

corrections *News*

magazine of the Department of Corrections

Kaiwhakamana Policy launched



Minister of Corrections Matt Robson (second from left) with, from left, Bishop Whakahuihui Vercoe, Doris Te Parekore Vercoe and Mita Mohi at the *Kaiwhakamana Policy* launch in Rotorua last month.

Kaumatua will be allowed greater access to prisons and inmates from their iwi under a new policy launched in May by Minister of Corrections Matt Robson.

The *Kaiwhakamana Policy* is a new initiative from the Department which will allow kaumatua the same status as Ministers of the Crown when visiting prisons.

Graeme Vercoe, Manager National Systems and Services, is excited about what the new policy is going to achieve.

“Maori have been calling for a greater involvement to contribute to the wellness and wellbeing of their people and this is just one of the ways the Department is working with them to achieve that.

“We have developed a system whereby kaumatua are nominated and endorsed to the Department by their iwi or other suitably-recognised Maori organisations. They are then registered on to a prison visitors’ national database and issued with an identity card allowing them easier access to all prisons

around the country.”

Under the policy the term kaumatua has been interpreted in its broadest sense to include kaumatua, kuia, tohunga, spiritual leaders and others who are recommended by their own people. Kaumatua registered under the visiting policy will be known as *Kaiwhakamana*.

The Minister launched the policy in Rotorua with representatives from Tainui, Te Arawa, the Department and the media present. Around 19 local kaumatua were registered and issued with identity cards to begin their role as *Kaiwhakamana* within the prisons. The policy was subsequently rolled out in the other regions during May.

Graeme says the initiative will allow Maori inmates to be provided with advice on things like whakapapa, tikanga, personal matters, whanau relationships; it will also assist them in returning to their communities. [cN](#)



DEPARTMENT
OF CORRECTIONS



Where we are at: being best in the world

In making judgements about where we are placed in achieving the above aspiration, my strong preference would be to compare ourselves to corrections agencies which deliver the same integrated sets of functions - prisons and probation services - rather than looking at functions on a singular basis. Also, one would want to look at jurisdictions that were imbued with similar values, strategic aspirations, criminal law and social/economic circumstances.

The members of the International Roundtable for Correctional Excellence, of which New Zealand is a member, would be an obvious group to look at, although there are other countries, or states in countries, which could be considered as well. As an aside, in my experience there are often things you can learn from many other places as well, which could enhance one's own practice.

In looking to make international comparisons on various dimensions it is desirable to have common data sets and counting rules for calculating such data. We have spent some effort with Australia and other countries to achieve this. The work is ongoing and, generally speaking, other jurisdictions have been

supportive of these efforts, as they see increasing value in benchmarking. The results of these efforts are reflected in our Annual Report and are currently better developed for prisons than probation. That imbalance is being more strongly addressed.

There are, however, limits with such data in that they do not explain or provide a whole range of contextual circumstances, so one often has to go a little deeper in order to get a richer understanding of how strong the comparison is.

Assessing the strategic plans of other corrections agencies and being provided with their accountability documents can often provide valuable insights. For example, in the United Kingdom the prisons and probation services are being required to achieve a specified level in reduction in re-offending over the next several years. This type of target is something we also aim to achieve.

In my next editorial I will talk about other aspects which can be used to measure overall organisational performance.^{cN}

Dawn ceremony at Northland Region Corrections Facility site

On 2 March 2001, the Department of Corrections and Ngati Rangi formalised their relationship through the signing of a Memorandum of Partnership at Ngawha Marae.

Just over a year later the Department's Chief Executive was once again at Ngawha Marae, this time for a powhiri held at the conclusion of the blessing of the Northland Region Corrections Facility site. This dawn ceremony took place in early May and was hosted by Ngati Rangi in their capacity as kaitiaki.

Ngati Rangi saw this as a symbolic occasion, intended to be a first step in a healing process.

From the Chief Executive's perspective: "This ceremony brings the Department a step closer to cementing what I hope will be a long-lasting partnership with Ngati Rangi and the Department of Corrections."

The 100 or so guests also included Minister of Corrections Matt Robson, Mayor of the Far North District Council Mrs Yvonne Sharp, tangata whenua

and representatives from throughout the Department of Corrections. The number of people from throughout the Department who attended was impressive.

The service conducted by Bishop Ben Te Hara centred on the placing of two stones at each of the four compass points, which had been earlier marked and prepared. The stones, one from Oihi where the Reverend Samuel Marsden landed and gave his first sermon on Christmas Day 1814, and the other from the hangi pit of Ngawha Marae, were placed under the sod.

The hangi stone symbolised the hakari and hospitality of every function, which honours both the living and departed. The hangi stone was intended as a neutralising force for any residual tapu that may be on the land (hangi stones represent cooked food which is the antithesis - or antidote - to tapu). The stones from the beach represented mauri stones which are traditionally planted as the life force of the building or place.

There was a hope and belief that the new facility will become a place of rehabilitation.^{cN}



Minister of Corrections Matt Robson (left) with Department of Corrections Chief Executive Mark Byers and Regional Adviser Maori Service Development Des Ripi, during the placing of the stones at the dawn ceremony. Photo: Northland News.

Helping inmates to Start Over

Connecting employers with skilled and motivated workers while also making our communities safer is the philosophy behind a new government initiative called Start Over.

Start Over was launched in May to a packed audience at Ullrich Aluminium's head office in Auckland. Those present included employers, representatives from organisations that help offenders, community groups, plus Corrections and Work and Income personnel.

Minister of Corrections Matt Robson spoke about how Start Over places priority on helping recently-released offenders find jobs.

Jointly developed by the Department of Corrections Service Purchase and Monitoring group and the Ministry of Social Development, Start Over is about helping former inmates into employment and encouraging employers to hire them.

A dedicated freephone has been set up for employers to call for more information or to register a vacancy. Calls to 0508 START OVER are received by Work and Income, who will refer Start Over job seekers with suitable skills and experience to vacancies. Work and Income may also use its connections with community organisations and talk with the Community Probation Service to see if there is anyone available to fill the position.

Matt Robson talked about the many initiatives that Corrections has in place to rehabilitate inmates and provide them with training and work skills. For example, inmates working for Corrections Inmate Employment can gain NZQA approved unit standards, which are the building blocks for national certificates and diplomas.

Start Over is an opportunity for community-spirited employers to contribute to making communities safer, says Matt Robson. He paid tribute to Manukau businessman Rajinder Singh. Mr Singh employs



Kicking off Start Over are (from left): Minister of Corrections Matt Robson, Auckland businessmen Rajinder Singh and Gilbert Ullrich; and Minister of Social Services and Employment, Steve Maharey.

four former inmates, including a former car thief turned mechanic. "He took a chance on these guys and helped turn their lives around." Launch host Gilbert Ullrich also agreed to hire two Start Over job seekers.

Minister of Social Services and Employment, Steve Maharey, added his support for Start Over at the launch. He encouraged employers to take part, saying that hiring a Start Over job seeker builds pride and positive participation. He says that Work and Income subsidies and grants to support both the employer and the job seeker may apply.

Research shows that employment plays a key role in reducing re-offending. One study by the Canadian Corrections Service found that offenders employed within the first six months of release re-offend at half the rate of unemployed offenders.

Matt Robson says that momentum for Start Over is building as word about the initiative spreads. **cN**

New forestry challenge for CIE

Corrections Inmate Employment (CIE) forestry gang at Tongariro/Rangipo Prison is undertaking a new challenge.

During May 2002, its members commenced silvicultural (the growing and tending of trees) work in Karioi Forest for Winstones Forestry. This is a six-month trial with the potential to expand.

Karioi Forest, located on the southern slopes of Mount Ruapehu, is a high-altitude forest, ranging from 700-850 metres above sea level.

There are nine inmates and a gang officer in the crew. All have been trained in silvicultural work in Tongariro Forest, which is managed by CIE.

Forestry Manager Kevin Snowdon is excited about the possibilities that this work opens up.

"The work we are doing for Winstones Forestry is currently low pruning, but opportunities exist for other silvicultural work

including planting, medium pruning, high pruning and releasing.

"We are seeking to develop a culture of self-management within the crew. One inmate has the responsibility of doing quality control for part of the day. This inmate will have the key responsibility of ensuring that the gang gets the stocking and quality right."

Part of CIE's vision for the forestry operation is to have inmates working in a commercial environment so they get genuine work experience.

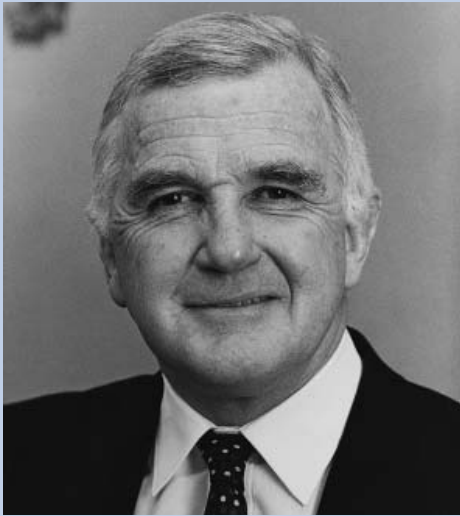
"Our aim is to train inmates to a high standard in forestry work and then look at the 'release to work' opportunities available to them. Ultimately when inmates are released, they will have very good job prospects as there is a national shortage of trained forestry workers," says Kevin.

"CIE will encourage and support good workers to join contract forestry crews upon release." **cN**



An inmate puts his new forestry skills into practice.

Obituary - Justice Heron



Affectionately remembered - the late Justice Heron

The Department of Corrections noted with sadness the passing away of Parole Board chairman Justice Richard ('Dick') Heron at Easter.

Justice Heron had headed the Parole Board since 1996, and, at the time of his death, was New Zealand's longest-serving High Court judge.

A student of Rongotai College and Victoria University, he practised law in Wellington for more than 20 years before being appointed to the High Court in 1984.

Tributes have been received from a number of Departmental personnel who worked alongside him in his role of Parole Board chairperson.

Bob Calland, General Manager Service Purchase and Monitoring, says: "During Justice Heron's chairmanship the Parole Board demonstrated considerable success in reducing the number of incidents of re-offending by inmates released on parole. These results are a reflection of the effort and commitment made by Justice Heron. He was truly dedicated to the work of the Board and saw it as a real opportunity to make a difference in the community. I had great respect for Justice Heron both as a person and in his role of chairman of the Board and am saddened by his passing."

Debra Gainey, Acting Secretary of the Parole Board, worked closely with Justice Heron during the last four years, and spoke of the compassion and sense of fairness he showed with every person he dealt with: "He had a lovely sense of humour and a genuine interest in people."

Graeme Vercoe, Manager National Systems and Services, added, "While I only knew him for a relatively short time, it is difficult to imagine Justice Heron as being other than considerate and diligent about every relationship and endeavour he undertook. The memory I will keep of him is of a man who was truly and consistently passionate about his family, his friendships, his duty and his interests. He was a gentleman, the genuine article."

On his retirement from the High Court, just before Christmas 2001, Justice Heron described his career as a "remarkable adventure".

He is survived by his wife Fiona and their three children.[cN](#)

End of an era for Parole Board and District Prisons Boards

At the end of June 2002, New Zealand's current parole structure will be disestablished, in order to make way for a new parole authority (see panel below).

The parole system as we currently know it was put in place by the Criminal Justice Act 1985, which established the Parole Board (dealing with inmates serving sentences of seven years or more) and 17 District Prisons Boards (dealing with those serving sentences of between one and seven years).

Since then the boards have considered thousands of parole cases every year - peaking at a combined total of 5,258 cases in 2001. The boards' increasing workload had been recognised some years previously, with the Minister of Justice agreeing in 1998 to a review of their operations. That review was subsumed into a wider-ranging review of sentencing and parole, paving the way for the Sentencing and Parole Reform Bill, which was introduced to Parliament in 2001. The Bill's recent enactment created the Sentencing Act 2002 and Parole Act 2002, the latter providing for the establishment of a new parole authority.

Acting Chief Executive Katrina Casey said with the work of the Parole Board and District Prisons Boards coming to an end it was an opportunity to acknowledge the contribution of all those Corrections staff who have had a role in servicing the boards.

"The Parole Board secretariat and the District Prisons Boards secretaries at each prison have provided administrative and support services to the boards since Corrections was established. This has been a significant contribution to the work of these boards and the efforts of all those individuals is much appreciated."

About the new parole authority

As from July, when the Parole Act 2002 comes into force, the New Zealand Parole Board will be New Zealand's independent authority for parole decisions.

Members of the Board are being appointed on the basis of their knowledge and ability to deal with matters relevant to release decisions. The chairperson of the Board will be a current or former High Court judge, and regional panel convenors will be District Court judges.

The Board will sit in panels of three members (one of whom will be convenor), serving three regions: Northern (covering Auckland, Mt Eden, Mt Eden Women's, Auckland Central Remand, Waikeria, Tongariro/Rangipo and Ohura prisons), Central (covering Hawke's Bay, New Plymouth, Wanganui, Manawatu, Rimutaka, Arohata and Wellington prisons) and Southern (covering Christchurch, Christchurch Women's, Rolleston, Dunedin and Invercargill prisons).

More information about the New Zealand Parole Board will follow in next month's issue of Corrections News.[cN](#)

Community-based sentences set to change

With the introduction of the Sentencing Act 2002 comes a restructuring of the community-based sentences managed by the Community Probation Service (CPS) from 30 June.

- Community service and periodic detention sentences are replaced by a new sentence called community work.
- The community programme sentence is abolished.
- Supervision and home detention sentences remain, but with some modifications.
- There is a requirement for some offenders to be released from prison on conditions (set by the judge in court at the time of sentencing).
- There is an increased focus on reparation, which may affect the information required in the pre-sentence reports Probation Officers write for the court. There will also be an impact from the sentencing principles.

CPS will continue to manage offenders released from prison on parole and those on home detention, and will manage offenders released from prison on conditions.

CPS will manage offenders on the new sentences, along with offenders sentenced to the 'old' sentences under the previous legislation.

CPS staff are receiving training this month on the new legislation, and a two-

day training course on the new community work sentence is being held for Probation Officers and service managers who will manage community work.

Community Work

Community Work is a new sentence which replaces community service and periodic detention. It requires offenders to do unpaid work in the community, in order to help make reparation to the community for the offence they have committed. It also gives offenders an opportunity to take responsibility for their offending and learn new skills and work habits.

People sentenced to community work will report to a Probation Officer at a community work centre. In order to establish how the offender will complete their sentence the Probation Officer will take into account the offence that the person has committed, their personal circumstances and their needs and skills.

Community work can be either work in a group supervised by CPS or on an individual basis through placement at a specified agency, such as government agencies, voluntary organisations, marae organisations, sports groups and other



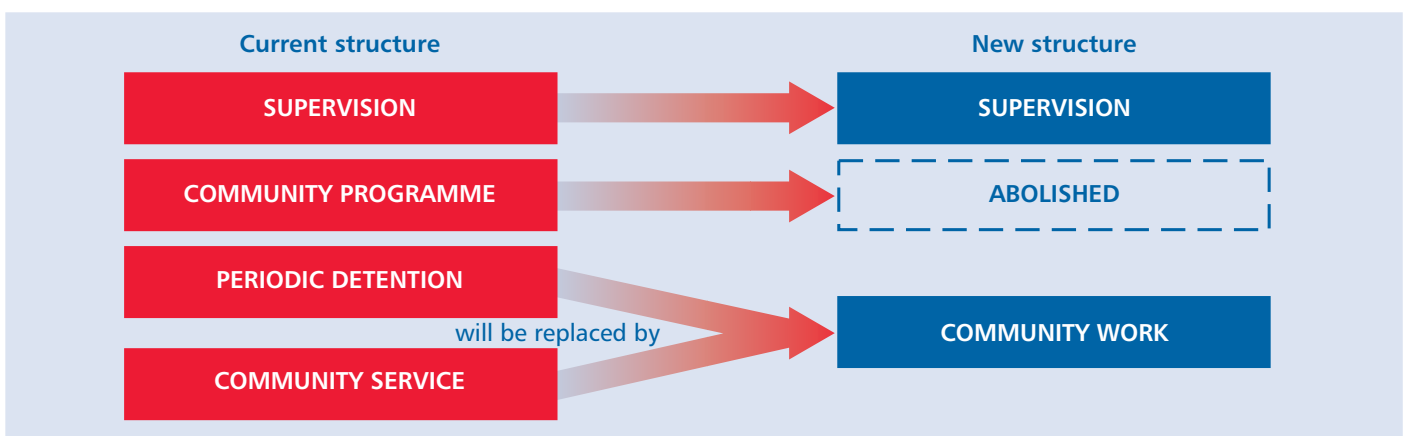
Training the trainers: CPS training staff learn about the new legislation, as a first step to rolling out training nationwide.

community groups.

Offenders can be required to do between 40 and 400 hours of community work, the number of hours to be determined by the judge in court. Those with more than 200 hours to complete must complete their work within two years. Those with 200 hours or less to work must do so within one year. Offenders will be encouraged to complete their hours as quickly as possible.

Offenders can work up to 10 hours a day or up to 40 hours in any week. While completing these hours, offenders will normally be able to continue with their regular jobs.

Some offenders may be given a sentence of supervision as well as community work. In these cases, offenders may be required to attend programmes which aim to address their offending needs.[c/N](#)



IOM champion's column

“Business as usual” begins here

For the last two years the Department's focus has been on the enormous task of implementation, but the end is in sight, with the change to “business as usual” officially set for the end of this month.

The Champion's role during implementation has been on supporting and assisting the Services with the major changes they've undertaken. For the Psychological Service this has involved primarily training and supervision in the new assessment methods.

Now the focus of the Department will begin to shift towards improving the quality of all aspects of Integrated Offender Management (IOM), and the role of the Champion will also shift to reflect this. Work has been done with Service Purchase and Monitoring to develop an overall monitoring framework which specifically includes measures of quality.

“IOM will never be static, it will never stay still, but it

shouldn't change in an uncontrolled way either,” says Special Projects Manager David Wales.

“The improvements we want to make should be based on what we have learned so far. And there is always the chance some new advances will come from the international arena that we would want to take advantage of and incorporate into the design of IOM.

“The Department is currently looking at ways of learning and capturing information from the IOM design, and there will be a process for doing this in an organised way.”

Policy Development is working on outcome evaluations which will contribute to the process.

“Some changes can occur quite quickly, where we learn that processes don't work for example, but more substantial changes are more dependent on outcomes and it would require several years to get good data before we could take a decision,” says David.cN

Restorative justice study a world first

National office staff were given the opportunity to learn about the pilot of court-referred restorative justice during a seminar given in April by Department for Courts' project manager Alison Hill.

The seminar focused on the pilot currently underway in Auckland, Waitakere, Hamilton and Dunedin District Courts. Alison gave a brief account of what restorative justice is, how it fits into the criminal justice system and the role of the Community Probation Service.

Alison says that, in a nutshell, restorative justice brings those affected by an offence together in a process that focuses on the needs of victims. It encourages offenders to take responsibility for their actions and allows all those involved to work towards addressing the causes and consequences of those actions.

“It also starts the ball rolling for a process of restoration and healing,” says Alison.

“This is basically done through a restorative justice conference between the victim and offender in the presence of a trained facilitator, giving both parties the opportunity to have their say.”

Probation Officers are usually invited to the conferences, and can contribute to the meeting.

Following the conference a written report is given to the judge informing him or her about what occurred at the meeting and any agreements that were made; this may be taken into account during sentencing. Probation Officers receive a copy of the conference report prior to sentencing and are encouraged to refer to it in their pre-sentence report to the court. If any agreements between the offender and the victim are included in the sentence, Probation Officers may be involved in ensuring they are carried out.

Alison says the project will provide a comprehensive study of the use of restorative justice in the criminal justice system for serious offences committed by adults.

“The rest of the world is looking on in interest, as this is the first time a government agency has undertaken and fully evaluated a pilot of this scale.”

Information on the court-referred restorative justice pilot, including the newsletter, *Te Ara Whakatika*, can be found on the Department for Courts website: <http://www.courts.govt.nz/publications/news.html> cN

Healthy on the inside

Public Prisons Service health service managers have been meeting recently to participate in a review of prison health services. The review is addressing issues such as consistency and equity of health services and resources in prisons throughout New Zealand.

Health managers oversee the provision of health services for prisons in their region. This includes: managing the contracts for health service providers; recruitment and management of health personnel; responding to queries from prisons inspectors, the Office of the Ombudsmen, Office of the Health Commissioner, etc; and providing input towards national health policies for prisons.

Health services in prisons are broadly in line with the health services available to the general public. As with public healthcare, treatment is on a voluntary basis (except where hospitalisation under the Mental Health Act is required).

All inmates receive a preliminary health screen on reception to prison. This addresses any acute health issues the inmate might have, ranging from asthma to drug addiction. A more comprehensive health assessment takes place later. The nurses use strong assessment and clinical skills to assess each inmate and establish appropriate health interventions. This is helpful in terms of managing the health risks of the inmate and those of the Department.

Each prison retains nursing staff and contracts the services of



Prison health service managers Sharon Young (Waikato and Central North Island prisons), Susan Bowden (Wellington regional prisons) and Jeanette Jackson (Auckland regional prisons), in Wellington recently for a health review meeting. Not present: Anne Feld (South Island prisons).

medical specialists.

“Services provided depend on the type of inmates held at each prison,” says Susan Bowden, health services manager for Wellington regional prisons. “Remand inmates, for example, tend to have greater health requirements than longer-term inmates, who have already had their health needs attended to. Likewise, female inmates have a different set of health needs which must be provided for.”

Such site-based differences aside, the health review will improve consistency in the range, type and level of services being provided in New Zealand prisons. **cN**

Te Rakau O Te Wao Tapu visits Youth Unit

The opportunity to shine as a budding young actor and learn about tikanga Maori was recently given to inmates at Rimutaka’s Youth Unit.

Theatre troupe Te Rakau O Te Wao Tapu, led by renowned actor Jim Moriarty, visited inmates from both Rimutaka Prison Youth Unit and Arohata Prison in April to perform the play Nga Kaitiaki, which focuses on issues surrounding biculturalism, history, treaty issues, traditions and tapu.

Following the Rimutaka Prison performance a group of 36 Youth Unit inmates and staff were asked to participate in a workshop looking at ways of improving cross-cultural understanding, and helping one another come to terms with past grievances.

Acting Unit Manager Frieda Andrews says the visit provided inmates with the opportunity to strengthen

their tikanga Maori awareness and think about issues relating to that.

“The performance and workshop supported the principles that we have been developing in EQUIP programmes within youth units throughout the country. It was all about making the right decisions, knowing what the consequences would be when wrong decisions are made and learning to kick the habit of re-offending.”

She says that the response from inmates was one of huge excitement, with all inmates being totally involved and interested because they could relate to what the play was about.

“It was a new learning experience for many of the inmates and also provided them with a range of new role models.” **cN**

Waahi tapu site identified at Waikeria Prison



A former pa site and Māori burial ground at Waikeria Prison has been formally acknowledged. The site covers approximately 12 hectares and dates back to pre-European times.

Waikeria Prison is set on 1200 hectares of land, much of which is used for dairy farming by Corrections Inmate Employment (CIE). Because of the site's historical and tapu significance, CIE does not farm this portion of land.

CIE farm manager Alan Bullick has forged close relationships with local iwi, meeting regularly to discuss issues of mutual interest.

"When the pa site and burial ground was identified, we worked with local kaumatua and kuia to ensure the site was appropriately preserved and acknowledged," says Alan.

"A memorial has been established which incorporates a carving produced by inmates at Waikeria. A large rock has been placed on the site and six kauri trees have also been planted."

The memorial was celebrated on 11 April 2002, with many local kaumatua and kuia in attendance. The ceremony commenced with a powhiri at the prison's Māori Focus Unit, Te Ao Marama. This was followed by the unveiling of a plaque on a large rock (kohatu) and the blessing of two other kohatu found on Waikeria farm. The day finished with a hangi and kapa haka performance by inmates from Te Ao Marama.

Every few months, inmates from Te Ao Marama work with local iwi to keep this site neat and tidy.

"It's great that we can work so closely with local iwi and get their input to ensure we approach Māori issues in a culturally appropriate way," says Alan.[cN](#)

Catering instructor hangs up his apron

After 33 years of service to the Department, Christchurch Prison catering instructor Ian Pavitt has seen a lot of changes in the way the Department manages its catering services.

A catering instructor since 1985, prior to which he was a Corrections Officer, Ian's early recollections are of cooking very basic food for about 300 inmates. Most of the food was supplied from the prison farm and gardens, with only items like milk being purchased from outside.

A typical daily meal included porridge every morning, scone and cheese for lunch, and meat, potatoes and two veges for dinner. There was no coffee or Milo, only tea.

In recent years, Ian was a part of the move to a centralised kitchen at Christchurch Prison. While there were some teething pains, Ian says the centralised kitchen has resulted in a more cost-effective, consistent catering service. Inmates working there learn bulk-cooking skills.

With the merger of Corrland and Inmate Employment in July 2001, he has seen more changes, particularly with the national catering review that is currently taking place.

Ian says that standardising menus and special diets around the country is a good move.

"It will reduce problems with inmates who shift from another prison and complain that the food was better or different where they have come from."

Ian is grateful for the experience he gained over the years with Corrections, but decided that after 33 years, it was time to get out and have a change.

Catering Manager Owen Patterson says Ian was a very valued staff member.

"Ian was very loyal and committed to his work. We'll miss his ability to lift anything around the kitchen!"

The CIE Christchurch team all wish Ian the very best for his retirement.[cN](#)

News and views at Psychological Service forum

Last month Palmerston North hosted the Northern Regional Psychological Service Forum.

Around 50 Psychological Service (PS) staff from the Northern region joined forces to exchange news, views and information at the two-day training forum. Co-organiser, locally-based Principal Psychologist Gordon Sinclair, says the opportunity to meet and network formally and informally with others in the same field is vital.

"Participants included psychologists, managers, rehabilitation workers, whanau liaison workers and programme delivery staff. Local clinical psychology staff and students from Massey University also attended."

The forum covered a wide range of topics. "This time we had presentations on risk assessment and the new parole and sentencing reforms," says Gordon.

Each PS Region holds a forum twice a year, hosted by each office in turn. "The forums are one of the main training events for Psychological Service staff and provide a valuable opportunity to receive updates on research and the latest psychological knowledge."[cN](#)

Te Piriti evaluation proves tikanga Maori can work

For the first time research has been able to prove that a tikanga Maori element can directly contribute to successful rehabilitation programmes.

Te Whakakotahitanga, an evaluation of the Te Piriti Special Treatment Programme found that Maori men who completed a programme that combined a tikanga focus and Cognitive Behaviour Therapy (CBT) had a far lower sexual recidivism rate (4.47 percent) than Maori who completed the Kia Marama programme with only CBT (11.2 percent). It should be noted that a comparable untreated control group had a sexual recidivism rate of 22 percent.

The evaluation was carried out using the Framework for Reducing Maori Offending (FreMO) and was put together by Psychological Service staff Lavinia Nathan, Nick Wilson and David Hillman with contributions from Haami Piripi and Pereme Porter.

When tikanga Maori processes are applied to Maori individuals certain things happen to their wairua, hinengaro and tinana (mind, body, spirit). What happens has never really been acknowledged as a scientifically credible intervention in the psychology of human behaviour. Indeed tikanga Maori and western psychology

are derived from such different perspectives that it wasn't thought possible for the two to meet in delivering services to individual clients.

"Before now there was very little research available on the impact of cultural and organisational factors on programmes," says Psychological Service General Manager David Riley.

The Te Piriti programme has been in operation for over six years, using the same therapy components utilised in its sister programme Kia Marama at Rolleston Prison.

Te Piriti also runs a culturally appropriate programme for Maori that endeavours to implement tikanga Maori within the wider unit and prison staff environment.

Since its inception there has been a concerted effort by management at Te Piriti to develop and promote a therapeutic environment within a tikanga Maori framework.

The cultural facet of the programme means all Maori offenders in the unit receive in-depth cultural assessments. These results are then used to tailor various programme elements to their needs and reduce the chances of their re-offending.[cN](#)

Ministers meet with local Maori

During the past 15 months Prime Minister Helen Clark, together with some of her colleagues, have made a series of visits to regions to engage with iwi and Maori.

In 2001, she made six such two-day visits in Gisborne, Christchurch, Waikato, Auckland, Tauranga and Napier-Hastings. In 2002 to date she has visited local Maori in Northland and Rotorua.

The first day of these visits usually involves the Prime Minister, Associate Minister of Corrections Tariana Turia, and Maori Affairs Minister Parekura Horomia visiting a range of local Maori initiatives.

On one recent visit these initiatives included a hapu/Fletcher Challenge joint venture forestry programme, a fourth form Maori boys' science programme taught in te reo, a Maori land development programme, a restorative justice provider, a primary health care provider, a korowai demonstration and an emerging artists' exhibition at an art gallery.

On day two the Prime Minister hosted an open forum to discuss sector-specific issues in two rounds of workshops, followed by a summary feedback session to close the day.

On average, there are eight workshops chaired by eight Ministers. Minister of Corrections Matt Robson has attended every hui to date, with Associate Minister Turia attending all hui but one.

These hui provide the opportunity for Ministers to be exposed to region-specific issues in an informal way. For many attendees it is the first opportunity they have had to meet face-to-face with Ministers whose portfolios have a direct impact on their lives.

The Northland visit took place just days after the decision of the Environment Court was released. Opponents of the Northland Region Corrections Facility greeted the Minister upon their arrival at the hui and made their feelings known to the Prime Minister, Corrections Minister Matt Robson and their colleagues.[cN](#)

Corrections Officers in the making

Mangere Probation Officer Charlene Otene has been busy training 15 long-term unemployed Work and Income clients to become future Corrections Officers.

Earlier this year Charlene spent three months on secondment to Work and Income, working with Maori and Pacific peoples interested in a career with the Department.

“Our goal was to get them up to pre-entry level so they could apply for training as Corrections Officers.”

Charlene, who has a certificate in adult teaching, says the programme covered NZQA unit standards and included topics that built communication, numeracy and literacy skills.

“It was rewarding to see a positive change in the attitude and wellbeing of the group. By the end of the course they had all passed the pre-entry exam and interview.”

Charlene, who has formerly worked in Australia as a Corrections Officer, talked about her experiences working in prisons.

“I was able to explain the reality of the job, as many of the students had quite different perceptions.”

So far, three of the 15 Charlene trained are working at Mt Eden Prison, four are waiting for placement and six are working on the physical fitness aspects needed to apply to be corrections officers.

Work and Income, which funded the programme, was impressed with its success and will decide whether to run further programmes later in the year. **cN**

Community Probation Service grows relationship with EARTH Gardens

A very special garden in Napier has benefited from over 1000 hours labour from periodic detainees over the past five years, and will get even more help with the implementation of the community work sentence as part of the Sentencing Act 2002.

Napier’s EARTH (Encouragement And Recovery Through Horticulture) Gardens is an organic garden enterprise primarily for people living with and recovering from mental illness. The community offers a safe therapeutic work environment where people are encouraged to maximise their recovery and life opportunities.

Probation Officer Graham Booth has witnessed a wide range of benefits, both for EARTH Gardens and offenders, while working with the scheme.

“This relationship has given offenders the opportunity to make positive reparation within the community where they committed their offence,” he notes.

“For some it has also provided a link with an organisation that can provide support for their own whanau members.”

Because of the relationships that Napier CPS has nurtured with many local organisations, the benefits from the EARTH gardens work have spread to others.

“Napier PD Centre has a maintenance contract with local kindergartens and pre-schools, and workers regularly replace bark chips under the play equipment. The old bark is used by EARTH Gardens for composting, which save on dump fees. Sawdust from the Centre’s firewood project for the elderly is also used by EARTH Gardens.”

Graham sees the possibility for CPS clients to provide even better help to organisations, once the new community work sentence has been fully implemented as a result of the

Sentencing Act.

“With community work, the Department will be able to provide even more help to organisations such as EARTH Gardens. Assessed offenders will be able to be placed with organisations for up to 40 hours a week and not just in manual labour type positions.”

General Manager Community Probation Service Ann Clark has visited the gardens and was impressed by the work being done there.

“I think the EARTH Gardens project is an excellent example of

where community work will be heading in the future,” she says.

“With the new legislation, community work is moving towards projects that can make a significant difference to local organisations, over a period of time.

“This gives offenders the chance both to make reparation to the community and to gain an insight into the philosophy behind the activities and mission of an organisation like EARTH Gardens.” **cN**



Rimutaka proves eye-opener for visitors

Visiting a prison for the first time can be a revealing and sobering experience. Rimutaka Prison recently hosted a visiting group that included many “first-timers”. Thirty members of the Public Relations Institute of New Zealand (PRINZ), accompanied by New Zealand Prisoners’ Aid and Rehabilitation Society (NZPARS) Director John Whitty and Corrections national office communications staff, were given a tour of the prison as part of PRINZ’s 2002 annual conference. The aim was to give conference delegates background knowledge and inspiration, as preparation for a communications project about NZPARS.

After a welcome and briefing by site manager Dorreen Mackenzie and superintendent Chris Smith, the group toured several areas of the prison and were given an introduction to prison life, as well as learning more about the work of NZPARS.

Many of the delegates commented afterwards that the experience, if not exactly pleasurable, was a rewarding and beneficial one.

“We felt really privileged to see a side of life that most New Zealanders don’t get to see. It also gave us a greater understanding of modern prison life and the issues involved in successful reintegration of inmates,” one conference delegate remarked. [cN](#)

Conference builds valuable links

A recent conference proved an excellent opportunity for Service Purchasing and Monitoring General Manager Bob Calland to further develop relationships with international corrections agencies.

The conference, Cost-effective Correctional Facilities Management, was held in Sydney and covered a wide range of presentations and workshops. These included: linking budgeting to strategic planning; strategic financial management; measuring performance; developing cost-effective healthcare; and managing mixed-security rating facilities.

Just as important as the conference agenda was its use as a forum for the exchange of ideas and experiences between similar organisations.

“The conference provided the opportunity to maintain existing contacts and develop new relationships with other correctional service providers. These relationships are essential to the ongoing development of our international benchmarking programmes and the incorporation of best practice models into day-to-day operation,” says Bob.

Of special interest to Bob, given the Department’s current review of its health and disability service descriptions, were discussions with Dr Richard Matthews, CEO of New South Wales’ Correctional Health Services, about the provision of inmate health services.

A recently completed annual benchmarking exercise with Australia, Canada and the UK has found that the Department compares well with the other jurisdictions and has made good progress in the quality of service delivery. [cN](#)

Milestone for NZPARS

New Zealand Prisoners’ Aid and Rehabilitation Society (NZPARS) celebrates its 125th anniversary this year.

Archive records show how the Society’s first prison visitors counselled and prayed with inmates, visited pawnbrokers on their behalf, arranged for belongings to be put in storage, wrote and read letters on behalf of the illiterate, and occasionally arranged lectures and entertainments.

Some of these tasks remain unchanged today but are more likely denoted as “service delivery hours”.

Massey University historian Professor Margaret Tennant notes that a distinctive element of prisoners’ aid work is that, “it began as an area of male social work, at a time when the face-to-face delivery of social services in New Zealand was more usually the work of women. Male clergy, community-spirited businessmen, lawyers and others saw it as a way to extend a supportive hand to their erring brothers.”

Today NZPARS has 37 paid staff employed by 20 member societies throughout New Zealand, some 500 volunteers nationally and a Wellington-based office which has a coordinating, publicity and advocacy role.

The Department has a national contract with NZPARS for reintegrative and support services to inmates and their families. [cN](#)

Changes to IOMS resulting from Sentencing and Parole Reform Bill

The passing of the Sentencing and Parole Reform Bill (SPRB) means major changes to the Integrated Offender Management System (IOMS) on 30 June. All groups within IT are focused on implementing these changes within IOMS and supporting users in the new environment.

Many of these changes will not be apparent to users because they are coding changes that happen behind the screens. For example, IOMS will calculate the new aggregate sentence details for users and populate these details to relevant screens. This spares the user a lot of complex manual work - but has meant a large amount of analysis work for IT analysts, developers and testers.

Changes for Community Probation Service (CPS) Users

- The new sentence of Community Work (CW) affects existing functions, tabs, field names and reports throughout IOMS.

- There are new screens specifically created to capture Community Work information, such as remitting CW sentence hours, hours completed/outstanding, and maintaining CW placements.
- The Sentence Order Management screen has a new look and will display the new sentence types of CW and Supervision.
- There are changes in several screens which will display Agency information, as Agencies will gradually replace Sponsors.
- Court Servicing staff will see changes to existing Interim Sentence screens.

Changes for PPS Users

- All users will be able to view some enhancements. For example, the View Chain tab on the Receiving screen, which will hold all the sentence calculations. Plus the Offender Details screen has a different look, with

different colours used to highlight different age and status categories.

- The Return to Custody screen replaces the Recall screen.
- There are a series of changes to the Sentence and Remand screens.
- There is new navigation to the Special Conditions screen.
- There is a new Bail tab on the Receiving screen, to record the full Bail process including Temporary Bail.
- Sentence Planners are mainly affected by the Pre-release Reporting functionality that is being released at the same time as SPRB.

According to Derek Lyons, IT's development manager, this is the largest change that has been made to IOMS since its inception. Around 50 percent of the system has been impacted by the changes, and these changes, sometimes indirectly, affect other areas of IOMS. All in all, a very significant development of IOMS for both IT and users. [cN](#)

Developing managers the Action Learning way



A break in the action - CPS managers taking part in the Action Learning pilot with course facilitator Anne Pattillo (front right)

Community Probation Service (CPS) managers from the Christchurch and Nelson/Marlborough/West Coast areas recently took part in the first phase of an Action Learning pilot programme. Participants were trained in the principles and tools of Action Learning, a practical method for developing

management talent and solving organisational problems.

Greymouth Service Centre Manager Raymond Clark says the training was a valuable experience, which he sees as highly applicable to CPS managers and their staff.

The managers learned the principles of Action Learning and were shown a range of problem-solving techniques and

tools. The training was a first of its kind for many on the course.

The managers will apply what they learned to a relevant issue from their area. "In our case, we'll look at ways to engage staff in performance management," says Raymond.

CPS senior human resources adviser

Karen Good says the managers will meet at regular intervals, with support from an external consultant: "The group will use the Action Learning model to work through actual problems and determine a course of action."

Karen says feedback from staff involved in the pilot will be used to enhance and fine-tune the programme. The pilot is expected to finish in mid-July and will be rolled out to CPS managers nationwide after that. [cN](#)

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Letters and comments are welcome.

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