



December 2022

Corrections NEWS



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Message from the Minister

I offer my heartfelt thanks to every single member of the Queensland Corrective Services team for your efforts in keeping the community safe.

Your vital work is not often recognised by the broader community, but I and my fellow Ministers in the government are keenly aware of the difference you make every single day.

Your work is incredibly challenging.

Your work is vital to a safe society.

And you deserve every recognition for your service to the community.

Your work with Corrective Services in Queensland has dual roles. One part is protecting Queenslanders from dangerous people.

The other element is providing rehabilitation to people who are under your supervision. Both are equally important.

This year's Budget recognised the importance of the multi-pronged approach QCS officers must take in order to fulfil this important work.

As such, the government invested more than \$1.1 billion into corrective services.

This included additional funding to enhance security within correctional facilities across Queensland.

The government has also sought to support your work with a range of workplace reforms for front line workers.

Every one of you has a right to be safe at work.

The budget provided \$230 million over four years to improve electronic security within prisons, to undertake maintenance and minor capital works and to purchase new equipment.

Two initiatives that will further boost custodial officer safety are the installation of safety hatches in older-style cell doors and the purchase of additional body worn cameras for staff.

I am also pleased to say that construction of the new men's correctional centre at Gatton is well underway and this year the scope was expanded to increase the capacity to 1500 beds.

I would like to take this opportunity to acknowledge the work of all our QCS staff.

Our Community Corrections staff work tirelessly each and every day to ensure offenders in the community are complying with their order conditions.

Our Custodial Operations staff deal with some of the most complex and challenging individuals within the criminal justice system.

And QCS support staff go above and beyond to ensure those on the front line are supported to do critical work.

The hard work, dedication and professionalism of the QCS team keeps Queenslanders safe every day.

Thank you.

We have done many good things in the QCS space this year, and I am thankful for your ongoing support and consistent determination to deliver good outcomes for Queensland.

Thanks to all of you working so well together.

Thank you for keeping Queenslanders safe.

Thank you for all you do for the community.

I wish you and your loved ones a very happy and safe Christmas, and I thank those of you who will continue the hard work over this period.

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**Message from
Commissioner
Paul Stewart APM**
Queensland
Corrective Services

It is hard to believe that the end of the year is rapidly approaching. Queensland Corrective Services (QCS) is always a busy agency, but the tempo of 2022 across the board has been relentless.

We started the year adapting to the reality of COVID-19 in the community and in our prisons, and it feels as if we have hardly drawn breath since.

I would like to thank you all for your resilience and persistence in what has been a remarkable year, and I hope many of you have a chance over the coming holiday season to take a well-earned break and reconnect with your families.

Of course, for much of our workforce, work continues unabated. For those of you who are working over Christmas and New Year, thank you for your commitment to public safety.

As 2022 draws to a close, it is worth reflecting on some of the many things we achieved as an agency despite the challenges and disruptions.

From excellent work in the legislative area which will improve our delivery of front-line services, the wrap-up of the Queensland Parole System Review project and incorporation of the recommendations of the review into business as usual, we are maturing as an agency and shaping our future state.

The construction of the Southern Queensland Correctional Precinct Stage 2, and planning is well-advanced on the operating model and staffing profile for the 1500-bed men's high security prison which is due for commissioning in 2024.

In the custodial space we have managed consistently high prisoner numbers while implementing infrastructure improvements and continuing the rollout of QPSR measures such as the Opioid Substitution Treatment Program and end-to-end case management.

I am grateful for the work you all do to make Queensland a safer place. Your passion and commitment to this agency and to improving the lives of those in our custody and care is remarkable. We value your contribution, whether you are from Community Corrections and Specialist Operations, Custodial Operations or Organisational Capability.

I wish you all a safe and peaceful Christmas and New Year.

Front cover:

Smoking ceremony at Queensland
Corrective Services Academy.

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GPO Box 1054
Level 21, Northbank Plaza, 69 Ann Street
Brisbane QLD 4001
(07) 3565 7824
QCSMedia@corrections.qld.gov.au
corrections.qld.gov.au





James Koulouris

Deputy Commissioner
Organisational Capability

This year, Organisational Capability delivered a number of significant innovations to enhance the safety and security of our correctional system and support our officers in keeping the community safe. This included the trial retrofitting of cuff hatches into old style cell doors across several correctional centres, the state-wide bunk beds project, expansion of body-worn camera access, the body scanning trial, and drone detection technology.

We received \$30.4 million over four years to upgrade and modernise the Integrated Offender Management System (IOMS). Over the next two years, Digital Services and Information Technology Branch will deliver system changes that will see a new web-based user interface that will make data entry and data searches easier, enhance IOMS as the single-source-of-truth for prisoner and offender information, and enable remote and mobile access of the system.

In June 2022, the new Correctional Employees' Certified Agreement commenced operation, providing a fantastic outcome for our custodial officers. I am proud of the Agreement that QCS and the Together Union have been able to achieve together to support our officers and their commitment to community safety.

Construction of our new flagship correctional centre, Southern Queensland Correctional Precinct – Stage 2 (SQCP-S2), is now well underway and on track for completion by the end of 2023. This state-of-the-art facility will be a new standard for QCS in the delivery of services and safety of officers, prisoners, and the community. I am incredibly proud of the work that is being undertaken by the *Operation Novus* project team in delivery of this landmark program.

I thank all our officers for their tireless contribution to ensuring the safety of our community and I extend best wishes to all for a safe festive period shared with family and friends.



Gary McCahon

Deputy Commissioner
Custodial Operations

As Queensland Corrective Services continues to mature as a stand-alone agency, it is vital that we finalise a fit-for-purpose funding model which accurately reflects the business of the agency.

Consequently, QCS this year started to develop options for a new business and funding model for submission to the Queensland Government.

Excellent progress has been made thus far, with the review of the 10-year strategic plan Corrections 2030, development of a new draft business model, and the commencement of a detailed financial and funding analysis to understand the real cost of our operations and drivers of demand for our services.

I would like to thank all business areas for the collaboration and cooperation demonstrated in formulating detailed funding submissions, which are critical to the current phase of the review.

In October this year I announced an operational review of safety hoods, examining the current practices and systems governing their use. A number of workshops were held around the state to provide Custodial Operations staff the opportunity to contribute to the review. I would like to thank all participants for your valuable input, and I look forward to further consultation opportunities in the coming months.

In August this year I was pleased to be announced as the Executive Sponsor for Women and LGBTIQ+.

The Terms of Reference and governance arrangements for the LGBTIQ+ Steering Committee are nearing finalisation, and a call to nominate for membership will be released shortly.

In the lead up to the 2023 International Women's Day (IWD), QCS continues to work closely with our fellow public safety agencies to raise funds to support the work of the Small Steps 4 Hannah Foundation. I encourage all business areas to participate by registering a fundraising event with the International Women's Day fundraising subcommittee.

As we near the end of 2022 I would like to thank all staff for their tireless efforts to protect the Queensland community. You have been required to navigate many complex and challenging situations this year, and the nature of your work is incredibly important, and appreciated. From my family to yours, I hope you have an enjoyable and safe holiday season, and I wish you a very Merry Christmas!



Ursula Roeder ACM

Deputy Commissioner
Community Corrections
and Specialist Operations

As 2022 draws to a close, it is with great pleasure that I can share a small snapshot of some of the many activities that have occurred across our division this year.

Community Corrections represented QCS across a number of stakeholder forums and events this year, including:

- Bundaberg Community Corrections - first annual Festival of Health and Well-being Clinic
- Attendance at a number of Career Exhibitions across the state including Dorrie Day Indigenous Careers Expo, Hervey Bay State High School Careers Expo and Moreton Bay Murri Expo.
- Beenleigh Community Corrections - Services at the Square event
- South Coast Region/QCS Intelligence and Investigation Branch - Gangs Exit Program Conference and their ongoing inter-agency partnerships with respect to this program
- Gladstone Community Corrections - Pets in Purple campaign
- Rockhampton Community Corrections FUN-raising activities to Moo & Co, Care & Share
- Redcliffe and Caboolture Community Corrections - Moreton Bay Says No to Violence march
- Burleigh Heads partnership with the Southern Police Group Response Team
- Northern Region Community Corrections hosting the Men's Health Forum and Luncheon at Queensland Country Bank Stadium.

Specialist Operations has also had a remarkable year, including the implementation of a number of business improvements and innovations in the past year, including:

- Offender Intervention Unit and Offender Services' implementation of the new moderate intensity violence treatment program Living Without Violence, the new sex offender program for First Nations Men Strong and Solid Spirit.
- Education Services hosting Career Expos across 13 correctional centres
- Integration of Townsville Case Management Unit into Sentence Management Services
- Commencement of case management for women in custodial settings via Integrated Sentence and Case Management
- More than 36,000 sentence calculations and pre-sentence custody checks completed by the Lawful Detention Unit
- Implementation of a Countering Violent Extremism framework by Serious Offenders Group business units
- Significant work undertaken as part of Op Tango Roadtrain by the Corrective Services Investigation Unit
- Stakeholder engagement by the QCS Intelligence Group
- Delivery of the Build Don't Break Resilience Program by the Psychological Services Unit.

The implementation of ongoing business improvements, initiatives and innovations are only able to be completed due to the commitment and effort of all staff and I thank you for your ongoing dedication and support in raising awareness of the important work we do.



Path to Treaty, path to unification

Queensland Corrective Services is moving towards treaty readiness after securing a valuable spot on the *Path to Treaty* discussion table held in Brisbane recently.

The *Path to Treaty* provides an opportunity to acknowledge and celebrate the rich histories, cultures, customs and achievements of Aboriginal and Torres Strait Islander peoples through truth telling, healing and reconciliation activities.

QCS Offender Rehabilitation and Management Services Superintendent Evie Georgas ACM who attended the planning session in November, said it was a great opportunity to learn from First Nations peoples, and understand each other as Queensland moved towards a unified future.

“Queensland’s *Path to Treaty* is a positive step forward. How we approach and embrace this journey is important, as it will require great courage, curiosity and optimism,” Supt Georgas said.

“The *Path to Treaty* is about facing the full history of our state, an opportunity for all of us to learn from our shared histories, cultures and achievements.

“I look forward to QCS working towards treaty-readiness as this will support and enhance the great work already in place with renewed energy.”

Supt Georgas said the presence of many government departments during the planning sessions demonstrated there was a commitment to be treaty ready. “It was an invaluable experience to workshop

strategies, and we identified the need to commence a planning process and reflect on how we can work together to achieve a fully reconciled future.”

Southern Queensland Correctional Centre General Manager, Chief Superintendent Tamara Bambrick, who attended another workshop opportunity echoed Superintendent Georgas’ sentiments.

“There is a lot of work to do as we head towards the *Path to Treaty* and it requires a whole of government approach; we can’t be working in silos,” Ch Supt Bambrick said.

“We all need to work together to ensure First Nations peoples are not retelling their stories of trauma.

“The *Path to Treaty* is an incredible opportunity for us to make change and do better and I am excited to be part of it. I encourage every single government agency to be at the table so we can all work together and reduce the incarceration rates and negative social experiences of First Nations peoples.”

QCS First Nations and Cultural Capability Acting Chief Superintendent Mike Macfarlane highlighted the importance of treaty and truth telling as part of the journey to reconciliation for all Queenslanders and Australia as a nation.

“Treaty won’t happen overnight, and it won’t be an easy path, with the forums being the first step along the way for Queensland in examining its relationship with First Nations peoples,” A/g Ch Supt Macfarlane said.



“At times there will be some uncomfortable conversations and discussions as we map the road to readiness together, acknowledging the diverse make-up of the people of Queensland”.

A/g Chief Supt Macfarlane said there would be several rounds of workshops and upcoming activities and officers would be advised and encouraged to participate.

In August, officers from across the state attended a ceremonial event at Parliament House in Brisbane that set the scene for the Path to Treaty.

The ceremony solidified the commitment by collectively pledging to be courageous and curious, to be open to hearing the truth of the state’s history and to collaborate in readiness for negotiating treaties.

Photo above left: Traditional Birra Gubba / Geyman, Mark, AGCC Cultural Liaison Officer, Elders and QCS officers performing Gari Gynda Narmi, a traditional welcome dance. Originally a Wakka Wakka song, but with the dispersal of Aboriginal cultures, it has become a welcome song of all Aboriginal nations in southeast Queensland.

Photo above: Smoking ceremony – Mark, Uncle Tiger Singh and QCS officers.

Photos above: NAIDOC 2022 celebration at the Academy standing as one QCS sharing our reconciliation journey together





Palen Creek wins at Beaudesert show



Above: Pictured above with BTCC Through Care Manager, Mel Sykes and CCO Paul is Show Official Kate Ferguson.

Palen Creek Correctional Centre (PCCC) has plenty to celebrate after scoring a win at the 125th Beaudesert Show in September.

Back on the show circuit for the first time in three years after a pause due to the pandemic, PCCC did

not miss a beat - showcasing six of its Charolais-cross steers in the Prime Beef Cattle classes.

Palen Creek Custodial Correctional Officer Paul, who heads the prison work program at the centre, said it was exciting to be back on the show circuit to support local events in the region.

“The Beaudesert Show is a great event, which supports the local community - helping to drive business and we are thrilled we can do our bit to support it with our show cattle,” Paul said.

This year, the correctional centre, which runs a 145-strong commercial herd, entered three of its steers in the ‘Pen of 3 Category’, taking out a win in their class on Friday 2 September. The remaining cattle were shown individually.

It’s not the first time the centre has taken out a win at the show. Seven years ago, PCCC took out the big prize – Grand Champion for its signature breed, the Charbray.

Another great aspect about the show is that it offers prisoners an opportunity to build life skills through farm work and understand about the breeding process of the cattle.



“The prisoners learn about patience and safety working with the animals and by the end of the breeding process they get a good sense about the cattle. They enjoy working with the animals as well as the upkeep of the farm,” Paul said

Paul also said the Palen Creek low custody farm work provided prisoners an opportunity to attain their Certificate Three in Agriculture.

Beaudesert Show Society Prime Beef Cattle Chief Steward Dale Farmers said Palen Creek Correctional Centre provided great support for the show.

“Palen Creek Correctional Centre has a really good herd of cattle up there, which they bring into the sale yards every year at the Beaudesert Show, and always do really well,” Paul said.



Above: Pictured above with BTCC Through Care Manager, Mel Sykes and CCO Paul with our QCS stock.

Opinions Count

Working for Queensland survey helps drive organisational change

More than 50 per cent of Queensland Corrective Services’ officers completed the Working for Queensland survey this year.

Deputy Commissioner Organisational Capability James Koulouris said a 10 per cent improvement in the response rate this year indicates genuine interest in our officers to help drive positive change.

“We all have a role to play in making our workplaces better places to be, and this year, more than half of our workforce took the time to complete the survey and provide feedback on issues important to them,” DC Koulouris said.

The 2022 survey was redesigned by the Public Service Commission to help capture more day-to-day experiences with a greater emphasis placed on employee wellbeing, fairness, equity and diversity.

“Feedback received will help us consider work demands and individual needs as identified by our officers, to better ensure we have the right resources in place to support them.”

The Senior Leadership Group has already worked through the key themes of this year’s survey and work has commenced on some of the most critical matters.

DC Koulouris said the highlight reports are now available on the intranet and all officers are encouraged to take the time to review the results.

“Our leaders and managers are committed to engaging with officers across all areas of the organisation in the process of change and improvement so now is the time to start

conversations within your teams.

“It’s important to facilitate officer involvement in developing action plans and initiatives that align with our newly established benchmarks and our Corrections 2030 principles of safety, excellence, empowerment, accountability and respect.

“The opinion of our workforce counts and the opportunity for officers to share their feedback helps shape our organisation by building on our strengths and addressing the areas that need improving.

“We look forward to working with our officers and making Queensland Corrective Services an even better place to work,” DC Koulouris said.





Arthur Gorrie Correctional Centre

Celebrating 30 years



Arthur Gorrie Correctional Centre (AGCC), is one of the busiest centres in Queensland, recently celebrated 30 years since it first opened its doors in 1992. The centre was privately run when it was commissioned but transitioned into a publicly operated correctional centre in July 2020.

Manager of Intel at AGCC, Nick Bradshaw, said he has seen AGCC evolve immensely over the years.

“The centre has undergone massive changes since it opened in 1992, including a complete face lift and systems reviews that were needed.

“When it was initially opened, the centre didn't have the prison telephone system. There were a restricted number of phone lines going out of the centre, and the demand meant that there were strict guidelines for phone use, often causing disruption in prisoner management.

“Also, the number of phone calls that a prisoner would get was determined upon his classification. So yes, it was quite stressful at the early days,” Mr Bradshaw said.

The transition to public administration in 2020 saw 400 officers joining Queensland Corrective Services (QCS) from the prison's previous operator with an additional 200 new recruits and transfers from other centres to meet the staffing requirements for AGCC.

Since the correctional centre moved back into public administration two years ago, there have been significant changes. Along with the increase in the staffing levels, there have been improvements in the response model for responding to emergency incidents, and improvements in the various centre management systems.

General Manager at AGCC, Chief Superintendent Scott Collins acknowledged the contribution made by each Correctional Officer that worked at the centre in the past 30 years.

“It is an absolute credit to all those that have worked here since that time – congratulations to them, and happy 30th anniversary,” Ch Supt Collins said.

The centre accounts for 25% of the incidents for the state, with a state of 1300 and bails being discharged into the evening every night and 15 receptions per day.



Queensland hosts Australia's first 'Gangs EXIT' conference

Queensland Corrective Services, the Queensland Police Service, and the Australian Federal Police collaborated to host the first ever conference on the *Gangs Exit Program*, in August.

The first of its kind in Australia, the *Gangs Exit Program* focuses on providing employment, skills training, mentoring, and mental health support, to provide a structured pathway for outlaw motorcycle gang members who are seeking to disaffiliate and disassociate from the gangs upon release from custody.

The conference provided an opportunity for representatives from different jurisdictions to share experiences and learn best practice from public safety jurisdictions that have been running similar programs for some time.

QCS Intelligence and Investigations Branch Acting Director, Rob Wildin, said the cost of gang crimes within communities is significant.

“Research has shown that on average, the cost of offending by motorcycle gang members, based on crime and prison costs, is \$1.3 million per member,” Mr Wildin said.

“By the age of 60, motorcycle gang members spend nearly seven years in prison at a cost of more than \$800,000 - almost 20 percent higher than other organised crime offenders.”

Feedback received at the conference confirmed the program has a significant impact on the prevention of motorcycle gang violence and a reduction in their criminal activities at a time when motorcycle gangs have become more complex and transnational.

The *Gangs Exit Program* gives participants the chance to turn their lives around and aims to dissuade young men from joining and remaining in outlaw motorcycle gangs.

The program, which offers a tailored approach based on an individual’s needs has shown success, with positive stories of gratitude from the first cohort of participants.

“This program has really changed my life and presented me with realistic, viable options to returning to gang life,” a former gang member said.

The *Gangs Exit Program* conference drew participants from across Australia and New Zealand including key academic speakers and international speakers from Denmark and the United Kingdom.

Bottom right: QCS Intelligence and Investigations Branch Acting Director, Rob Wildin delivers an address, facilitating deliberations around motorcycle gang members.



QCS celebrates Brisbane PRIDE

Commissioner Paul Stewart APM, and Deputy Commissioner Gary McCahan joined QCS officers at this year's Brisbane Pride Rally and March in support of inclusion and diversity.

More than 30 officers took to the streets for the fourth consecutive year, marching in uniform to demonstrate QCS' commitment to an inclusive and diverse workforce.

DC McCahan who is QCS Executive Leadership Sponsor for the LGBTIQ+ agenda Gary said QCS' participation and recognition of the Brisbane Pride Rally and March is a commitment to promote the value of diversity in a workplace.

"Providing a safe and respected environment where our officers can come to work and be their true selves is very important to us, and as an agency, we continue to lead the way in recognising that everyone is different and everyone matters," DC McCahan said.





New milestones for Southern Queensland Correctional Precinct Stage 2

Work on the multi-million-dollar Southern Queensland Correctional Precinct Stage 2 at Gatton is gaining momentum, clocking up a major milestone in construction and expenditure.

The first roof is now on an accommodation building and the first \$250 million has been outlaid on the new \$861 million correctional centre in the Lockyer Valley.

Deputy Commissioner Organisational Capability and SQCP-S2 Program Executive James Koulouris said the project was a great investment for the local area.

“It’s incredibly pleasing to see the new centre taking shape. So far, we’ve had more than 1000 workers inducted onto the 46-acre project site and more than 700,000 hours of construction work complete,” DC Koulouris said.

“We’ve also had more than 78,000 hours of training undertaken, including apprentices, trainees, and other workforce training.”

To date, 13,000 cubic metres of concrete and 34,000 square metres of steel reinforcement have been used on site, and more than 2300 pre-cast concrete wall panels erected. When complete, the new correctional centre will become the largest facility in the state.

DC Koulouris said the project would also provide a boost to local employment.

“More than \$400 million in trade packages that have been granted to date, have been awarded to local suppliers within a 125-kilometre radius of the construction site with 93 per cent of workers living within the local supplier region.”

“The expansion project will create more than 900 construction jobs in the Lockyer Valley region at its peak and more than 600 ongoing, operational jobs once the prison is fully operational.”

DC Koulouris added the new correctional centre would alleviate pressure on the Queensland correctional system by adding more than 1,500 much-needed beds to the State’s capacity.

“The new prison will play a pivotal role in reducing recidivism and providing our officers with a safe, state-of-the-art work environment.”

Major works on the \$861 million correctional centre are expected to be completed by the end of 2023 and commissioning in the first half of 2024, weather permitting.



Enabling diversity in the workplace

QCS hosts leadership event in Brisbane



Queensland Corrective Services was proud to host a Leading Women: Public Safety and Integrity Agencies Women’s Network event recently in Brisbane.

The professional development event focused on the importance of embracing and celebrating workplace diversity.

Assistant Commissioner Community Corrections, Samantha Newman, said the event brought together officers from public safety agencies across Queensland who share a vested interest in the importance of workforce diversity.

“QCS is proud of the contribution our female officers make in keeping Queenslanders safe and the Leading Women event was about encouraging people to recognise and embrace the immense value that comes from diversity within our workplaces,” AC Newman said.

“To be a truly top-tier public safety agency, we need to embrace diversity and realise that people with different life experiences bring different perspectives and insights.

“This is incredibly valuable in a department which is, at its heart, about helping people become better citizens.”

This year’s guest speaker was Christine Mudvanhu-Makumbe, a Diversity, Equity and Inclusion (DEI) strategist.

Participants also heard from a talented panel of female leaders who shared and reflected on some of their experiences of workplace diversity. They also had the chance to ask them questions following the session. Panel members included the General Manager of Townsville Correctional Complex, Chief Superintendent Louise Kneeshaw; CEO for Multicultural Affairs, Christine Castley; and Queensland Police Service Acting Inspector Multicultural Affairs, Jacqui Honeywood.

AC Newman said professional development opportunities were important for officers to boost skills needed to do their jobs.

“Professional development offers our officers the chance to increase and build skills and give them confidence to step outside of their comfort zones, while taking the initiative to embrace leadership roles available to them throughout their careers,” AC Newman said.

QBANK EVERYDAY Heroes AWARDS

Officer Monique Rashford recognised as **QBank** Everyday Hero



Congratulations to Queensland Corrective Services (QCS) officer Monique Rashford for being awarded a QBank Everyday Hero Award this year.

Now in its eighth year, the QBank Awards shine a spotlight on the hard work, dedication and exceptional service of QCS employees and other front-line personnel who have gone above and beyond to protect, serve and heal their communities.

Roma Community Corrections Probation Services Officer, Monique took out the coveted Ownership category for pioneering the Roma Women's Empowerment Group - designed to empower women to overcome barriers in rural and remote Queensland.

Monique was among 29 finalists who were recognised at a gala event held at the W Hotel in October.

Monique said she is passionate about supporting women's safety and reducing recidivism and was humbled by the recognition for her work in this area.

"I was honoured to receive the award and to have the project recognised by the QBANK Everyday Heroes Award, demonstrating the need to support women in our communities through alternative options. Women are often one of the most vulnerable groups in our community," Monique said.

The Roma Women's Empowerment Group has been operating since 2021. It was developed as a safe space where women can go with their young

children and access support services and relevant information to help them take ownership over decisions that may impact them directly.

Monique said the group offered women the opportunity to meet the requirements of supervision while providing opportunities to learn skills like cooking healthy meals on a budget, interviewing techniques and accessing sexual health education.

"It was identified in Roma that the responsivity rate of supervised women was decreasing, which can be attributed to several different factors including, parenting responsibilities, social isolation and a general lack of access to information," Monique said.

QCS Commissioner Paul Stewart APM said Monique's win was a testament to QCS' values.

"I want to thank Monique and the team at Roma Community Corrections for their dedication and never losing sight of the core work of our agency – making Queensland safer for everybody," Commissioner Stewart said.

"This award offers us a shared pride and a common understanding of what it means to be a part of QCS and gives us the drive to continue collaborating and creating innovative ways to uphold our vision."

The Roma Women's Empowerment Group was also nominated for a Commissioner's Award for Excellence earlier this year where the team picked up a Highly Commended award.

Congratulations to all.

New officers boost community safety



Custodial Officer Entry Program (COEP)
QCSA, 25 November 2022



Custodial Officer Entry Program (COEP)
QCSA, 28 September 2022



Custodial Officer Entry Program (COEP)
Maryborough Correctional Centre, 3 November 2022

Custodial Correctional Officers welcomed to Queensland Corrective Services

Welcome to all new officers who were sworn into their vital role on the frontline of public safety in Queensland at ceremonies across the state.

The officers completed the Custodial Officer Entry Program (COEP) before being deployed to centres across Queensland. The COEP is extensive and ensures officers are ready to take on the many challenges of working within a correctional environment each day.



Custodial Officer Entry Program (COEP)
Capricornia Correctional Centre, 2 December 2022



Custodial Officer Entry Program (COEP)
Lotus Glen Correctional Centre, 7 October and 16 December 2022

Practitioner Development Program (PDP)
30 September 2022



Practitioner Development Program graduates

Congratulations to the Community Corrections officers from across the state after graduating from the Practitioner Development Program (PDP).

Community Corrections officers undertake evidence-based and best-practice training to assist them with rehabilitating those under our supervision to prevent further reoffending. The PDP expands on the fundamental skills required of participating officers across a range of areas, including risk management, pro-social modelling, cultural awareness, effective decision making and working with the victims and perpetrators of domestic and family violence.

General Purpose and Passive Alert Drug Detection dogs graduate

Welcome to all the new canines joining the Queensland Corrective Services Delta Unit. This is QCS' elite dog squad comprising General Purpose (GP) and Passive Alert Drug Detection (PADD) dogs.

The dog squad teams join the frontline of public safety following a rigorous training course which includes intensive operational deployment training at the Wacol prison precinct. The dog squad is highly skilled, ranks among the best in the world and is an integral part of keeping correctional centres safe and secure.

To earn their accreditation, the graduates have successfully completed three months of exhaustive training to ensure they are prepared for the challenges on the job.

Congratulations to all the dogs and their handlers, including two officers from South Australia's Department for Correctional Services who joined QCS for training.



Practitioner Development Program (PDP)
11 November 2022



QCSA Delta Unit, Passive Alert Drug Detection dogs and their handlers, including two officers from South Australia's Department for Correctional Services who joined QCS for training – 17 November



**QCSA Delta Unit, General Purpose dogs
12 October 2022**



QCS Officers **'SAY NO TO VIOLENCE'**



QCS officers once again participated in the Moreton Bay Says No to Violence march at Redcliffe.

The annual event encourages the community to take a stand, speak out, and be a voice for change to prevent and eradicate domestic and family violence.

Deputy Commissioner Ursula Roeder, who is the QCS Executive Leadership team sponsor for Domestic and Family Violence (DFV) said that QCS had a unique role to play in managing the offenders of domestic and family violence (DFV) as well as supporting victims and their families.

“As a White Ribbon accredited workplace, we are also committed to educating and supporting our officers to identify and respond to DFV,” DC Koulouris said.

The Redcliffe community corrections team has supported the event for the past five years. They continue to be official sponsors of the event and are involved in planning the event.

The march was led by representatives from Moreton Bay Regional Council, Queensland Police Service, QCS, the Encircle Redcliffe Neighbourhood Centre local Elder Uncle Michael.



QCS Walking Together for men's health



Queensland Correctives Services held its second

Men's Health Forum in Townsville in conjunction with Men's Health Month to promote the safety and wellbeing for men working on the frontline.

This year's theme was Walk Together, and saw men from a range of frontline uniformed agencies come together to break the stigma associated with mental health.

QCS Northern Region Community Corrections Superintendent Sally-Ann Gray who created the forum, said it was also designed to cater for men from all walks of life.

"This is about the wellness of men in not only our workplaces but in our families and communities," she said.

"The work that we do in frontline public safety is challenging and there's also a high emotional burden; so, it's really important men are having conversations seeking the assistance and support they need and understand that is completely normal.

"Not only does this benefit the men themselves but also their colleagues as well."

Top right: Guest speaker Simeon, Cultural Liaison Officer and Superintendent Gray **Bottom left:** Guest speaker Antonio Winterstein, QCS Superintendent Mark Plath and MC, Guest speaker QCS Community Corrections Cultural Liaison Officer Simeon and Townsville Hospital and Health Service Team Leader - Indigenous Liaison Unit Michael Illin
Bottom right: Event participants of QCS Walking Together

Former North Queensland Cowboys Player Antonio Winterstein who was a guest speaker at the forum said he was pleased to be a part of the discussion to share his perspective on mental health and suicide.

"This year's theme Walk Together really resonates with me but it's important to know where you're walking as well," Mr Winterstein said.

"It comes with understanding what support looks like, what support is out in the community, identifying some of the signs and symptoms your colleague or family members might be exhibiting; so, having that awareness and understanding paints a picture of why we all attended the event."

Superintendent Gray said since the first Men's Health Forum was held last year, the event had expanded to include government and non-government service delivery partners and human services.

"The first year we held the forum, it was fairly small, but we got such overwhelming positive feedback we decided to make it an annual event; this is really just the start."

Watch and learn more about the Men's Health forum on the official Queensland Corrective Services Facebook page.



Shining the spotlight on safer workplaces during Safe Work Month

Working safely is everyone's responsibility and each October this important issue is highlighted in the community during Safe Work Month.

This year's theme, Work Well 365, shone the spotlight on the importance of safer, healthier workplaces for everyone, every day.

People Capability Command Assistant Commissioner Erica Gallagher said safety was one of our guiding principles of Corrections 2030.

"We all have a role to play in building healthy and safe workplaces that are free from physical and psychological harm, which benefits everyone and invariably has a positive impact on our lives outside of work," AC Gallagher said.

"Safety for us includes our practices, behaviours and attitudes about the work we do, our workplaces and most importantly about our colleagues and others with whom we engage with in the course of our everyday duties."

The Culture, Safety and Wellbeing team in People Capability Command supported Safe Work Month with a focus on mental health, risk reduction, consultation and injury management and return to work, through a series of weekly broadcast messages, online resources and the promotion of virtual and free events offered through Worksafe Queensland.

The transition to QCS' new Employee Assistance Program (EAP), Converge International, also took place during Safe Work Month and is another valuable resource for officers to access short-term counselling services covering a wide range of personal and work-related issues.

AC Gallagher said Queensland Corrective Services was also improving its focus on an integrated approach to safety across the organisation.

"We are strengthening our more 'traditional' workplace health and safety and compliance elements, but with a refreshed focus and emphasis on injury prevention, psychological health and wellbeing, and organisational culture.

"Thank you to everyone for continuing to do all that you do in committing to and working together to build safer, healthier and more productive workplaces," AC Gallagher said.

Teams across the State also participated in their own local events, which also incorporated World Mental Health Day, which took place during Safe Work Month.

Borollan Training and Correctional Centre (BTCC)

BTCC distributed information to assist officers in leading healthier, happier lives at both work and home. They chose a different topic to talk about each week (healthy living, Mental Health Week, safety is everyone's responsibility and healthy eating), with a focus on physical and mental health. They shared links to important resources, including a 50% off gym membership at a local gym in Ipswich.

Townsville Correctional Complex (TCC)

TCC hosted a BBQ breakfast on World Mental Health Day, which took place during Safe Work Month. Throughout the month, TCC also distributed work, health and safety newsletters to officers with information on ways to manage health and safety, prevent incidents, working safely at work and being safe at home.

Southern Queensland Correctional Centre (SQCC)

SQCC conducted a number of extra activities, with a focus on officer safety, culminating in almost 400 hours of safety upskilling. Some of the activities included:

- Tactical Options Refresher Training was delivered throughout the month
- Supportive Approach to Female Engagement (SAFE) Panel and Safety and Compliance Advisor (SCA) contributed to six hours' worth of Safe Work Month activities
- Workplace Health and Safety information was provided to refresh officer awareness on slips, trips, falls; hazards and risk; psychosocial; healthy and safe work environments and a health and safety trivia afternoon
- Response model and processes
- Situational Awareness

In memoriam

Our deepest condolences go out to families, friends, loved ones and work colleagues of the following Queensland Corrective Services officers. We recognise their dedication to upholding and ensuring community safety and their honourable service to Queensland. They are and will be sadly missed.

Matthew Owen, Custodial Correctional Officer at Arthur Gorrie Correctional Centre. In Mr Owen's relatively short time at QCS, he made an immense impression with his colleagues, who described him as a friendly person, always with a smile.

Mr Anthony Moore, Stores Officer at Woodford Correctional Centre. Mr Moore joined QCS as a casual Administration Officer in 2003 and was permanently appointed to Stores Officer in 2006. He was a valued member of the Woodford bulk store with 19 years' experience at the centre.

Mr Jeffrey Payne, Custodial Correctional Officer at the Escort and Security Branch (ESB). Mr Payne joined ESB in 2012 and most recently worked at the Princess Alexandra Hospital Secure Unit. He was highly regarded by his colleagues who describe him as being more than just a colleague, but a good friend as well.

Mr Chris Udemans, retired as Director Workforce and Contracts. Mr Udemans commenced his career with Queensland Corrective Services as a Finance Clerk at Boggo Road Gaol in 1991. He completed various finance roles throughout his career before retiring in 2020.

They will always be remembered for his valuable contribution to QCS.

Grief is a natural reaction when we lose those closest to us, but you need not go through this alone. If you are experiencing distress with the loss of a friend, family member or colleague, or if you are experiencing any other personal or work-related concerns, confidential counselling and support services are available to all QCS officers and their immediate household family members through Converge International. The hotline is available to book appointments 24 hours a day, seven days a week by calling 1300 687 327.



Corrections NEWS

GPO Box 1054
Level 21, Northbank Plaza, 69 Ann Street
Brisbane QLD 4001
(07) 3565 7824
QCSMedia@corrections.qld.gov.au
corrections.qld.gov.au



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@QLDCorrections