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September 2003

corrections *News*

magazine of the Department of Corrections



Photo: courtesy of Hawke's Bay Today

Corrections Officer Merv Smith receives his 21-year bar from Minister of Corrections, the Hon. Paul Swain. Looking on are officers who received medals for 14 years of service, from left: Rob Thorpe, Barry Dawson, Shane Rangi, Algie Brown, Marvin Abbott, Bill Ford, Robbie Rowe and Sharon Smith.

Corrections officers rewarded for dedicated service

Nine Hawke's Bay Prison corrections officers were recently recognised for their dedicated service when they were presented with Long Service and Good Conduct Awards by Minister of Corrections, the Hon. Paul Swain.

Eight of the corrections officers received medals for 14 years service, with one receiving a clasp for 21 years service.

Paul Swain paid tribute to the corrections officers, saying they held a key role in turning the inmates' lives around and preparing them for release.

"Corrections officers have challenging jobs that are nothing like the images we see on television or at the movies. The men and women I've met are professional and passionate about their careers. Their families

also deserve tribute for providing support, as working in a prison can involve difficult circumstances and shift work."

Local dignitaries, senior Public Prisons Service (PPS) managers, staff and families are invited to the presentations.

PPS General Manager, Phil McCarthy, congratulated all recipients.

"Corrections officers make a valuable contribution to New Zealand's prisons and society. As well as safely containing inmates, they play an active part in helping offenders make a change for the better, whether as a role model or as a case manager.

"The award recipients should be proud of



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the commitment they have shown through their length of service to the job," says Phil.

The Long Service 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.

The awards are being presented at prisons around the country, with ceremonies for Waikato/Central and Auckland regions scheduled this month. These celebrations will include 13 officers due to receive 28-year clasps and five officers due to receive 35-year clasps.

In June, Invercargill Prison awarded 11 officers 14-year clasps, with five officers receiving 21-year clasps and three receiving 28-year clasps. **cN**



Where we are at: The nature of work in the future (part II)

My first commentary under this heading had a theme about international factors influencing what we do. This article is more focused close to home, which is all-important.

A key thing we need to strive harder at is the development of constructive working relationships within each Group and Service, between all the people at all levels who work within them. The establishment of a shared outlook on what is to be achieved is the first requirement.

Encouraging a fact or evidence-based approach to problem solving or to working out ways about how we will achieve goals or deliver various services is another, and is founded on the free exchange of quality information. However, the vital ingredient is the quality of the relationship between those engaged in dialogue. Those relationships must be open, demonstrate the flexibility to respond appropriately to new information, be undertaken in a timely manner and be part of regular and ongoing discussions, so that over time, shared understandings are strengthened and a richer and stronger context is woven around them.

I am confident that if we can get into a situation where those features are prevalent in all our day-to-day dealings everyone will be the better for it and the results we achieve for the New Zealand public will be stronger. In any relationship there will be tension from

time to time and when that occurs it is often worthwhile to bear in mind that in the majority of situations the principals are going to remain working in the same environment and each is actually dependent upon the other if the best possible outcomes are to be achieved. Recognising that should lead to a conclusion to try to work through the cause of tension in a respectful and professional manner, so that even if agreement is not possible, at the end of the day the relationship remains intact and both parties are able to move on and deal with other matters without unnecessary emotional baggage or personal animosity.

At the next level we need to continue to work at strengthening the synergies between Services and Groups in the Department. Integrated Offender Management has provided a framework for offender management and reducing re-offending that makes quite explicit the dependency each Service has on others in order to achieve outcomes that are shared across the entire Department. And equally critical to our success are the support functions undertaken by each of the Groups. When these mutual dependencies are harmoniously and efficiently discharged we will all be able to perform well.

Some thought has gone into developing Values and Principles statements that are relevant to the entire organisation. The aspiration is for us all to live up to them and have them as an essential part of our modus

operandi as we approach our work on a day-to-day basis. We can only do better and have more satisfying work lives if these elements are embedded and become part of the culture and “the way we do things around here”.

The establishment of Regional Management Committees and Regional Operating Groups are all steps to cement in a more integrated approach to a number of things we do. The Cultural Assessment and Cultural Supervision pilots involve Services being joint participants – and we will see more opportunities taken to whole of Department training events or other exercises. So too the evolution of the Maori and Pacific staff networks from being only Service specific to bring them together on a whole of Department basis at regional and national levels. The IOMS system is also an important conduit to facilitate more seamless and joined-up approaches to the way we interact and work together. Plans are being made to further improve the inter-Service access to information held on IOMS.

In part three I will cover the relationship with wider New Zealand.

ACC Partnership Programme underway

ACC recently reconfirmed the Department's membership in the ACC Partnership Programme.

The ACC Partnership Programme enables employers who manage injuries and rehabilitation using the ACC system to obtain a discount on their ACC premium. This discount then funds health and safety programmes and pays for the rehabilitation scheme.

“Over the last year all the groups and services have worked closely to establish a solid platform for health and safety to progress. A national plan for health and safety has been developed, with individual plans for each group and service following on from the national plan,” explains

Gordon Tait, Project Manager Health and Safety.

“Health and safety is very important to the Department and several significant initiatives are already underway. These include a central database for injuries, making all health and safety policies readily available on the intranet and monthly health and safety news bulletins.”

A number of health and safety training programmes are now in progress, ranging from self-directed learning to longer courses. The Department is also working with ACC on further training initiatives. ACC will carry out a full audit of the Department's health and safety initiatives later this year. **cN**

South African officials check out prison art

Three South African government officials visited New Zealand in July to study how art is being used here to help reduce re-offending.

Sidney Selepe, Director Arts and Culture, Frans Strydom, Deputy Director Correctional Services and Adrie Malan, Assistant Director International Liaison, are all involved in their country's "Arts Against Crime" Programme.

The 10-day trip involved visits to Hawke's Bay, Waikeria and Auckland prisons where they were shown arts programmes, a youth unit, Maori focus unit and Auckland Prison's special needs unit. They also visited community arts programmes run by Arts Access Aotearoa.

"It was wonderful to show the South African delegation the way the arts can be used to enable people associated with the justice sector to express themselves in a positive way," says Penny Eames, Executive Director, Arts Access Aotearoa.

The "Arts Against Crime" programme in South Africa will endeavour to incorporate art into South African prisons.



Sidney Selepe, Adrie Malan and Frans Strydom from South Africa visit Waikeria Prison, one of the stops on their study tour of how art can be used to reduce re-offending.

"New Zealand prisons have proved that such a project can be successful in influencing the thinking patterns of the individual and make a contribution towards curbing recidivism," says Frans Strydom.

Inmates at Auckland Prison have been creating artwork that will be donated to the new Auckland Hospital later this year.

"The inmates were enthusiastic at the international interest in our project and proud that the South Africans want to incorporate a model of our arts programme into their system," says Art Tutor Robyn Hughes.

The visitors did not leave empty-handed from Auckland Prison as the inmates screenprinted them each a piece of cloth incorporating Maori and Pacific patterns. **cN**

Intervention Services takes shape

The Department's new Intervention Services group, responsible for staff training in offender assessment and the delivery of core programmes to offenders, is taking shape.

Intervention Services Manager, Eve McMahon, was appointed in June and says the past few months have been busy recruiting the in-house training team and developing a training skills course for the trainers.

"We are doing the groundwork to prepare to 'go live' next July, when we will take over delivery of Straight Thinking and criminogenic programmes from the Community Probation Service (CPS) and the Public Prisons Service," she says.

Intervention Services will centralise and strengthen staff training in programme delivery, providing a better service for offenders. "We'll work towards developing a

high standard of delivery that is consistent nationwide," explains Eve.

Eve lists consolidating and upskilling the training team, who work under Training Team Leader David Singer, as one of the priorities for the coming months.

"Another priority is to carefully plan for the 1 July 2004 transition when Intervention Services becomes responsible for facilitator training and offender programmes delivery. In the past, programme delivery has been managed and delivered at a local and service level."

Maintaining and improving the overall quality of programmes, and ensuring that systems support the programmes and facilitators, is the underlying theme of the work of Intervention Services, adds Eve.

Eve McMahon's background includes significant experience in programme delivery and quality systems development in education and training. She hopes to use her experience in this area and apply a fresh perspective.

Intervention Services sits alongside CPS and Psychological Service, under the General Manager Probation and Offender Services. **cN**



The Intervention Services team pictured from left are: Jo Hickling, Sue Pitiroi, Karen Jenner, Eve McMahon, Mal Robson, Adrienne Scott and David Singer. Absent are Lara Cook and Robyn Robertson.

Workshop explores responsiveness to Maori

Improving responsiveness is a key theme for the Department. Responsiveness happens through people, and in July the Department's Strategic Services Human Resources team organised a workshop to review and understand what it means to be responsive.

"The workshop was about building management and staff capability in this area," says Bob Hill, Senior HR Adviser (responsiveness).

The key objective for the workshop was to develop revised responsiveness competency sets for managers, specialist Maori positions and Head Office staff, and to integrate them within the Department's performance management system, with a focus on development.

"We are building tools to better support what responsiveness actually means and looks like in action," says Bob, who has ongoing oversight of the work alongside Alan Davis, Manager Strategic HR.

"If we can better support those capabilities, and their acquisition, the Department will become more responsive."

The workshop was held in Wellington and attended by staff from the Public Prisons Service, Community Probation Service, Corrections Inmate Employment, Treaty Relationships, Maori and Pacific Policy and Strategic HR.

Mike Martelli, General Manager Strategic Services, has overall responsibility for the project.

"There is a clear need to increase the urgency and effectiveness of initiatives that will develop staff to be responsive to Maori. We need to do more, sooner, to create an organisational culture that is more effective for Maori," he says.

A subsequent project will be established to design, develop and implement training to meet the new competency standards.

Responsiveness is just one of the responsibilities of the Strategic HR team, and is an example of the way HR provides a framework that enables managers to support their staff more effectively, says Alan.

The wider Strategic HR team supports Department-wide policies, processes and programmes including management remuneration, manager development such as the Future Leaders programme, Health and Safety, and coordinates the Department's appointment review process. The group also manages the Department's interface with the State Services Commission on human resource management initiatives. [cN](#)

Cultural supervisors and cultural assessors hui

Hui to mark a successful year for Cultural Supervision and Specialist Maori Cultural Assessment pilots were held recently in Wellington.

"The hui gave us an opportunity to discuss what we've learned and how these initiatives will be continued in the pilot regions during the next 12 months," explains Tracy Brown, Project Manager, Policy Development.

Cultural Supervision is a forum for staff to reflect on their interactions with Maori offenders, informed by the cultural expertise of the supervisor. Cultural Supervision has been provided on a monthly basis to groups of staff in Canterbury and Waikato for the past year. The cultural supervisors are selected from the community and trained by the Department.

"Cultural Supervision has been really valuable, it has created a safe environment to explore issues that are extremely relevant to our work but which we don't usually get time to discuss in-depth. I've come away from it with new strategies and new insights," says

Christchurch-based Probation Officer, Debbie Morrison.

Cultural assessors provide more Maori cultural information about high risk Maori offenders. The purpose is to motivate those offenders to improve their Maori well-being and to participate in Maori cultural interventions recommended by the assessor.

Specialist Maori Cultural Assessment has

been piloted in central Auckland, Waitemata and Waikato. Assessors are selected from the community and are trained by the Department.

Cultural Supervision and Specialist Maori Cultural Assessment will continue to be delivered in the pilot areas. During this time processes will be consolidated and the impact on offenders will be further reviewed. [cN](#)



The Cultural Supervision team at a recent hui to mark the end of the pilot.

Fautua Pasefika launched in Auckland



Celebrating Pacific initiatives in Auckland were from left: Lautafi Selafi Purcell, Principal Adviser (Pacific) and Chief Executive Mark Byers, with members of the Pacific Regional Prisons Advisory Committee: Tom Chapman, Fia Turner, Vui Steve Niumata, and; Brendon Moynihan, Auckland Region Prisons Manager.

Pacific community leaders and Corrections staff met in Auckland last month to celebrate the Department's first Fautua Pasefika representatives in the Auckland region.

Chief Executive Mark Byers officially launched the Fautua Pasefika initiative.

The *Fautua Pasefika Policy*, an initiative of the Department's *Pacific Strategy*, enables Pacific community leaders greater and easier access to prisons and Pacific inmates. In addition, these leaders will be able to advocate on behalf of the community to the Department and Minister of Corrections on any issues affecting Pacific inmates.

The occasion was an opportunity to announce other Pacific initiatives from the *Pacific Strategy* involving Auckland. These include the appointment of four Pacific Community Liaison Officers for Auckland and Mt Eden prisons, and the Saili Matagi violence prevention programme.

Auckland members of the Chief Executive's Pacific Advisory Group were also introduced at the event, along with members of the

Pacific Peoples Regional Corrections Liaison Committee and the region's Pacific staff networks.

Mark spoke about the Department's commitment to the Pacific community, and the strategic goal of the Department to contribute to a safer community by protecting the public and reducing re-offending.

Brendon Moynihan, Auckland Region Prisons Manager, says the success of the day showed the willingness of Corrections and the Pacific community to work together to support the Pasefika initiatives.

"The day was an opportunity for all those who are involved to meet and share ideas on meeting the needs of Pacific peoples and the Department.

"There was a genuine enthusiasm and keenness shown by Pacific community representatives and Department staff to work together," says Brendon.

The formalities of the launch started with a powhiri and were concluded with traditional Pacific entertainment by Samoan and Cook Island youth performance groups. **cN**

Reducing Youth Offending Programme launched

Months of hard work reached fruition when the Reducing Youth Offending Programme pilot was officially launched in Auckland and Christchurch last month. The launch brought together representatives from Corrections and the Department of Child, Youth and Family. Associate Social Development Minister, the Hon. Ruth Dyson, spoke at the Christchurch launch, and Mita Ririnui, Parliamentary Under-Secretary for Corrections, spoke at the Auckland gathering.

The Reducing Youth Offending Programme is a joint initiative between the two departments. It targets 14-18 year-olds who pose a high risk of becoming serious adult offenders. The programme aims to help young offenders develop the skills to stop re-offending and leave them and their family/whanau in a position to manage their own situation on an ongoing basis. **cN**

Inmates grow organic fruit and vegetables

The organic garden at Hawke's Bay Prison has recently passed the annual validation of its organic certification.

"The certification recognises our concerted effort to become a grower of high quality organic produce," says Alan Bennett, Corrections Inmate Employment (CIE) Horticulture Manager.

The certification means the garden grows vegetables using only natural products for fertilising soil and pest control. The resulting organic produce meets the internationally recognised AgriQuality Organic Standard.

Of the 47 hectares of vegetable gardens at Hawke's Bay Prison, 30 are certified organic and the other 17 hectares use conventional growing methods. Over time, Alan plans to

move the whole garden to organics to reduce the risk of cross-contamination from the non-organic block.

Alan explains that the certification process is very robust. "Independent auditors visit the site, take soil samples, test soil composition and do visual evaluation of plants, as well as taking samples of the finished goods at the point of sale."

While most of the organic produce is sold to local organic wholesalers, some vegetables make their way to prisons in the central North Island.

The block has been certified as meeting the required organic standards for four years and during this time inmates have learnt valuable skills, adds Alan.

"There is a huge demand for organic produce, so there are real job opportunities for workers skilled in organic growing methods.

"This and the fact that the whole organic market is growing makes organic vegetables a great prison industry. We provide inmates with the opportunity to work towards formal New Zealand Qualifications Authority unit standards such as the 'Identification and organic control of pests' and 'Germination and propagation of seedlings'. With these qualifications they are better equipped to find a job in the industry upon release.

"If they get decent jobs we are less likely to see them back in prison again, which is good for everyone," says Alan. **cN**

Prison plants are good for the environment

Inmates at Wanganui Prison's nursery are doing their bit for the environment, growing plants for use in the local community and beyond.

The joint initiative, run in conjunction with the Department of Conservation (DoC), includes rare and endangered native species. Many of these plants are used in conservation projects, helping to restore local reserves around Wanganui.

The plants also end up in parks, schools and marae, as well as being sent by DoC to other parts of the country, says Blair Sloan, Corrections Inmate Employment (CIE) Horticulture Instructor.

"This is a great opportunity for inmates to give something back to the community and do something for the environment at the same time. The prison is a part of the district and it is nice for us to work with DoC and help deliver some good outcomes for Wanganui," says Blair.

Seeds for the projects are typically "eco-sourced", which means they are selected by DoC from the area where they will be eventually planted. This helps to maintain and protect the local eco-system, as native plants are uniquely adapted to their part of the country.

Rare native plants are especially suited for the prison nursery, explains Blair.

"The growing process for these plants is labour intensive so there is plenty of scope to teach inmates horticulture-based skills. In fact, in the last 12 months inmates have gained around 300 New Zealand Qualifications Authority unit standards while working in our nursery," says Blair.

CIE were selected to grow the plants because they are good at what they do and are local, says DoC Wanganui Project Manager Jim Campbell.

"We have a long relationship with the prison nursery. We've worked together on various projects since 1994 and CIE have proven themselves capable and reliable." **cN**



Horticulture Instructor Blair Sloan (left), CIE National Manager Royden Motu (centre) and an inmate examine some of the plants used in the joint projects with DoC.

Wearable art from the heart

In a prison first, an inmate at Christchurch Women's Prison, Jennifer, has submitted an entry to the prestigious Montana World of Wearable Art Awards.

The garment was entered in the children's section of the awards and took around five months to make. The entry was inspired by Jennifer's lost childhood and was entitled: "Broken but Loved; Lost but not Forgotten".

Corrections Inmate Employment (CIE) Textiles Instructor, Louise Wilkinson, says Jennifer was committed to the project from the beginning and all the work was completed in her own time, outside her normal "working hours" in the Textiles Shop at Christchurch Women's Prison.

"The effect on her self-esteem and rehabilitation has been tremendous," says Louise. "She has used the garment making process to address some of the demons from her past in a constructive way."

Jennifer explains that a Jack-in-the-box was the concept for the garment: "because you never know what to expect." It was constructed mainly of broken plastic toys fastened to a sturdy frame. "The glow-in-the-dark stars were also an important part of the artwork because they represent my hopes and dreams," she adds.

All the materials used for the garment were donated by staff members or coordinated through the prison chaplaincy service, says Louise.

Jennifer says that while she was a bit disappointed the artwork didn't make it to the final judging stage of the awards, it didn't really matter because the main benefit was the personal healing that happened while making the item.

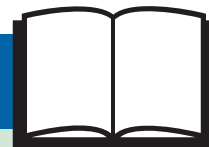
Jennifer also wanted to acknowledge the support of her instructor. "Louise was an inspiration. She helped me get organised and provided the necessary link with the event organisers."

The awards, which celebrate creativity and originality, are New Zealand's foremost for wearable art. They have the guiding principle of "taking art off the wall and onto the human body". [cN](#)



Textiles Instructor Louise Wilkinson's grand-daughter, Michaela DeGroot, models the Wearable Art Awards entry made by an inmate from Christchurch Women's Prison. The entry is called "Broken but Loved; Lost but not Forgotten" – part of an inmate's journey to rehabilitation.





The *Psychology of Criminal Conduct*: Third Edition Now Published

No single book brings together the increasing body of knowledge about offending and its treatment more thoroughly than the *Psychology of Criminal Conduct* by Don Andrews and James Bonta. First published in 1994, this work was updated in 1998, and this year the Third Edition has been released.

The book is now a considerably more substantive tome of over 500 pages, and incorporates a large amount of new material that has been published in recent years. There is now even more evidence about effective interventions, and the authors note that more sophisticated and rigorous investigations allow us to be more circumspect about how differing approaches may work in different situations for various types of offenders.

The work reaffirms, and provides even greater evidence for, the three basic principles of effective intervention with offenders. These are:

- *the risk principle*; the notion that programmes work best for those at highest risk,
- *the needs principle*; the fact that certain aspects of the offender's functioning (such as skill deficits) should be the targets for intervention, and
- *the responsivity principle*; the notion that treatment should be tailored to the particular learning styles of those receiving treatment.

Of the above three principles of effectiveness, it has always been the responsivity principle which has been the "poor cousin", and has been least supported by evidence. The latest edition of the *Psychology of Criminal Conduct* makes some attempt to rectify this, but the authors

acknowledge that there is still a considerable way to go.

The authors discuss the importance of delivering treatment that is consistent with the personality and cognitive styles of the offenders who receive it. They present some empirical evidence showing that the results of treatment are influenced not only by the type of treatment provided, but also by the client's characteristics.

They go on to note that only a few of the possible variables that are covered under the responsivity principle have been studied in detail, and that more work needs to be done in this area.

Interestingly, two of the major areas that the authors identify, motivation for treatment, and cultural variables, are both areas that the Department has focussed on. We are already starting to get some indication that delivering a standard well-designed programme within a culturally supportive environment may significantly enhance outcomes for Maori. Another line of enquiry is seeking to examine the impact of motivational programmes in treatment uptake.

These are only a start however, and major issues remain in relation to the appropriateness of "standard" programmes for special groups such as women, young offenders, and those with cognitive or psychiatric difficulties. The section on responsivity in the *Psychology of Criminal Conduct* ends with what is effectively a plea for further work in this important area of offender rehabilitation, an area which Corrections will monitor closely in the coming years. **cN**

Wanganui Prison celebrates with open day

Families and friends of staff took the chance to see what goes on at Wanganui Prison during an open day last month to mark the prison's 25th anniversary.

Unit Manager Les Burberry says the idea was for people to get a taste of what working life is like for their loved ones as, unlike other jobs, prison staff can't normally bring their family in for a look round.

"It's important they can have the

opportunity to show people what it is they do," he says.

"Prison and offender management has changed a lot in the last 25 years and it helps people begin to understand what prisons are like for the staff who work in them, and how they are contributing to reducing re-offending."

Three events were arranged to highlight the Department's new approach to offender management.

The prison's Maori Focus Unit held a powhiri and explained how the unit is working to meet the cultural needs of Maori offenders, including preparation for their release.

Visitors heard how inmates are managed in prison today, highlighting sentence planning and rehabilitative programmes. A drug dog demonstration also showed one of the ways the Department is combating drugs in prisons. **cN**

Sex offender treatment programmes proving effective

A recent study of New Zealand community-based programmes for men who sexually offend against children has shown that these programmes are performing well.

The programmes are run by Auckland-based SAFE Network Inc, STOP Wellington Inc and STOP Trust Christchurch. The research, carried out by Dr Ian Lambie and Dr Malcolm Stewart of Auckland University, was commissioned by the Department as part of its research and evaluation programme.

“The evaluation shows that participants who completed the community-based programmes had a 5.2 percent recidivism rate, compared against the recidivism rate for untreated child sex offenders of between 16 to 21 percent,” says Jared Mullen, General Manager Policy Development.

The community-based programmes are funded by a number of agencies, including Corrections, Child, Youth and Family, and other community funding sources.

“It’s reassuring to know that effective programmes for this type of offending are available and being delivered in New Zealand, both in prison and in the community,” says Jared.

“However, we should remember that there’s no such thing as a cure for sex offending – no matter how good a therapeutic programme is, some participants will re-offend at some stage. All programme graduates need to maintain life-long vigilance against slipping back into old patterns.”

Excellence award for new facilities

Rimutaka Prison’s state of the art new facilities received a merit award in the Innovate NZ Awards run by ACENZ (Association of Consulting Engineers New Zealand) last month.

The annual awards recognise excellence in consulting skills, covering technical and client service aspects. Opus International Consultants Ltd was contracted by Corrections to the challenging job of developing the facilities and subsequently entered its work in the awards.

The project was of a considerable scale and encompassed three accommodation wings, a new kitchen, control room, inmate receiving area, health facilities and visits area. The integrated computerised security system that was installed is among the most advanced in Australasia.

National Property Manager, William Whewell, says the project was marked by continuous positive participation between the Department, consultant and contractor.

“We were pleased not just with the technical and physical outcomes, but with the design and consultation process, all managed within a tight timeframe.”



Innovate NZ Gold Awards went to firms who worked on Auckland International Airport’s runway extension, redevelopment of Jade Stadium and New Plymouth’s water supply bridges.

Rimutaka Prison’s new facilities were officially opened earlier this year. **cN**

Commerce Minister, the Hon. Lianne Dalziel, presents the Innovate NZ Merit Award for outstanding achievement on Rimutaka Prison’s new facilities project. Pictured from left are: Manager Construction Management Rob Stevens, Senior Adviser Richard Zdrahal, National Property Manager William Whewell, and from Opus International Consultants: Robert Davey, Roger Feasey (partially obscured) and John Rowe.

In New Zealand, treatment options for child sex offenders fall into three main groups: prison-based sex offender treatment units (such as Kia Marama at Rolleston Prison and Te Piriti at Auckland Prison), community provider programmes, and individual intervention through a psychologist.

The prison-based programmes have consistently evaluated well, with a 2002 Canadian review¹ of sex offender programmes putting Kia Marama alongside the most effective treatment programmes available internationally, on the basis of Kia Marama’s evaluation document, *And There Was Light*.

The study of community-based programmes for men who sexually offend against children can be viewed at www.corrections.govt.nz. Information about prison-based programmes at Kia Marama and Te Piriti can also be found on the website.

New research about the effectiveness of the Te Piriti programme will be featured in the next issue of *Corrections News*. **cN**

¹ *Sexual Abuse: A Journal of Research and Treatment*, Vol. 14, No. 2, April 2002. First Report of the Collaborative Outcome Data Project on the Effectiveness of Psychological Treatment for Sex Offenders. R K Hanson, A Gordon, A J R Harris, J K Marques, W Murphy, V L Quinsey and M C Seto.

An offender's journey and the programme that made the difference

A graduate of a recent Corrections substance abuse prevention programme has written to express her praise and gratitude.

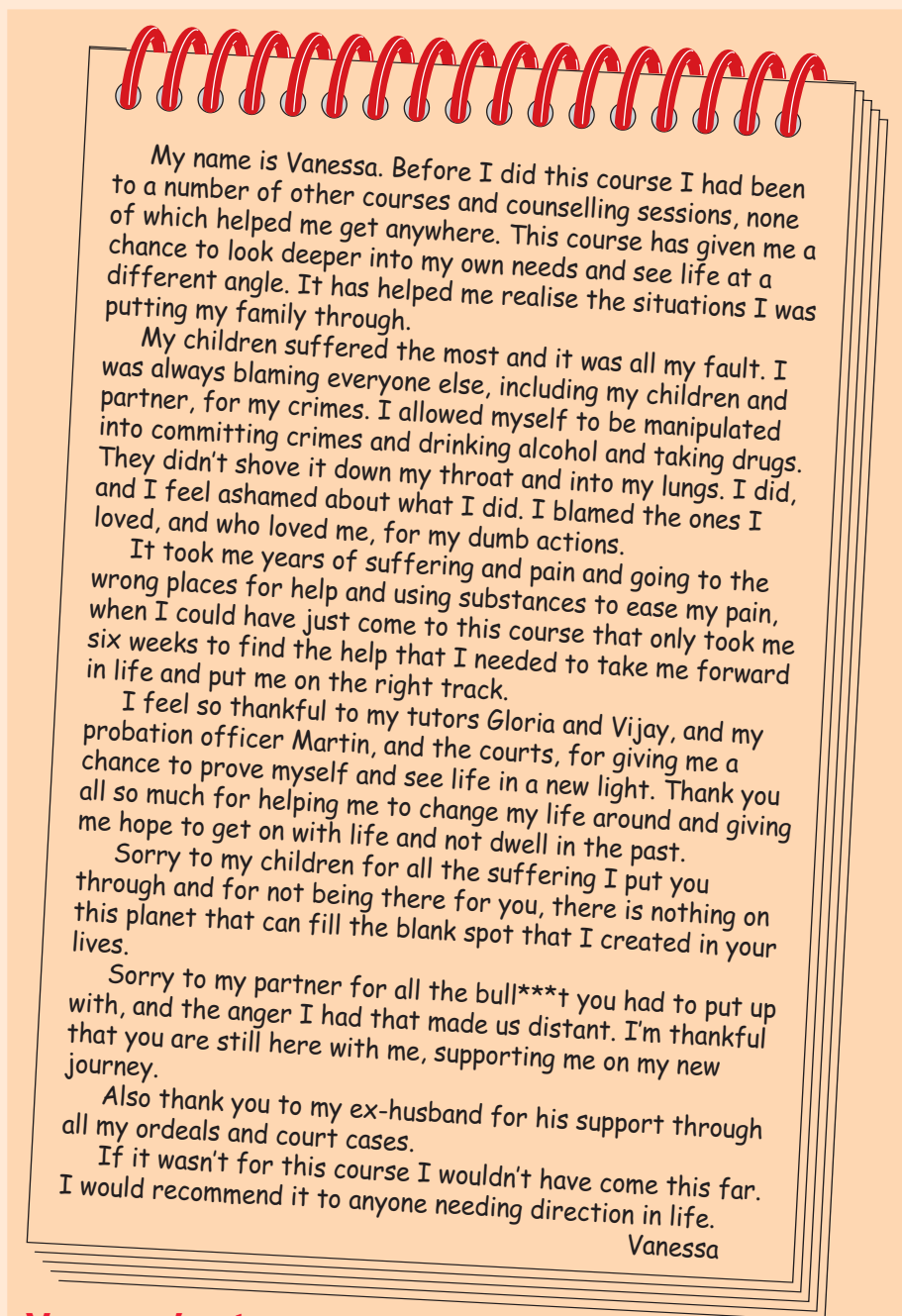
The intensive criminogenic programme is one of several developed by Corrections to address the underlying causes of offending. These programmes deal with substance abuse, violence and repeat driving offences.

Delivered by facilitators to groups of about 10, the programmes address the causes of offending behaviour and teach strategies to prevent the offending happening again. Each programme is 100 hours long, held in 2.5 hour sessions, four days a week for 10 weeks.

The substance abuse programme Vanessa attended was facilitated by Gloria O'Connell and Vijay Satyanand from the Community Probation Service's Onehunga office.

"Vanessa was a star pupil," says Gloria. "Like many offenders, she had a troubled upbringing. As she grew up, Vanessa became quite a violent person, especially when drinking. Over the years, this violent behaviour got her into trouble with the law. Her latest conviction required her to undertake this programme in order to address the underlying problem of her offending – drug and alcohol abuse."

After developing their interpersonal skills in the first few weeks, the group covers "offence mapping", where participants map and share the thoughts, beliefs and actions that led them to committing their most recent or



Vanessa's story

Written by "Vanessa" during the sixth week of a Corrections 10-week substance abuse prevention programme.

most common offence. This process teaches them about the choices they made – and didn't make – in the lead-up to committing the offence.

Next they look at relating to others, especially victims, and

developing victim empathy, which is something many offenders have never thought about before. As the course draws to its conclusion the participants develop strategies to break the cycle of offending.

"We particularly look at 'what

if' strategies, to link their new-found skills to the realities of daily life," says Gloria. "They need to think about what they'll do if someone invites them to the pub or passes them a joint. They learn about predicting and recognising a risk situation, and making an alternative so they remain in control of what's happening.

"This programme has taught Vanessa how to go about making changes in her life – a practical aspect she'd previously struggled with. Her partner was so impressed with her changing behaviour, he wanted to be involved too. Soon they were both spending their evenings looking over the day's lessons and doing the homework assigned.

"She is thrilled with the control she now realises she has over her life," says Gloria. "By the end of the programme she had already become something of a role model to others."

Vanessa is now aiming to complete her high school education, with a view towards tertiary study. She has made many lifestyle changes, including how much, where and with whom she drinks. Best of all, she and her estranged daughter have reconciled.

"Of course, not all programme participants are as motivated as she is," says Gloria. "But you do get incremental changes, even in the most change-resistant people.

"It makes our work very satisfying when someone turns their life around the way Vanessa has." **cN**

Facilitators excel under pressure

A can-do attitude and a real team effort allowed Community Probation Service (CPS) staff in the Manukau Service Centre to meet their end of year target despite three fewer facilitators.

Manukau Service Centre Manager Suilaan Quedley says that the centre needed to achieve a target of 140 offenders completing criminogenic programmes from July 2002 to June 2003.

"With three less staff, it took a team effort to work towards this target over a six month period. We can't always know exactly when our staff will be moving on, so were in a very unusual situation with three less facilitators," Suilaan explains.

Three facilitators collectively decided to run back-to-back programmes for six months up to the end of June. "With the increased focus on programmes, 137 offenders

completed programmes for the 2002-2003 fiscal year," she says.

The facilitators were able to manage the increased workload by taking part in regular meetings to share ideas and concerns, and work four 10 hour days rather than five eight hour days.

Criminogenic programmes take 100 hours to complete, tackling the causes of offending behaviour and assisting participants to develop strategies to maintain the changes they learn.

Suilaan praises the effort put in by the facilitators to meet their targets. "Running back-to-back programmes is not for the faint-hearted. It takes certain abilities to be able to withstand the pressures of handling two programmes, which can be emotionally draining for some. I think the team excelled under pressure." **cN**

Youth Unit entertains visitors

A group of CEOs representing Maori social service providers from across the country visited Waikeria Prison's Youth Unit, Ta Kupu o te Rakau, at the beginning of August.

The purpose of the visit was to meet with the inmates and observe the results of a recent tikanga programme, which was piloted by the unit. Te Wananga o Aotearoa, a national teaching institute, delivered the programme on a trial basis for possible application to other youth units.

Paul Smith, Ta Kupu o te Rakau Unit Manager, says the completion of the pilot represents a long but successful journey, and the visit provided an opportunity to demonstrate some of the skills learnt by inmates during the programme.

The inmates welcomed the visitors with a powhiri led by prison site kaumatua, Ben Rangatawa, which was followed by dinner with the inmates and prison management and staff.

Afterwards, the Ta Kupu o te Rakau kapa haka group gave their award winning presentation, generating an emotional response from the visitors, and the unit's recently established musical band also performed.

The kapa haka group recently won several placings, including best overall performance group, at the Prison's annual kapa haka competition, the Mangatutu Cup.

Kahui Tautoko Ltd, the company evaluating the pilot, organised the visit and says the feedback from the CEOs has been positive, with comments such as: "It was extremely thought provoking" and "I am bowled over by what is taking place here".

The pilot resulted from a hui in October last year with representatives from the Department's four prison-based youth units and Jon Royal, National Advisor Maori Service Development, to explore the options for tikanga programmes in youth units. **cN**

Prison staff improve Te Reo skills

Hawke's Bay Prison staff are now more confident in their use of Te Reo after attending an intensive noho (live-in) recently.

Eighteen staff attended the noho run by Te Ara Reo o Aotearoa over two days. The course was marae-based and the aim was for the participants to converse in Te Reo as much as possible. At the end, participants were able to deliver their pepeha (where they are from) and whakapapa (genealogy) in front of the group and korero Maori.

"The weekend was a learning experience, full of trepidation, excitement and fun. It provided me with a benchmark on my own abilities and the opportunity to see where others were at in their learning. Overall it was a grand experience and I can't wait for the next one," says Jim Piko Hook, Senior Corrections Officer.

The attendees learnt about the whakapapa and kawa of Matahiwi marae. They were also taught weaving, the use of taiaha and a number of waiata.

"As a result of the noho, staff are conversing more in Te Reo and using their new-found knowledge in a work setting. We also have follow-up work on-site to strengthen our learning from the noho, such as managers' meetings using karakia, writing emails in Te



Hawke's Bay Prison staff on the last day of the marae-based noho run by Te Ara Reo o Aotearoa.

Reo, addressing messages and trying to use basic Te Reo in conversations," explains Walker Manaena, Hawke's Bay Prison Site Manager.

The noho is aligned with the Department's recently released *Maori Strategic Plan 2003-2008*. One of the plan's key initiatives is a commitment to provide training and development for staff to improve responsiveness to Maori. **cN**

Bolt cutters open Huntly Service Centre

Bolt cutters snipped through number eight wire at the official opening of Huntly's new Community Probation Service Centre in July.

Probation Officer Michael Rooney and Acting Service Manager Russ Goodall planned the opening event - and decided to add a little "kiwi ingenuity" to the ribbon-cutting ceremony that reflected the practical attitude of the Huntly team, and the down-to-earth service the new facility will provide.



This saw Central Regional Manager, Heather Mackie, striding to the front door with a set of bolt cutters and, after declaring the centre officially open, cutting through a strand of number eight wire stretched across the entrance. The cutting of the wire drew a round of enthusiastic applause from members of the community who attended the opening.

Community Work in Huntly was previously run from two locations. The new centre will provide all probation services under one roof and is conveniently located next to the Courthouse and close to the Police Station. **cN**

corrections *News*

Corrections News is the magazine of the Department of Corrections, New Zealand.

Letters and comments are welcome.

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Central Regional Manager, Heather Mackie, declares the new Huntly Community Probation Service Centre officially open.