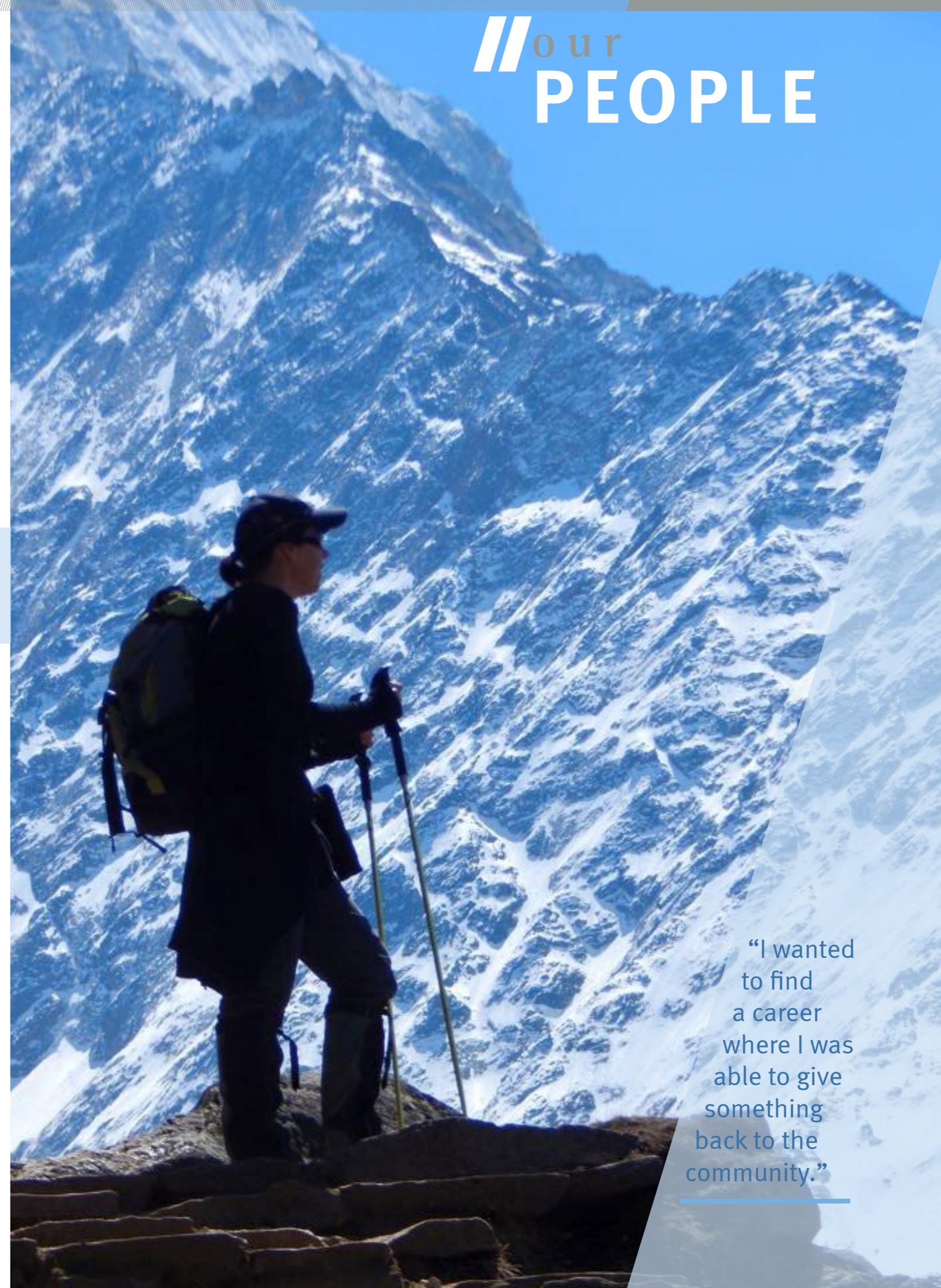
At my own cost, I will return to Nepal at the end of June for two weeks and all money raised will be taken directly to the district of Gorkha and dispersed with the assistance of local NGO Sambhav Nepal. I will team up with some fellow trekkers who have been raising funds in the US and our plan is to visit several of the villages and take food and temporary shelters so that the locals are able to get through the monsoon season in July and August.

I have chosen to partner with the Nepali government-registered NGO Sambhav Nepal (www.sambhavnepal.org), as it has an excellent track record of eight years working to achieve reforms in education and health and to improve living conditions in the villages of Gorkha. The NGO was active prior to the earthquake and has integrity, local knowledge and local contacts. Any donors to my campaign can be confident that their donation will be used wisely and well.

SUPPORT

If you would like to learn more about Rachael's journey and **donate to her fundraising efforts, go to:** www.gofundme.com/helpgorkhafund

//our PEOPLE



“I wanted to find a career where I was able to give something back to the community.”

Staying Safe *"Safety isn't just a slogan it's a way of life"*

BULLETIN #4 Correctional Centres

Flexible mop and broom handles

Staff at Lotus Glen and Maryborough Correctional Centre are currently undertaking a trial of flexible handles for mops and brooms. All reports indicate that the products are fit for purpose and will provide an additional level of safety for both staff and prisoners.

Portable Body Camera

The Portable Body Camera (PBC) trial has been successfully completed at Brisbane and Woodford Correctional Centres. Further research and procurement processes are currently underway.

Biometric messaging

Commencing in April 2015 staff will have seen staying safe messages start to appear on the biometric readers when entering centres. These will change on a regular basis and provide key messages aimed at keeping staff safe.

Probation and Parole

Probation and Parole recently completed a review of field visit practices as a result of feedback following the Staying Safe workgroups held across the regions. A Board of Management paper was developed to highlight options in respect to increasing staff safety and response

mechanisms options when home visits are conducted by staff during and after work hours.

The preferred option, namely, expansion of GPS monitoring, was endorsed by Board of Management on 4 May 2015. This technology will not only allow for more effective and efficient monitoring of all 'out of office' staff activities, it will go a significant way to improving general staff sense of security and more significantly it will ensure that assistance is rendered to an officer in distress immediately in the unlikely event of an emergency. Further, through the SOS function on the devices, it will also allow for after-hours responses to be immediately activated when required. The Probation and Parole practice team are working towards rolling this out across all locations in the near future.

In the spotlight:

Brisbane Correctional Centre

During April 2015 Brisbane Correctional Centre launched the first edition of their monthly newsletter "ALERT". The newsletter highlights important initiatives and information being undertaken at Brisbane and Palen Creek Correctional Centres, it also provides safety hints and tips and invites staff to join in and contribute their ideas for a safer working environment.

Protection of Identity Documents

If any identification documents are lost, for example a wallet/purse is lost or stolen, you should report it to local Police as soon as possible along with any identifying document numbers (if known), such as the drivers licence or passport number.

If a QCS ID card is lost or stolen, notify your immediate line manager as soon as possible. They will notify the correct people and you can then make arrangements for a new ID to be issued. An incident report is required to be generated in IOMS.

If staff are contacted by a member of another agency, for example the police, because a QCS ID has been presented that is suspected to be stolen or fraudulent, or if staff are contacted by a member of the public regarding a QCS ID card, they should record the contact details and location of the caller, as well as the details given on the ID card they are enquiring about. Then advise your line manager immediately.

Staying safe – it affects us all

Contact your local Staying Safe Coordinator to get involved in your local activities. Don't forget the Staying Safe Yammer Group is a forum where you can get updates, provide feedback or post your own ideas. www.yammer.com/dcs.qld.gov.au.

6–10 JUL

Supervisor Leadership Program (Custodial)

19 & 20 AUG

Mastering Difficult Conversations (Custodial & P&P)

21–25 SEP

Supervisor Leadership Program (Custodial)

23–27 NOV

Supervisor Leadership Program (Custodial)

7–11 DEC

Early Management Development Program (Custodial & P&P)

16 & 17 DEC

Mastering Difficult Conversations (Custodial and P & P)

ACADEMY NEWS

On 27 March the QCS Academy saw the completion of the first Practitioner Development Program in Brisbane for 2015. 22 participants from all over the state, including Roma, Cairns, Rockhampton, Emerald, Brisbane Region, South Coast Region and Southern Region successfully completed four weeks of training. The participants were an energetic and engaging group who were very passionate about their role within QCS. The trainers, Aida Amaya and Kelly Thompson were very proud of the commitment, dedication and professionalism that participants displayed throughout the training. Thank you to the external facilitators who assisted with the delivery of the program; we wish the best of luck to all the participants in completing their Certificate IV in Correctional Practice.

Nominations for the following courses on the QCSA Leadership Development Program training calendar are invited through relevant managers/staff training co-ordinators. Training will be held at the QCSA Wacol (regional courses will be coordinated directly with centre/district managers). We look forward to your nomination/s and applaud your commitment toward your professional and personal development. Email nominationS and inquiries to Manager Leadership Development, Alicia Bennett.

the LATEST



CREATING AN INTELLIGENT COMMUNITY

Staff at Maryborough Correctional Centre recently received intelligence training from Queensland Corrective Services Intelligence Group (QCSIG) officers Byron Hellmuth and Meghan Meloni. Providing intelligence training is crucial to improving the agency's intelligence capacity. Meghan said that the feedback from participants was vital to her own development and improving her understanding of issues faced by staff in their day to day business. QCSIG delivers a range of training including specialist intelligence training for QCS intelligence officers and a number of intelligence awareness courses for all staff.

Specialist intelligence training includes systems training in iBase and Analyst Notebook software applications. QCSIG in conjunction with the Queensland Corrective Services Academy deliver the Diploma of Correctional Administration (Intelligence) which is a nationally recognised qualification relevant to the specific skills and knowledge required by intelligence officers working in corrections agencies. Areas addressed in the qualification include, information collection planning, information evaluation and analysis methodologies and human source management.

The highest level of awareness training, provided by QCSIG is the one day Intelligence Awareness Course (ATP013). The course provides insight into basic intelligence practice and methodologies with a focus on relevant QCS practice guidelines and requirements. Other awareness training includes information sessions on Outlaw Motorcycle Gangs and the Radicalisation and Extremism Awareness Program (REAP) to assist staff in identifying indicators of possibly violent extremist behaviours. QCSIG also delivers specific training on how to use IOMS to submit information and intelligence reports.

All intelligence training delivered by QCSIG is applicable to both Custodial and Probation and Parole staff. Staff with training enquiries are encouraged to liaise with their local intelligence officers in the first instance.

Photo from left: (front row) Chris Lucas, Leanne Zimmerman, Meghan Meloni, Julian Fattore, Roxane Hewson (back row) Christopher Corke, Ian Bettridge, Christopher Allsop, Trevor Dunkley, Nancy Gray, David Knight, Byron Hellmuth.



Newly appointed Deputy General Manager of Capricornia Correctional Centre, Alexis Gibson attended to gate duties to allow staff (CCO Michael Lawliss) to complete the Employee Opinion Survey.



Photo above: Charleville Work Camp Field Supervisor, Greg Dowrick. Photo: [Western Times](#).
Photo below: Justice Crew News editor, Lyndelle Ingle.

Celebrating 25 years of community service

Caitlin Stager, Principal Communications Officer

The Anzac Day weekend this year marked 25 years of one of the most successful prisoner rehabilitation schemes in Queensland. When the floodwaters inundated Charleville in 1990, QCS saw the opportunity to extend its focus of rehabilitating prisoners and getting offenders to give back to the community by assisting with the clean-up of the town and consequently the Work Camp program was born.

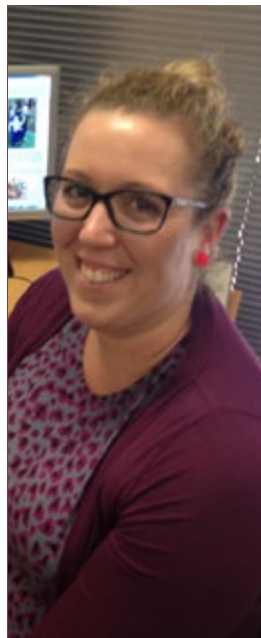
A range of events were held in Charleville to mark the 25th anniversary of the flooding event. Kayleen Richter (Work Camp Coordinator) and Dave Gordon (Deputy General Manager, Palen Creek) participated in a photographic and memorabilia display on April 24 in the Charleville Town Hall.

“We met with the Mayor Denis Cook and set up a display in the Town Hall to showcase the work done over the years by QCS,” said Dave. “The event was well attended by locals and visitors and extremely positive feedback was received throughout the day.”

Twenty-five years later, the Work Camp program injects around \$2.5 million a year into regional Queensland through community service and continues to provide regional communities with a valuable source of labour and an opportunity for prisoners to make reparation to communities while developing skills.

Greg Dowrick, Field Supervisor Charleville Work Camp, arrived in Charleville just before the 1990 flood and saw first-hand the assistance to the community that QCS provided in a time of need. Greg commenced work on the program towards the end of 1991. “I liked the concept of inmates doing work in the community,” said Greg.

When asked about career highlights, Greg nominates not only the projects that the camp has done in the Murweh Shire over the years but also being able to show visitors and inmates the work that has been undertaken to benefit the community.



NEWS ENGAGES NORTHERN REGION

Justice Crew News is an informative, colourful, monthly newsletter for staff in the Northern Region Probation and Parole offices. In late 2014 the leadership group in Northern Region Probation and Parole decided to focus on developing and implementing a set of strategies which would provide staff in the region with the opportunity to have their great work, both in and out of the workplace, acknowledged, recognised and shared.

Lyndelle Ingle, Regional Supervisor Northern Region Probation and Parole, took the ideas of the regional team and using a staff newsletter as a means for staff engagement created the framework and flavour of Justice Crew News as well as the title.

Louise Kneeshaw, Regional Manager, Northern Region Probation and Parole said that it was an amazingly hard slog in the beginning. “Lyndelle had to quickly develop some pretty savvy formatting

skills for a start and she would be the first to acknowledge this wasn’t her forte!”

What wasn’t a challenge for Lyndelle was the philosophy behind the newsletter. “Lyndelle was and continues to be passionate about making sure Justice Crew News is staff focused and provides the team with an opportunity to share their stories”, said Louise.

Lyndelle has extensive operational experience working in Probation and Parole over the last 11 years but she also has an innovative creative streak and manages to weave some fun throughout the newsletter. Now in its ninth edition, staff throughout the region are writing and providing articles for inclusion in the newsletter. Lyndelle’s commitment to ensuring everyone’s contribution makes it into the newsletter ensures that as a staff engagement tool, Justice Crew News is staff owned and staff driven.



what's NEWS?

Townsville CC celebrates history and people

Queensland Corrective Services, DJAG Media team

On June 9, Townsville Correctional Centre celebrated 125 years since its construction was set in stone, but the emphasis was firmly on the people who worked there.

A number of former staff members were invited to a special commemoration ceremony at the centre where their past contributions to the centre were lauded. “People are the most important part of any organisation. We are proud of the commitment, integrity and passion that our correctional staff, past and present, bring to their very important jobs,” said centre General Manager, Jon Francis-Jones.

Building contractor Thomas Matthews accepted and signed the contract to construct the penal establishment on 6 April and work began on “Her Majesty’s Penal Establishment

Stewart’s Creek” on 9 June 1890. When the new prison opened in 1893, the Sheriff of Queensland William Townley described it as “superior in its construction”. Comptroller-General Captain Charles Edward de Fonblanque Pennefather claimed it to be “the best constructed prison in the colony”.

Townsville Correctional Centre is the oldest remaining prison on a single site, and a historical display inside the old gatehouse - which dates back to the early days of construction - drew the attention of many of today’s guests. During World War II, then-named Stuart Gaol was used as a holding facility for Italian and Japanese residents being moved to internment camps. The Americans also used it as a detention facility for troublesome military personnel and for the safe storage of flour, in case the Japanese attacked.

Memories of their time at the centre were shared by staff at the ceremony and on social media, where almost 6,000 people viewed posts about the anniversary and reflected on their association there.

“The correctional centre has a strong history with Townsville – it has protected the community for over a century and provided employment and career opportunities for so many local people,” said Deputy General Manager Kristine Winter.



Photos clockwise from left: General Manager, Jon Francis-Jones outside the heritage-listed gatehouse | Memorabilia on display for the anniversary celebrations | The number four gun tower (one of the original buildings). Courtesy of [ABC North Queensland](#)

ADDITIONAL MEDIA LINK
[ABC North Queensland “Former prison officers go behind bars to celebrate 125 years of the Townsville Correctional Centre.”](#)

“We are proud of the commitment, integrity and passion that our correctional staff, past and present, bring to their very important jobs”

NEXT ISSUE...

- » Wrap up of NAIDOC Week celebrations from across our centres and offices.
- » Northern region Domestic and Family Violence Prevention strategies in the spotlight.

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