

'Keeping each other safe'

Staff Safety Plan - Year Three

All staff

- > Developing practice guidance for frontline staff to deal safely with gangs and minimise their influence
- > Identifying the top three health and safety risks at each site and investigating ways to address them
- > Recognising the importance of mental health awareness and building on previous work to further educate staff
- > Reviewing incidents to ensure we learn from them and share what we've learned
- > Supporting sites to conduct effective emergency drills and exercises
- > Ensuring staff and offenders understand we don't tolerate violence or abuse, and that managers proactively support staff
- > Using intel to identify and mitigate the greatest threats to our staff
- > Investigating ways to protect the personal information of our staff to prevent harassment and intimidation
- > Continuing to ensure safety is an integral part of building design, and reviewing our sites to improve their safety
- > Continuing to research new ways to improve staff safety, and to evaluate the effectiveness of personal protective equipment and other options.

Prison staff



- > Establishing Site Emergency Response Teams (SERT) at three further prisons; Rimutaka Prison, Hawkes Bay Regional Prison and Northland Region Corrections Facility
- > Making 800 on body cameras available across prisons
- > Issuing all corrections officers with personalised stab resistant body armour
- > Reviewing processes to ensure we have effective responses to incidents and emergencies
- > Trialling a new, formal incentive and earned privileges scheme in our two youth units. We will learn how this improves prisoners' behaviour and consider rolling it out to all prisons
- > Targeting the causes of prison violence, and ensuring we deal with violence robustly.

Community-based staff

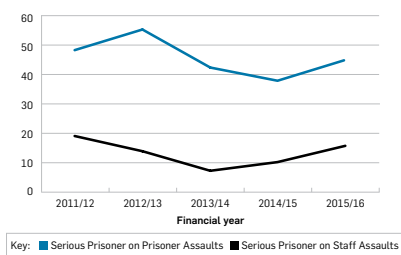


- > Reviewing the challenges of the community work supervisor role and ensuring safety practices and equipment are fit for purpose
- > Reviewing home visits to ensure staff have the training and information they need to stay safe during home visits
- > Developing a high-risk address register and improving the way we share information with partners
- > Conducting a review of communication device options for remote areas
- > Investigating the benefits of on body camera technology for home visits and community work supervisors
- > Upgrading more than half of Community Corrections sites across the country to improve safety, security, and facilities by early 2019.



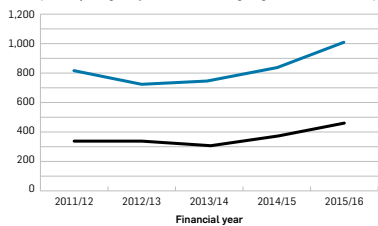
What we know about assaults:

Serious Assaults



Key: ■ Serious Prisoner on Prisoner Assaults ■ Serious Prisoner on Staff Assaults

Non-Serious Assaults
(not requiring hospitalisation or on-going medical treatment)



Key: ■ Non-serious / No Injury Prisoner on Prisoner Assaults ■ Non-serious / No Injury Prisoner on Staff Assaults

Assaults against prison staff

- > Generally are against COs, SCOs, or PCOs
- > Mostly involve a spontaneous punch to the head
- > Often occur at un-lock or lock-up
- > When a weapon is used, it is most likely to be a body fluid.

Assaults against community staff

- > Rarely involve physical violence
- > Mostly involve verbal threats and intimidation
- > Have been reported more as tolerance decreases.

Assaults against other prisoners

- > Are usually premeditated
- > Often occur when prisoners think no-one is watching (eg in a camera blind spot, or if officers are busy elsewhere)
- > Are gang related
- > Involve an improvised stabbing weapon (a shank).



Safety initiatives we've already introduced include:

- > Staff Safety Forums established
- > Random drug testing for frontline staff
- > Prisons introduced pepper spray, slash resistant gloves, tactical communications, and exit training
- > Community sites introduced CCTV, duress alarms, electronic entry, and remote access
- > Improved home visit practices
- > Anti-violence posters
- > Procurement and construction contracts have safety built into them
- > Sites upgraded to include safety features
- > Enhanced recruitment processes and training with stronger safety focus.

- > Sites developed and implemented their own safety plans
- > Personal issue stab resistant body armour
- > Site Emergency Response Team trial at Spring Hill
- > Mental health awareness training
- > Site violence reduction strategies
- > On body camera pilot
- > Smart phones with enhanced safety features for frontline community-based staff
- > Security classification review.

- > Corrections' three-year Staff Safety Plan 'Keeping Each Other Safe', outlines the actions we will take to improve staff safety. The Plan also encourages staff and managers to talk more about safety and implement additional safety-related projects. The plan came out of the review of the Expert Advisory Panel for Staff Safety.

