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The cover of the 'Tikanga Mauri' CD is a depiction of what inmates have learned about their heritage through te reo Maori and tikanga. The picture tells of Tane's climb to gain the three baskets of knowledge and the challenges he faced during his journey. It reminds inmates of the challenge they face in day-to-day life to find answers and to grow and develop into better people.

Other messages held in the cover include the struggle of the separation of Rangi (skyfather) and Papa (earthmother), and the taniwha which represents tipuna or ancestors and all iwi, hapu and whanau around Aotearoa.

TIKANGA MAURI



Singing and song writing helps soothe souls

Inmates were given the opportunity to express their feelings and emotions through song during the launch of the Tikanga Mauri CD at Manawatu Prison last month.

The CD includes a number of recordings from 10 inmates who have been enrolled in Tikanga Maori modules at the prison, and was launched to staff, whanau members and a number of distinguished guests including the Hon Steve Maharey, local mayors and community representatives.

Manawatu Prison Principal Corrections Officer Tana Te Hiwi says the recording of the CD, which expresses the pain and anguish of inmates, has soothed their souls to such an extent that whanau is now more important to them than ever.

“This model of self and collective healing has provided a welcome and alternative

programme within the prison system in which to address current offending patterns occurring amongst Maori,” Tana says.

He says the CD recording has been a long journey of discovery for inmates, which has allowed them to link in with their cultural ‘roots’ and has signalled a positive shift in attitude and commitment to address their offending both individually and as part of a whanau collective model.

While there are no immediate plans to market the CD, Tana says its production and launch provided an excellent opportunity for inmates to express themselves to whanau members and one another, and helped them to uncover hidden talents.

The launch was featured on TV’s One News who interviewed Site Manager Trevor Riddle, a tutor, and a participating inmate. **cN**



DEPARTMENT
OF CORRECTIONS



Where we are at: Being best in the world

In my previous article I talked about benchmarking ourselves to similar jurisdictions around the world. One way to judge an organisation's success is to look at the outcomes it achieves. One of the most important gauges is effectiveness in reducing re-offending.

In order to successfully address that challenge we must succeed in reducing re-offending by Maori.

A number of other countries have indigenous people who feature strongly in negative statistics, and some of those countries are looking at new ways to improve the situation. We have followed their developments with interest and can see some parallels with our own thinking and practice.

But, fundamentally the cupboard is not well stocked and we are going to have to innovate, evaluate, learn, and steadily, but with determination and energy, form our own responses.

There are very clear limits about what others can teach us about our unique indigenous culture and the social and historical context affecting it.

The work we have done on the development of the recidivism index and rehabilitation quotient enables us to measure changes in re-offending rates and monitor progress.

Another domain to assess is the quality of operational performance across the full gamut of services - from pre-sentence reports to safe custodial management.

We have developed a number of performance indicators to cover most facets of operational delivery, a number of which can be compared to overseas jurisdictions.

We have also, in concert with other corrections services, established a number of indicators from which to form a view on relative efficiency and assess whether the services being delivered provide value for money when compared to other agencies.

Lastly, there are issues around an organisation's culture, values, and the behaviour of its staff at all levels.

While some preliminary view of organisational performance can be formed by data, one really needs to look at all the data sets as a composite picture. Then beyond that point have regard to context about where the organisation has come from and where it is going.

We have improved the quality and comprehensiveness of external accountability reporting and identified the outputs, the underlying systems and processes that contribute to desired outcomes.

Indeed, we are one of a very small number of corrections agencies in the world that can report changes in effectiveness in reducing re-offending. This transparency of reporting should place us in a position where the public can make better-informed judgements about the overall performance of the Department and its efficiency, compared to other comparable corrections organisations. **cN**

Clear skies needed after court decision

The only remaining impediment to work on the new Northland Region Corrections Facility appears to be the poor weather following clearance of the last remaining legal hurdle.

The High Court last month dismissed an appeal against the Environment Court's decision to grant designation and consents enabling the construction of the new facility.

Some protest action preceded the appeal decision and temporarily

delayed work at the site. Around 30 protestors established themselves on the Ngawha site over Queen's Birthday weekend and despite lengthy discussions advised the Department they would not allow access to the site.

"This left the Department with no option but to invoke the Trespass Act, to allow completion of the works," says Project Director John Hamilton.

Construction work resumed after Police had removed the protestors, making several arrests.

Road access and work on a stream that runs through the site were completed before the winter weather set in.

"Given the controversial nature of a prison, it was almost inevitable that there would be some protest action but claims that the site is sacred are not true. We spent a lot of time researching this with our partners Ngati Rangī," says John.

The new facility is expected to be completed by late 2004. **cN**

Internal Audit has team to tackle future

The role of Internal Audit (IA), which comprises both internal auditors and the Prison Inspectors, is to provide assurance to the Chief Executive regarding the management of Departmental risk.

Within the group internal auditors focus on departmental systems, practices and procedures while the inspectorate focuses on the fair and humane treatment of offenders.

In terms of Integrated Offender Management (IOM) IA was charged with providing assurance to the Chief Executive on the implementation of the project and monitoring the processes, IT developments and risk management initiatives.

“We have maintained close contact with the IOM project throughout its development and implementation phases,” says IA General Manager Mike Martelli. “This has enabled us to provide assurance to senior management that the project was on track and has ensured Inspectors were equipped to handle the inevitable inmate queries.

“Over the past two years the implementation of IOM has been a key focus for the Department and IA has been



Internal Audit General Manager Mike Martelli (right) with long serving staff members Lyn Le Petit and Gren Bell.

no exception,” says Mike.

Now that IOM is “business as usual”, the focus will shift from monitoring the implementation of the project to monitoring compliance and providing feedback on possible areas of improvement. But Mike stresses that this will be a supportive role, “because we recognise that processes need time to settle.”

Mike has a highly experienced team around him with Gren Bell, Senior Prison Inspector, along with auditor Lyn Le Petit,

recently celebrating 40 years in justice sector agencies.

Gren says that Corrections remains an exciting and challenging field despite inmates following the rest of the country in becoming an increasingly litigious group.

“The improvements in policy and practice made in recent years are huge but the unique dynamics of prison society mean that there will always be a need for a high level of inspection and monitoring,” Gren adds. [cN](#)

Bringing women closer to home

More female inmates will be able to serve their sentences closer to home when the proposed Auckland Region Women’s Corrections Facility opens its doors.

The new facility will accommodate female inmates from the upper North Island, and will replace the ageing Mt Eden Women’s Prison. Currently about 40 female inmates from the upper North Island are held in Arohata or Christchurch Women’s Prisons.

Last month, Minister of Corrections Matt Robson sought planning approval to proceed with a site in Manukau City. The site was announced in April 2001 after an 18-month site evaluation and consultation process.

“Design work is progressing well and workers have begun restoring the previous quarry site in order to make a suitable building platform. We are still on track for an

early 2005 opening,” says National Property Manager William Whewell.

The new Auckland facility will be the country’s first prison designed to meet the specific needs of female inmates. It will include features such as child-friendly visiting areas. Local Maori architects and South Auckland’s Pacific peoples communities have worked alongside the Department to ensure the facility is also responsive to the needs of Maori and Pacific peoples inmates’ needs.

Interested parties have opportunities to have their say about the facility. The Manukau City Council will manage a public submission and hearings process before deciding whether to grant planning approvals. This decision is expected towards the end of 2002. [cN](#)

This month marks the commencement of a new national parole authority: the New Zealand Parole Board.

Formed under the Parole Act 2002, the New Zealand Parole Board results from a restructuring of New Zealand's parole system.

Under the previous two-tiered system, now disestablished, the Parole Board considered the cases for offenders serving seven years or more, and District Prisons Boards, one for each of New Zealand's 17 publicly run prisons, considered cases for offenders serving less than seven years.

The New Zealand Parole Board will be a separate, independent authority with support services provided by the Department of Corrections, and working from information supplied by the Department's three services: Community Probation Service, Public Prisons Service and Psychological Service.

The New Zealand Parole Board currently consists of 23 members: a chairperson; nine panel convenors (current or former District Court judges); and 13 lay members, who represent the community. Some of the Board members, both panel convenors and lay members, are former members of the Parole Board or District Prisons Boards. The Governor-General has appointed all members.

Chairperson

Justice Anthony Ellis of Wellington, who became a Queen's Counsel in 1981 and was appointed to the High Court bench in 1985, has been appointed to a three-year term as Board chairperson. As chairperson, Justice Ellis has oversight of the Board's operations and will sit on some of the panels conducting hearings.



The New Zealand Parole Board Chairperson Justice Anthony Ellis.

Lay members

Many of the Board members are former Department of Corrections employees, with experience in one or more of the Department's three Services.

Northern Region

Lavinia Nathan. Has in-depth experience working with offenders and victims from both Maori and Pakeha perspectives. Worked extensively with recidivist offenders, initially as a Probation Officer, then with the Department of Corrections' Psychological Service and for the past four years as manager of the Te Piriti Unit for offenders convicted of abusing children.

Matt Hakiaha. A former Probation Officer and youth justice coordinator for Social Welfare. Worked as a tutor in social work and conference coordinator for CYPFS. Since 1997 he has held a variety of contracts with Te Whanau o Waipareira Trust, most recently as project manager for social and community development. He was last year

involved in the recruitment and training of restorative justice facilitators. Was a member of, and specialist adviser to, the Ministerial Taskforce on Youth Offending.

June Jackson. Served on the Parole Board since 1990. Since 1996 she has been chief executive of the Manukau Urban Maori Authority and manager of Nga Whara Waatea, an urban marae complex in Mangere. Has held several other government and advisory roles, including one with the Treaty of Waitangi Fisheries Commission.

Wendy Ball. Has been a law lecturer in various tertiary institutions in New Zealand and New South Wales. Before coming to New Zealand she worked in the Probation and Parole Service in New South Wales and practised as a criminal barrister, including working with the Crown prosecution services and Crown Defenders' Office. She has been a grief counsellor and has presented seminars on family and domestic violence, grief and loss.

Grace Dorset. Involved with inmates and inmate support groups through membership of the Waikeria District Prisons Board, New Zealand Prisoners' Aid and Rehabilitation Society, the Prisoners' Families Network Support (Rotorua) and as an initiator for a project to establish a home/hostel for released inmates.

Central Region

Sandy Gill. Until recently the standards manager of the Medical Council of New Zealand, prior to which she worked for four years as a counsellor then as programmes manager at Arohata Women's Prison. In the absence of the general manager, she served as the Arohata representative of the District Prisons Board.

Alison Timms. Has considerable experience in complex and challenging decision-making and risk management roles in high profile organisations like the Department of Social Welfare. She was acting chief executive of the New Zealand Fire Service from 1999 to 2001.

Stephen Thomsen. Has been involved in the preparation and implementation of training programmes for trustees, crime prevention and reduction strategies, and community consultation with Pacific Peoples groups. From 1993 to 2000 he worked as pastoral assistant and the Samoan chaplain for the Archdiocese of Wellington, where his duties included organising and supervising the Samoan lay visiting programme for local prison inmates.

Fleur Grenfell. Joined the Prison Service in 1974, later becoming superintendent at Christchurch Women's Prison and general manager of Arohata Women's Prison. She introduced the first prison-based victim awareness programme while at Arohata and increased the number of Maori and Pacific Peoples staff working

What's the difference? Previous and current systems at a glance

Parole Board & District Prisons Boards (previous system)	New Zealand Parole Board (new system)
Two authorities: Parole Board (for longer-serving offenders) and District Prisons Boards (for shorter-serving offenders)	One authority for all offenders eligible for consideration
Variability in some processes	Consistency in processes
Limited training and induction	Comprehensive formal induction and training process for all Board members
National secretariat (Parole Board) and a DPB secretary at each publicly-run prison	National office (includes manager plus two advisers) plus teams of administrators at regional offices in Auckland, Wellington, Christchurch
Community representatives appointed to serve on District Prisons Boards; no formal selection process	Lay members appointed through publicly advertised recruitment and selection process
Input from victims not mandatory	Input from victims* is required to be part of the decision-making process
Established under Criminal Justice Act 1985	Established under Parole Act 2002

* ie, those listed on the Victim Notification Register

EALAND PAROLE BOARD

in the prison to proportions more closely matched to those of the prison population.

Southern Region

Robin Wilson. Retired as general manager of NZ Children and Young Persons' Service in 1994 after more than 22 years in the Department of Social Welfare. During this time he had responsibility at various levels for juvenile justice, including the management of institutions for young offenders.

Jim Thomson. A long-serving Probation Officer and service manager with responsibility since 1999 for home detention in Christchurch. He was the Community Probation Service member of the Rolleston and Christchurch District Prisons Boards.

Reverend Maurice Gray. Has 20 years experience in the prisons, probation and psychological services, including membership of the Canterbury District Prisons Boards, and was chairperson of Te Kahui Atawhai (Canterbury Prisons Cultural Advisory Board).

Janice Donaldson. Has held management positions with Ngai Tahu Development Corporation and health authorities including Canterbury District Health and. Worked as a Probation Officer in Christchurch and Timaru from 1981 to 1989. She has been involved in the Christchurch Community Law Centre, the Canterbury District Legal Services Committee and the Maori Legal Service.

Panel convenors

Judge Bruce Buckton - Regional Convenor, Northern

District Court judge since 1986; chaired the Manawatu District Prisons Board between 1986 and 1988. He has a strong interest in parole issues having served since 1995 as deputy chair of the Parole Board, and as acting chair since Justice Heron's retirement. He has also studied parole systems in England and Australia.

Judge Avinash Deobhakta

District Court judge since 1981. London educated, he was Uganda's Principal State Attorney in the Department of Public Prosecutions and later a Chief Magistrate. He immigrated to New Zealand in 1972 and practised as a barrister in Auckland until joining the bench. Formerly a member of the Waikeria District Prisons Board.

Judge Jane Lovell-Smith

District Court judge since 1994, prior to which she worked as a solicitor with a variety of firms in Wellington, Auckland and London. Chaired the Auckland District Prisons Board since 1997.

Judge Richard Watson - Regional Convenor, Central

District Court judge since 1990 and former chair of the Taumarunui and Turangi District

Prisons Boards.

Judge John Dalmer

District Court judge since 1978. Former chair of the Wellington and Wanganui District Prisons Board.

Judge Patrick Toomey

District Court judge from 1985 to 2000, he continues to serve under an acting warrant. Chaired the New Plymouth District Prisons Board from 1997.

Judge William (Bill) Unwin - Regional Convenor, Southern

Retired in 1997 after 16 years on the bench but continues to hold an acting warrant. Former chair of the three Canterbury District Prisons Boards.

Judge Raymond Kean

District Court judge since 1988, also a Family Court judge. Former solicitor/partner in the Dunedin law firm Webb, Brash, Ward & Co. A founding executive member of the NZ Legal Association, he was on the committee of the Medical Legal Society and was founding president of the Otago branch of the Family Courts Association.

Judge John Macdonald

District Court judge since 1990, he chaired the three Canterbury District Prisons Boards between 1996 and 1999. Was first admitted to the bar in 1973 and worked as a solicitor/partner with Billing Solicitors in New Plymouth until 1988, when he became a barrister sole. Former legal adviser to the New Zealand Prisoners' Aid and Rehabilitation Society.

Structure

The Board will operate from three regional offices, in Auckland, Wellington and Christchurch, serving Northern, Central and Southern regions.

In each region there is a pool of Board members who will meet in panels of three (one convenor and two lay members) to consider inmates eligible for parole and home detention, or to be released on conditions.

These regional panels will meet in prisons throughout New Zealand, approximately once every month. For some of the larger prisons, such as Waikeria, panels may need to convene twice monthly.

Role of Board

The New Zealand Parole Board, as its name suggests, is primarily concerned with considering matters concerning parole. However, there are a number of other matters the Board also considers, including applications for compassionate release, and the recalling to prison of offenders who have breached their parole conditions.

Community safety, a priority of the new parole legislation, is the major consideration for the Board when it reaches its decisions. Release on parole

will only occur if the Board is satisfied that the offender does not pose an undue risk to the safety of the community or to any person or class of persons.

Victim awareness has likewise been reflected in the new legislation. Under the Parole Act 2002, victims are entitled to receive information from the Board about hearings, to make written and oral submissions, and to be told the decision of the Board. To be part of this process, however, the victim must be listed on the Victim Notification Register.

Role of Corrections

The Department of Corrections provides support services to the Board, primarily gathering and coordinating the vast amounts of information, such as reports from Corrections' staff, and submissions from victims and offenders, required for the Board to reach its decisions. Media queries are handled in consultation with the Board via the Department's communications unit.

The Board is, however, an independent legal authority and is not run by the Department, or accountable to it.

Much of the information the Board members consider during the course of their work comes from the Department, such as assessments by psychologists, reports from the Community Probation Service, including offenders' presentence reports, and sentence management reports from the Public Prisons Service, detailing offenders' progress while in prison. **cn**



New Zealand Parole Board Manager
Alistair Spierling.



NEW ZEALAND
PAROLE BOARD

Reintegrative Services 'close the loop'

The national rollout of Reintegrative Services (RIS) is on track for completion during 2002/03. It marks the last part of the Integrated Offender Management (IOM) process to be implemented and "closes the loop" back to the community for offenders.

RIS aims to provide offenders with the skills, knowledge and confidence to live successfully in the community, especially following imprisonment, in order to reduce their chances of re-offending.

Although being implemented last it is a core component of IOM assessment and sentence planning/sentence management, says Special Projects Manager David Wales.

"If not addressed, reintegrative needs may be a barrier to offenders maintaining an offence-free lifestyle.

"In both the Public Prisons Service (PPS) and the Community Probation Service (CPS) the most reintegrative resources will be targeted to those offenders who have the greatest need. However, all offenders will receive some measure of reintegrative support," says David.

Like other aspects of IOM, Reintegrative needs are assessed at the start of an offender's sentence, and reviewed throughout. There are seven reintegrative needs: obtaining employment; finding somewhere suitable to live; managing finances; managing relationships; developing positive community support; preventing victim-related problems; and achieving and maintaining good health.

In PPS the RIS framework consists of three levels of assistance, with all offenders receiving "level one" self-help, a

pamphlet detailing 0800 numbers and addresses of services related to reintegration objectives that are useful following release, and access via case officers to a knowledge base.

Offenders who need assistance to meet their reintegrative objectives are given "level two" support from a case officer, or, if they require particularly involved or complex assistance, then referral is made to a social worker.

Level one and two RIS have been operating for several months, and work is under way to have "level three" - a range of reintegrative programmes - running in all regions by Christmas.

A tender process is currently under way to source external facilitators to deliver reintegrative programmes, and the majority of work will be completed in July ready for the first programmes to be delivered in the Wellington region during August.

Three programmes - Living Skills, Budgeting Skills and Parenting Skills - address specific reintegrative needs. Custodial offenders can also be eligible to spend time in a self-care unit as they near release. The residential style units let them get used to living in a house or flat environment and give them an opportunity to learn and practise the skills they will need to use after release.

In CPS, a Probation Officer determines if the offender has the ability, knowledge and motivation to resolve or manage their reintegrative needs themselves. If not, Probation Officers will work with the offender to identify strategies and activities to resolve or manage their needs. This may include referral to programmes in the community.[cN](#)

Capital meeting for CPS managers

Community Probation Service (CPS) managers met last month for an off-site conference in Wellington to review operational matters.

The two-day meeting was chaired by CPS General Manager Ann Clark, and attended by CPS head office



CPS General Manager Ann Clark (second from right) with staff at the recent conference.

personnel and area managers from the Service's 15 areas nationwide.

"It was very pleasing to see how much work had already been done in preparation for the implementation of the new legislation," Ann says.

"Managers are facing a double challenge of ensuring Integrated Offender Management becomes 'business as usual' and implementing the new sentencing and parole reform legislation. With the levels of energy and commitment shown at the meeting, I'm confident we will succeed in both."

The conference included a presentation and discussion around the CPS national business plan, currently in the final stages of development. In addition to the national plan each area will produce its own service plan this year.

Head Office Contracts/Operations Manager Tracy Mellor made a presentation on the programmes strategy and led a discussion on the sentencing and parole reform implementation plan.[cN](#)

Manager moves to meet new challenge

After five-and-a-half years with Corrections Inmate Employment (CIE) National Manager David Bremner is moving on to be Chief Executive of Meat and Wool Innovation Limited (MWI). MWI is the newly formed joint venture between Meat New Zealand and the Wool Board.

David came to the Department in 1997 to manage Corrland, the Department's farming and forestry operations. With an extensive background in farming and agribusiness, David was instrumental in bringing Corrland onto a commercial footing.

The Department's farming and forestry operations are now well respected within the industries that they operate, with some even winning awards for their work.

In July 2001, Corrland and Public Prisons Service Inmate Employment were merged to form Corrections Inmate Employment (CIE).

Richard Morris, Chief Financial Officer, says with David's track record, he was clearly the right person to manage the new larger group.

"David has made huge progress in turning first Corrland, and now CIE, into a high performing operation," says Richard.

"While I am sad to see him go, I am pleased that a senior manager in Corrections has been appointed to such a senior and

high profile role."

The first year of operation for CIE has been a challenging one, with staff becoming more focussed on three key goals - assisting inmates to gain NZQA recognised qualifications where possible, adopting a more commercial approach, and ensuring as many inmates as possible are working.

David says he has really enjoyed his time at Corrections.

"Managing both Corrland, and more recently CIE, has been challenging and very rewarding. It's been a satisfying five-and-a-half years with the Department," says David.

"CIE has a very committed team of staff who are willing to go the extra mile to ensure the success of our operations. I will follow their future developments with keen interest." **cN**

Outgoing CIE National Manager David Bremner.

Students get new steer on Corrections course

A collaboration between the Department of Corrections and Rotorua's Waiariki Institute of Technology has created the first academic course focusing on the professional role of a Probation Officer.

Rotorua Principal Psychologist Dr Erin Eggleston and Rotorua Community Probation Service (CPS) Service Manager Raema Mackay taught the course, entitled Professional Practice in Corrections, for the first time this year.

The third-year Bachelor of Social Science students found the course particularly interesting and students reported that the course was "the hardest and the best" they had studied.

Lecturers included Corrections' psychologists, service managers, Straight Thinking coaches, Probation Officers, a representative from Montgomery House habilitation centre, a youth unit psychologist and a Criminogenic Needs Inventory (CNI) cultural trainer.

"The timing of the one semester course is well placed, as it encourages recruitment into Corrections by allowing a period of work placement in the second semester,"

says Dr Eggleston.

By this stage, the students would have completed their three-year Bachelor's degree. Two of this year's students, having finished their course, will attend work placement at CPS offices in Rotorua and Taupo.

"The highlight for me was that the course is directly relevant to a career in Corrections and provides practical workshop experience of the theory learned," says Raema Mackay.

The material referred to by the students throughout the course is from Corrections publications; hence new recruits enter Corrections already familiar with the documentation and terminology.

Three non-fee-paying places are offered to Corrections staff members who have already completed a year two course of tertiary study and wish to upskill in order to further their career within

Corrections. Two Probation Officers from CPS Whakatane were among this year's students.

Martin Ringer, head of the social sciences programme at Waiariki, was impressed by the quality of the teaching and by the material the students presented. Mr Ringer also highly commended the proactive and innovative approach by Corrections and claimed the instruction by experts in the field and practical workshops to be "a model course".

This year's students are due to meet on 27 July, along with the CPS area manager, the Waiariki head of school and some of the lecturers, in order to discuss opportunities within Corrections and to provide feedback. **cN**



Bachelor of Social Science students at Waiariki Institute of Technology.

New chaplain full of hope



Wanganui Prison Chaplain Meg Ashford

Wanganui Prison's first female chaplain, Meg Ashford, is full of hope for the inmates she watches over.

Meg has spent 10 months in her new role, working closely with the prison's inmates to meet their spiritual needs.

"A typical day involves Bible study, taking referrals from social workers and nurses, and plenty of one-to-one

counselling with inmates." Meg comes well prepared with a certificate in applied counselling and a degree in theology and Biblical studies.

Meg says she sees the positive difference that chaplaincy support makes every day.

"Some of the men can't wait to come to Bible study. Whether they become a Christian or not is another story, but they are doing something positive and constructive with their time. Then there are those who come to prison utterly broken, but by talking, praying and supporting them through their sentence we can help them heal."

Meg says that inmates need to address their behaviour and the way they relate to others.

"I believe the only way a person

can be truly transformed is by God. There's nothing like seeing former inmates do well, despite the odds, once they've been released."

Meg also coordinates 40 approved Christian volunteers.

"The volunteers take Bible studies, run services and introduce interested inmates to Christianity. The personal contact gives inmates a chance to interact with the outside world and have regular relationships with people."

Working alongside Meg is part-time chaplain Mike Coleman. The pair provide chaplaincy services for 300 inmates and 200 prison staff. For inmates of different faith the chaplains can arrange to have their needs met through an appropriate person.[cN](#)

Long service recognised

The long service and good conduct of a further 40 Public Prisons Service (PPS) staff has been recognised in two Midland Region ceremonies, with presentations in the New Plymouth and Wanganui/Manawatu areas.

Since December last year 281 PPS staff have received awards at ceremonies around the country.

Local MPs, staff and families were invited to see PPS General Manager Phil McCarthy hand over medals and clasps to the recipients. Midland Regional Manager John Jamieson also attended both ceremonies.

"I'd like to congratulate all recipients of the awards. It's something unique and it's a very special pat on the back from the Department," says John.

The medals are issued by Royal Warrant and are engraved with each officer's name. They are awarded for 14 years service and good conduct, with clasps awarded for each additional seven years.

Four 28-year clasps, 16 21-year clasps and 20 14-year medals were awarded.[cN](#)

Conference ministers to ex-inmates

Breaking down the walls of community resistance to becoming involved in the support of ex-prisoners and their family/whanau was the main theme of Prison Fellowship NZ's annual conference.

Minister of Corrections Matt Robson, Public Prisons Service General Manager Phil McCarthy and North Island West Coast Regional Manager John Jamieson joined Auckland Region Integrated Offender Management (IOM) Implementation Manager Jim Van Rensburg, other Corrections staff, guest speakers and around 200 delegates at the Totara Springs Christian Camp in Matamata.

The aim of the conference was to develop a joint strategy between Prison Fellowship and local churches, chaplains and Christian volunteers and to build, equip and support these groups to more effectively minister to prisoners, ex-prisoners, and their families.

"Contrary to the prevailing view, offenders don't become followers of

Jesus in prison because they think it will stand them in good stead with the Parole Board. It takes tremendous guts to maintain Christian faith while in prison as you face a great deal of scrutiny from other inmates and because there is little tolerance for hypocrites within the prison population," says Prison Fellowship Executive Director Kim Workman.

"The most important service we can provide to inmates is connecting them with nurturing, receptive churches in the community. These churches become their source of spiritual and social support. Without a proactive plan in place before release few ex-prisoners will solidly connect with a church after release."

"The willingness of churches to work with ex-prisoners is already there but what is so often lacking are the skills and resources to undertake this very challenging task," says Kim.[cN](#)

Joinery shop gains industry support

Hawkes Bay Regional Prison's joinery workshop has gained the stamp of approval from their local Joinery Association.

During May Corrections Inmate Employment (CIE) Hawkes Bay hosted the local bi-monthly Joinery Association's meeting at their offices. Twenty-four members attended a breakfast meeting hosted by CIE, with food being provided by Hawkes Bay Regional Prison's catering staff.



Joinery Instructor Gary Hosegood (left) and Timber Processing Manager Peter Hosegood at the Hawkes Bay Regional Prison workshop.

One of the items on the agenda was the impact made by CIE's joinery workshop on the local industry. After a guided tour of the workshops and being favourably impressed,

Simple phone call provides positive proof

Last month Corrections Inmate Employment (CIE) Site Manager Rick Reeves got a phone call that made his day.

A former inmate phoned to thank Rick and Farm Instructor, Rod Griffiths, for the skills they taught him while in prison.

He had just landed a job weed spraying as a result of the employment training and gaining his 'grow safe' certificate while at Rimutaka Prison.

Rick says that phone calls like this make his work worthwhile.

"Our main goal is to teach inmates work skills so they are equipped to get a job when they leave prison. All the statistics show that inmates who get work when released are much less likely to re-offend," says Rick.

"Getting a phone call like this confirms that what we are doing is working".

Farm Instructor Rod Griffiths is really pleased that the inmate has found employment.

"I was stoked to hear the news. That

the members felt that CIE was no threat to the local industry and now believe it is more than likely to be of benefit to the Joinery Association.

The event was so successful that the Association have asked if they can revisit the workshops when they hold their national conference in Hawkes Bay later this year.

CIE Site Manager Robin Benefield is delighted with the outcome of the meeting.

"We have been working hard on establishing a positive relationship with the Joinery Association," says Robin.

"We appreciate that they had concerns regarding our effect on the local industry and were really pleased to be able to show them our operations and remove their concerns.

"Our joinery workshop is an extremely well managed operation which produces a number of products including attic ladders for export markets.

"The inmates working in joinery gain great skills in carpentry and also get a genuine work experience in a fully commercial environment," says Robin. **cN**

particular inmate needed a lot of encouragement to believe it was worth the effort and that he was capable of gaining his 'grow safe' certificate," says Rod.

"By the time he completed the certificate, you could see he had gained more confidence in himself and his abilities."

"It goes to show that CIE's goal of providing all inmates with some form of NZQA recognised training pays off. We wish him all the best for the future." **cN**



CIE Farm Instructor Rod Griffiths (left) and Site Manager Rick Reeves received a vote of thanks from a former inmate.

Department in win-WINZ situation

Work and Income New Zealand (WINZ) has begun a pilot programme in the Wellington region designed to develop the skills of people interested in working in prisons.

The programme has mutual benefits - it assists the Department recruit staff and helps WINZ to place clients.

Rimutaka Prison-based Human Resources Adviser Paul Ekers says that WINZ will be upskilling future job applicants in the attributes and competencies the Department seeks in its corrections officers.

"For candidates who meet our general criteria, WINZ will identify what training they need to be successful. This could include sessions on improving interviewing, computer and report-writing skills. Depending on the needs of the job seeker, training can be quite comprehensive and run for up to 21 weeks."

Paul says recruitment has not been easy in the Wellington region.

"Last year we looked as far as Gisborne to attract staff. If the pilot programme is successful we'll talk with WINZ about extending it nationally."

Programme organiser John Crowther from WINZ says the training targets people with the determination to improve their situation and the aptitude to upskill.

"We want to help people into jobs for the long term."

Other organisations involved in the scheme include Westpac Trust, Department for Courts and the Police. **cN**

Community consultation commences

Minister of Corrections Matt Robson recently announced that a site at Milburn, a 35-minute drive south of Dunedin, is the preferred option for the location of the new Otago Region Corrections Facility.

Project coordinator Justine McDermott says the public consultation phase for the new facility is in full swing.

Justine says the Department is consulting widely on the Milburn site. "We're talking with tangata whenua, site neighbours, councils, community groups and people interested in the new prison."

Before the overall suitability of the Milburn site can be confirmed, the Department needs to explore the social and community concerns over its location.

"At this time there are many questions about what a prison at Milburn will mean," Justine says.

"People want to know everything from how safe they will be and what the prison will look like, to the types of jobs it will create. It's important we explain how a modern corrections facility works and clear up any concerns people may have. It's all about sharing information, education and feedback."

Regional Prisons Project team members have been in Otago talking with locals and gathering feedback. An information day

was held earlier this month in Milton township, a few kilometres away from Milburn, and was attended by 200 local people.

"We're asking what people think are the positive effects of a prison at Milburn and what they think is negative about it. We want to understand the effects the prison may have and look at ways to address them," Justine explains.



Assistant Construction Manager Donna Beatson (left) at the Milburn site with Project Communications Manager Jaewynn McKay (centre) and Project Coordinator (South) Justine McDermott.

Justine says the Milburn site stands "head and shoulders" above other sites the Department considered. "We carried out a very thorough site search, reviewing over 40 sites against a range of criteria. In the end, the Milburn site stood out as having excellent development potential."

Consultation is expected to continue for some months. The Department will prepare the results of public feedback and further technical investigations for the Minister to review later

this year. The Minister will then make a decision on progressing with the necessary planning approvals with local authorities.

The new 330-bed facility will eventually replace Dunedin Prison, which is too small to cope with current and forecasted numbers.

Justine says that any construction would not begin for at least another two years, and that the new prison is expected to open in 2006. **cN**



IOMS Sentencing and Parole Reform Goes Live

The most comprehensive release of Integrated Offender Management System (IOMS) since its inception went smoothly into production in June.

This release of IOMS covered the introduction of the Sentencing Act 2002 and Parole Act 2002.

"The provisions of the new legislation fundamentally changed the basis upon which IOMS was designed and required a great deal of work, particularly in the sentence calculation area where the model was completely re-built," says IT Manager Derek Lyons.

The project has been in planning for nearly 18 months and has involved over 100 IT staff, contractors, gen-i developers and secondees from Community Probation Service and Public Prisons Service.

"The release itself went relatively smoothly," says Derek, underlying the benefit from many weeks of planning and contingency work that went into the implementation weekend.

All work was completed five hours before the deadline and the system was available to all staff at the scheduled time of 6:00am on Monday 1 July.

The IOMS support help desk was very busy that Monday, fielding over three times the usual volume of calls from staff requiring assistance with the new way of doing things.

Some faults were found in production with the main ones relating to the ROC/ROI calculation taking too long and the saving of assessment reports. These issues were quickly put right. There are a few minor faults that will be addressed in a "round-up release" of IOMS in August.

"All in all this has been a very successful release and all those involved should be very proud of their contribution and what has been achieved. It reflects the benefits of a very strong and effective collaborative approach across the Department and between the Department and its IT partners," says Strategic Development General Manager Katrina Casey. **cN**

Powerful powhiri proves particularly poignant

A powerful Maori Focus Unit powhiri was the highlight of a month-long stay for a 27 year-old Belgian corrections worker hosted by the Department in May.

Mathilde Steenbergen is equivalent to a unit manager in the remand section of Belgium's Brugges Prison and came to New Zealand as part of her studies in public management at the University of Leuven.

While here Mathilde spent a week each at head office and Christchurch, Auckland and Rimutaka Prisons, getting to know staff and learning more about the "extremely advanced" New Zealand corrections system.

"There are some major differences between New Zealand and Belgium's corrections systems and it has been a great opportunity for me to learn about the various initiatives and facilities you have."

She says what impressed her most was the progress the Department had made in establishing Integrated Offender Management (IOM) and the security classification system.

"In a way your system separates the motivated from the non-motivated and provides inmates with a feeling that they are working towards a better lifestyle. With IOM you start by looking at the needs of the inmate or offender rather than what you have to offer them," says Mathilde.



Belgian visitor Mathilde Steenbergen meets Chief Executive Mark Byers during her visit to head office.

While in New Zealand Mathilde took a special interest in the Maori culture and its traditions and says she was most impressed with the attitudes of the inmates who welcomed her to Rimutaka Prison's Maori Focus Unit.

"The dedication and enthusiasm they expressed during their welcome to me was amazing. It's an experience I will never forget." *cN*

Kids consider corrections career

Ten students from Lower Hutt's St Bernard's College are now considering careers with the Department of Corrections after a day long lag in prison.

Wellington Prison hosted the students as part of the TMP Workchoice Day. The annual event is an opportunity for organisations to explain their businesses and help young people choose future careers.

The students spent the day with Principal Corrections Officers David O'Rourke and John May. They toured the prison and saw exercise yards, the kitchen, visiting rooms, the print shop and a typical cell. David and John said the St Bernard's students had plenty of questions about working at the prison.

Guidance and Health Teacher Terry Cole accompanied the students and says the day was a valuable learning exercise.

"The students could see behind the scenes and clear up some stereotypes. I think a career with Corrections is something they can follow up after getting some life experience."

The students were surprised to see that Corrections Officers don't carry batons and that the prison was clean compared to "the ones in the movies." They also said they were unaware that inmates could work and receive a small wage, and admired the positive role modelling by officers towards inmates. *cN*



St Bernard's College students and teacher Terry Cole with Corrections Officers John May and David O'Rourke.

New IT manager announced

July sees a change within the Department's Information and Technology Unit when Derek Lyons takes over as IT Manager from Bob D'Ath.

Bob is not disappearing from the Department just yet. He's taking on the role of Programme Manager, coordinating all of the IT projects and writing the IT strategic plan for 2003 -2005.

Bob has been with Corrections IT for six years and considers it's time for a change. He has been responsible for significant change in that time, first managing the development of Integrated Offender Management System (IOMS) and then as manager of IT. He rates IOMS as a major achievement.

"The creation of IOMS was three years of intense activity with a fabulous group of people. There were plenty of difficult times but with the cooperation of staff across the Department I think I can say that we got there."

"Improvements to IOMS since its original implementation now mean that the

Department has a world-leading offender management system that has become critical to its everyday operation. That gives me a huge amount of satisfaction, as did carrying out the largest implementation of the WTS/Citrix thin client architecture in the country," Bob says.

There were over 60 applicants for the IT Manager position, with many highly qualified people from both the public and private sectors vying for the job. Proof, says Bob, of how Corrections' IT is regarded as a very successful IT operation that is attracting top class professionals to its ranks.

Derek Lyons will take over the role in July after two years as Business Systems Development Manager for IT, prior to which he handled the Y2K readiness project for the Department. Derek has previously held positions at Datacom, Upper Hutt City Council, Wellington City Council and the Ministry of Justice.

Derek sees the future direction of IT in the Department as building on the successful work that has already been done while



New IT Manager Derek Lyons with Bob D'Ath (sitting).

maintaining current systems and focusing on turning operational data into managerial information to assist in decision making. **cN**

Prison opens doors to deliver drugs message

Teenagers had the chance to see where they could end up when New Plymouth Prison held an open day with a hard-hitting anti-drugs message for the area's secondary schools.

Nearly 40 teachers, counsellors and students used the opportunity to find out about life on the other side of the fence after concerned principals and prison staff combined to tackle the issue of drugs in Taranaki schools.

They were shown the prison's horticultural area to learn about inmate employment, given a demonstration of Control & Restraint techniques, and drug dogs demonstrated car and visitor search routines. Crime prevention staff talked about drugs in schools and prisons, and displayed confiscated contraband.

Acting Site Manager Gordon Ngatai was delighted with the response to the open day, and hopes it will be a stepping-

stone to greater involvement with the community.

"We wanted to assist other organisations address the high youth offending within Taranaki by making initial contact with schools. We could then discuss with students the consequences they face coming to prison," he says.

"We targeted secondary schools and also invited some of the organisations we work with such as Community Probation Service and NZ PARS.

"We also took the opportunity to talk about careers and gave the students handouts about the types of skills we're looking for in potential Corrections Officers, and how Correction Officers attain NZQA qualifications. They were surprised at the career opportunities and it helped to break the myth that you have to be a big burly bloke to be a

Corrections Officer."

Local Courts staff also visited the prison recently to gain a better appreciation of Corrections' role in the justice system.

"They deal with the paperwork but often don't know about the next stage in the process," says Gordon. "Now they have a far better understanding of the work we're doing to reduce re-offending and make our communities safer." **cN**

corrections News

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Letters and comments are welcome.

The Editor, Corrections News
Department of Corrections
Private Box 1206, Wellington
Phone (04) 460 3365 Fax (04) 460 3208
Email commdesk@corrections.govt.nz