



Research Publication

Private Prisons in NSW: June - Year Two

Margaret Bowery
Research Officer

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Private Prisons in NSW: June - Year Two

A study undertaken for the
NSW Department of Corrective Services

Margaret Bowery
Research Officer

MAY 1996

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Table of Contents

	Page
Executive summary	v
Introduction	1
The operating environment	5
The external environment	5
Key personnel	5
Classification and placement	6
Methadone	7
Site developments	7
The inmate mix	9
Background to the review	9
Reasons for the change	11
The changeover plan	11
The inmate changeover	12
Inmate mix - December 1994	12
Inmate mix - April 1995	14
Weekly states	15
Inmates received	15
Inmates in residence	15
Inmates discharged	17
Inmates on segregation	17
Inmates on protection	18
Summary	18
Events in custody	19
Deaths in custody	19
Escapes from custody	19
Deliberate self-harm	21
Offences in custody	21
Assaults and fights	22
Significant incidents	24
Miscellaneous events	24
Summary	24
Security	25
External security	25
Internal security	26
Urinalysis	28
Summary	28
Inmate rights & privileges	29
Time out of cells	29
Musters	29
Meal service	30
Phone calls	30
Buy-ups	30
Grievances	31
Official Visitors	31
Visiting hours	31
Subsidised transport for visitors	32

Inmate management	33
Case management at Junee	33
Processing the inmates	35
The departmental model	35
Inmate management summary	36
Parole	36
Programs	38
Education Services	39
Clinical Services	42
Case Management Services	44
Chaplaincy Services	44
Inmates with special needs	45
Staff training	46
Inmate Development Services	46
Summary	47
Health services	49
Range of services	49
Methadone	52
Testing for BBCDs	52
Suicide prevention	52
Staff training	53
Departmental health care	53
Summary	54
Industries	55
Inmate employment	55
Workforce reorganisation	56
Inmate employment	56
Corrective Services Industries	59
Summary	60
Human resources	61
Staff profile	61
Resignations and appointments	62
Staff training	63
Occupational Health & Safety	64
Summary	67
Inmate profile	68
Overview	68
B classification inmates	69
E2 classification inmates	71
C1 classification inmates	73
C2 classification inmates	75
Across classifications	77
Discussion	78
Endnotes	82
References	84

Annex I:	Weekly states	86
Annex II:	Events in custody	93
Annex III:	Urinalysis	101
Annex IV:	Programs	103
Annex V:	Health services	106
Annex VI:	Industries	109
Annex VII:	Human resources	110
Annex VIII:	Inmate profile	114

List of Charts

	Page
Chart 1: Junee: site plan	8
Chart 2: Junee: classification mix	10
Chart 3: Junee: weekly states	16
Chart 4: Junee: offences in custody	20
Chart 5: Junee: landscape master plan	58

List of Tables

	Page
Table 1: Classification mix (B1,B2) - December 1994	12
Table 2: Inmate mix by protection status - December 1994	13
Table 3: Inmate mix by unit - March 1995	14
Table 4: B classification	70
Table 5: E2 classification	72
Table 6: C1 classification	74
Table 7: C2 classification	76

Annex I: Weekly states

Table 8: Inmates received/discharged	86
Table 9: Inmate numbers, protection, segregation	88
Table 10: Transfers out	91
Table 11: Section 22 orders	92
Table 12: Parole reports	92

Annex II: Events in custody

Table 13: Deliberate self-harm	93
Table 14: Offences in custody - by offence date	94
Table 15: Offences in custody - by hearing date	96
Table 16: Assaults and fights	100

Annex III: Urinalysis

Table 17: Urinalysis sampling	102
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Annex IV: Programs

Table 18: Inmate education - program enrolments by month	103
Table 19: Inmates - individual enrolments in education	105

Annex V: Health services

Table 20: Health procedures	106
Table 21: Dental procedures	107
Table 22: Prescribed medication	108

Annex VI: Industries

Table 23: Inmate employment data 109

Annex VII: Human resources

Table 24: Staff profile - gender 110
Table 25: Staff profile - age 110
Table 26: Staff movements 111
Table 27: Staff training 112
Table 28: Accident report - type of injury 113

Annex VIII: Inmate profile

Table 29: Classification mix 114
Table 30: Age 114
Table 31: Marital status 114
Table 32: Aboriginality 115
Table 33: Known prior imprisonment 115
Table 34: Most serious offence 115
Table 35: Aggregate sentence 116
Table 36: Country of birth 116
Table 37: LGA of last address 118

Private Prisons in NSW: Junee -Year Two

Executive summary

This report, *Junee: Year Two*, is the second in a series of reports emanating from a longitudinal study designed to examine the first four years of operation of the Junee Correctional Centre. This year two report covers the period from April 1994 to March 1995 inclusive.

The aims of this study were threefold:

- to provide an historical record of how Junee developed from the time it became operational;
- to identify and illustrate differences in the way Junee operates compared with departmental facilities, and
- to identify those aspects of the Junee operation that were innovative.

Data for this study were drawn from systematic data collections and interviews with staff at Junee and within the Department.

The first report in this series, *Junee: One Year Out*, identified a number of differences in the way things were done at Junee compared with departmental facilities during the first year of operation.

By the end of year two, March 1995, major changes had occurred at Junee. Some of the original differences identified in year one remained unchanged, some had been modified and some of the original differences were overtaken by events which occurred in year two. These events were as follows:

▶ *Inmate mix*

The most significant event which occurred in year two was the decision to change the inmate mix. As a result the following changes took place:

- the proportion of medium and minimum security inmates at Junee underwent a further change in year two. By the end of year two, March 1995, approximately half the inmates at Junee were medium security and half were minimum security inmates;
- Junee changed from a normal discipline facility to a predominantly protection facility. By the end of year two inmates at Junee were spread across three categories namely, normal discipline (45%), strict protection (29%) and protection (26%).

Only the C Units, the area containing minimum security inmates, and Unit B4 which houses medium security normal discipline inmates remained unchanged at the end of year two.

A further change occurred in February 1995 when approval was granted for Junee to house inmates on the methadone program. In March 1995 the first inmates on the methadone program were transferred to Junee.

▶ *Inmate profile*

The change in the inmate mix together with the normal movement of inmates between centres resulted in a significant change in the demographic profile of the inmates in residence at Junee.

An examination of the demographic profile for each classification group - B, E2, C1 and C2 - showed significant differences for each category when compared with their counterparts elsewhere in NSW and also between categories at Junee. Demographic characteristics examined included: age, marital status, Aboriginality, known prior imprisonment, most serious offence, aggregate sentence, country of birth and local government area of last address.

▶ *Inmate management*

By the end of year two the changes, foreshadowed in year one, to the physical structure of the centre had all been completed. These structural changes resulted in a change in the way inmate movements occurred within the centre and ensured that normal discipline, protection and strict protection inmates were kept apart.

Given the differing levels of protection at Junee, the case management model was also revised and amended during year two to reflect the needs of the changed inmate population. Case management at Junee was amended as follows:

- the centre was divided into three areas each with an allocated case management team comprising Case Officers and specialist staff;
- all Correctional Officers received training in case management and were allocated an inmate caseload, thereby ensuring that Correctional Officers had responsibility for the day-to-day management and security of the inmates at the centre;
- the role of the Case Managers was taken over by the Correctional Officers leaving the Case Managers to focus more closely on the administration of case management, the training of Case Officers and the provision of specialist advice within their allocated area;
- the Counsellors were relocated to the Clinical Services section of the Programs area and were more closely aligned to the work of the Psychologists, working with them in a more therapeutic role;
- a position of Case Management Coordinator was created whose responsibility it is to coordinate all issues relating to case management, classification and movements within the centre.

▶ *Inmate services*

Extensive changes were also made in the Programs, Health services and Industries areas to enable the provision of relevant and appropriate services to the changed inmate population. These changes were as follows:

Programs: this area was restructured into four service delivery areas namely, Education Services, Clinical Services, Case Management Services and Chaplaincy Services and the following differences in service provision were noted:

- Education Services developed an education and recreation timetable which en-

sured that each category of inmates had access to appropriate education services;

- Clinical Services expanded the range of psychological and counselling services provided, developing programs for inmates with special needs including sex offenders, inmates with drug and alcohol problems and counselling for inmates on the methadone program;
- the number of Chaplains at the centre was increased and the range of services provided was enhanced.

Health Services: this area also adapted the services it provided to encompass the needs of inmates in each category, including the daily administering of methadone. Systematic data collections within the Health Services area showed that the change in the inmate mix resulted in greater demand for prescribed medication and an increase in older inmates presenting with chronic medical conditions.

Industries: after consultation with inmates work was reallocated to ensure that all categories of inmates, regardless of protection status, had access to employment. The two production shifts in the industries workshop were reallocated, one to normal discipline and one to protection inmates. A new wages policy was introduced and inmates working in the industries workshop were required to meet production targets and take responsibility for tool control.

As well, in year two, there was an expansion of the horticultural activities undertaken on the external acreage resulting in the planting of an apple orchard, a vegetable garden and the development of a seed propagation area.

▶ *Events in custody*

The Department requires all correctional centres in NSW, including Junee, to adhere to the Department's serious incident reporting procedures. Events in custody (e.g., escapes,

deliberate self-harm, assaults and fights etc.) which occurred in year two were compared with data for year one and with data for selected departmental centres. These data showed considerable variation.

▶ *Human resources*

Noticeable differences were identified including changes to key personnel, the staff profile and the approach taken to staff training and occupational health and safety at Junee. The main differences were as follows:

Key personnel: there were two important changes in key personnel between December 1994 and February 1995. In December 1994 Governor Dunthorne commenced duty and in February 1995 Mr. Steve Gray commenced duty as the Manager Operations;

Staff profile: the age and gender profile of staff showed that staff at Junee (both custodial and non-custodial) were younger and more women were employed as custodial staff when compared with personnel at selected departmental centres;

Staff training: the continued adherence to the mandatory training program (40-hour training per annum) for all staff at Junee. This approach, together with the ability of the Training Officer to monitor the attendance of individual staff members, ensures that all staff have access to, are released from duty and complete all requisite training programs;

OH&S: the employment of a full-time on-site Occupational Health & Safety Officer actively encourages the identification and implementation of safe working practices and ensures a constant monitoring of OH&S procedures.

In conclusion, by the end of year two the structure of the organisation at Junee had changed to reflect the increasing complexity of the inmate mix. As well, many of the

programs and services provided for inmates had undergone considerable redesign in order to ensure their relevance and appropriateness were maintained.

Both the model of inmate management and the services provided to inmates at Junee had drawn closer to those operating within departmental centres. However, at the end of year two differences in their application and implementation remained which reflected differences in corporate culture and which were intrinsic to the style of management introduced at Junee by ACM.

There were insufficient data available to allow for a thorough examination of some of the differences which began to emerge in years one and two. These differences will be examined in future reports as more data becomes available.

Introduction

This is the second in a series of reports resulting from a longitudinal study currently being undertaken by the NSW Department of Corrective Services covering the first four years of operation of the Junee¹ Correctional Centre. Junee is the only correctional centre in New South Wales to be managed by a private correctional organisation.

The Junee Correctional Centre is located on an 106.8 hectare site situated 2 kilometres west of the township of Junee, a country town with a population of 5219 people (Australian Bureau of Statistics 1991 Census) in southern New South Wales. The main regional centre is Wagga Wagga which is located approximately 40 kilometres to the south-west of Junee.

As at midnight on Sunday April 2, 1995 the Junee Correctional Centre had been operational for two years. During this two year period a total of 3086 inmates were received at the centre, 1481 of them in year two.

This report, based upon data drawn from official records and interviews with staff at Junee and within the Department, was designed to examine the progress of the Junee Correctional Centre during its second year of operation and to compare these data with data for year one and with similar data for selected departmental facilities. In year two the departmental facilities used for comparative purposes were Bathurst, Grafton and Goulburn.

BACKGROUND

In December 1990 the NSW Government passed legislation² allowing for the contract management of correctional centres in New South Wales. A contract for the design,

construction and management of the Junee Correctional Centre was then let to Australasian Correction Services (ACS), a consortium which originally included Thiess Contractors, Wackenhut Corrections Corporation of the USA and ADT Security.

ACS subcontracted the management of the Junee Correctional Centre to a subsidiary company, Australasian Correctional Management (ACM). The management contract was for an initial period of 5 years, with an option to extend for a further 3 year period.

At the end of this second year of operation, Junee remained the only correctional facility in New South Wales managed by a private sector organisation.

A GROWTH INDUSTRY

Over the past few years the Center for Studies in Criminology & Law at the University of Florida have conducted and published, at regular intervals, a *Private Adult Correctional Facility Census*³. This publication provides an international overview of the correctional facilities under contract (including those in operation and those not yet opened).

The *Census* shows a continuous growth in the number of facilities under contract to private correctional management companies. The data for 1992 and 1993 are summarised below:

<i>*No. of facilities under contract</i>	
June 30, 1993	71
June 30, 1992	60

*including those in operation and those not yet opened.

***Capacity of all facilities
under contract**

June 30, 1993	30,085
June 30, 1992	24,715

*including those in operation and those not yet opened.

Actual inmate population

June 30, 1993	20,698
June 30, 1992	17,317

The majority of these private correctional companies operate on a fully commercial basis, however, some operators in the US are organisations that operate on a not-for-profit basis.

As at the end of March 1995, there were three fully operational privately managed facilities located in Australia, one in New South Wales and two in Queensland. All of these centres accommodate sentenced adult male offenders with a medium and/or minimum security classification.

As at the end of March 1995 the inmate population at Junee represented approximately one-tenth of all full-time inmates (8.9%) in NSW.

THE NSW APPROACH

NSW adopted a conservative approach towards privatisation by deciding to evaluate contract management at Junee before making any decision to extend contract management to other correctional centres.

In NSW, four initiatives were introduced which were designed to address issues of accountability. Two were designed to focus on the effect of the centre upon the residents of Junee and the wider community and two were designed to measure the performance of the Junee Correctional Centre.

Two initiatives, numbers 1 and 2 below, were provided for in the legislation while

numbers 3 and 4 were developed by the NSW Department of Corrective Services. These initiatives were as follows:

(1) Junee Liaison Officer

The Prisons (Contract Management) Amendment Act, 1990 Section 31E (1) to (6) made provision for the appointment of a Monitor (Junee Liaison Officer).

The Department of Corrective Services appointed a Liaison Officer at Junee in August 1992, initially to facilitate the commissioning of Junee and then, following the arrival of the inmates, to monitor compliance with the minimum standards⁴.

For the first 18 months the Liaison Officer was located full-time on-site at Junee. On February 21, 1994 the Liaison Officer's position was changed and the Liaison Officer was relocated to the Department's Head Office in Sydney. Since then, the Liaison Officer has made regular scheduled visits to Junee and has attended the centre as required by the Department.

As required by the legislation, a compliance audit is undertaken at Junee by the Junee Liaison Officer in June of each year and the findings are published in the Department's Annual Report.

(2) Community Advisory Council

The Prisons (Contract Management) Amendment Act 1990 Section 31E (7) to (8) made provision for the appointment of a Community Advisory Council (CAC) to be appointed by and to report to the Minister for Corrective Services. The role of the CAC in the legislation was defined as follows: 'to assist in the monitoring of such a prison, and to encourage community involvement in the oversight of its management'.

(3) Junee residents

In July 1991, Environmetrics, a private research company, was commissioned to undertake a longitudinal study focussing on the impact of the Junee Correctional Centre upon the residents of the town.

Three reports have been submitted so far, one relating to a study undertaken during the construction phase (April 1992), one after Junee had been operational for approximately five months (August 1993) and one after Junee had been operational for twelve months (July 1994).

(4) Departmental research

The Department, in consultation with ACM, also approved a research study to be conducted by the Department's Research & Statistics Unit.

DEPARTMENTAL RESEARCH

The original objective set for Junee, as published in the NSW Department of Corrective Services 1990-1991 Annual Report, was as follows:

"The Junee prison will provide an opportunity for the private sector to prove it can be more cost effective and innovative in the design, construction and management of prisons. The privately managed prison will also provide a yardstick by which publicly managed prisons can be assessed and act as a catalyst for change in the existing prison system." (p44)

The research brief approved by the Department was to identify the differences, if any, in the operation of Junee compared with departmental facilities and to identify those aspects of the Junee operation that were innovative.

The research brief did not include an examination of the cost-effectiveness of Junee nor did it include an examination of

ACM's compliance with the management contract. A separate compliance audit is undertaken annually by the Junee Liaison Officer as required by the legislation.

THIS STUDY

This study was designed as a multi-stage project to be undertaken over a four year period between 1993 and 1997.

The aim, in year two of this study, was to continue to document the data which could be drawn from official records and to compare that data with data for year one and with data collected for selected departmental facilities.

The data used in this study includes:

- operations
- programs
- health services
- industries
- human resources.

A demographic profile of the inmates at Junee was extracted from the Department's Offender Records System, for each quarter, and these data, where appropriate, were compared with the NSW Prison Census conducted on June 30, 1994.

The four major sources from which data for this study were drawn are as follows:

- **Offender Records System (ORS):** this is the Department's main computer system which records all data relating to inmates while in custody in NSW.
- **Weekly states returns:** every Monday all NSW correctional centres, including Junee, are required to submit a report for the previous week ending at midnight on Sunday. The weekly states return provides details of inmate move-

ments during the previous 7 days (i.e., the numbers of inmates received, discharged and the categories of inmates held).

- ***Duty officer reports:*** when events occur in custody (e.g., escapes, assaults, etc.) they are reported to the Duty Officer, located at the Department's main complex at Long Bay, who records all events and whose duty it is to disseminate this information to the relevant officers within the Department.
- ***Junee monthly progress reports:*** each month the managers at Junee submit a monthly report for their area of responsibility to the Governor. Copies of these reports are made available to the Department by ACM.

In addition to the above, data were also drawn from files, correspondence and personal interviews with staff and management at Junee and within the Department. Some data were extracted from more than one source and some data were extracted from a single source and then verified by personal interview.

The NSW Department of Corrective Services has standardised on the use of the following terms:

- ***Inmates:*** replaces the use of all other terms used to describe those persons held within Corrective Services institutions i.e., prisoners, etc.
 - ***Correctional centres:*** replaces the use of all other terms used to describe the buildings in which inmates are housed on a full-time basis i.e., prison, gaol, etc.
 - ***Correctional officer:*** replaces the use of other titles for uniformed officers i.e., prison officer, custodial officer, etc.
-

The operating environment

During the twelve month period from April 1994 to March 1995 inclusive, a number of changes and/or events occurred which had the potential to effect the operating environment at Junee.

Some of these events had an obvious and immediate effect upon operations at Junee (e.g., a new governor), while other events had no immediate effect upon Junee, but may have an influence upon the management of the centre in the future (e.g., Wackenhut's listing on the NASDAQ National Market).

(a) The external environment

These events are of interest because of their potential to change the environment in which ACM and/or the Department operate.

▶ *Government in NSW*⁵

On March 25, 1995 a state election was held in NSW which resulted in a change of government⁶. The Hon. Bob Debus, M.P. was appointed to the position of Minister for Corrective Services.

Prior to the election both the major parties had campaigned forcefully on law and order issues and both had foreshadowed legislative change to the criminal law, including sentencing legislation, if elected.

As this event occurred at the end of year two any changes resulting from it will be reported in years three and four.

▶ *Wackenhut Corrections Corporation*

In January 1994⁷ ACM, which was originally a joint venture company formed by ADT Security and Wackenhut, became "...a

wholly owned subsidiary of Wackenhut Corrections Corporation".

In July 1994⁸ the Wackenhut Corrections Corporation (WCC) became a public company. WCC is listed on the NASDAQ (National Association of Securities Dealers Automated Quotations) National Market, which operates out of offices in New York and Washington DC.

(b) Key personnel

During the second year of operation at Junee there were a number of changes in key personnel at ACM's corporate headquarters, at the Junee Correctional Centre and within the Department.

▶ *ACM - corporate personnel*

These changes in key personnel occurred among ACM's corporate personnel.

(i) Chief Executive Officer

In March 1994 James Ryan, an Australian, was appointed as the Chief Executive of ACM. His previous position was that of Assistant Commissioner Personnel & Education with the NSW Department of Corrective Services. Mr. Ryan replaced Wayne Calabrese, an American and the original Chief Executive of ACM, who returned to the US at the end of his contract period in Australia.

(ii) General Manager Operations

In October 1994 Ross Millican, an Australian, was appointed as the General Manager Operations of ACM. Mr. Millican was previously employed by the Queensland Corrective Services Commission. Mr.

Millican replaced Bob Barncastle, an American and the original General Manager Operations of ACM, who returned to the US at the end of his contract period in Australia.

▸ *Junee Correctional Centre*

These changes in key personnel occurred at the Junee Correctional Centre.

(i) Governor

In December 1994 John Dunthorne was appointed as the Governor at Junee. He was previously employed as a prison Governor (Port Augusta) with the South Australian Department of Correctional Services. Mr. Dunthorne replaced George Grigas, an American and the original Governor at Junee, who returned to the US at the end of his contract period in Australia.

(ii) Manager Operations

In December 1994 Bob Cork, an ACM employee at the Arthur Gorrie Centre in Queensland, was temporarily appointed as Manager Security (subsequently renamed as Manager Operations) at Junee. He replaced Superintendent Clarrie Dries who returned to duty with the Department.

In December 1994 Steve Gray was appointed to the position of Manager Operations at Junee and commenced employment on site in February 1995. Mr. Gray was previously employed by the Queensland Corrective Services Commission as the Monitor at the Arthur Gorrie Centre and then as ACM's Operations Manager at the Arthur Gorrie Centre.

(iii) Manager Industries

In May 1994 Alan Lemay, the Occupational Health & Safety Officer, was promoted to the position of Manager Industries following

the resignation of Keith Walsh.

▸ *Department of Corrective Services*

These changes in departmental personnel relate to positions which have a direct responsibility for overseeing and/or negotiating compliance with departmental requirements at Junee.

(i) Assistant Commissioner Personnel & Education

In May 1994 John Paget, Director Coordination Planning & Policy, was promoted to the position of Assistant Commissioner Personnel & Education following the resignation of James Ryan.

(ii) Junee Liaison Officer

On October 31, 1994 Craig Porter, Deputy Superintendent of the Long Bay Prison Hospital, was temporarily appointed to the position of Junee Liaison Officer. He replaced Superintendent Lee Downes who was the original Junee Liaison Officer appointed in August 1992.

On December 29, 1994 Greg Sneddon, Deputy Superintendent, Central Regional Office was appointed to the position of Junee Liaison Officer for a period of two years.

(c) **Classification and placement**

Between October 24, 1994 and the end of March 1995, a major change in inmate classification and placement occurred at Junee wherein 'protection' inmates were moved into the centre. This change is discussed in detail in the next chapter *The Inmate Mix*.

(d) Methadone

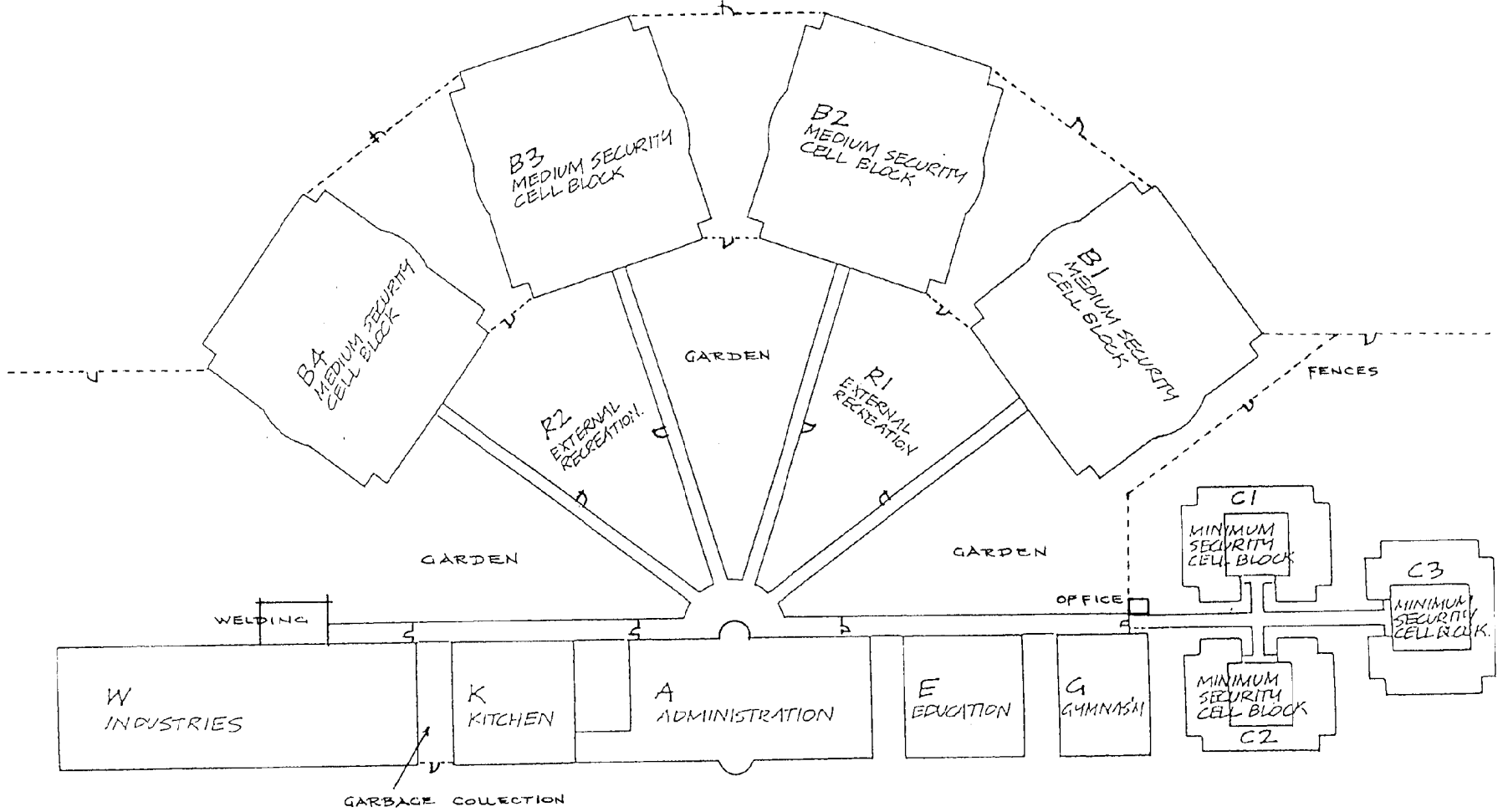
In February 1995 approval was granted for a maximum of 48 inmates on the methadone maintenance program to be housed at Junee. The first group of 18 of these inmates arrived at Junee in the week beginning March 20, 1995. This is discussed further in the chapters entitled *Health Services and Programs*.

(e) Site developments

A number of on-site structural changes were foreshadowed in year one. By the end of year two the following changes had been completed:

- fencing was erected between the B units with gates between B3/4 and B1/2 to allow access from the external recreation areas (R1 and R2) through to the playing fields;
- gates were erected midway along the walkways connecting the B Units to the main walkway to allow inmates access to the external recreation areas (R1/R2);
- fencing was erected around the C Units to allow more recreation space. A gate from the recreation space through to the playing fields was included;
- gates were erected in the main walkway on both sides of the administration block;
- a welding shed was built at the end of the main walkway next to the industries block.

Chart 1 shows the centre as configured at the end of year two including the above modifications.



SITE PLAN
NOT TO SCALE.

CHART #1

The inmate mix

Shortly after being received into the NSW correctional system all sentenced inmates attend a classification and placement interview at which they are given an appropriate classification (this usually occurs between day 3 and day 10). After classification inmates are transferred to a centre (gaol of classification) designated to hold inmates of their particular classification.

During their term of imprisonment inmates can be re-classified and/or transferred to other centres suitable to their current classification level. A review of classification level is usually undertaken every six months and is an integral part of an inmate's progress through the system. Re-classification can also result from an event in custody (i.e., misconduct, escape, etc.) or a change in placement may be approved for compassionate reasons.

The Junee Correctional Centre was designed and designated to accommodate inmates with a medium and/or minimum security classification. The original inmate classification mix negotiated with ACM as part of the management contract, was for 500 medium (B) and 100 minimum (C1, C2) security inmates.

Changes in the inmate classification mix during the first year of operation were identified and reported in *June: One Year Out*. In year one the number of medium security inmates was reduced and the number of minimum security inmates increased. As well, inmates with an E2 classification (inmates who have escaped lawful custody) were also included in the inmate mix at Junee. Thus, at the beginning of the second twelve month period the agreed inmate classification mix was 372 medium (B,E2) and 228 minimum (C1,C2) security inmates.

Even so, at the end of year one further changes were being considered. Chart #2 shows the classification mix at Junee, taken at quarterly intervals from June 1993 onwards. It can be seen from this Chart that the classification mix at Junee remained relatively stable over the first five quarters (June 1993 - June 1994 inclusive), however, by September 1994 a change in the inmate mix proportions had begun to emerge.

The inmate classification mix as at March 1995, shown in Chart #2, represents the inmate classification mix at Junee following the changes which took place during year two and which are discussed in detail in this chapter. Detailed classification mix data are provided in Annex VIII, Table 29.

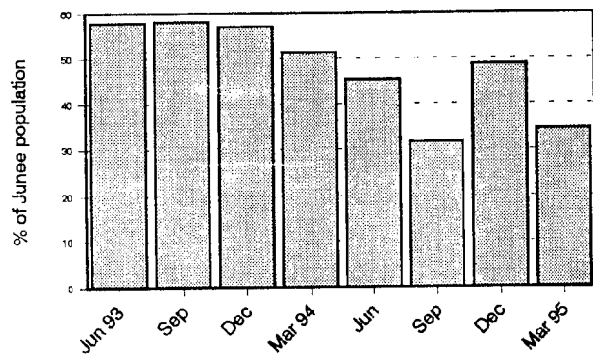
(a) Background to the review

The decision to locate the first correctional centre in NSW to be designed, constructed and managed by the private sector at Junee was taken by the government of the day (see endnote #5). Thus, the largest correctional centre in NSW, housing approximately one tenth of the state's inmate population, was sited approximately 480 kilometres away from the main centre of population - the Sydney metropolitan area.

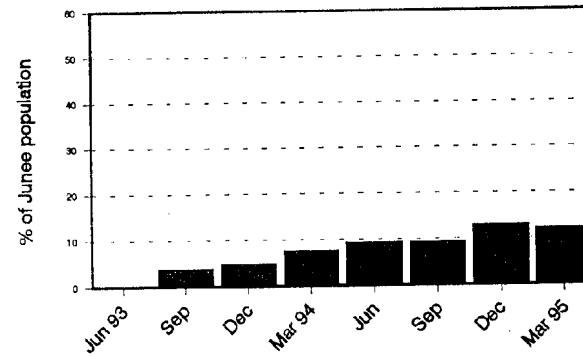
Both the Department and ACM were aware that an important factor in successful inmate management was to facilitate the maintenance of the relationship between the inmate and his family and friends. They recognised that the distance between Junee and the main population centres in NSW and the subsequent isolation of inmates from their families was a potential problem.

As reported in *June: One Year Out* a number of initiatives were introduced to help to

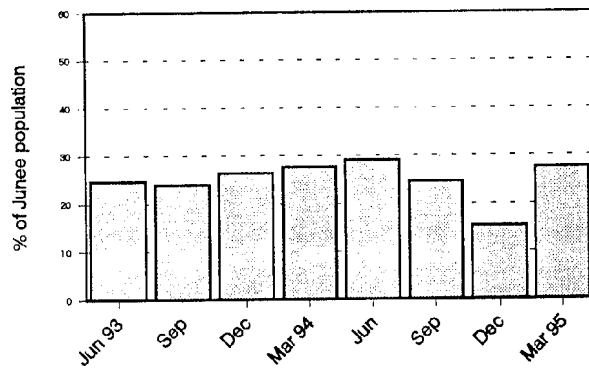
Junee: by classification



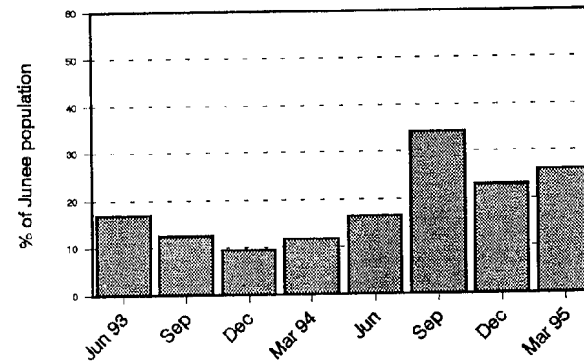
B classification inmates



E2 classification inmates



C1 classification inmates



C2 classification inmates

Source: Offender Records System
Chart 2

alleviate this problem. They were:

- a subsidised bus service to and from Junee to assist families visiting inmates;
- visiting hours on Saturdays, Sundays and Public Holidays were arranged to enable inmates to spend a maximum amount of time with their families;
- 'homelink' phone cards were introduced to assist inmates with telephone calls to their families.

While these initiatives were an important recognition of the problem nevertheless, issues such as the cost of travel, the time involved (i.e., approximately 5 hours each way from Sydney) and the stress experienced by mothers with young children resulted in complaints from both visitors and inmates.

Among the inmates their dissatisfaction manifested itself in a number of ways. For example, prior to their transfer to Junee some inmates indicated that they were reluctant to go to Junee, and some made it known that they would prefer to remain at a higher classification (e.g., a maximum security classification at Goulburn) rather than be transferred to Junee.

After arrival at Junee some inmates exhibited disruptive behaviour resulting in misconduct charges being laid in order to gain a transfer to a centre located in or near Sydney.

(b) Reasons for the change

One approach to alleviating the inmate problems described above was to change the inmate mix at Junee. Following discussions with ACM the Department decided that some medium/minimum security inmates would be transferred to other centres and

that 'protection'⁹ inmates would be transferred to Junee.

The stated rationale for transferring 'protection' inmates from other centres to Junee was that they would benefit from being housed in separate, secure accommodation at Junee with full access to all facilities such as programs, recreation and employment and as a result would be less likely to be disruptive than the normal discipline medium security inmates currently at Junee.

In NSW the proportion of the inmate population on protection varies from day to day. In October 1994, prior to the change in the inmate mix at Junee, the number of inmates on protection in NSW was 890 (14.4% of the total inmate population). This was calculated by adding together the inmates with protection orders (419, the majority of whom were held at the Goulburn Correctional Centre) together with the inmates held at centres known as protection facilities (471) - Special Purpose Centre, Cooma, Berrima and Kirkconnell.

By the end of year two, March 1995, the proportion of inmates in NSW on protection had risen to 17.1% (21% of these inmates were at Junee).

(c) The changeover plan

The changeover plan was to transfer protection inmates to Junee in three stages.

In Stage 1 inmates accommodated at Junee in Unit B1 were to be transferred under escort to other centres and the first group of 'protection' inmates were to be moved into Unit B1.

In Stage 2 inmates accommodated at Junee in Unit B2 were to be transferred under escort to other centres and the second group of 'protection' inmates were to be moved

into Unit B2. This group of inmates were scheduled to be inmates with 'strict protection' status.

In Stage 3 inmates accommodated at Junee in Unit B3 were to be transferred under escort to other centres and the third group of 'protection' inmates were to be moved into Unit B3. This group of inmates were also scheduled to be inmates with 'strict protection' status (i.e., inmates in need of protection from other protection inmates).

Thus, it was **proposed** that at the end of Stage 3 the accommodation units at Junee would house the following categories of inmates:

Unit B4: would remain the reception Unit and would contain normal discipline medium security inmates.

Units B3 and B2: would contain strict protection inmates with medium/minimum security classifications.

Unit B1: would contain protection inmates with medium/minimum security classifications.

C Units: would contain (as before) normal discipline minimum security inmates.

(d) The inmate changeover

The changeover began on October 24, 1994. The following data were extracted from the weekly states returns which show the number of inmates at Junee by protection status and security level but did not show the classification level of inmates or the accommodation unit in which inmates were housed (see Annex I, *Weekly States*).

<i>Before the changeover (23/10/94):</i>	<i># of inmates</i>
Medium	295
Minimum	<u>291</u>
	TOTAL 586

<i>Stage 1 (completed 13/11/94):</i>	<i># of inmates</i>
Medium - protection	76
Medium - non-protection	216
Minimum - protection	44
Minimum - non-protection	<u>212</u>
	TOTAL 548

<i>Stage 2 (completed 4/12/94):</i>	<i># of inmates</i>
Medium - protection	122
Medium - non-protection	205
Minimum - protection	91
Minimum - non-protection	<u>102</u>
	TOTAL 520

<i>Stage 3 (completed 2/4/1995):</i>	<i># of inmates</i>
Medium - protection	180
Medium - non-protection	96
Minimum - protection	171
Minimum - non-protection	<u>119</u>
	TOTAL 566

(e) Inmate mix - December 1994

At the end of December 1994, after the completion of Stages 1 and 2, an analysis of the inmate classification mix at Junee (see Annex VIII, *Inmate Profile*) was undertaken. This analysis was part of the regular quarterly inmate profile data collection. These data were taken from the Offender Record System (ORS).

Table 1: Classification mix (B1,B2) - December 1994

CLASSIFICATION MIX	UNIT B1	UNIT B2
Medium B	61	35
E2	12	15
Minimum C1	24	31
C2	23	26
TOTAL	120	107

Source: Offender Record System.

Table 1 shows the number of inmates in Units B1 and B2 (those units involved in Stages 1 and 2) by classification.

These inmates (227) were then identified and examined in more detail. Data relating to their movements¹⁰ immediately prior to

their arrival at Junee were extracted from the ORS. These data show that the inmates housed at Junee in Units B1 and B2 at the end of December 1994 had been transferred from the following centres:

Inmate movements to Junee

Goulburn Main	61.7
Cessnock	14.5
Cooma	14.5
Reception & Industrial	4.4
Other	4.8
	100%

Eight in ten inmates (81.5%) arrived at Junee direct from their previous gaol of classification (e.g., from Cessnock to Junee). The remainder (42 inmates) arrived at Junee after stopping at one or more centres for periods of between one and seven days. These 42 inmates were all staged through Goulburn Main, and 6 of them were staged through more than one other centre.

If the changeover had gone according to plan all the inmates in Unit B1 would have been inmates with protection status (PRO) and those in Unit B2 would have been inmates with strict protection status (SPRO).

Table 2: Inmate mix - Units B1 and B2 by protection status - December 1994

CLASSIFICATION MIX		PRO	SPRO	ND*
UNIT B2:				
Medium	B	27	1	1
	E2	13	-	1
Minimum	C1	20	3	5
	C2	10	2	9
TOTAL		70	6	16
UNIT B1:				
Medium	B	14	41	-
	E2	-	8	-
Minimum	C1	-	20	4
	C2	8	10	6
TOTAL		22	79	10

*ND = normal discipline

Table 2 shows that the inmates housed in Units B1 and B2 were not in accordance with the changeover plan. In fact this analysis shows a reversal of the changeover plan with the majority of inmates in Unit B1 identified as strict protection inmates and the majority of inmates in Unit B2 protection inmates.

This result was checked with Inmate Classification and Placement and with staff at the Junee Correctional Centre who confirmed that the changeover plan had been amended so that Unit B1 contained the strict protection inmates and Unit B2 contained the protection inmates.

Having established the category of inmates which should have been in Units B1 and B2, Table 2 shows that some inmates in each block appeared to have been incorrectly assigned. Two possible explanations were advanced, these were as follows:

- (i) on arrival at Junee some SPRO inmates requested a change in protection status to PRO and vice versa; and
- (ii) the ORS data relating to protection status for some inmates were not up-to-date.

Table 2 also shows that there were 104 medium and 73 minimum security protection inmates housed in Units B2 and B1 at Junee at the end of December 1994.

A further 24 inmates who had been accommodated in B1 or B2 at the end of December were no longer at Junee when this analysis was completed (7/2/95). Ten had been transferred to other centres, 6 paroled, 7 discharged to freedom and one had died.

(f) Inmate mix - April 1995

On April 4, 1995, following the completion of Stage 3, a similar analysis to that undertaken at the end of December 1994 was conducted. However, on this occasion the analysis included all inmates held in all units at Junee.

Table 3: Inmate mix by unit - March 1995

CLASSIFICATION MIX		PRO	SPRO	ND
UNIT B4:				
Medium	B	1	-	67
	E2	1	-	27
Minimum	C1	1	-	20
	C2	-	-	3
TOTAL		3	-	117
UNIT B3:				
Medium	B	26	-	2
	E2	15	-	-
Minimum	C1	16	-	10
	C2	12	-	8
TOTAL		69	-	20
UNIT B2:				
Medium	B	24	22	1
	E2	8	7	-
Minimum	C1	13	18	4
	C2	5	12	8
TOTAL		50	59	13
UNIT B1:				
Medium	B	4	44	-
	E2	1	6	1
Minimum	C1	3	30	1
	C2	7	19	10
TOTAL		15	99	12
C UNITS:				
Medium	B	-	-	-
	E2	-	-	-
Minimum	C1	2	-	33
	C2	5	-	55
TOTAL		7	-	88

Table 3 shows the number of inmates in each accommodation unit by protection status,

classification and security level.

Thus, at the completion of Stage 3 of the inmate changeover the accommodation units at Junee housed the following categories of inmate:

Unit B4: contained medium and minimum security normal discipline inmates;

Unit B3: contained medium and minimum security protection inmates;

Unit B2: contained medium and minimum security protection and strict protection inmates as well as inmates on the methadone program (recorded as ND inmates);

Unit B1: contained medium and minimum security strict protection inmates;

C Units: contained minimum security normal discipline inmates.

Once again there were some inmates whose 'protection' status as recorded on the ORS was not consistent with their actual 'protection' status at Junee.

So, at the end of the second year of operation it can be seen that a significant change in the inmate mix at Junee had occurred and that this change was mainly due to the transfer of protection inmates to Junee during the period from November to March 1995 inclusive.

This change in the inmate mix also affected the demographic profile of the inmates at Junee, as well as the programs and services provided for the inmates. The effect of these changes are discussed in later chapters of this report.

Weekly states

Every Monday all NSW correctional centres, including Junee, are required to submit a weekly states return for the week ending at midnight on the previous Sunday (i.e. the number of inmates received and discharged and the categories of inmates held in the facility).

At Junee, the inmate classification mix and the designated security level of the facility are similar. Thus, inmates with a classification of B or E2 are referred to as medium security inmates and those with a C1 or C2 classification are referred to as minimum security inmates.

The Department retains the right to decide which inmates will be transferred to Junee and this decision is usually based upon an inmate's classification, however, other factors are also taken into consideration when making the decision to transfer an inmate to another centre. For example, court appearances, the need for specialist medical attention, access to family, letters of complaint and a recognition of problems associated with the location of a centre are also taken into account.

The movement of the inmate population between centres, the discharge of inmates at the end of their sentence and the Department's response to factors such as those identified above account for variations in the number of inmates held at Junee at any one time. Thus, the designated target for Junee (600 inmates) will rarely if ever be met. The Department has adopted a range of approximately 585 to 600 inmates as representing full capacity.

Throughout the second year of occupation the weekly states showed that the number of inmates in residence at Junee was within the

target range on 5 out of 52 weeks and close to the range on a further 9 occasions. Thus, for 14 out of the 52 weeks under consideration Junee was close to full capacity.

The highest number of inmates in residence, 597, was recorded for the week ending October 16, 1994 and the lowest was 433 in the week ending November 27, 1994. The main reason for the wide variation in inmate numbers at Junee during year two was the changeover in the inmate mix from a normal discipline facility to a predominantly protection facility.

Chart 3 shows the number of medium and minimum security inmates and the total number of inmates at Junee by week. At the beginning of year two there were approximately two medium security (376) inmates to every one minimum security (200) inmate. By the end of year two the proportions were almost equal - 276 medium security and 290 minimum security inmates.

For details of the numbers of inmates at Junee see Annex I, *Weekly States*.

Notwithstanding the above discussion relating to total inmate numbers at Junee the following is an analysis of the data contained in the weekly states returns.

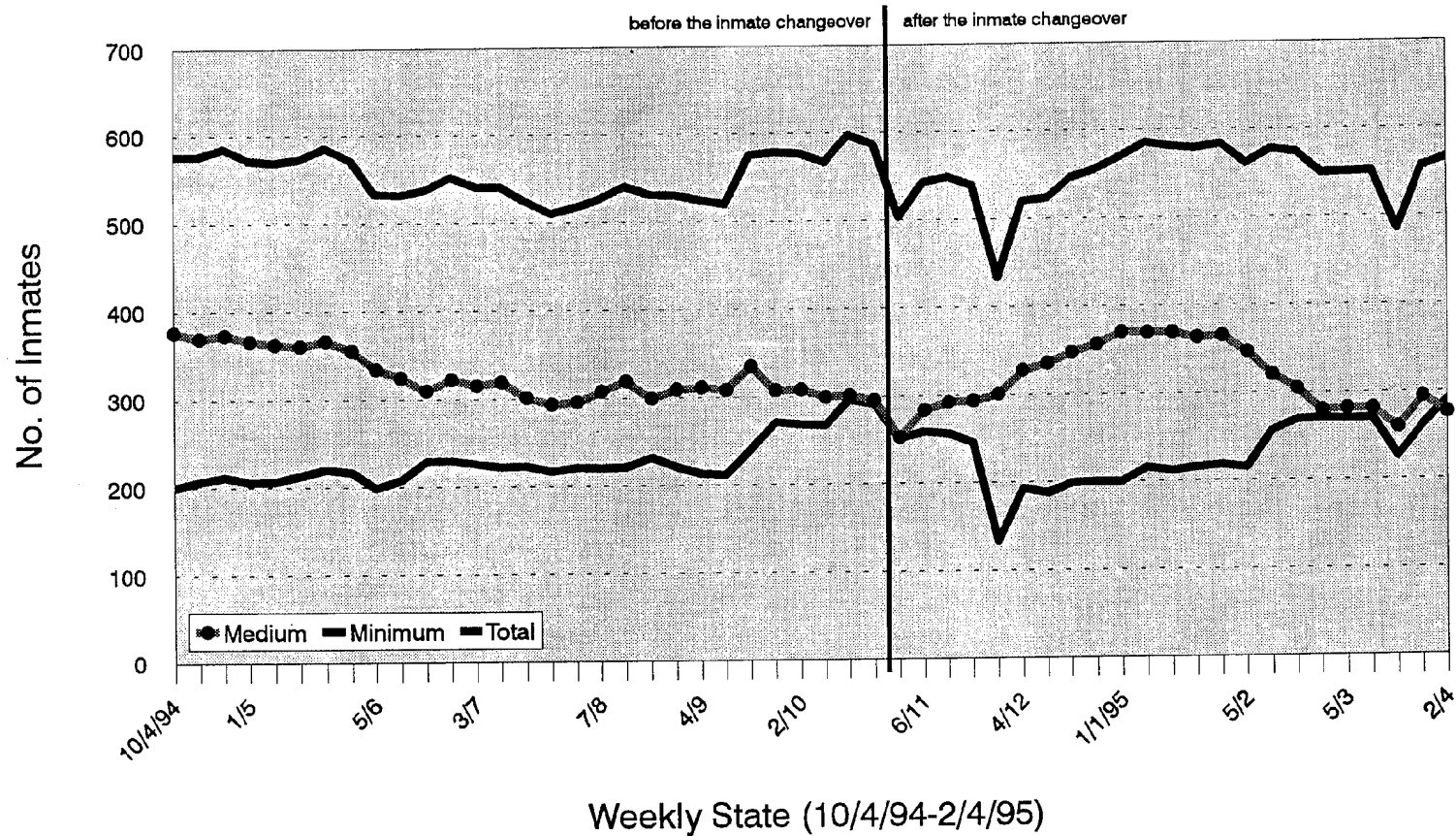
(a) Inmates received

During the second year of operation 1481 inmates were received at Junee - all of whom were received on escort. Inmates received on escort usually arrive at Junee on Thursday of each week.

(b) Inmates in residence

The number of inmates classified as medium

Junee: weekly states - year 2



Source: Junee weekly states returns.

Chart 3

and minimum security varied considerably throughout the year. The average inmate mix was 321 medium and 229 minimum security inmates, giving an average total of 550 inmates. The total number of inmates in residence was equal to or greater than the average (550) in 28 out of 52 weeks. The following is a comparison between years one and two:

<i>Av. # of inmates</i>	
Year two - total	550
Year one - total	573
<hr/>	
Year two - medium	321
Year one - medium	379
<hr/>	
Year two - minimum	229
Year one - minimum	194

The inmates in medium security were made up of appellants¹¹, hard labour² and life sentence¹³ inmates. At all times the largest number of inmates were those categorised as hard labour.

The inmates in minimum security were made up of appellants and hard labour. Once again the majority of minimum security inmates were categorised as hard labour.

(c) Inmates discharged

During the second year of operation 1498 inmates left Junee (i.e., were escorted out or discharged to freedom).

Three hundred and eighty (380) inmates were discharged to freedom in this period (compared with 306 in year one). Inmates discharged to freedom at Junee are released from the centre at five minutes past midnight to allow those travelling by public transport to catch the 12.45 am train to Sydney or the 3 am train to Melbourne.

Release times in departmental facilities vary from centre to centre. Centres in isolated areas generally release inmates to coincide

with public transport timetables while centres in urban areas release inmates from midnight onwards.

One thousand one hundred and eighteen (1118) inmates were transferred under escort to other correctional centres. Inmates being transferred to other centres are usually escorted out on Fridays. The high number of inmates transferred out under escort in year two (compared with 716 in year one) was mainly due to the changeover in the inmate mix.

In year two other reasons for transferring inmates were changes in classification, court appearances and a small number for a range of other reasons such as medical, hospitalisation or compassionate grounds. For further details see Annex I, Table 10.

Inmates who advanced to a C3 classification in year two were transferred to a departmental centre which provides access to pre-release schemes (e.g., work release, day leave and/or weekend leave).

(d) Inmates on segregation¹⁴

Inmates are placed on segregation as a disciplinary measure (under Section 22 of the Prisons Act 1952). There are 14 medium security cells in the segregation unit at Junee which is located in the Reception area. The segregation unit contains 9 normal cells, 4 stainless¹⁵ cells and 1 dry cell¹⁶. All cells have a washbasin and toilet and inmates have access to communal showers.

According to the weekly states return the number of inmates held in segregation in any one week varied between nil and 7 during the period under review.

Table 11 shows the number of inmates held in segregation by month using data from the Junee Monthly Progress Report. In the

months in year two for which data were available, an average of 8 inmates per month were held in segregation at Junee (67 inmates in total).

(e) Inmates on protection

Prior to the transfer of protection inmates to Junee inmates requesting protection were held in the segregation area. According to the weekly states return no inmates were placed on protection at their own request during the period from April to October 23, 1994 at Junee.

(f) Summary

During year two Junee experienced a considerable variation in inmate numbers. This was mainly due to the inmate change-over which had been foreshadowed at the end of year one and which occurred from the end of October 1994 to March 1995 inclusive.

As a result of these changes there were two important differences in the inmate mix at the end of year two. These were as follows:

- Junee had become a centre in which the majority of inmates had 'protection' status (62%) compared with normal discipline inmates (38%);
- over half the inmate population were minimum security inmates (51%). At the beginning of year two, minimum security inmates represented one-third (34%) of the inmate population at Junee.

Events in custody

All correctional centres in NSW are required to adhere to the Department's serious incident reporting procedures as described in the Department's Procedure Manual. In order to comply with these departmental requirements, the staff at Junee report regularly on a range of inmate behaviour and activities.

Events in custody include deaths in custody, escapes from the institution, acts of deliberate self-harm, offences in custody and assaults and fights. These events are reported by the Governor at Junee to the Duty Officer, located at the Department's main complex at Long Bay, who records all events and then disseminates this information to relevant officers within the Department including the Research & Statistics Unit where details of such instances are collated and analysed.

Offences in custody which result in misconduct charges heard by Governors, are entered into the Offender Records System by the correctional centre staff and are then extracted by Research & Statistics staff, analysed and a report circulated on a regular basis.

NOTE: In this study, *Junee: Year Two*, the three departmental centres selected for comparison with Junee were: **Bathurst, Grafton and Goulburn.**

These centres were chosen because they contain a significant number of inmates with the same classification as those held at Junee - medium security (B,E2) and minimum security (C1,C2) classification.

For a detailed presentation of the numbers by month see Annex II.

(a) Deaths in custody

Deaths in custody include all deaths in custody including those that occur from natural causes, murder, misadventure or suicide.

There were two deaths in custody at Junee between April 1, 1994 and March 31, 1995. Both inmates were non-Aboriginal. One death was recorded as murder and the second death was recorded as suicide pending the findings of a coronial inquiry.

One of these deaths occurred prior to the change in the inmate mix (May 1994) and the other after the inmate changeover had begun (January 1995).

The yearly death rate per 100 inmates at Junee for each year in the two year period from April 1993 to March 1995 was as follows:

	<i>Rate per 100 inmates</i>
Junee - year two	0.36
Junee - year one	0.18

By comparison the yearly statewide male death rate (including Junee) for the same period was as follows:

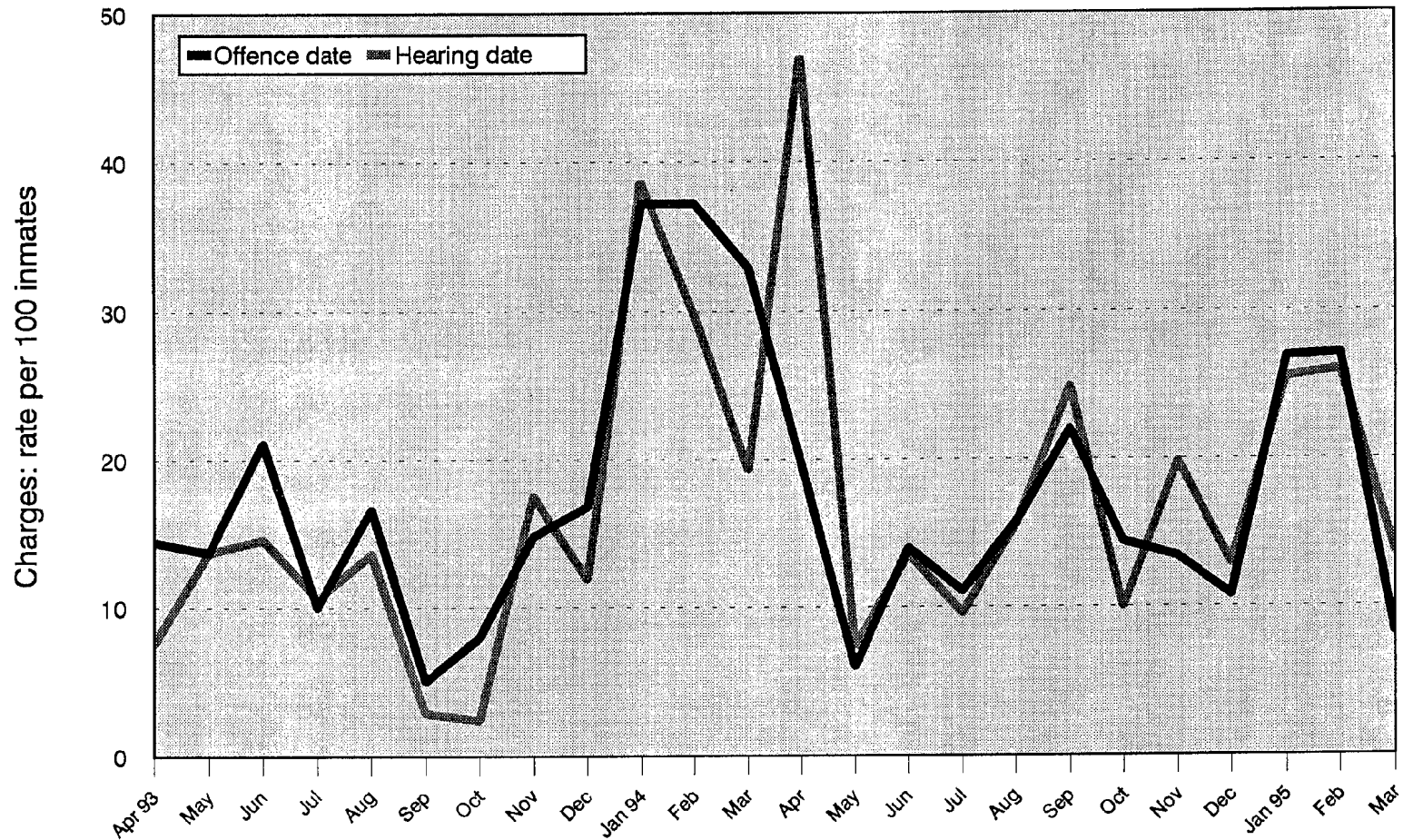
	<i>Rate per 100 inmates</i>
Statewide - year two	0.43
Statewide - year one	0.37

(b) Escapes from custody

One inmate escaped from custody at Junee during this second twelve month period. On January 12, 1995 a medium security inmate with a B classification escaped while under medical escort to the Wagga Wagga Base Hospital.

The inmate was recaptured the next day and was transferred to the Goulburn Correc-

June: offences in custody



Source: Offender Record System
Chart No.4

tional Centre. This inmate was charged with escape from lawful custody pending a court hearing. To date no known offences were committed by this inmate whilst at large.

The yearly escape rate per 100 inmates at Junee for years one and two was as follows:

<i>Rate per 100 inmates</i>	
Junee - year two	0.18
Junee - year one	0.18

In the two year period from April 1993 to March 1995 inclusive there were no escapes from departmental centres by inmates with a B classification.

(c) Deliberate self-harm

Reported instances of deliberate self-harm range from "threats" to "attempted suicides". In year one "threats" were not counted, but in year two "threats" were included in the calculation for all centres.

During this second 12 month period, 40 instances of deliberate self-harm (including 3 threats) were reported at Junee. Annex II, Table 13 shows that almost all instances of deliberate self-harm occurring at Junee in that period were recorded as cuts and lacerations (30 out of 40).

The number of reported incidences of deliberate self-harm at Junee represent 5.8% (in year one - 3.9%) of all acts of deliberate self-harm occurring in NSW correctional centres during this period.

In order to provide a comparison with other selected institutions which contain inmates of a similar classification these data have been recalculated to show the yearly rate per 100 inmates as follows:

<i>Rate per 100 inmates</i>	
Junee - year two	7.2
Junee - year one*	4.0

Bathurst - (April 94-March 95)	1.9
Bathurst - 1993	6.3
Grafton - (April 94-March 95)	4.1
Grafton - 1993	5.1
Goulburn - (April 94-March 95)	9.6
Goulburn - 1993	9.4

* calculation excludes first 4 months of operation.

The rate per 100 inmates shows that the level of deliberate self-harm at Junee increased in year two compared with year one, and at 7.2 was higher than the rate recorded for Bathurst and Grafton but below the rate recorded for Goulburn.

The rate per 100 inmates, adjusted to a yearly rate, was then calculated for the period prior to the change in the inmate mix (April-October 1994) and the period after the change had begun (November 1994-March 1995). There was little difference in the rate calculated for these two periods (pre:7.4; post:6.9).

(d) Offences in custody

Offences in custody occur when an inmate breaches a regulation under the Prisons (General) Regulation 1989. An inmate may be charged with an offence and that charge heard by the Governor of the correctional centre. More serious charges are referred to a Magistrate (Visiting Justice) who attends the centre on a regular basis.

In October 1993 staff at Junee were trained in the Hand-up Brief Procedure by departmental staff. Under this procedure Unit Managers deal with breaches of the prescribed regulations in their unit¹⁷.

The charging of inmates with breaches of regulations (misconduct) may vary from centre to centre. For that reason these figures should be treated with caution.

A summary of the offences in custody at Junee during the period from April 1994 to March 1995 inclusive, by offence date, is as follows:

	<i>% of Total</i>
Abusive behaviour	17.5
Fighting or assault	5.9
Charges against good order	42.6
Stealing	7.2
Property damage	6.1
Failure to attend muster	13.1
Refuse to provide urine sample	1.4
Alcohol charges	2.3
Other drug charges	3.6
	100%

A total of 1054 charges were laid and 1259 were heard during the 12 month period from April 1994 to March 1995 inclusive. The proportion of charges heard per category were consistent with the proportions set out in the above summary.

Chart 4 shows the monthly rate per 100 inmates for offences in custody at Junee, by offence date and by hearing date, for the two year period from April 1993 to March 1995 inclusive. These data are contained in Annex II, Tables 14 and 15.

Chart 4 shows considerable variation in the monthly rate per 100 inmates over the 24 month period, however, for most of this period the rate was below 20. The large increase from January to April 1994 was discussed in *June: One Year Out*.

The average monthly rate per 100 inmates by hearing date at Junee was compared with the average monthly rate for Bathurst, Grafton and Goulburn as follows:

	<i>Rate per 100 inmates</i>
Junee - year two	19.1
Junee - year one*	16.9
<hr/>	
Bathurst - (April 94-March 95)	21.0
Bathurst - 1993	15.8
<hr/>	
Grafton - (April 94-March 95)	13.2
Grafton - 1993	17.6

Goulburn - (April 94-March 95)	11.1
Goulburn - 1993	10.9

* calculation excludes first 4 months of operation.

These data show that in year two the average monthly rate per 100 inmates by hearing date at Junee is higher than that recorded at Grafton and Goulburn but below that recorded at Bathurst.

An average monthly rate per 100 inmates was then calculated for the period prior to the change in the inmate mix (April-October 1994) and the period after the change had begun (November 1994-March 1995). The rate following the change was slightly higher (pre: 18.4; post: 19.7).

(e) Assaults and fights

When assaults and fights occur within correctional centres, including Junee, reports are usually made to the Duty Officer. Research & Statistics collate these data, check duty officer running sheets, check misconduct charges for assaults or fights and Emergency Unit records, then report regularly on such instances.

Annex II, Table 16 shows the number of assaults and fights occurring at Junee between April 1994 and March 1995 inclusive.

Assaults on officers: the number of reported assaults on officers at Junee, including assaults on other staff members, totalled 74 during the 12 month period from April 1994 to March 1995 inclusive.

The yearly rate per 100 inmates for assaults on officers for years one and two at Junee were compared with the yearly rate for Bathurst, Grafton and Goulburn as follows:

	<i>Rate per 100 inmates</i>
Junee - year two	13.4
Junee - year one	6.2
<hr/>	
Bathurst - (April 94-March 95)	3.8

Bathurst - 1993	4.9
Grafton - (April 94-March 95)	0.8
Grafton - 1993	1.1
Goulburn - (April 94-March 95)	5.1
Goulburn - 1993	6.5

The yearly rate per 100 inmates for assaults on officers at Junee increased in year two compared with year one and was substantially higher than the rate recorded for Bathurst, Grafton and Goulburn.

The rate per 100 inmates, adjusted to a yearly rate, was then calculated for the period prior to the change in the inmate mix (April-October 1994) and the period after the change had begun (November 1994-March 1995). The rate per 100 inmates for assaults on officers before the change (14.2) was slightly above the rate after the change (12.0).

Assaults on inmates: there were 45 assaults on inmates by other inmates at Junee reported during the 12 month period from April 1994 to March 1995 inclusive. This figure included 8 serious assaults and 1 sexual assault.

These data were recalculated to show the yearly rate per 100 inmates and these rates were compared with the rate for selected departmental centres as follows:

<i>Rate per 100 inmates</i>	
Junee - year two	8.1
Junee - year one	11.3
Bathurst - (April 94-March 95)	10.8
Bathurst - 1993	14.1
Grafton - (April 94-March 95)	11.5
Grafton - 1993	3.9
Goulburn - (April 94-March 95)	7.9
Goulburn - 1993	16.4

The yearly rate per 100 inmates for assaults on inmates by other inmates at Junee de-

creased in year two compared with year one and the rate for Junee is lower than that recorded by Bathurst and Grafton in the same period.

The rate per 100 inmates, adjusted to a yearly rate, was then calculated for the period prior to the change in the inmate mix (April-October 1994) and the period after the change had begun (November 1994-March 1995). The rate per 100 inmates for assaults on inmates by other inmates before the change (7.8) was slightly below the rate after the change (8.7).

Fights between inmates: there were 38 fights between inmates at Junee reported between April 1994 and March 1995.

These data were recalculated to show the yearly rate per 100 inmates and these rates were compared with the rate for selected departmental centres as follows:

<i>Rate per 100 inmates</i>	
Junee - year two	6.9
Junee - year one	5.5
Bathurst - (April 94-March 95)	8.9
Bathurst - 1993	12.4
Grafton - (April 94-March 95)	6.6
Grafton - 1993	5.6
Goulburn - (April 94-March 95)	3.4
Goulburn - 1993	6.1

The yearly rate per 100 inmates for fights between inmates at Junee were slightly higher in year two but were below the rate for Bathurst, level with Grafton and above that recorded for Goulburn in the same period.

The rate per 100 inmates, adjusted to a yearly rate, was then calculated for the period prior to the change in the inmate mix (April-October 1994) and the period after the change had begun (November 1994-

March 1995). The rate per 100 inmates for fights between inmates before the change (7.8) was above the rate recorded after the change (5.6).

(f) Significant incidents

The following significant incidents occurred at Junee during the 12 month period under review (excluding escapes or deaths in custody which were discussed earlier in this chapter):

- **June 17, 1994:** two inmates were the subject of a serious assault in Unit B2. These inmates were taken to Wagga Base Hospital for treatment;
- **June 17, 1994:** an inmate was sexually assaulted in Unit B3 by an unknown assailant;
- **October 26, 1994:** an attempt was made by normal discipline inmates in Unit B1 to enter an area housing protection inmates;
- **November 28, 1994:** inmates in Unit B2, Pods A and D (each B unit is divided into four sections called 'pods') went on a rampage shattering most of the windows in both pods. CS gas was used to contain the situation.

(g) Miscellaneous events

Each day correctional centres in NSW, including Junee, report a range of events occurring within the institution to the Duty Officer. Reports of these events for Junee, Bathurst, Grafton and Goulburn have been extracted from the Duty Officer running sheets and have been summarised as follows:

Use of force: was used at Junee on 56 occasions during the period from April 1994

to March 1995 in order to move an inmate from one area to another or to restrain an inmate or where an inmate has refused a lawful direction.

Bathurst reported the use of force on 10 occasions, Grafton 6 and Goulburn on 14 occasions during the same period.

Hunger strikes: 7 hunger strikes (involving 5 inmates) were reported at Junee during the 12 month period compared with eight in year one.

Bathurst reported 2 hunger strikes, Grafton 6 and Goulburn 7 for the same period.

Hunger strikes were not counted if the inmate terminated the hunger strike on the same day as it began.

Fires: there were 10 minor fires reported at Junee during the 12 month period from April 1994 to March 1995 inclusive.

Bathurst and Grafton did not report any fires and Goulburn reported 4 during the same period.

Data relating to centre searches, contraband found and visitor searches are discussed in the next chapter entitled *Security*.

(h) Summary

There was some noticeable variation in the data when comparing events in custody data for year two at Junee with year one. One reason put forward for these differences was the change in the inmate mix. However, as the change in the inmate mix was only completed in March 1995 it was too soon to say whether these differences would be sustained over time.

Security

At Junee the Manager Operations is responsible for all security matters including internal and external security, the supervision of all correctional officers and the day-to-day management and control of inmates.

This chapter contains information relating to external and internal security including visitors to the centre.

In all NSW correctional centres, including Junee, Governors have ultimate responsibility for ensuring the external and internal security of the centre under their control. The Department also maintains a number of specialist units (e.g., Emergency Response Units, Internal Investigation Unit, etc.) who may be called upon, by Governors, to provide additional security by responding to emergency situations and undertaking investigative duties.

In December 1994 the Department introduced a major initiative, Taskforce STED (i.e., strategies to eliminate drugs), designed to minimise drug trafficking within institutions and to develop strategies to reduce the instances of drugs entering correctional centres. Between December 1994 and March 1995 inclusive, Taskforce STED visited a number of departmental centres including Bathurst, Grafton and Goulburn, but did not visit Junee during that period.

Since the implementation of Taskforce STED the Duty Officer running sheets have shown an increase in the reported number of visitors searched, the amount of contraband found on visitors and contraband found on inmates at those centres visited by the Taskforce.

(a) External security

At Junee there are two perimeter wire fences surrounding the prison complex. Acreage then surrounds the complex on all four sides (approximately 100 hectares). The perimeter fence and the acreage are patrolled on a regular basis.

There is a dog squad at the centre containing three dogs - 2 German shepherds and a Labrador. The German shepherds are used for security patrols (one is also cross-trained in drug detection). The Labrador is dedicated to drug detection. From January 1995 onwards the dog squad was not operational due to the resignation of the dog handler and a lapse of departmental accreditation.

When landscaping and horticulture are carried out on the acreage it is undertaken by minimum security inmates who work outside the perimeter fence under supervision.

► Access to the centre

Access to the centre is via the main gate, which consists of an enclosed area with a gate at each end and a guardhouse. At the main gate all visitors and staff have their identification checked and all bags and parcels are checked for illegal substances and/or items.

After passing through the main gate all visitors to the centre are required to report to the reception desk and to pass through a metal detector located in the reception area.

Visitors on official business are booked in at reception and given a visitor's badge and are then directed or escorted to the appropriate area.

Members of the public visiting inmates are scanned by hand-held metal detectors and are required to place their belongings in lockers provided at the main gate for this purpose. The visitors' area is located to the left of the reception area.

► *Visitors - inmates*

There were 3377 visitors during the twelve month period from April 1994 to March 1995 inclusive who came to see inmates at Junee. These visitors made 6578 visits to the centre to see 892 inmates.

On average each visitor made two visits and each of the above inmates received on average 7.4 visits in the 12 month period.

These visitors made the following types of visits:

	<i>Type of visit</i>
Contact visit	6485
Special contact	7
Regulation box visit*	70
Legal	12
Legal Aid	2
Religious	2
	6578

* where there is a glass screen between the inmate and the visitor.

Visitors to all NSW correctional centres can have their property and/or person searched as part of the regular institutional search procedures conducted in accordance with the Prisons (General) Regulation 1989.

There were 117 visitors to Junee whose property was searched during the twelve month period, 35 of these visitors also underwent a personal search.

Contraband found on visitors during this twelve month period included drugs, other substances, syringes, needles and false identification.

(b) Internal security

Internal security procedures, at all NSW correctional centres, are primarily determined by the architectural design of the facility, the era of its construction and the original security designation of the facility. Junee is the only facility in NSW with this particular architectural design and was purpose-built to house inmates whose classification warranted their accommodation in a medium/minimum security facility. Thus, comparisons with other departmental facilities are difficult¹⁸.

At Junee all the accommodation units are connected by secure walkways to the main walkway which extends from the entrance to the C Units to the Industries block (see Chart #1). All buildings and walkways are monitored electronically and/or visually by the staff from the central control room and Correctional Officers staff the gates to control the flow of inmates and monitor inmate activity in the walkways.

Additional security is provided as follows:

- surveillance within the medium security units is also carried out by staff from the central security post located in each unit;
- inmates have access from their unit to the main walkway but do not have access to other units i.e., an inmate allocated to unit B4 cannot enter unit B3 and inmates in B units cannot enter the C units or vice versa;
- within the B Units pod doors are now closed to prevent inmates in one pod gaining access to other pods in the Unit.

► *Centre searches*

Regular searches are undertaken at all NSW correctional centres, including Junee, as

prescribed in Clauses 20-22 of the Prisons (General) Regulation 1989. These include institutional searches, random cell searches etc. In addition to those searches identified in Clauses 20-22, at Junee the C-watch undertake a nightly search of areas in the centre selected at random.

► *Contraband found*

According to the Prisons (General) Regulation 1989 contraband items found at all NSW centres are recorded in the centre's Institutional Search Register.

NSW correctional centres report contraband found within the institution to the Duty Officer. Some centres report items in considerable detail while other centres will report the finding of 'nuisance' items following a search at the centre. For this reason comparisons between centres may be unreliable and should be treated with caution.

Contraband found at Junee included homebrew, green vegetable matter (GVM), drugs, needles and syringes, implements, tools and all other items which inmates are not allowed to have in their possession. The items found at Junee were consistent with the kinds of contraband items found in other NSW correctional centres.

At Junee in the twelve month period from April 1994 to March 1995 inclusive the most common item of contraband found was homebrew.

Homebrew: a total of 388 litres of homebrew were discovered at Junee and reported to the Duty Officer in this twelve month period (an average of 32 litres per month). The amount of homebrew found at Junee varied considerably from month to month.

In year one 365 litres were found (an average of 46 litres per month for the 8 month

period from August 1993 to March 1994).

Quantities of homebrew were found in the following areas:

<i>Homebrew (litres found)</i>	
Unit B4	115.0
Unit B3	113.5
Unit B2	55.5
Unit B1	18.0
C Units	39.3
Location not identified	47.0

From January 1995 onwards measures were introduced to restrict the production of homebrew at Junee. Initiatives included a reduction in the supply of cakes and fruit, cordial was removed from buy-ups and replaced with lo-cal jam, all large containers entering the centre had their contents decanted into smaller containers and large empty containers and all garbage bags were holed to prevent their use for the storage of liquids.

In February and March 1995 the amount of homebrew found at Junee was well below the monthly average for year two. It is too soon to say whether the measures introduced to restrict the production of homebrew will result in a long term reduction in the amounts of homebrew found in the centre.

Note: these data refer only to homebrew which was discovered and does not provide a reliable indicator of the actual amounts produced within the centre.

Comparisons between centres relating to the discovery of contraband, including homebrew, are difficult due to the range of variables which can affect access to and detection of contraband. Set out below are the total amounts of homebrew discovered and reported at Bathurst, Grafton and Goulburn during the period April 1994 to March 1995 inclusive:

Homebrew (litres found)

Bathurst	4
Grafton	Nil
Goulburn	Nil

Staff at departmental centres identified lessons learned from the past together with restrictions on the availability of fruit and/or sugar as the main reasons for the low level of homebrew found in these centres.

(c) Urinalysis

Urine testing of inmates for illegal substances (excluding alcohol unless requested) is carried out in all NSW correctional centres including Junee. Correctional Officers are responsible for supervising the taking of samples and for ensuring that the samples are sent to Sydney for analysis.

There are three categories under which an inmate can be requested to provide a urine sample: random¹⁹, administrative²⁰ (program) and target²¹ urines.

Annex III, Table 17 shows the number of samples taken per month and the test results from April 1994 to March 1995 inclusive. Notes relating to the interpretation of data are included in the Annex.

From April 1994 to March 1995 inclusive 521 samples were taken, an average of 43 per month. During this time only 9 inmates refused to supply a sample and 59 samples were recorded as positive.

Set out below is a summary showing the proportion of samples found to be positive in years one and two:

Positive samples

	%
Junee - year two	11.3
Junee - year one	7.4
<hr/>	
Bathurst (Apr 94-Mar 95)	19.0
Grafton (Apr 94-Mar 95)	22.1
Goulburn (Apr 94-Mar 95)	18.9

All departmental centres (incl.Junee) - year two	13.9
All departmental centres (incl.Junee) - year one	7.9

The proportion of positive samples recorded at Junee in year two was higher than for year one, but well below that recorded at Bathurst, Grafton and Goulburn and below the proportion for all NSW centres.

Approximately one-third of the inmates at Junee who tested positive (20 out of 59) were charged compared with Bathurst 60%, Grafton 54% and Goulburn 35%.

(d) Summary

An interesting comparison between Junee and the departmental centres, Bathurst, Grafton and Goulburn, was identified in this chapter.

In year two Junee recorded a high level of homebrew found and a relatively low level of positive urinalysis (below the statewide percentage). Bathurst, Grafton and Goulburn, on the other hand, recorded a very low level of homebrew found, but the positive urinalysis results recorded for these centres were above the percentage for NSW as a whole. These results will be monitored in year three to see if the reduction in the level of homebrew at Junee is maintained and if so, whether the proportion of positive urines undergoes a change.

Inmate rights & privileges

The Manager Operations is also responsible for the day-to-day management and control of the inmates at Junee.

This chapter contains information about the rights and privileges accorded to inmates.

(a) Time out of cells

Inmates at Junee are released from their cells (let-go) at 6.30 am. Inmates employed on the first shift in industries are let-go at 4.30 am. Inmates in the B Units are locked in their cells at 8 pm (inmates in Unit B2 pods A and B are locked in at 8.30 pm) and inmates in the C units at 9.30 pm.

In year two the minimum hours per day inmates at Junee were allowed out of their cells compared with other centres was as follows:

	<i>Time out of cells (minimum # hours)</i>
Junee	13.5
Bathurst	8.5
Grafton	10.5
Goulburn	9.0

The minimum time out of cells per day at Junee remained virtually unchanged compared with year one (13 hours).

(b) Musters

Regular checking of inmates occurs at all NSW correctional centres, including Junee, to ensure that all inmates are present. Headchecks are made of all inmates prior to release from their cells in the morning (let-go) and after they are locked into their cells in the evening (lock-in). In addition, musters are also conducted at all institutions during the day. The number of musters per day at each centre varies depending upon the classification of the inmates and local

arrangements. Some musters include the total inmate population while others relate to specific groups of inmates (e.g., works musters) or inmates in specific locations (e.g., wing musters).

Junee: inmates are checked as follows:

Headcheck	6.30am
General muster	12 noon
General muster	5pm
Headcheck	*Lock-in
+ hourly headchecks after lock-in	
*see previous section on lock-in times.	

In year one there were three works musters (8.15am, 1pm and 6.30pm) at Junee as well as the general musters listed above. The scheduling of the two shifts in industries to facilitate the ND and PRO inmates precludes the need for works musters.

Bathurst: there are two sections at Bathurst, the main gaol and the X wing. Inmates are checked as follows:

<i>Main gaol</i>	
Headcheck (wings 2 and 3)	6.30am
Works muster (wings 2 and 3)	7.30am
Headcheck (wings 1 and 4)	8am
Works muster (wing 2 and 3)	2pm
Headcheck (wings 1 and 4)	3.30pm
Wing muster (wing 2 and 3)	5.30pm
Headcheck (wing 2 and 3)	7pm

<i>X Wing</i>	
Headcheck	6.30am
Works muster	7.30am
Works muster	2.30pm
Wing muster	5.30 pm
Headcheck	7pm

Grafton: there are two sections at Grafton, the main gaol and the units. Inmates are checked as follows:

<i>Main gaol</i>	
Headcheck	7am
General muster	11.30am
General muster (lock-in)	5.30pm

	<i>Units</i>
Headcheck*	7am
Unemployed/non-workers muster	10am
Works muster	11.30am
Unemployed/non-workers muster	11.45am
Unemployed/non-workers muster	2.45pm
General muster (lock-in)	5.45pm

* 8am on weekends

Goulburn: there are two sections at Goulburn, the main gaol and the units. Inmates are checked as follows:

	<i>Main gaol</i>
Headcheck	7am
Works muster	7.45am
General muster	8.30am
General muster	11.30am
Works muster	1pm
General muster (lock-in)	4pm

+ hourly checks

	<i>Units</i>
Headcheck	6.30am
Works muster	7.30am
General muster	11.30am
General muster	4.30pm
Muster (lock-in)	7pm

+ hourly checks

(c) Meal service

Meals at Junee are individually plated and delivered to the accommodation units where inmates can decide whether to have their meal in the day area or to eat in their cells.

Breakfast is at 6.45 am (6.45-7 am for those working on the early shift in industries), lunch is at 12 noon and dinner is served from 6 pm one unit at a time. Inmates with special dietary requirements (e.g., low fat, religious customs) are catered for and vegetarian meals are available.

At Bathurst food is prepared in the kitchen and served from 'dixies/barrows' located outside the kitchen. At Grafton meals for the inmates in the main gaol are individually prepared and served from the main kitchen whereas inmates in the units have their meals cooked and prepared in the units by an inmate unit cook. At Goulburn meals are

prepared in the main kitchen and delivered to the main gaol and X wing and served from barrows. In the multi-purpose unit meals are individually plated and served.

(d) Phone calls

Junee has two systems for enabling inmates to make phone calls. These are:

Inmate-paid calls: using the NEC telephone system, inmates are able to make paid calls by putting money into a phone account; when the officer connects the call the inmate is asked to enter a PIN number; the call cuts out automatically at the end of 15 minutes or when the inmate's account is empty whichever is the sooner. Using this system medium security inmates are allowed 1 call per day and minimum security inmates are allowed up to 99 calls per day.

As well inmates are allowed up to one phone call per day to their 'families' by using a Telecom 'Homelink' card which automatically charges the call to a predetermined telephone number.

Reverse charge calls: inmates are allowed two reverse charge calls per week plus one free local call.

The number of calls allowed per inmate varies depending on the inmate's security classification and the unit in which they are housed. Phone calls are used as an incentive for good behaviour.

The procedure for inmate phone calls at Junee is unchanged from year one. Similar procedures apply in departmental facilities.

(e) Buy-ups

All inmates in NSW correctional centres, including Junee, are allowed to spend \$45 per week on groceries and/or foodstuffs

including tobacco. Inmates are allowed to purchase basic toiletries and incidentals in addition to the \$45 per week (referred to as overspends). The amount allowed for buy-ups has remained unchanged from year one.

ACM offer a list of items for purchase by inmates, with minor differences, from that provided in departmental facilities and the amounts charged per item are also similar.

(f) Grievances

Inmate delegates from each Unit have fortnightly meetings with the Manager Operations at Junee to discuss problems raised by inmates.

In year two the most common complaints made by inmates related to the availability of work, changes occurring at the centre and the cost of travel for visitors.

Inmates are also able to submit written applications to the Correctional Manager in their Unit who refers them to the appropriate authority. Inmates can also lodge complaints with the Official Visitor or in writing to the Ombudsman and/or the Minister. See also *Official Visitors*.

Grievances at Bathurst, Grafton and Goulburn are dealt with through the Inmate Development Committee or through the inmate's case manager.

Inmates in departmental centres also have access to Official Visitors, the Ombudsman and the Minister.

(g) Official Visitors

In August 1993, two Official Visitors²² were appointed at Junee by the former Attorney General and Minister for Justice, the Hon. John Hannaford, M.L.C., for a period of up to two years. One of the appointees did not

take up duty due to ill health. The other appointee visited the centre regularly (once a fortnight) during year one and for most of year two. The active Official Visitor for Junee resigned effective from March 1, 1995 and the Official Visitor for Cooma was temporarily appointed to the position at Junee until April 1, 1995.

Official Visitors are required to submit a quarterly report to the Commissioner through the appropriate Regional Commander. As well a report is submitted every six months to the Minister.

(h) Visiting hours

The Prisons (General) Regulation 1989 sets out the conditions under which visits to inmates may take place. The Governor of each correctional centre has the authority to determine visiting hours, including duration and frequency, based on local conditions but must comply with the minimum standards set out in the Regulation.

Visiting hours at Junee have been designed to allow for the isolation of the facility from large population centres, problems with transport and the lack of mid-week visits.

At Junee visiting hours are between 9 am and 4.30 pm on Saturdays, Sundays and Public Holidays. Visitors may spend all or part of this time with the inmate. Inmates are allowed a maximum of 4 adult visitors at a time, but no restrictions apply to the number of children. Visitors can purchase food and refreshments within the facility.

Special visits can be arranged, on request, with the approval of the Governor/Deputy Governor.

Visiting hours at Junee and the number of visitors allowed per visit remain unchanged from year one.

(i) Subsidised transport for visitors

Subsidised bus transport was made available during the first twelve month period for inmates' families visiting the centre. The Richmond Bus and Coach Service provided a same-day return service on Saturday of each week using a 45 seater coach equipped with toilet, air-conditioning and reclining seats. During this period approximately 50% of the seats each week were filled, with the Department and ACM subsidising the empty seats.

At the end of year one a review of the subsidised bus transport service was conducted which resulted in the Civil Rehabilitation Committee - Justice Support (CRC) agreeing to provide a weekly over-night mini-bus service to Junee leaving Sydney on Saturday and returning on Sunday. The provision of low cost overnight accommodation in Junee was also negotiated.

Under the arrangement between the Department and the CRC, the Department leases an air-conditioned mini-bus for use by the CRC. This mini-bus (with 19 seats) does not have the on-board facilities provided by the coach service. The CRC service began on May 21, 1994 and the service was monitored regularly by the Department's Chief Welfare Officer.

Inmates can apply in writing to the Chief Welfare Officer for travel assistance for their families where disadvantage can be established.

Data on passenger numbers were provided by the CRC on a monthly basis. In the ten month period from June 1994 to March 1995 the average monthly occupancy rate for the bus service was 54%.

A total of 424 passengers used the bus service - an average of 10 passengers per

week. An average of 3 passengers booked seats on the bus each week but did not catch the bus. In the ten month period that the service was operational 11 passengers received travel assistance.

Inmate management

As identified in *Junee: One Year Out* the central feature of ACM's management model is the system of case management which was introduced at Junee.

ACM adopted an holistic multi-disciplinary approach to inmate management in which the case management team (Unit Manager, Case Manager and Counsellor) drew upon the expertise of custodial, specialist and administrative staff as required. This model of case management was documented by ACM in their policy manual (dated 5/4/93).

A case management team was allocated to each of the accommodation units - 5 in all - one for each of the B Units and one for the C Units. In year one the correctional officers were not involved in the day-to-day operation of case management unless called upon by a member of the case management team.

This case management system, which had been in place since the centre at Junee opened in April 1993, was reviewed and amended in the first half of year two taking into account a number of changes which had already taken place or which were to be implemented in the near future. These were:

- the correctional officers at Junee, almost all of whom had no previous experience in corrections when first employed at Junee, had gained experience in managing inmates in a correctional setting;
- the correctional officers at Junee were trained in the Hand-up Brief Procedure (see endnote #17) and had approximately nine months experience in its application;
- the change in the inmate mix began in

October 1994 and transformed Junee from a normal discipline facility to a predominantly protection facility which included two levels of protection status (PRO and SPRO) as well as the normal discipline inmates;

- inmates with special needs were identified (e.g., Aboriginals, hearing impaired, transsexuals and sex offenders) and initiatives were developed to ensure that the needs of these inmates were addressed;
- agreement was reached between ACM and the Department for Junee to take inmates on the methadone program and to administer methadone to those inmates.

(a) Case management at Junee

In January 1995 ACM introduced an amended version of case management at Junee. In order to facilitate this amended version the centre was divided into three areas and a core group of specialist custodial and non-custodial staff were allocated to each area as follows:

Area 1: Units B4 and B3 were allocated the following case management personnel:

Case manager	1
Counsellors	2
Correctional managers	2
Health services	3
Education	2
Psychology	1
Industries	1

Area 2: Units B2 and B1 were allocated a similar complement of case management personnel as Area 1.

Area 3: the C Units were allocated the following case management personnel:

Case manager	1
Counsellor	1
Correctional manager	1
Health services	2
Education	2
Psychology	1
Industries	1

Thus, each area was allocated a core group of 12 staff (9 in Area 3) which form the Case Management Team together with the inmate's Case Officer (uniformed staff).

This change in the structure of the Case Management Team resulted in a redefined role for some staff and the involvement of Correctional Officers in case management. For these categories of staff the changes were as follows:

- **Correctional Officers:** the role of the correctional officer was enhanced to include active participation in the day-to-day management of inmates. In addition to their normal duties officers are allocated a caseload - for full time staff a caseload of 6 inmates per officer (4 in the C Units) and for casual staff a caseload of 3-4 inmates per officer (1-2 in the C Units).

All Correctional Officers regardless of where they are rostered to work in the centre are allocated a caseload.

- **Counsellors:** at the end of year one there were five counsellors, one located in each of the accommodation units, reporting nominally to the Programs Manager. At that stage the role of the Counsellor was under review.

By the end of year two the Counsellors (5) reported to the Senior Psychologist and were located in the Clinical Services area of the Programs Department. One Counsellor was allocated to each area and the two remaining Counsellors were allocated specialist responsibilities - one

as a drug and alcohol counsellor and the other to work with inmates on the methadone program.

Thus, at the end of year two the Counsellors were no longer physically located in the accommodation units; their role had become more therapeutic and they were no longer required to deal with general welfare issues.

The role of the Counsellors is discussed in more detail in the next chapter titled *Programs*.

- **Correctional Managers:** in year one this position was known as the Unit Manager and was a non-uniformed position.

By the end of year two the position of Correctional Manager was filled by uniformed staff reporting to the Operations Manager on all issues relating to the operational management of an accommodation unit including investigating breaches of prescribed regulations by inmates and making recommendations to the Governor with regard to these breaches (hand-up brief).

- **Case Managers:** in year one there were 5 Case Managers, one in each of the B Units and one in the C Units reporting to the Programs Manager.

By the end of year two there were 3 Case Managers, one located in each area. The role of the Case Manager had also changed to allow for a wider managerial function in the case management structure. The Case Managers now have responsibility for reallocating caseloads, coordinating case management in their area, attending High Risk Alert Team (HRAT), Program Review Committee (PRC) and Counsellor's meetings, as well as administrative and training functions.

- **Case Management Coordinator:** this is a new position reporting to the Programs Manager. The role of the Case Management Coordinator is to coordinate all issues relating to case management and classification in the centre and all inmate movements within the centre. The main tasks undertaken by the Coordinator relate to dealing with compliance issues, meeting inmates arriving at the centre, liaising with other centres regarding inmates' case files, staff training and identifying problem areas and implementing strategies to rectify problems.

(b) Processing the inmates

In year two all inmates received at Junee were transferred under escort from other NSW correctional centres. Documentation sent with inmates includes their existing departmental case management file.

On arrival at Junee all inmates are met by the Case Management Coordinator who checks their files, allocates them to the appropriate accommodation unit and sends their file to the unit.

Before reaching their cell inmates are screened three times - (i) by the Case Management Coordinator, (ii) by the Health Services Unit and (iii) by the Correctional Manager (Unit Manager).

Inmates are then allocated to a case officer who checks their file and any inmate who has attempted suicide or self-harm within the last 5 years is identified and Health Services notified.

Case Officers work closely with the inmates allocated to them, consulting with the inmate in the development of a case management plan, recording the inmate's progress and any action taken by the case officer on a running sheet attached to the case file.

So, the Case Officer is responsible for the general well-being and personal development of each inmate allocated to them. Matters dealt with by the case officer may include:

- (i) the identification and referral of inmates with special needs;
- (ii) information relating to access to programs and employment;
- (iii) information relating to classification and placement;
- (iv) action taken by the Case Officer regarding welfare issues;
- (v) action taken by the Case Officer with regard to breaches of prescribed regulations.

Thus, the inmate's progress while at Junee is monitored and recorded by the case officer together with the support and active participation of the Case Management Team and the cooperation of all staff at Junee.

Following the implementation of the amended case management model a regular monthly data collection was introduced (commenced February 1995) to monitor compliance.

(c) The departmental model

By way of comparison the Department introduced area management in all NSW correctional centres during 1993. The Department's model is outlined in a published booklet entitled '*Area Management*'. The Department's management model divides each NSW correctional centre into a number of areas dependent on the architecture and size of the centre and the size of the inmate population. Within each 'area' a multi-disciplinary team comprising custo-

dial and non-custodial staff are responsible for the inmates housed in that area.

Case management operates in each area with uniformed officers undertaking the role of Case Officer. Case management, as defined in the departmental model, is the planned coordination of programs and services to meet the individual needs of inmates in prison and prepare them for re-integration into the community.

As well as area and case management the Department has also introduced the 'structured day'. The structured day was designed to ensure that the needs of both staff and inmates and the operational needs of the correctional centre are met through the strategic allocation of resources.

Each day is divided into a series of time blocks from 'let-go' in the morning to 'lock-in' at night. The daily timetable includes time set aside for official routines (e.g., musters, meals), activities (e.g., work, programs, visits), external programs (e.g., sport, day/weekend leave) and developmental programs for staff.

In the department's model the key positions of Area Manager, Case Management Supervisor and Case Officers are all filled by uniformed staff.

(d) Inmate management summary

It can be seen that there are strong similarities between the two systems of inmate management. Both ACM and the Department have divided centres into areas, both have enhanced the role of the Correctional Officers and both have adopted a multi-disciplinary approach to inmate management.

The main areas of difference between these two models of inmate management are as

follows:

- **the structured day:** while ACM's model provides a basic structure to each day with inmates working regular shifts in industries and having set access times to programs and recreation dependent on protection status, ACM has not adopted *per se* the structured day. The structure adopted at Junee by ACM is known locally as the centre routine.
- **the Case Management Team:** the structure of the Case Management Team at Junee includes Health Services staff. In departmental centres Corrections Health staff are included on the Case Management Team, but as discussed later in this report they are not departmental employees and have a separate reporting structure.
- **Case Officers:** at Junee the Case Officers are responsible for managing the welfare needs of the inmates in their caseload and, if necessary, can refer inmates to the Counsellors, Psychologists or other specialist staff. In departmental centres all welfare issues are referred by the Case Officers to the Welfare Officers.
- **Caseload:** at Junee all Correctional Officer, full and part time, are allocated a caseload. In departmental centres the area management model allows for all officers to have a caseload, but implementation varies from centre to centre.

The implementation of the amended inmate management model at Junee was relatively new at the end of year two and further changes to the model that were foreshadowed will be reported in year three.

(e) Parole

Case management, as described above, is

the method used at Junee, to manage inmates while in custody, however, some inmates receive continuing supervision post-release. These inmates, identified in Part 3 of the Sentencing Act 1989, are eligible to apply for release on parole²³ to the Offenders Review Board or the Serious Offenders Review Council. An assessment of each of these inmates is undertaken at all NSW centres by the Parole Officers.

There are 3 full-time parole officers located at Junee all of whom are employed by the NSW Department of Corrective Services. This is the only area at Junee staffed by departmental personnel.

Parole Officers are responsible for completing parole reports on inmates who are due to be released from custody (not including those with a fixed term) and for making arrangements for inmates to be supervised by the Probation and Parole Service in the community post release.

In year two, due to staff movements and illness among the Parole Officers and the volume of work at Junee, Parole Officers from Cooma, Mannus and Goulburn assisted in the preparation of parole reports at Junee.

The Parole Officers report monthly to the Parole Co-ordinator in the Southern Regional Office at Goulburn. These data are collated together with data from other centres in the region and a regional report is forwarded to the Department's head office in Sydney.

At Junee in year two, a total of 179 reports were compiled by the Parole Officers, approximately 15 per month. The majority, 116 in total, were parole reports, however, Parole Officers also provide supplementary parole reports, immigration reports, interstate transfer reports and breach of parole reports. Annex I, Table 12 details the num-

ber of reports produced.

Programs

The Programs Manager is responsible for all staff working in the Programs area which provides a range of services similar to, but not necessarily the same as, those provided by the Department's Inmate Development Services Branch.

In year one a team of departmental managers from Inmate Development visited Junee to discuss issues relating to program provision, content and accreditation. Two further visits were made in year two in August 1994 and March 1995. The issues raised at these meetings form part of an on-going dialogue between representatives of the Department's Inmate Development professional units and the management and staff at Junee.

The brief for this study does not include an examination of program content and accreditation, however, data were gathered for this study from official records and from interviews with staff working in Programs at Junee to provide some measure of the extent of their activities and to identify differences in the service they provide.

For tables relating to this section of the report see Annex IV.

At the end of year one the role of the Counsellors and Psychologists was still being developed. In year two the system of case management at Junee was revised and the role of the Case Managers and Counsellors was changed (see previous chapter). As well the Senior Education Officer resigned and the position was abolished.

In year two the Programs area at Junee was reorganised into four strands under the control of the Programs Manager - Education Services, Clinical Services, Case Management Services and Chaplaincy Ser-

vices to more clearly reflect the activities and responsibilities of the Programs area.

In addition to the changes which occurred within the Programs area, during the second year of operation two major changes occurred which had a significant affect upon the provision of programs and services at Junee. These were:

► *The inmate mix*

Between April 1993 and October 1994, prior to the inmate changeover, the scheduling of access to programs and services for inmates was primarily decided after taking into account the daily routine of the centre and inmate employment.

The change in the inmate mix, which occurred between the end of October 1994 and the end of March 1995, resulted in the need to schedule access to programs and services for inmates with different protection status separately.

Therefore, it was necessary to review the range of programs provided to ensure that each inmate group had equal access to the programs and services provided and that those programs and services fulfilled their specific needs.

At the end of March 1995 the Programs staff at Junee had revised the schedule of programs and services on offer and were confident that they were able to provide a comprehensive service for each inmate group.

► *AEVTI™*

During year two the Department introduced a major education initiative. The Depart-

ment had identified two important weaknesses in the general education courses (up to year 10 or equivalent) provided to inmates. These were:

- the movement of inmates between centres disadvantaged inmates who were enrolled in general education courses. Courses varied from centre to centre both in terms of availability and a common curriculum;
- there was concern that certificates issued by the Department would be prejudicial to the inmate's ability to have their educational achievements recognised.

In response to these concerns the Department secured the licence to deliver the Certificates of General Education for Adults (CGEA) from the Office of Training and Further Education (OTFE), Department of Education in Victoria. Thus, each centre in NSW is now able to offer an accredited range of general education courses.

The CGEA contains four streams: numerical and mathematical concepts, oral communication, reading/writing and general curriculum options. Inmates may progress towards the CGEA as follows:

- a statement of attainment is awarded for each module completed;
- after completing two modules in each stream an inmate is deemed to have completed the foundation certificate;
- after completing the requirements for the foundation certificate and all four modules in one stream inmates are awarded a stream certificate;
- to be awarded the CGEA inmates need to successfully complete a total of 16 modules, four in each stream.

These certificates are issued by the Adult Education and Vocational Training Institute, which is part of the NSW Department of Corrective Services, whose registered trademark is AEVTI.

AEVTI is recognised by the NSW Vocational Education and Training Accreditation Board (VETAB) as an education provider and certificates issued under the AEVTI trademark have been recognised Australia-wide.

The benefits accruing from this initiative are twofold:

- for the Department: it will facilitate inmate placement pathways and aid in the inmate's reintegration into society post-release;
- for the inmate: it will allow equal access to a common general education curriculum (up to year 10 or equivalent), resulting in a statement of attainment for each module completed and the certificates will be issued by a recognised education provider.

(a) Education Services

Education Services at Junee include activities associated with education centre coordination, academic instruction, planned recreation activities, training and support, vocational assessments, academic assessments and library services.

► Education

At the end of year two discussions were taking place between the Department and ACM with regard to Junee becoming an AEVTI campus, introducing the CGEA as part of the Junee education curriculum and providing an induction program for staff. This initiative, if adopted, was scheduled for

implementation at Junee in year three and will be discussed in more detail in the year three report.

As well a new education timetable was developed by the teaching staff at Junee in February 1995 which was designed to ensure that each of the three groups of inmates (ND, PRO, SPRO) had access to appropriate education services.

The Programs Manager at Junee considers that even though Junee has adopted AEVTI and is now a recognised campus, there are still differences in the approach to education taken by the staff at Junee to that taken within the Department. These differences are being addressed as part of the on-going dialogue between the Department and ACM regarding program content and accreditation.

► *Recreation*

In year one, two female recreation officers, qualified in the provision of recreation services, were employed full time at Junee. These recreation officers were responsible for co-ordinating all recreational activities, sporting events and programs related to recreation and fitness.

At the end of year two there was only one recreation officer employed full-time at Junee, a man, who was previously a correctional officer and professional rugby player. The Programs Manager advised that this officer, had no qualifications in the provision of recreation services, but was undertaking study to gain a qualification in this area.

The Programs Manager expressed the opinion that by the end of year two recreation services at Junee "had come closer to DOCS due to the expectations of the inmates".

Inmates at Junee have access to a range of sporting activities including indoor soccer, volleyball, tennis, basketball and touch football. As well activities such as chess are also provided.

Opportunities are provided for inmates to compete in sporting events and other recreation activities with teams and individuals from Junee and other areas.

Throughout the year a number of special/gala events were arranged for inmates, these included events for Aboriginal and Torres Strait Islander Week and Christmas.

The change in the inmate mix also led to a change in recreational activities at Junee. For example, the increase in the number of older inmates resulted in a demand for non-physical recreational activities (e.g., bingo).

► *Enrolment data*

Systematic data collection relating to the number of program enrolments per month provided by Education Services at Junee were maintained throughout year two, however, data relating to the number of individual inmates taking part in education and recreation programs (see Tables 18 and 19) were not available for the full 12 month period.

Data collection within the Department, both in terms of program enrolments and the number of individual enrolments in education courses, was also not available for the full 12 month period.

At the end of year one, March 1994, program enrolments at Junee were divided into the following broad education categories:

<i>% of program enrolments</i>	
Basic education	12.8
Vocational training	25.3
Personal development	20.6
Recreation	14.7
No information	<u>26.6</u>
	100%

By the end of year two, March 1995, program enrolments in broad education categories at Junee were as follows:

<i>% of program enrolments</i>	
Basic education	4.7
Vocational training	33.0
Personal development	40.2
Recreation	<u>22.2</u>
	100%

These data show an increase in program enrolments in vocational training, personal development and recreational activities at Junee in year two.

The education services staff at Junee provided a wide range of courses during year two including courses in general education, computing, literacy/numeracy, arts and crafts, music and languages.

Junee monthly program enrolment data is summarised as follows:

<i>Program enrolments</i>	
Av. enrolments per month - year two	379
Av. # of external students per month	82
<hr/>	
Av. enrolments per month - year one	260
Av. # of external students per month	63

The monthly data show an increase in average program enrolments per month and the average number of students taking part in external study in year two compared with year one.

As previously indicated monthly data relating to the number of individual inmates enrolled in education courses at Junee were not available for the full twelve month

period. The available data were compared with departmental data taken at two points in time, November 1993 and March 1995.

Note: In year two Statewide data were calculated for March 1995 (excluding Junee). In year one Statewide data were calculated on the number of centres which had provided data for the month of November 1993 (including Junee).

Distance education: inmates enrolled in distance education are those that are undertaking courses by correspondence. These data are summarised as follows:

<i>% of inmates</i>	
Junee - year two (9/12 months)	15.6
Junee - year one (6/12 months)	11.9
<hr/>	
Statewide - March 1995	12.7
Statewide - November 1993	22.0

The proportion of individual inmates enrolled in distance education at Junee in year two increased compared with year one and in year two rose above the statewide figure for March 1995.

The Department's State Manager, Vocational Educational Training advised that the March 1995 figure for departmental centres is lower because: (i) there is a greater emphasis on vocational training in departmental centres, and (ii) the CGEA, introduced progressively in departmental centres in late 1994, has established an accredited curriculum.

Individual inmates enrolled in education courses: the number of inmates enrolled in education courses varies from month to month. Some inmates are enrolled in only one course and some are enrolled in a number of courses. It should be noted that in NSW enrolment in education courses by inmates is voluntary. The available data are

summarised as follows:

	<i># of inmates</i>
Junee - av. per month (5/12 months) - year two	256
Junee - av. per month (4/12 months) - year one	207
<hr/>	
Junee - courses per inmate enrolment - year two	1.18
Junee - courses per inmate enrolment - year one	1.18
<hr/>	
Statewide ratio - March 1995	1.46
Statewide ratio - November 1993	1.17

The average number of individual inmates at Junee enrolled in education courses per month increased in year two compared with year one, but the ratio of individual inmates enrolled to program enrolments remained the same.

The statewide ratio for individual inmates enrolled in education programs increased from November 1993 to March 1995 showing that individual inmates, in departmental centres were enrolled in more programs in March 1995 than previously.

Individual inmate enrolments as a percentage of the inmate population: the available data are summarised as follows:

	<i>% of inmate population</i>
Junee - year two (9/12 months)	46.5
Junee - year one (6/12 months)	39.0
<hr/>	
Statewide - March 1995	60.0
Statewide - November 1993	55.0

Although the proportion of the inmate population at Junee enrolled in education programs increased in year two it remained below the statewide percentage for March 1995.

Thus, on all the above measures there were improvements in the number of enrolments and the number of inmates enrolled in education courses at Junee in year two compared with year one.

► *Library*

In *Junee: One Year Out* it was reported that the library collection was approximately 40% fiction and 60% non-fiction and contained a wide range of Australian, international and foreign-language magazines and newspapers.

In March 1995, the inmate librarian advised that in year two acquisitions were made in the reference section of the library, that headsets were purchased for listening to personal development/special interest videos and a portable CD Rom was purchased for general education use in the Library. Thus, at the end of year two the library collection was approximately 50% fiction and 50% non-fiction.

(b) **Clinical Services**

Clinical Services include activities associated with professional assessment/appraisal, treatment/intervention, prevention, documentation/reports and training/consultation.

Clinical Services is headed by a Senior Psychologist and includes Psychologists and Counsellors.

► *Psychology*

At the end of year one a psychologist-in-training had been appointed to one of the psychologist positions and an employee with psychological training, but not yet qualified had been appointed to co-ordinate the work of the counsellors.

By the end of year two there were two Psychologists-in-training and a Senior Psychologist working in the Programs area at Junee. The Department's Head of Psychology Services maintains a monitoring role with regard to compliance with professional departmental policy.

Access to the Psychologists is usually by referral, in most cases inmates are referred from the units through the Counsellors or Case Officers to the Psychologists. Some inmates, in need of psychological help, are identified on reception at the centre, and others are referred by the medical staff.

The Senior Psychologist described the approach taken at Junee as follows:

- with the staff: as a team approach which allows for greater questioning of how things are done, and
- with the inmates: as one which aims to balance individual needs while incarcerated with preparation for re-entry into the community.

▶ *Counsellors*

At the end of year one there were five Counsellors located in the accommodation units (one in each of the B Units and one in the C Units). At this stage the Counsellors were going through the process of redefining their role.

By the end of year two there were the same number of full-time Counsellors (5), one assigned to each area, one specialising in drug and alcohol issues and one working with the inmates on the methadone²⁴ program. In addition, an Aboriginal D&A Counsellor was employed on a sessional basis.

As foreshadowed in year one, the role of the Counsellor changed in year two, to enable greater emphasis to be placed on therapeutic issues and less concentration upon welfare issues which are now the responsibility of the Case Officers. Counsellors are supervised by the Senior Psychologist.

Counsellors are now working together with

the Psychologists to develop a program for sex offenders and facilitating programs such as anger management, communication, harm minimisation and relapse prevention. The harm minimisation and relapse prevention programs at Junee are the same as those provided within the Department.

This has resulted in a multi-skilled role for the Counsellors and a closer working relationship with the Education Services staff. The two counsellors with responsibility for drug and alcohol counselling and the methadone program have described their role as follows:

Drugs and alcohol: the D&A Counsellor provides a range of options for inmates addressing drug and alcohol issues. Group meetings are held in the accommodation units.

The 12-step program from Alcoholics Anonymous (AA) designed for people coming out of institutions is conducted during visiting hours to assist inmates who are having difficulties communicating with their visitors.

A drug and alcohol program, based on the peer education model, was introduced towards the end of year two. The introductory program was conducted with PRO inmates with the participating inmates selecting four topics for discussion - introduction to Junee, introduction to peer run programs, program pathways and the future on the outside.

Methadone: the methadone counsellor advised that a collaborative free therapy approach using peer leader roles was being adopted with these inmates. Counselling with methadone inmates is one-to-one (a maximum of 48 inmates) with opportunities for inmates to determine progress.

Counsellor's log: systematic data collection

began in this area in July 1994 when Counsellors began to maintain a daily log of their activities. A computer program designed to assist in the analysis of these data is being developed but was not operational at the end of year two.

Information relating to strategies adopted at Junee for the management of inmates with special needs are discussed later in this chapter.

(c) Case Management Services

Case Management Services include activities associated with the development and coordination of case management plans, implementation of case management strategies, monitoring of case management initiatives, documentation and reports, training and consultation.

Case Management Services is headed by the Case Management Coordinator and includes the Case Managers.

Case management, the inmate management model adopted at Junee which involves both custodial and programs staff, was discussed in detail in the previous chapter.

(d) Chaplaincy Services

Chaplaincy Services include activities associated with religious services, pastoral care, prison fellowship and counselling.

Throughout year one and for part of year two there was one chaplain at Junee, appointed by the Civil Chaplaincies Advisory Committee (CCAC), for 600 inmates. A new chaplain was appointed by the CCAC in November 1994 with responsibility for co-ordinating chaplaincy services. This, the third chaplain at Junee is, like her predecessor, a Roman Catholic nun.

In year two a second Roman Catholic nun was appointed by the CCAC to assist the Chaplain on a part-time basis.

In January 1995 a second chaplain was appointed at the centre by the Diocese of Canberra with financial support from ACM. This chaplain who is the Anglican Minister in Junee is employed at the centre as a part-time Chaplain and also conducts an anger management program for inmates. He is also Chairman of the Junee Community Advisory Council.

From January 1995 the following regular services were available to inmates:

Religious services

Catholic	.....	Sunday pm
Protestant	.....	Sunday pm
Anglican	.....	Tuesday pm
Muslim	.....	Friday pm

Pastoral Care

Catholic	.....	Monday am
Anglican	.....	Wednesday am
Salvation Army	.....	Thursday pm

In addition, Prison Fellowship visits are conducted on Saturdays and Sundays, and Baptist Bible Study is held in the afternoon on Wednesdays.

Set out below is a list showing the religious affiliations of inmates at Junee as at March 20, 1995:

	# of Inmates
Anglicans	182
Baptists	7
Buddhists	11
Muslims	13
Orthodox	11
Presbyterians	8
Roman Catholics	136
Seventh Day Adventists	5
Uniting (Methodists 5)	15
Christian non-specific	5
Other Christians	10
Other denominations	6
No preference	162
Atheists	1

572

At the end of year two the largest denominations represented at Junee were Anglicans (32%) and Roman Catholics (24%). Systematic data collection and/or reporting was not available from this area.

(e) Inmates with special needs

In year two management strategies were introduced at Junee to assist inmates with special needs.

The Department's 1993/94 Annual Report identified the following inmates with special needs - women, Aboriginals, those from a non-English speaking background, those with a disability and inmates in special management programs.

At Junee the following groups of inmates were identified as requiring special attention, they were: Aboriginals, transsexuals, hearing impaired inmates and sex offenders. Some of these special needs groups contain substantial numbers of inmates (i.e., Aboriginals, sex offenders) while other groups are very small in number (i.e., hearing impaired, transsexuals).

▶ *Aboriginal inmates*

At the end of year two, March 1995, 6.5% of all inmates at Junee identified themselves as being Aboriginal or Torres Strait Islanders.

An Aboriginal Inmate Committee was established which meets regularly with the Governor. Aboriginal and Torres Strait Islander Council (ATSIC) representatives visited Junee in March 1995 and agreement was reached with the Wiradjuri Lands Council for Aboriginal inmates to be employed on community projects for the Lands Council. These initiatives will commence in year three.

In February 1995 a Koori D&A worker was engaged to conduct two sessions per week and in March 1995 a Koori Art and Craft instructor was engaged to conduct a number of sessions.

▶ *Transsexual inmates*

As a result of the change in the inmate mix a small number of transsexual inmates were transferred to Junee.

In January 1995 discussions were held with the Department's Special Needs Officer, Southern Region regarding the provision of appropriate apparel for transsexual inmates.

▶ *Hearing impaired inmates*

A teletext television was supplied by the Department and installed at Junee for use by hearing impaired inmates. Key staff at Junee were identified and scheduled to attend training in AUSLAN to be conducted in April 1995 (year three).

▶ *Sex Offenders*

Following the completion of the inmate changeover at the end of March 1995, 26% of all inmates at Junee were identified as having a most serious offence that was sexual. This represents approximately one-quarter of all inmates in NSW identified as having a most serious offence that was sexual.²⁵

At the end of year two the Clinical Services staff at Junee were in the process of developing a program for sex offenders to be introduced in year three. This initiative is being addressed with departmental staff as part of the ongoing dialogue into the provision of programs and services at Junee.

Part of the management strategy adopted with these inmates, has been to encourage

them to participate in team sports and recreational activities which promote interdependency upon other adults.

(f) Staff training

In addition to the programs and services provided at Junee, Programs staff maintain and update their level of professional skill through attendance at on-site training workshops, attendance at external workshops, conferences and seminars, visits to other NSW correctional centres and through close contact with the Charles Sturt University campus at Wagga Wagga.

(g) Inmate Development Services

By way of comparison the Department provides a range of programs and services for inmates through the specialist units in the Inmate Development Services area. As well as Education, Recreation and Psychology, discussed above, Inmate Development Services also includes the following specialist units:

▶ *Prison AIDS Project*

The NSW Prisons AIDS Project has a regional AIDS Co-ordinator responsible for the Southern region of NSW. The co-ordinator's role is to ensure that all inmates in the region, including those at Junee, receive the same access to information and programs with a common standard of service regardless of location or classification.

The regional AIDS Co-ordinator is in regular contact with staff in the Programs area at Junee, two of whom have expressed interest in working with the AIDS Committee.

The provision of HIV/AIDS training for staff at Junee is currently being negotiated between ACM and the Department. ACM provide all necessary occupational health

and safety equipment (i.e., AIDS pouches²⁶ etc.).

In year one, October 1993, a training program for peer educators was conducted at Junee with 10 inmates completing the program.

In year two four one-day Health Information sessions were conducted at Junee as follows:

	<i># of participants</i>
August 1994	13
September 1994	11
October 1994	11
November 1994	9

A pilot of the four-day Prisons Peer Education Program (PPEP) is scheduled for April 1995 (year three).

At any given time there may be inmates at Junee who have received training and accreditation as peer educators prior to their arrival at Junee. Thus, the number of inmates who are part of the HIV peer support network at Junee will vary from time to time, dependent upon inmate movements, but is thought to be consistent with the level of change occurring in all NSW centres.

Inmates at Junee who complete the PPEP conducted by a trainer accredited by the Prison AIDS Project are recognised as qualified peer educators and can continue to undertake this role when transferred to another centre.

The Prison AIDS Project is currently considering the introduction of a centrally-based training unit which would undertake Peer Education and Information Training sessions as well as conducting some aspects of the AIDS Training Program throughout NSW. This initiative will ensure consistency in the standard of training provided and overcome problems arising from staff turnover.

▶ *Drug & Alcohol Services*

The duties undertaken by these specialist personnel within departmental facilities are incorporated into the duties of the case managers, counsellors, programs staff, health services staff and the custodial staff at Junee.

During the period under review there were no accredited drug and alcohol programs run at Junee.

The provision of drug and alcohol programs is part of an ongoing dialogue between the management at Junee and the departmental staff whose role it is to ensure inmates have access to drug and alcohol services.

▶ *Welfare*

At Junee there are no welfare officers. The duties undertaken by these specialist personnel within departmental facilities were, in year two, incorporated into the duties of the Case Officers, however, when complex issues arise these matters are referred to the Counsellors.

The ongoing dialogue established between the staff at Junee and the departmental staff, whose role it is to ensure inmates have access to welfare services, continued throughout year two.

Regular contact was maintained between the Counsellors and the Senior Welfare Officer in the South-Western Region. In year one two Counsellors from Junee attended the Welfare Officers Conference. In year two the Counsellors were again invited to attend the Welfare Officers Conference scheduled to be held in February 1995. This conference was rescheduled for May 1995 and will be reported in the year three report.

(h) Summary

In year two a number of noticeable differences in the provision of programs and services for inmates at Junee were identified compared with the way in which they are structured and delivered in departmental centres. These differences were as follows:

- in year two ACM continued to develop a more clearly defined framework within which programs and services were delivered to inmates at Junee. Although this resulted in greater specialisation in service delivery, ACM did not adopt the departmental model;
- in Education Services the education and recreation curriculum was redeveloped to meet the needs of a diverse inmate population;
- in Clinical Services there was an expansion in the number of Psychologists employed and the development of a closer working relationship between the Psychologists and Counsellors.

In particular, the role of the Counsellors was developed to include a greater emphasis on therapeutic issues and less concentration upon welfare issues. In addition an Aboriginal D&A worker was employed on a sessional basis;

- in Case Management Services the role of the Case Managers was redefined to allow for a wider managerial function within the extended case management model of inmate management now operating at Junee.

The location of the Case Management Coordinator, whose role it is to coordinate all issues relating to case management and classification in the centre and all inmate movements within the centre,

in the Programs area illustrates the close working relationship between Programs and Operations;

- Chaplaincy Services have also expanded in year two. There are now two chaplains at Junee, one full-time CCAC appointee with an part-time assistant and a part-time chaplain who is also Chairman of the Junee Community Advisory Council.

Differences in program content, quality of service, etc. are under continuous evaluation by the Department's Inmate Development Services staff and these issues have not been addressed in this report.

Health services

The Manager Health Services at Junee is responsible for supervising all health care provided at the centre.

On first reception into the NSW correctional system all inmates are screened by the Corrections Health Service (CHS) and/or departmental staff prior to their transfer to a 'gaol of classification'²⁷. In year two Junee was a gaol of classification and thus, all inmates arriving at Junee were transferred there from other correctional centres in NSW.

On arrival at Junee all inmates are interviewed by the nursing staff and given a thorough medical screening together with a psychological profile. Urgent problems are referred immediately to the doctor and appointments are made for less urgent cases.

The number of inmates received at Junee in year two varied between zero and a maximum of 117 per week. The average number of inmates received per week was 28.

Inmates at Junee are required to have a medical prior to undertaking employment and/or team sports. The Health Services Manager advised, as in year one, that these procedures identified approximately 90% of all problems (e.g., eyesight, blood pressure, hernias, etc.).

During this second year of operation two major changes occurred which effected the delivery of health services at Junee. These were as follows:

- the change in the inmate mix resulted in the need to schedule access to health services at separate times of the day by accommodation unit and/or protection status in order to ensure that inmates with

different protection status did not come into contact with each other;

- the introduction of methadone. ACM and the Department began to discuss the possibility of housing inmates on methadone at Junee in year one and these discussions continued throughout year two. Approval was granted in February 1995, for 48 inmates on methadone to be transferred to Junee. The first of these inmates (18) arrived at Junee on March 21, 1995.

Annex V, Tables 20 to 22 detail the procedures carried out by the Health Services unit during year two.

(a) Range of services

The health centre is open 7 days a week, with 24 hour nursing cover, and provides the following range of services:

► *Infirmery*

There are 6 hospital beds in the Health Services Unit at Junee. Inmates can be kept in the unit for observation, non-surgical medical care, if suffering from an infectious disease or suicide watch.

In a circumstance where ND, PRO or SPRO inmates may need to be hospitalised at the same time, cohabitation is only allowed with the written agreement of both inmates. If this written agreement is not forthcoming then a decision is taken on the basis of clinical priority.

Admission data for years one and two are summarised as follows:

Infirmery admissions

# of admissions - year two	343
Av. admissions per month	29
Av. days per admission	3.0
<hr/>	
# of admissions - year one	280
Av. admissions per month	23
Av. days per admission	2.2

These data show an increased usage of the infirmery at Junee in year two compared with year one.

► *Medical*

Surgery is open from 8.30 am to 5 pm on weekdays. A medical officer is employed full-time at Junee and is available at night and on weekends as required.

The Health Services Manager advises that the most common problems inmates present with are psycho-social problems. The change in the inmate mix has resulted in an increase in the number of older inmates at Junee (see *Inmate Profile*) and thus, more inmates presenting with chronic disease and/or heart, lung or bowel conditions.

Medical data for years one and two are summarised as follows:

	Medical
Av. MO consultations per month	428
Av. MO physicals per month	82
# of MO callbacks - year two	27
<hr/>	
Av. MO consultations per month - year one	427
Av. MO physicals per month	88
# of MO callbacks - year one	58

In year two the average number of consultations and physicals per month remained unchanged, but there were fewer callbacks.

Nursing data for years one and two are summarised as follows:

	Nursing
Av. nursing encounters per month - year two	3823
Av. nurse screens per month	95
Av. nursing intake assessments per month	120

Av. nursing encounters per month - year one	2849
Av. nurse screens per month	81
Av. nursing intake assessments p/m(Nov 93-Mar 94)	93

The average number of nursing encounters, nurse screens and nursing intake assessments per month increased in year two.

► *Pharmacology*

Prescribed medication is provided for inmates 4 times per day. The Health Services Manager advises that more than 50% of the inmate population at Junee are taking prescribed medication, many for chronic conditions such as asthma and heart disease. The usage of benzodiazapines at Junee is low with those inmates who were users of benzodiazapines now being referred to the Counsellors.

A 24 hour inmate census is undertaken at regular intervals which details the number of inmates receiving prescribed medication by medication type (see Annex V, Table 22). The number of inmates on prescribed medication as a proportion of the inmate population at Junee is summarised as follows:

	% of inmates
March 7, 1995	50.9
February 8, 1995	44.0
December 4, 1994	37.5
October 5, 1994	20.0
April 7, 1994	27.4

In year two, between October 1994 and March 1995 during the inmate changeover, the level of prescribed medication more than doubled. The type of medications which increased the most were those in the anti-depressant, anti-inflammatory and prescribed analgesic categories.

► *Psychiatry*

A psychiatrist visits the centre once a fortnight. This service is the same as that provided in year one.

Data relating to psychiatric consultations in years one and two are summarised as follows:

Psychiatric consultations	
# of consultations - year two	177
Av. consultations per month	15
<hr/>	
# of consultations - year one	187
Av. consultations per month	16

These data show that the average number of psychiatric consultations per month were similar in both years.

► *Dental*

The dentist sees patients by appointment 4 mornings per week (compared with 5 mornings per week in year one) and is on call at other times. The Health Services Manager advises that the waiting time for an appointment has been reduced from 3 months in year one to 1½ months in year two.

Data relating to dental screening in years one and two are summarised as follows:

Dental screening	
# of screens - year two	211
Av. screens per month	18
# of consultations - year two	2468
Av. consultations per month	206
<hr/>	
# of screens - year one*	340
Av. screens per month (Aug 1993-Mar 1994)	28
# of consultations - year one	2637
Av. consultations per month	220

* the dental service at Junee began in August 1993 - data adjusted to a yearly rate.

There were fewer dental screens and consultations in year two.

► *Optical*

A consultant optometrist visits monthly, as in year one. The optician (OPSM Wagga) visits the following day - frames selected from the range included in the supply con-

tract are provided free of charge, other frames are provided at cost to the inmate.

Data relating to optometrical consultations in years one and two are summarised as follows:

Optometrical consultations	
# of consultations - year two	144
Av. consultations per month	12
<hr/>	
# of consultations - year one	129
Av. consultations per month	11

The average number of optometrical consultations per month were similar in both years.

► *Referrals*

Inmates at Junee requiring specialist medical attention and/or hospitalisation for surgery are usually referred to specialist services in Wagga Wagga. These are mainly urgent surgical cases or inmates with chest pains or deteriorating head injuries. Medical imaging, cat scans and ultra sound are also referred to external specialists.

Data relating to medical/surgical referrals in years one and two are summarised as follows:

Referrals	
# of referrals - year two	85
Av. referrals per month	7
# of inmates to Wagga Base Hospital (WBH)	14
<hr/>	
# of referrals - year one	84
Av. referrals per month	7
# of inmates to WBH	9

These data show that the total number of referrals and the average number of referrals per month were the same in both years, however, the number of inmates admitted to the Wagga Base Hospital increased in year two.

Inmates at Junee needing to be admitted to hospital for medical (Ward B) or psychiatric (Ward D) care are transferred to the Long Bay Hospital. These data are summarised as

follows:

Transfers to LBH

# of transfers to Ward B - year two	3
# of transfers to Ward D - year two	23
<hr/>	
# of transfers to Ward B - year one	6
# of transfers to Ward D - year one	11

There were fewer transfers to Ward B in year two, but more transfers to Ward D.

▶ *Other*

Other services such as X-rays are treated by the Medical Officer on-site.

Health Services staff at Junee are active in health promotion programs and present modules in the Pre-release and Healthy Lifestyles programs for inmates.

(b) Methadone

The first inmates on methadone to be transferred to Junee only arrived on March 21, 1995, therefore, no data were available on the provision of methadone in year two.

Inmates on the methadone program at Junee are existing methadone users who have been transferred to Junee from other centres. Although the emphasis is upon methadone maintenance, inmates can request assistance if they wish to reduce their dependence on methadone. A dedicated methadone counsellor is located in the Programs area.

Methadone is administered (in a liquid form) once a day (in the morning) in the accommodation Unit where the methadone inmates are held (A Pod, Unit B2).

At the end of year two the resident medical officer was in the process of being accredited as a methadone prescriber by the NSW Health Department.

(c) Testing for BBCDs

The Health Services staff at Junee undertake on-site voluntary testing for blood-borne communicable diseases (BBCDs).

▶ *HIV testing*

Prior to December 23, 1994 all new receptions to NSW correctional centres were subject to mandatory testing for HIV. From December 23 onwards HIV testing of new receptions was voluntary, but inmates have been encouraged to undergo HIV testing.

Voluntary HIV testing is undertaken at Junee as and when requested by inmates or if required by the Department.

▶ *Testing for Hepatitis*

In year two the Health Services Manager advised that there was a strong focus on screening inmates for Hepatitis and that significant pathology work was done to identify inmates with Hepatitis B and C.

(d) Suicide prevention

ACM's suicide prevention and awareness strategy is aimed at identifying those at risk and preventing acts of deliberate self-harm and attempted suicide (High Risk Alert Team (HRAT)).

The HRAT strategy introduced by ACM was discussed in *Junee: One Year Out*. In year two this strategy was in the process of being amended and by the end of year two the HRAT committee had been expanded to 16 members.

Extensive minutes are taken at HRAT meetings on inmates at risk. The suicide watch memoranda are distributed twice weekly as well as a daily update.

In the two year period from April 1993 to March 1995 inclusive there was one apparent suicide at Junee (this is still to be confirmed by a coronial enquiry).

(e) Staff training

In addition to the general health procedures carried out at Junee, Health Services Staff maintain and update their level of professional skill through attendance at on-site training workshops and through a program of clinical placements and attendance at external training for health professionals.

Health Services staff at Junee are also active in promoting preventative health care within the centre and are involved in the training of custodial and non-custodial staff in health protocols.

(f) Departmental health care

In departmental facilities health services are provided by the Corrections Health Service (CHS), who report directly to the NSW Health Department.

▶ *Gaol of classification*

On arrival at a departmental gaol of classification inmates are allocated to a case officer who is responsible for monitoring their progress. The Program Review Committee determines the appropriate program pathway for the inmate taking information from the Reception Assessment into account. If deemed to be at risk the inmate is referred to the appropriate specialist staff member(s) or programs or recommended for transfer to the Long Bay Hospital.

▶ *Suicide prevention*

The Department's policy is to ensure that inmates at risk of deliberate self-harm or suicide are identified on first reception. As

well, procedures for managing inmates at risk have been introduced at all departmental gaols of classification.

In April 1994 the Department implemented a new policy on the provision of safe cells for use by inmates at risk.

By way of comparison there were 21 apparent male suicides (some awaiting the result of a coronial inquiry) in departmental centres in the two year period from April 1993 to March 1995 inclusive.

▶ *Range of services*

In order to provide a comparison with the health service provided in departmental centres, the health service provided at Bathurst, Grafton and Goulburn is summarised below:

Bathurst: the nursing unit comprises 4 full time and 3 part time nurses plus casuals, together with three visiting medical officers. Surgery is held 3 mornings per week and a psychiatrist visits once a week. There are 3 hospital beds at Bathurst. Inmates requiring surgery or specialist medical treatment are transferred to Long Bay.

As well a dental clinic is held 2 mornings per week and an optometrist visits as required.

Grafton: the nursing unit comprises 4 full time nurses, 3 permanent part time and 1 casual. Nurses are on duty from 7 am to 8 pm Mondays to Fridays, 8 am to 5 pm on weekends and are on call at other times. A medical officer visits Grafton 3 days per week and surgery is held on Monday, Wednesday and Friday for 2 hours per day. A psychiatrist is available for 6 hours per week. There are no hospital beds in the clinic at Grafton.

Access to a general surgeon and/or a physician is available at the local hospital with the approval of the Director Clinical Services, CHS. Emergency surgery is carried out at the local hospital and inmates requiring elective surgery are sent to Long Bay under escort. Other specialist medical services (e.g., x-ray, ECG, audiometry, etc.) are available at the local hospital.

As well a dentist is available 1 day per week and for emergencies. An ophthalmologist is available as required and inmates are escorted to the optometrist when necessary.

Goulburn: the nursing unit comprises 9 full time and 9 casual nurses. Nurses are on duty in two shifts 7 days per week - 7 am to 3 pm and 2 to 10 pm (also on call at night). A medical officer is on call 7 days per week and surgery is held on 2 days per week. A psychiatrist is available for 3 hours per week. There are no hospital beds in the clinic at Goulburn.

Emergency medical and surgical cases are transferred to the Goulburn Base Hospital. Inmates requiring elective surgery or hospitalisation for a medical condition or who need specialist referral are transferred to Long Bay.

As well a dentist is available 1 day per fortnight and an optician attends 1 day per fortnight for 3 hours.

Methadone is administered at Bathurst, Grafton and Goulburn, however, there are no methadone counsellors in departmental centres. Counselling of inmates on the methadone program in departmental centres is undertaken by drug and alcohol workers as part of an agreement reached between the Department's Drug & Alcohol Services and the Corrections Health Service.

(g) Summary

The main difference between the health service provided at Junee and that available in departmental centres is as follows:

- the health service provided by ACM at Junee is comprehensive and on-site, has an outpatient facility, provides for specialist medical appointments and has control over the range and quality of service provided.

In departmental centres in NSW health care is provided by the CHS who report directly to another government department. The service provided by the CHS, while similar to that at Junee, varies in each centre dependent upon location.

Differences in health service provision at Junee in year two compared with year one have been discussed in detail in this chapter.

Industries

The Manager Industries at Junee is responsible for supervising all inmate employment including recruitment, selection, on-the-job training and the payment of inmate wages.

In NSW all inmates are encouraged to participate in employment whilst in custody. The Department considers that employment contributes towards the cost and quality of confinement and the rehabilitation of inmates post-release. The Department's view expressed in the 1993/94 Annual Report is as follows:

"Increasing inmate participation in employment contributes to effective correctional centre management, as well as assisting recovery of the cost of corrections. Coupled with the Employment Development Program it enhances an inmate's prospect of post-release employment."(p27)

In all departmental centres inmates have access to a range of employment opportunities in both private and public sector industries or in correctional centre services such as catering, building maintenance or community projects.

A summary showing the proportion of inmates employed at Junee at the end of March in years one and two, with similar data for Bathurst, Grafton and Goulburn is as follows:

	<i>% of inmates employed</i>
Junee - March 1995	57.9
Junee - March 1994	56.7
Bathurst - March 1995	76.3
Bathurst - March 1994	77.0
Grafton - March 1995	59.2
Grafton - March 1994	66.9
Goulburn - March 1995	78.7
Goulburn - March 1994	60.8

Annex VI, Table 23 details the inmate

employment data for year two at Junee.

(a) Inmate employment

In year one the number of inmates employed at Junee grew as the demand for employees in the workshop increased. At the end of year one 57% of the inmates at Junee were employed, 28% in industrial employment. The employment profile at Junee at the end of year one, March 1994, was as follows:

<i>Junee - March 1994</i>	<i>% of inmates</i>
Domestic employment	24.5
Full time students	4.6
Industrial employment	27.6
Non-workers	2.0
Segregation	0.5
Unemployed	40.8
	100%

During the second year of operation three changes occurred which impacted upon the Industries area at Junee. These were:

- the change in the inmate mix required a reorganisation of the workforce to accommodate inmates with differing protection status;
- a productivity based pay scale was introduced for inmates employed in the workshop;
- the current Manager Industries was appointed following the resignation of the previous occupant in April 1994.

As at March 1995 the proportion of inmates in employment at Junee (58%) was unchanged compared with the end of year one (57%). The employment profile in March 1995 was as follows:

<i>Junee - March 1995</i>	<i>% of inmates</i>
Domestic employment	21.6
Full time students	7.0
Industrial employment	29.3
Non-workers	1.2
Segregation	0.7
Unemployed	<u>40.2</u>
	100%

Thus, at the end of year two, March 1995, there were fewer inmates engaged in domestic employment and slightly more in industrial employment and full time study.

(b) Workforce reorganisation

From April 1993 to October 1994 inclusive all the inmates at Junee were normal discipline inmates and the allocation of inmates to particular work details was dependent on security classification and/or experience.

From the end of October 1994 to the end of March 1995 large numbers of normal discipline inmates were moved out of Junee and PRO and SPRO inmates were moved in.

This meant, in the transition period, that there were fewer workers with experience in the industry currently available at Junee to chose from and, according to the Manager Industries at Junee, this affected employment numbers and productivity during the changeover period.

As inmate employment at Junee is considered to be an integral feature of inmate management a reorganisation of the workforce was essential so that employment could be provided for each group of inmates regardless of protection status.

Discussions were held with each group of inmates and a negotiated settlement was reached whereby:

Normal discipline inmates would continue to undertake the following work:

- kitchen and laundry duties,

- one shift in industries,
- outside grounds,
- community projects,
- maintenance (3 positions).

PRO inmates were allocated the following work:

- one shift in industries,
- domestic sweeping main walkway,
- inside grounds (oval and back area).

SPRO inmates were allocated the following work:

- maintenance,
- cleaners in intake,
- inside gardens.

At the end of March 1995 these work allocation arrangements were in operation at Junee, however, it was recognised that these arrangements would need to be reviewed if further changes to the inmate mix occurred.

(c) Inmate employment

Inmates seeking employment at Junee are required to submit a written application for work, showing previous experience, education, qualifications, age, etc. All applications are lodged in date order and vacancies are filled as they become available from the list of inmates awaiting employment.

► Industries

At the end of year one there were three private sector employers at Junee, Kambrook Australia Pty. Ltd., Higginsons and Junee Advantage employing 162 inmates in the industrial workshop.

As at the end of year two, March 1995, all inmates working in industries were producing electrical cabling for International Cable Manufacturers (ICM), a subsidiary of Kambrook Australia Pty. Ltd. There were 140 inmates employed in industries working

two six-hour shifts five days per week (75 inmates per shift) - 6.30 am to 12.30 pm (ND) and 12.30 to 6.30 pm (PRO).

In the workshop there are five production lines each containing 14 inmates. Inmates are responsible for their own quality and tool control (e.g., inmates sign for tools on each shift).

In February 1995 a new pay scheme was introduced for inmates employed in the workshop which was productivity based. The production capacity of each machine was calculated per six hour shift and inmates were then required to produce at a rate of 80% of the machine's capacity.

In the first week of employment on the production line (training week) inmates are paid \$3.60 per day. Inmates on the maximum wage can earn \$15 per day - a maximum \$75 per week including bonuses (CSI maximum \$60 + bonuses). The majority of inmates are now paid the top rate.

The Manager Industries advised that after only a few weeks on the job the PRO shift was producing a number of cables per shift equivalent to the more experienced ND inmates. Inmates are required to produce 150,000 cables per shift per month.

There are seven Kambrook personnel and two Kambrook trainees working on-site. At the end of each shift the ICM supervisor is required to certify production figures and pay is calculated according to the production target scale for each machine type. At the end of each month both shifts are required to have completed the target number of items before all workers are eligible to receive the maximum payment. Wages are adjusted at the end of each month to cover any excess or shortfall.

► *Domestic*

Domestic employment at Junee includes:

- cleaning and unit maintenance;
- food service;
- laundry;
- facility maintenance;
- vehicle maintenance;
- internal gardening;
- horticulture;
- community projects.

Domestic employees are responsible for ensuring the daily maintenance of the facility, for work on the acreage surrounding the facility and community projects. Horticultural and community projects are discussed separately below.

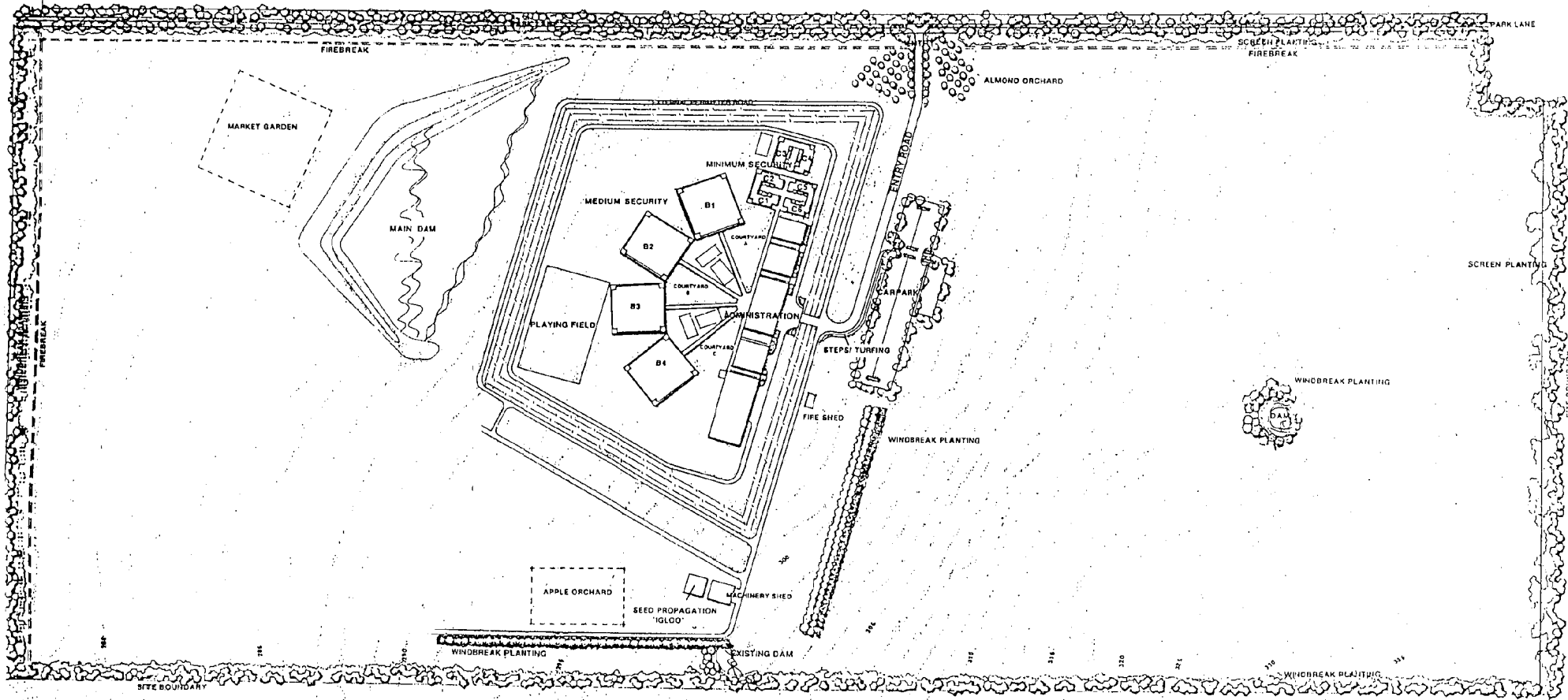
Domestic work is allocated on a daily basis. Inmates in domestic employment are paid according to a pay scale which incorporates a basic wage per hour plus an hourly performance allowance. Inmates can earn from \$2.40 (level 1) up to a maximum of \$6.42 per day (level 9) for a 6 hour shift - a maximum of \$32 per week.

By comparison in departmental centres inmates in domestic employment can earn between \$2.40 and \$6.00 per 6 hour day - a maximum of \$30 per week.

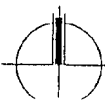
► *Horticulture*

Chart 5 shows the facility and the surrounding acreage. Identified on the chart are a number of initiatives which were undertaken in year two. These are as follows:

- apple orchard - 100 Granny Smith apple trees, donated by Mannus Correctional Centre, were planted in an orchard located on the southern boundary;
- seed propagation - in October and No-



LANDSCAPE MASTER PLAN



JUNEE CORRECTIONAL CENTRE JUNEE NSW

vember 1994 a seed propagation shed (igloo) was established. The first seedlings, tomatoes, have been transplanted to the market garden;

- market garden - on the north-western boundary behind the dam, three hectares of market garden were established. Inmates have planted a range of vegetables including tomatoes, zucchini, corn and watermelon;
- tree planting - a total of 4000 trees, mainly wattle and gums, have been planted along the Park Lane boundary;
- almond grove - approximately 50 trees have been replanted in the almond grove near the street entry to the site; and
- car park - at the base of the carpark opposite the main gate inmates have laid turf and built steps into the carpark area.

Due to drought conditions existing in the area during year two, water was pumped from the dam to irrigate the market garden, apple orchard and the newly planted trees on the site.

▶ *Community projects*

Under Section 20(2) of the Prisons Act 1952 convicted inmates may with the approval of the Commissioner work "beyond the precinct of the prison". At Junee a small group of normal discipline minimum security inmates were granted approval to undertake community projects. In year two these were as follows:

- Riding for the Disabled: painting sheds and building horse stalls;
- Lawson House complex: mowing and tending the grounds;

- Junee Showground: painting the horse jumping rails prior to the Junee Show.

Other community projects were identified and have been scheduled for year three.

▶ *Full time students*

Inmates who are undertaking full time study are deemed to be employed and are paid \$12 per week. By comparison in departmental centres these inmates are paid between 40 and 60 cents per hour or \$2.40 to \$3.60 (\$12-18 per week) for a 6 hour day.

▶ *Unemployed*

Unemployed inmates at Junee are defined as those inmates who want to work but for whom there is currently no work available. They are allocated work as it becomes available. Those inmates who through age, disability or illness are unable to work are also deemed to be unemployed.

Unemployed inmates at Junee are paid \$9 per week. Unemployed inmates in departmental centres are paid \$10.50 per week.

▶ *Non-workers*

Those inmates who refuse to work receive no payment and can have their visits, phone calls and buy-ups restricted.

(d) Corrective Services Industries

In departmental centres employment is also an integral part of inmate management. Corrective Services Industries (CSI) operate in all correctional centres in NSW including both private industry and public sector employment.

The March 1995 data shows that employment numbers for Junee, at 58% of inmates in employment (domestic, industrial and full

time students), was below the level achieved at Bathurst (76%) and Goulburn (79%), but similar to Grafton (59%).

A summary of the inmate employment data for Bathurst, Grafton and Goulburn as at March 1995 is set out below:

<i>Bathurst</i>	<i>% of inmates</i>
Domestic	32.5
Full time students	14.8
Industrial	29.0
Other	<u>23.8</u>
	100%

<i>Grafton</i>	<i>% of inmates</i>
Domestic	18.4
Full time students	1.8
Industrial	39.0
Other	<u>40.8</u>
	100%

<i>Goulburn</i>	<i>% of inmates</i>
Domestic	36.9
Full time students	0.0
Industrial	41.8
Other	<u>21.3</u>
	100%

This high level of employment in departmental centres is not restricted to Bathurst and Goulburn. The Department's 1993/94 Annual Report stated that 85% of the inmate population in NSW were employed.

(e) Summary

In year two Industries at Junee was able to maintain the level of employment achieved in year one despite the considerable change in the inmate mix which occurred in the latter part of year two (November 1994 to March 1995).

At the same time ACM introduced the following initiatives:

- a reorganisation of the inmate workforce designed to address the change in the inmate mix and to ensure that all inmates

(ND, PRO and SPRO) had access to employment;

- training was provided for PRO inmates employed in the workshop to ensure comparability, in terms of productivity and quality, between shifts;
- a new pay/productivity arrangement was implemented for inmates employed in the workshop; and
- an expansion of the horticultural activities on the external acreage was undertaken.

Human resources

As identified in *Junee: One Year Out* ACM is a medium sized, private sector organisation with staff employed in two correctional centres, the Arthur Gorrie Centre in Queensland and the Junee Correctional Centre in NSW, together with a corporate headquarters located in Sydney.

By comparison, the NSW Department of Corrective Services is a large public sector organisation employing in excess of 4000 staff in over 30 locations throughout NSW.

The differences in size and complexity of these two organisations are obvious, however, it was considered that comparisons could be made at the correctional centre level. Thus, in this chapter data collected from Bathurst, Grafton and Goulburn were used, where appropriate, for comparative purposes.

Data relating to this chapter are contained in Annex VII, Tables 24 to 28.

(a) Staff profile

For reasons of commercial confidentiality, figures relating to the actual number of employees at Junee were not included in this report. These data are made available to the Commissioner of the NSW Department of Corrective Services on request.

ACM have supplied data (in percentages) to enable the publication of a brief demographic profile of staff at Junee. Data were gathered at the end of year two, March 1995, and compared with similar data for Bathurst, Grafton and Goulburn. These data were also compared with Junee data from year one.

► Custodial staff

The majority of staff at all NSW correctional centres are custodial staff, either correctional officers or uniformed officers working in industries. At Junee, Bathurst, Grafton and Goulburn approximately eight in ten staff members are custodial staff.

Set out below is a summary of the gender breakdown of custodial staff at each of these institutions:

	<i>% by gender</i>
Junee - males - year two	79.2
Junee - females	20.8
Junee - males - year one	83.8
Junee - females	16.2
Bathurst - males - year two	88.9
Bathurst - females	11.1
Grafton - males - year two	93.3
Grafton - females	6.7
Goulburn - males - year two	89.5
Goulburn - females	10.4

Junee, as shown above, employs a higher proportion of female custodial staff compared with the departmental centres listed above. As well the proportion of female custodial staff at Junee increased in year two.

The year two age profile data for the custodial staff at Junee were then examined. These data are summarised as follows:

	<i>% by age</i>
Junee - <40 years of age - year two	68.8
Junee - 40+	31.2
Junee - <40 years of age - year one	76.6
Junee - 40+	23.4
Bathurst - <40 years of age - year two	59.0
Bathurst - 40+	41.0

Grafton - <40 years of age - year two	42.6
Grafton - 40+	57.3
Goulburn - <40 years of age - year two	64.1
Goulburn - 40+	35.9

The custodial staff at Junee are considerably younger than their counterparts at Bathurst, Grafton and Goulburn, as would be expected in a relatively new organisation. The Department, an organisation of long standing, has an age profile consistent with a career service.

Nevertheless in all the above centres, with the exception of Grafton, more than half the custodial staff are under 40 years of age.

▶ *Non-custodial staff*

The non-custodial staff at all correctional centres comprise specialist professional staff (i.e., psychologists, teachers, etc.), administrative staff and managers. At Junee, Bathurst, Grafton and Goulburn the non-custodial staff represent less than 20% of the workforce.

Set out below is a summary of the gender breakdown of non-custodial staff at each of these institutions:

<i>% by gender</i>	
Junee - males - year two	52.2
Junee - females	47.8
Junee - males - year one	44.6
Junee - females	55.4
Bathurst - males - year two	46.9
Bathurst - females	53.1
Grafton - males - year two	58.8
Grafton - females	41.8
Goulburn - males - year two	45.2
Goulburn - females	54.8

These data should be treated with caution as the number of non-custodial staff at these centres is very small. However, the above

summary shows that in year two there was a change in the gender profile of the non-custodial staff at Junee from a majority of female staff in year one to a majority of male staff in year two.

The year two age profile data for the non-custodial staff at Junee were then examined. These data are summarised as follows:

<i>% by age</i>	
Junee - <40 years of age - year two	64.0
Junee - 40+	36.0
Junee - <40 years of age - year one	69.8
Junee - 40+	30.2
Bathurst - <40 years of age - year two	37.5
Bathurst - 40+	62.5
Grafton - <40 years of age - year two	47.0
Grafton - 40+	52.9
Goulburn - <40 years of age - year two	52.4
Goulburn - 40+	47.6

As stated previously these data should be treated with caution as the number of non-custodial staff at these centres is very small.

More than six in ten non-custodial staff at Junee were under 40 years of age. At the departmental centres listed above the non-custodial staff are considerably older. Bathurst has the oldest age profile among the non-custodial staff with more than six in ten non-custodial staff members over 40 years of age.

(b) Resignations and appointments

In year two data relating to resignations and appointments at Junee were available for nine out of twelve months (data were not available for April, July and November). For the nine months where data were available, 59 employees resigned and 95 appointments were made.

In year two there were three intakes of

trainee correctional officers - in June, August 1994 and February 1995.

(b) Staff training

In year two at Junee, excluding the months of April and July, a total of 20805 staff training hours were completed - an average of 2080 training hours per month, most of which were conducted on-site.

It was not part of the brief for this study to comment on the content or quality of the training provided. These issues are part of the compliance audit undertaken yearly by the Junee Liaison Officer.

For the purposes of this study data were gathered from official records in order to provide some measure of the extent and scope of the staff training provided (staff training is summarised in Annex VII, Table 27).

There are two main training strands at Junee - pre-service training for correctional officers and on-going training for new and existing staff.

▶ *Pre-service*

Prior to taking up duty as correctional officers all new recruits are required to complete 120 hours of pre-service training.

There were three intakes of new correctional officers in year two. A total of 65 new recruits entered pre-service training, some of whom did not complete the program.

▶ *Officer On-going Training*

All staff at Junee are required to undertake 40 hours training per year which is usually scheduled over a calendar year. A training program is developed for each staff member and the progress of individual staff mem-

bers, in terms of training undertaken and completed, is monitored by the Training Officer.

In December 1994, planning for the 1995 staff training program began. The training program, scheduled to begin at the end of January 1995, was to extend over a period of forty weeks and was to include mandatory staff training. The aim of this program was to expose all staff to a minimum of 50 hours training per annum.

In year two the number of training courses provided increased and the training program covered a wider range of material compared with year one.

Mandatory 40 hour per annum training can comprise induction training for new non-custodial staff or a combination of refresher courses and skills training for existing custodial and non-custodial staff. In addition, members of the Centre Emergency Response Team (CERT) undergo an additional 40 hours of mandatory training.

During year two staff training at Junee covered a wide variety of subject matter delivered as individual modules or as a series of modules spread over a period of time.

Lockdown Training: each week the centre is closed (locked down) for a short period of time to allow officers and staff to participate in staff training. This training is usually of between 1 and 2 hours duration and covers a wide range of subject matter including stress management, prohibited drugs, radio procedures and disciplinary procedures.

In year two the main focus of lockdown training was on training staff in the implementation of the revised case management program. Staff were required to attend eight separate modules to qualify as a case officer.

Lockdown training facilitates the 40 hour mandatory training program and ensures staff are able to be released from their duties to participate in the training program.

Security awareness: this training module is usually of 4 hours duration and is designed as part of the induction program for non-custodial staff. The subject matter covers areas such as the role of the correctional officer, security matters, incident reporting and emergency procedures.

Specialist Training: training courses are also provided on a wide range of issues including training in the use of the computerised Offender Records System, enterprise agreement negotiation skills, report writing and the Micropay system.

Training for Health Professionals: this training includes training modules for health services staff such as IV (intra venous) medication administration, emergency nursing and nurse training.

External Training: from time to time staff employed at Junee are sent on training courses provided by other organisations such as the Department of Corrective Services or TAFE, as well as specialist professional conferences.

► *Departmental staff training*

By way of comparison departmental staff also have access to a wide range of training programs, however, there is no 'mandatory' training for all staff within the Department.

Departmental Correctional Officers attend pre-service training prior to taking up duty. As well, there are compulsory training courses for officers seeking promotion and for the up-grading of specific skills.

Other training provided by the Department

is advertised internally and staff members may apply to undertake the courses listed.

Classroom training is provided at the Corrective Services Academy at Eastwood which includes officer training, administrative and computer training which are open to all staff. Weapons and dog training sessions are conducted at another departmental facility at Windsor.

Within departmental centres provision is made for on-the-job training which may be provided as part of the structured day, at cross-over between shifts or at times when the centres are locked down. The provision of on-the-job training can vary from centre to centre.

(c) **Occupational Health & Safety**

There is a workplace committee and a full-time Occupational Health and Safety (OH&S) Officer²⁸ at Junee. The OH&S Officer is responsible for monitoring all OH&S aspects of the Junee operation and for ensuring all staff are trained in the following areas:

- safe systems of work;
- accident prevention;
- fire control and prevention;
- use of hazardous substances;
- tool control and plant safety;
- manual handling;
- noise control.

At the end of year two ACM reached agreement with the National Safety Council of Australia to implement the Council's Five Star Workplace Health and Safety Program. A report on this initiative will be included in the year three report.

The OH&S Officer at Junee provides a monthly progress report setting out the number and nature of accidents occurring in

the month together with a list of inspections carried out, reports made and action taken in relation to OH&S issues during the month.

The staff committee responsible for occupational health and safety at Junee, in addition to their other activities, conduct a six monthly workplace audit of all OH&S features of the facility.

The Department's policy has been to appoint workplace committees in correctional centres. In some centres, such as Berrima, the Department has allowed the appointment of a safety officer in place of the committee, however, in most departmental facilities there is no one person with specific responsibility for OH&S.

The Department's OH&S and Workers' Compensation Manager, together with Corrective Services Industries, is currently developing a health and safety systems-based safety program which includes a policies and procedures manual. The aim of this project is to ensure that a manual is produced which clearly identifies safe working systems for hazardous substances, manual handling, machine and plant safety, communicable diseases and hearing preservation. Copies of the manual, when completed, will be made available to Junee.

As reported in *Junee: One Year Out*, the Department was developing training programs for members of workplace committees. There are currently 6 trainers accredited by the WorkCover Authority located in regional offices and head office. The Manager Industries at Junee is also an accredited trainer.

In August 1994 the Department's OH&S and Workers' Compensation Manager and a representative of the WorkCover Authority visited Junee to look at safety issues with regard to the Parole Officer.

A position also exists in the Department's Prison AIDS Project for a representative of the Prison Officers Vocational Branch of the NSW Public Service Association (who is a correctional officer) to oversight the provision and maintenance of AIDS pouches and other OH&S equipment in NSW correctional centres including Junee.

This officer also runs education sessions on communicable diseases and the use of OH&S equipment; provides follow-up and support for staff involved in critical incidents such as needlestick injuries and other exposures; when exposure to risk occurs ensures that the correct post-risk exposure procedures are followed and gives practical demonstrations of simulated blood spills and procedures to safely clean an area affected by blood, body fluids and/or body parts.

Data relating to OH&S activities at Junee in year two were not available for every month due to staff changes in the OH&S area. The current OH&S Officer took up duty in December 1994.

Following is an overview of the activities undertaken by the OH&S Officer at Junee in the period from April 1994 to March 1995 inclusive:

Staff accident reports: in year two, in the six month period for which data were available, 60 accidents were reported by staff. The average number of accidents per month at Junee in year two was 10 compared with 11.3 per month in year one.

The most common injuries reported by staff at Junee in this period resulted from assaults on officers and almost all of these occurred in May and June 1994, prior to the inmate changeover. For further details see Annex VII, Table 28.

In year two the total time lost on workers

compensation was 575 days - an average of 48 days per month. This compares with a total time lost in all departmental centres of 26873 days - an average of 2239 days per month.

The data for Junee were then recalculated to show the average days lost per employee per month and these data were then compared with similar data for Bathurst, Grafton and Goulburn as follows:

<i>Average days lost per employee per month</i>	
Junee - year two	0.19
Junee - year one	0.19
<hr/>	
Bathurst - 1994/95	0.36
Bathurst - 1993/94	1.45
<hr/>	
Grafton - 1994/95	1.81
Grafton - 1993/94	2.82
<hr/>	
Goulburn - 1994/95	0.53
Goulburn - 1993/94	2.28

These data relate to workers compensation claims that have been approved by the insurer. Departmental data²⁹ were available for financial years only.

The data show that Junee has maintained a low level of days lost per employee per month compared with data for departmental facilities. The marked improvement in departmental data in 1994/95 compared with 1993/94 represents workers' compensation claims before and after the introduction of the regional OH&S Coordinators.

Inmates who are injured during employment and who are off work for 7 days or more are reported to the WorkCover Authority as required by the legislation. Inspectors from the WorkCover Authority visit the centre regularly.

Worksite inspections: regular inspections of all worksites, including kitchens and food preparation areas and the accommodation

units, are carried out by the OH&S Officer and the Medical Officer.

Fire control and prevention: a check of all fire equipment was undertaken in the period from December 1994 to January 1995 inclusive, which also included checking of the first aid boxes and spill kits.

As reported in *Junee: One Year Out*, a close working relationship has been established with the local fire brigade. Fire and emergency response lectures and evaluations are conducted within the centre and inmates receive training in where to go in an emergency.

Training is also conducted regularly in the use of breathing apparatus by the Fire Response Team (FRT) Captain. All staff attending pre-service training courses receive training on breathing apparatus. Other staff are also trained in the use of breathing apparatus.

All members of the FRT are accredited trainers in the use of the apparatus and four members of the FRT are accredited trainers in the servicing of breathing apparatus and all FRT members have a first aid certificate and some are first aid instructors.

Hazardous substances: a close watch is kept on the supply and use of hazardous substances by the OH&S Officer and, where possible, these substances have been replaced with less toxic alternatives. As well a register of material safety data sheets for all chemicals used within the facility was established.

Tool control: a tool control program was implemented in the industries, medical and kitchen areas. Inmates working in industries are now responsible for tool control in that area.

Other issues: a number of other OH&S issues arose during year two which were dealt with by the OH&S Officer, these related to flammable liquid storage, smoke-free work areas, water temperature in the kitchens and vehicle maintenance.

of days lost on workers' compensation in 1994/95 compared with 1993/94.

(d) Summary

Data for the three areas examined in this chapter, Human Resources, Staff Training and OH&S, illustrate a number of noticeable differences between Junee and the Department. These were as follows:

- there were noticeable differences in the age and gender profile of staff employed at Junee. Both the custodial and non-custodial staff employed at Junee were younger than the staff in comparable departmental centres. As well a higher proportion of correctional officers were women;
- the mandatory training program for all staff employed within the centre at Junee indicates a systematic approach to career development and the upgrading of vocational skills within the workforce.

The ability of the Training Officer to monitor the progress of individual staff members in terms of training undertaken and completed encourages attendance by individual staff members and ensures managers identify the training needs of their staff and release them as required;

- the employment of an OH&S Officer located on-site actively encourages the identification and implementation of safe working practices and ensures a constant monitoring of OH&S procedures.

Within the Department the employment of OH&S Coordinators in the regions has resulted in a marked reduction in the level

Inmate profile

This chapter examines the demographic characteristics of individual inmates in custody at Junee. The characteristics examined were: age, marital status, aboriginality, known prior imprisonment, most serious offence, aggregate sentence, country of birth and local government area (LGA) of last address.

Two groups of data showing the characteristics of individual inmates were available: data on every inmate in custody in NSW on June 30, 1994, as extracted for the NSW Prison Census and similar data for every inmate in Junee at the end of September and December 1994 and March 1995. These data were extracted from the Offender Record System (ORS) and are shown in Annex VIII, Tables 29 to 37.

Similar data were also available for comparative purposes from the first year of operation at Junee (reported in *Junee: One Year Out*).

Using these data the following demographic analyses were undertaken:

- a comparison of inmates at Junee with sentenced inmates in other NSW centres by classification (B, E2, C1 and C2);
- a comparison of year one and year two data for inmates at Junee by classification using census data;
- a comparison of year one and year two data for all inmates at Junee with data for March 1995 after the inmate changeover;
- a comparison across classification for inmates at Junee only.

Chi-square statistical tests were used to

examine whether the distribution of each characteristic (e.g., age, marital status, etc.) was different for inmates at Junee compared with inmates of the same classification at other NSW centres. For example, when the chi-square test was significant at the 0.01 level, this meant there was less than one chance in a hundred of the distributions being identical.

(a) Overview

At the end of the second year of operation, March 1995, the inmate population at Junee represented 9% of the total inmate population in NSW. These inmates were all sentenced, male inmates transferred to Junee from other centres in NSW by the Department who retains the right to decide the allocation of inmates to all centres in NSW.

The inmate population at Junee at the end of March 1995 was made up as follows:

	<i>% of inmate population</i>
B classification	34.5
E2 classification	12.0
C1 classification	27.4
C2 classification	<u>26.0</u>
	100%

In the two year period since Junee became operational, April 1993 to March 1995, there was considerable variation in the proportion of each classification group held at the centre. For example:

- the proportion of B classification inmates at Junee declined from a peak of 58% in September 1993 to 35% in March 1995;
- inmates with an E2 classification remained small in number, but increased from 4% in September 1993 to 12% in March 1995;

- the proportion of inmates with a C1 classification showed a small increase over the two year period, but remained within a range of 24-29%; and
- the proportion of C2 inmates at Junee increased from a low of 9% in December 1993 to a peak of 34% in September 1994 and in March 1995 at 26% had settled within that range.

(b) B classification inmates

Over the four-year period from 1991 to 1994 inclusive the NSW Prison Census, taken on June 30 of each year, showed that B classification inmates averaged 17% of all inmates in full-time custody in NSW.

The population of B classification inmates at Junee represent a significant proportion of these inmates. A summary of B classification inmates at Junee as a proportion of the total B classification population is as follows:

	<i>% of B classification inmates</i>
March 1995	25.7
June 1994	28.3
June 1993	46.8

Thus, in March 1995 a quarter of all the B classification inmates in NSW were at Junee compared with almost a half in June 1993.

A demographic analysis of B classification inmates at Junee in year one, from the census data, showed that these inmates were atypical of B classification inmates elsewhere in NSW on almost all the demographic factors examined (Bowersy 1994).

A similar analysis undertaken in year two (see Table 4) produced some minor, but not significant differences, between year one and year two with the exception of LGA of last address data. These data showed a significant difference at the 0.05 level between years one and two, with a higher proportion

of B classification inmates having their LGA of last address in the country (32%) compared with year one (23%).

The census data for year two also showed that there were significant differences between B classification inmates at Junee and those elsewhere in NSW. At the 0.01 level - most serious offence and place of birth, and at the 0.05 level - Aboriginality.

The 1994 census data for Junee were then compared with data for March 1995 to see if any change in the demographic profile for B classification inmates had taken place as a result of the inmate changeover. This analysis showed significant differences at the 0.01 level by age, most serious offence, aggregate sentence, place of birth and LGA of last address, and at the 0.05 level by marital status. There were no differences by Aboriginality or known prior imprisonment.

At the end of year two B classification inmates at Junee were characterised as follows:

- almost six in ten (57%) were aged 30+;
- almost half (46%) had never married;
- less than one in ten (7%) identified themselves as being of Aboriginal or Torres Strait Islander descent;
- more than six in ten (63%) had known prior imprisonment³⁰;
- one quarter (24%) had a sexual offence as their most serious offence and a further one quarter (24%) had robbery as their most serious offence;
- three-quarters (75%) had aggregate sentences of 2 or more years with almost four in ten (37%) having aggregate sentences of between 2 and 5 years;

Table 4: B classification

B CLASSIFICATION	NSW PRISON CENSUS			JUNEE MAR 95	SIGNIFICANT DIFFERENCES		
	JUNEE 30/6/93 (Year 1)	JUNEE 30/6/94 (Year 2)	REST OF NSW 30/6/94		YEARS 1/2	YEARS 1/2 & MAR95	YEAR 2 REST OF NSW
Age:	(N=340)	(N=248)	(N=629)	(N=195)	NS	++	NS
18-24	23.8	25.4	24.2	24.1			
25-29	31.5	24.6	18.4	18.5			
30-39	30.6	31.0	32.8	29.2			
40+	14.1	19.0	24.6	28.2			
Marital status:	(N=340)	(N=248)	(N=629)	(N=195)	NS	+	NS
Never married	58.5	51.6	50.4	45.6			
Married/defaulto	30.3	36.7	34.3	35.9			
Other	11.2	11.7	15.3	18.5			
Aboriginality:	(N=340)	(N=248)	(N=629)	(N=195)	NS	NS	+
	5.9	9.7	15.1	7.2			
Known Prior Imprisonment:	(N=340)	(N=248)	(N=629)	(N=195)	NS	NS	NS
	65.0	65.3	66.9	63.1			
Most Serious Offence:	(N=338)	(N=248)	(N=629)	(N=195)	NS	++	++
Homicide	3.5	7.3	10.7	6.2			
Assault	8.5	6.9	10.5	7.2			
Sexual offences	5.6	5.2	20.2	24.1			
Robbery	24.6	24.2	19.1	23.6			
Property	30.3	23.4	19.9	19.0			
Other	27.4	33.1	19.7	20.0			
Aggregate sentence:	(N=340)	(N=248)	(N=629)	(N=195)	NS	++	NS
<1 year	5.3	6.9	12.2	11.8			
1-2 years	12.6	10.9	11.1	13.3			
2-5 years	36.2	28.2	22.1	37.4			
5-7 years	19.7	19.0	17.6	16.4			
7 years >	26.2	35.1	36.9	21.0			
Place of Birth:	(N=340)	(N=248)	(N=629)	(N=195)	NS	++	++
Overseas	31.2	33.5	22.7	18.5			
NSW	60.0	59.3	67.1	66.7			
Interstate	8.8	7.3	10.2	14.9			
LGA of last address:	(N=340)	(N=248)	(N=629)	(N=195)	+	++	NS
Sydney	63.2	51.6	53.3	44.1			
Country	22.9	31.9	35.9	35.9			
Other	13.8	16.5	10.8	20.0			

NOTES:

1. Chi square tests were used to determine whether any differences detected were significant at the 0.01 (++) or 0.05 (+) level.
2. NS = not significant.
3. REST OF NSW refers to all male B classification inmates in full time custody elsewhere in NSW (excluding June) when the Census was taken.
4. Most Serious Offence is defined as that offence which has attracted the longest sentence.

- two-thirds (67%) were born in NSW;
- more than four in ten (44%) gave Sydney as their LGA of last address, a further two in ten (20%) gave 'overseas' as their last address.

Thus, at the end of year two and following the inmate changeover B classification inmates were substantially different to those resident at Junee prior to the changeover.

(c) E2 classification inmates

Over the four-year period from 1991 to 1994 inclusive the NSW Prison Census, taken on June 30 of each year, showed that E2 classification inmates averaged less than 2% of all inmates in full-time custody in NSW.

The population of E2 classification inmates at Junee represent a significant proportion of these inmates. A summary of E2 classification inmates at Junee as a proportion of the total E2 classification population is as follows:

<i>% of E2 classification inmates</i>	
March 1995	27.9
June 1994	28.9
June 1993	0.0

Thus, in March 1995 almost three in ten of all E2 classification inmates in NSW were resident at Junee.

Note: data relating to E2 inmates should be treated with caution as the number of E2 inmates at Junee is quite small (50 E2s at 30/6/94). Comparisons with year one are not available for inmates with an E2 classification as none were in residence at Junee on June 30, 1993.

A demographic analysis of E2 classification inmates at Junee in year two, from the cen-

sus data, showed that these inmates were similar to other E2 classification inmates elsewhere in NSW on almost all the demographic factors shown in Table 5. The only factor on which there was a significant difference was Aboriginality and this was found significantly different at the 0.05 level.

The census data for 1994 were then compared with data for March 1995 to see if any change in the demographic profile for E2 classification inmates had taken place as a result of the inmate changeover. This analysis showed no significant differences on any of the demographic characteristics shown in Table 5.

At the end of year two E2 classification inmates at Junee were characterised as follows:

- seven in ten (71%) were aged under 30 years of age;
- more than six in ten (62%) had never married;
- less than one in ten (6%) identified themselves as being of Aboriginal or Torres Strait Islander descent;
- almost nine in ten (88%) had known prior imprisonment;
- almost half (47%) had a property offence as their most serious offence and a further one quarter (25%) had robbery as their most serious offence;
- eight in ten (81%) had aggregate sentences under 5 years with four in ten (41%) having aggregate sentences of between 2 and 5 years;
- three quarter (75%) were born in NSW;

Table 5: E2 classification

E2 CLASSIFICATION	NSW PRISON CENSUS			JUNEE MAR 95	SIGNIFICANT DIFFERENCES		
	JUNEE 30/6/93 (Year 1)	JUNEE 30/6/94 (Year 2)	REST OF NSW 30/6/94		YEARS 1/2	YEARS 1/2 & MAR95	YEAR 2 REST OF NSW
Age:		(N=50)	(N=123)	(N=68)		NS	NS
18-24		44.0	35.8	36.8			
25-29		32.0	31.7	33.8			
30-39		20.0	22.0	16.2			
40+		4.0	10.6	13.2			
Marital status:		(N=50)	(N=123)	(N=68)		NS	NS
Never married		54.0	57.7	61.8			
Married/defacto		36.0	35.8	32.4			
Other		10.0	6.5	5.9			
Aboriginality:		(N=50)	(N=123)	(N=68)		NS	+
		8.0	21.1	5.9			
Known Prior Imprisonment:		(N=50)	(N=123)	(N=68)		NS	NS
		80.0	88.6	88.2			
Most Serious Offence:		(N=50)	(N=123)	(N=68)		NS	NS
Homicide		0.0	3.3	2.9			
Assault		16.0	7.3	4.4			
Sexual offences		0.0	2.4	5.9			
Robbery		26.0	23.6	25.0			
Property		42.0	47.2	47.1			
Other		16.0	16.3	14.7			
Aggregate sentence:		(N=50)	(N=123)	(N=68)		NS	NS
<1 year		10.0	13.0	19.1			
1-2 years		16.0	30.1	20.6			
2-5 years		42.0	26.8	41.2			
5-7 years		18.0	8.9	10.3			
7 years >		14.0	21.1	8.8			
Place of Birth:		(N=50)	(N=123)	(N=68)		NS	NS
Overseas		14.0	13.8	13.2			
NSW		76.0	77.2	75.0			
Interstate		10.0	8.9	11.8			
LGA of last address:		(N=50)	(N=123)	(N=68)		NS	NS
Sydney		50.0	57.7	54.4			
Country		40.0	33.3	35.3			
Other		10.0	8.9	10.3			

NOTES:

1. Chi square tests were used to determine whether any differences detected were significant at the 0.01 (++) or 0.05 (+) level.
2. NS = not significant.
3. REST OF NSW refers to all male E2 classification inmates in full time custody elsewhere in NSW (excluding June) when the Census was taken.

- more than half (54%) gave Sydney as their LGA of last address.

Thus, at the end of year two, following the inmate changeover, E2 classification inmates were not substantially different to those resident at Junee prior to the changeover.

(d) C1 classification inmates

Over the four-year period from 1991 to 1994 inclusive the NSW Prison Census, taken on June 30 of each year, showed that C1 classification inmates averaged 15% of all inmates in full-time custody in NSW.

The population of C1 classification inmates at Junee represent a significant proportion of these inmates. A summary of C1 classification inmates at Junee as a proportion of the total C1 classification population is as follows:

	<i>% of C1 classification inmates</i>
March 1995	15.4
June 1994	16.7
June 1993	15.4

Thus, in March 1995 the proportion of C1 classification inmates in residence at Junee was similar to the overall proportion of C1 inmates in NSW.

A demographic analysis of C1 classification inmates at Junee in year one, from the census data, showed these inmates were significantly different from C1 classification inmates elsewhere in NSW in terms of aggregate sentence, place of birth and LGA of last address.

A similar analysis undertaken in year two showed (see Table 6) some small, but not significant differences, between year one and year two.

The census data for year two produced some significant differences between C1 classifica-

tion inmates at Junee and those elsewhere in NSW in terms of place of birth and LGA of last address at the 0.01 level and by aggregate sentence at the 0.05 level.

The census data for 1994 were then compared with data for March 1995 to see if any change in the demographic profile for C1 classification inmates had taken place as a result of the inmate changeover. This analysis showed significant differences at the 0.01 level by most serious offence, aggregate sentence and LGA of last address, and at the 0.05 level by place of birth.

At the end of year two C1 classification inmates at Junee were characterised as follows:

- half (52%) were aged 30+;
- almost two-thirds (63%) had never married;
- less than one in ten (7%) identified themselves as being of Aboriginal or Torres Strait Islander descent;
- two-thirds (66%) had known prior imprisonment;
- almost one quarter (22%) had a robbery offence as their most serious offence and a further two in ten (19%) had a sexual or property offence as their most serious offence;
- more than eight in ten (83%) had aggregate sentences under 5 years with almost half (45%) having aggregate sentences of between 2 and 5 years;
- more than two-thirds (68%) were born in NSW;
- almost half (48%) gave Sydney as their LGA of last address.

Table 6: C1 classification

C1 CLASSIFICATION	NSW PRISON CENSUS			JUNEE MAR 95	SIGNIFICANT DIFFERENCES		
	JUNEE 30/6/93 (Year 1)	JUNEE 30/6/94 (Year 2)	REST OF NSW 30/6/94		YEARS 1/2	YEARS 1/2 & MAR95	YEAR 2 REST OF NSW
Age:	(N=145)	(N=159)	(N=790)	(N=155)	NS	NS	NS
18-24	22.1	20.1	25.9	27.7			
25-29	24.1	25.2	20.5	20.0			
30-39	34.5	34.6	33.0	31.0			
40+	19.3	20.1	20.5	21.3			
Marital status:	(N=145)	(N=159)	(N=790)	(N=155)	NS	NS	NS
Never married	53.1	47.2	50.5	62.6			
Married/defacto	33.8	39.6	36.5	25.2			
Other	13.1	13.2	13.0	12.2			
Aboriginality:	(N=145)	(N=159)	(N=790)	(N=155)	NS	NS	NS
	7.6	7.5	12.2	6.5			
Known Prior Imprisonment:	(N=145)	(N=159)	(N=790)	(N=155)	NS	NS	NS
	57.9	62.3	66.8	65.8			
Most Serious Offence:	(N=144)	(N=159)	(N=790)	(N=155)	NS	++	NS
Homicide	3.4	5.7	5.2	0.6			
Assault	9.7	8.8	10.9	7.7			
Sexual offences	5.5	8.2	15.6	19.4			
Robbery	22.1	18.3	17.6	21.9			
Property	30.3	27.7	27.2	19.4			
Other	29.0	31.4	23.5	31.0			
Aggregate sentence:	(N=145)	(N=159)	(N=790)	(N=155)	NS	++	+
<1 year	6.9	4.4	12.7	15.5			
1-2 years	11.0	11.9	14.8	22.6			
2-5 years	37.2	38.4	36.1	45.2			
5-7 years	26.9	22.0	17.5	7.7			
7 years >	17.9	23.3	19.0	9.0			
Place of Birth:	(N=145)	(N=159)	(N=790)	(N=155)	NS	+	++
Overseas	35.9	39.0	22.7	21.9			
NSW	56.6	52.2	67.3	68.4			
Interstate	7.6	8.8	10.0	9.7			
LGA of last address:	(N=145)	(N=159)	(N=790)	(N=155)	NS	++	++
Sydney	57.9	60.4	50.9	48.4			
Country	24.1	25.2	40.1	37.4			
Other	17.9	14.5	9.0	14.2			

NOTES:

1. Chi square tests were used to determine whether any differences detected were significant at the 0.01 (++) or 0.05 (+) level.
2. NS = not significant.
3. REST OF NSW refers to all male C1 classification inmates in full time custody elsewhere in NSW (excluding June) when the Census was taken.

Thus, at the end of year two and following the inmate changeover C1 classification inmates were substantially different to those resident at June prior to the changeover.

(e) C2 classification inmates

Over the four-year period from 1991 to 1994 inclusive the NSW Prison Census, taken on June 30 of each year, showed that C2 classification inmates averaged 28% of all inmates in full-time custody in NSW. In 1994 C2 inmates comprised almost one third (32%) of all inmates in full-time custody in NSW.

The population of C2 classification inmates at June represent only a small proportion of these inmates. A summary of C2 classification inmates at June as a proportion of the total C2 classification population is as follows:

	<i>% of C2 classification inmates</i>
March 1995	7.2
June 1994	4.6
June 1993	6.0

Thus, in March 1995 less than one in ten C2 classification inmates in NSW were at June.

A demographic analysis of C2 classification inmates at June in year one, from the census data, showed that these inmates were significantly different from C2 classification inmates elsewhere in NSW in terms of age, aggregate sentence and place of birth.

A similar analysis undertaken in year two showed some significant differences between year one and year two. These data, summarised in Table 7, showed significant differences at the 0.01 level on Aboriginality, aggregate sentence and LGA of last address and at the 0.05 level by age.

The census data for year two also produced some significant differences between C2

classification inmates at June and those elsewhere in NSW in terms of most serious offence, aggregate sentence, place of birth and LGA of last address at the 0.01 level and by Aboriginality at the 0.05 level.

The census data for 1994 were then compared with data for March 1995 to see if any change in the demographic profile for C2 classification inmates had taken place as a result of the inmate changeover. This analysis showed significant differences at the 0.01 level by age, Aboriginality, most serious offence, aggregate sentence and LGA of last address, and at the 0.05 level by known prior imprisonment.

At the end of year two C2 classification inmates at June were characterised as follows:

- they were evenly spread across all age groups;
- more than half (55%) had never married;
- less than one in ten (6%) identified themselves as being of Aboriginal or Torres Strait Islander descent;
- seven in ten (71%) had known prior imprisonment;
- more than one-third (37%) had a property offence as their most serious offence;
- four in ten (40%) had aggregate sentences under 1 year and a quarter (26%) had aggregate sentences of between 2 and 5 years;
- two-thirds (65%) were born in NSW;
- half (52%) gave Sydney as their LGA of last address.

Table 7: C2 classification

C2 CLASSIFICATION	NSW PRISON CENSUS			JUNEE MAR 95	SIGNIFICANT DIFFERENCES		
	JUNEE 30/6/93 (Year 1)	JUNEE 30/6/94 (Year 2)	REST OF NSW 30/6/94		YEARS 1/2	YEARS 1/2 & MAR95	YEAR 2 REST OF NSW
Age:	(N=99)	(N=90)	(N=1851)	(N=147)	+	++	NS
18-24	33.3	15.6	27.1	23.8			
25-29	31.3	23.3	21.4	23.8			
30-39	25.3	37.8	31.3	27.9			
40+	10.1	23.3	20.1	24.5			
Marital status:	(N=99)	(N=90)	(N=1851)	(N=147)	NS	NS	NS
Never married	62.6	53.3	51.0	55.1			
Married/defacto	29.3	30.0	35.8	32.7			
Other	8.1	16.7	13.2	12.2			
Aboriginality:	(N=99)	(N=90)	(N=1851)	(N=147)	++	++	+
	16.2	4.4	13.2	6.1			
Known Prior Imprisonment:	(N=99)	(N=90)	(N=1851)	(N=147)	NS	+	NS
	55.6	58.9	63.9	71.4			
Most Serious Offence:	(N=98)	(N=90)	(N=1851)	(N=147)	NS	++	++
Homicide	3.0	1.1	2.3	2.7			
Assault	10.1	4.4	14.4	5.4			
Sexual offences	1.0	2.2	10.2	18.4			
Robbery	15.2	20.0	11.7	6.8			
Property	36.4	27.8	25.8	36.7			
Other	34.3	44.5	35.5	29.9			
Aggregate sentence:	(N=99)	(N=90)	(N=1851)	(N=147)	++	++	++
<1 year	29.3	15.6	32.1	39.5			
1-2 years	20.2	13.3	18.7	16.3			
2-5 years	38.4	30.0	30.1	25.9			
5-7 years	7.1	25.6	9.7	5.4			
7 years >	5.1	15.6	9.3	12.9			
Place of Birth:	(N=99)	(N=90)	(N=1851)	(N=147)	NS	NS	++
Overseas	30.3	40.0	22.9	27.9			
NSW	64.6	55.6	67.2	65.3			
Interstate	5.1	4.4	9.9	6.8			
LGA of last address:	(N=99)	(N=90)	(N=1851)	(N=147)	++	++	++
Sydney	48.5	67.8	50.0	51.7			
Country	43.4	16.7	40.7	38.1			
Other	8.1	15.6	9.3	10.2			

NOTES:

1. Chi square tests were used to determine whether any differences detected were significant at the 0.01 (++) or 0.05 (+) level.
2. NS = not significant.
3. REST OF NSW refers to all male C2 classification inmates in full time custody elsewhere in NSW (excluding June) when the Census was taken.

Thus, at the end of year two and following the inmate changeover C2 classification inmates were substantially different to those resident at Junee prior to the changeover.

(f) Across classifications

The preceding analyses related to comparisons within classification groups over time and for those at Junee with inmates of the same classification groups at other NSW centres.

A further analyses was undertaken to see if there were significant differences between classification groups at Junee. At the end of year two, March 1995, there were significant differences between classification groups at the 0.01 level by most serious offence and aggregate sentence and the 0.05 level by marital status. E2 inmates were significantly different from other classification groups at the 0.01 level by known prior imprisonment and at the 0.05 level by age. There were no significant differences between classification groups by Aboriginality, place of birth and LGA of last address.

Thus, at the end of year two an analysis across classification groups showed that:

- E2 inmates were the youngest inmates at Junee with seven in ten (71%) under 30 years of age whereas for B, C1 and C2 classification inmates more than half were aged 30+;
- C1 and E2 inmates were more likely to have never married (63% and 62% respectively), however, between one quarter of C1s and one-third of Bs, E2s and C2s were married/defacto;
- E2s were significantly more likely to have known prior imprisonment than other groups, with nine in ten E2s (88%)

recording known prior imprisonment compared with between 63% and 71% of other inmate groups;

- Bs had the highest proportion of inmates with a sexual offence as their most serious offence (24%) closely followed by C1s (19%) and C2s (18%);
- E2s had the highest proportion of inmates with a robbery offence as their most serious offence (25%) closely followed by Bs and C1s;
- E2s had the highest proportion of inmates with a property offence as their most serious offence (47%) followed by C2s (37%);
- Bs had the highest proportion of inmates with aggregate sentences between 5 and 7 years (16%) and 7 years or more (21%);
- C1s had the highest proportion of inmates with aggregate sentences between 2 to 5 years (45%) closely followed by E2s (41%);
- C1s had the highest proportion of inmates with aggregate sentences between 1 and 2 years (23%);
- C2s had the highest proportion of inmates with aggregate sentences under one year (40%).

Discussion

The first report in this series, *Junee: One Year Out*, identified a number of differences in the way things were done at Junee compared with departmental facilities during the first year of operation. In the period from April 1993 to March 1994 inclusive, differences were detected in the following areas:

- in the organisational structure and the implementation of case management as the chosen method of inmate management at Junee;
- in the demographic profile of inmates by classification category compared with inmates of the same classification category held elsewhere in NSW;
- in the provision of a comprehensive on-site health service containing a wide range of on-site medical, dental and specialist health services and whose staff were involved in the day-to-day management and care of inmates;
- in an organisational model that encouraged multi-skilling and close working relationships between staff throughout the centre;
- in the structure and operation of the Programs area and the range of services provided;
- in the provision of a full-time on-site Occupational Health & Safety Officer responsible for the monitoring of all occupational health and safety matters at the centre;
- in comparisons made between data collections relating to events in custody recorded at Junee and selected departmental centres.

By the end of year two, March 1995, major changes had occurred at Junee. Some of the original differences identified in year one remained in place, some had been modified and some of the original differences were overtaken by events which occurred in year two. These events were as follows:

▶ *Inmate mix*

The most significant event which occurred in year two was the change that occurred in the inmate mix. This difference is examined in detail in the chapters entitled *The Inmate Mix* and *Weekly States*.

At the end of year one Junee contained an inmate population made up of normal discipline inmates, of which approximately six in ten were medium security inmates and four in ten were minimum security inmates.

The changes which occurred at Junee in year two resulted in a change in the ratio of medium/minimum security inmates and a change from a normal discipline facility to a predominantly protection facility.

Thus, at the end of year two approximately half the inmates were medium security and half were minimum security inmates. These inmates were spread across three categories namely, normal discipline (45%), strict protection (29%) and protection (26%). Only the C Units, the area containing minimum security inmates and Unit B4 which houses normal discipline inmates remained unchanged.

As well, approval was granted in February 1995 for Junee to administer Methadone and in March 1995 the first Methadone inmates were transferred to Junee.

► *Inmate profile*

The change in the inmate mix together with the normal movement of inmates between centres resulted in a significant change in the demographic profile of the inmates in residence at Junee. An examination of the demographic profile for each classification group - B, E2, C1 and C2 - showed significant differences for each category when compared with their counterparts elsewhere in NSW and also between categories at Junee. These differences are analysed in detail in the chapter titled *Inmate Profile*.

► *Inmate management*

The above changes in the inmate mix precipitated a reassessment of security at the centre resulting in architectural and operational changes being made. These differences are discussed in detail in the chapters titled *The Operating Environment, Security and Inmate Management*.

At the end of year one some changes to the physical structure of the centre had been foreshadowed. As well, it was expected that evolutionary changes would occur over time in the method of inmate management adopted by ACM.

By the end of year two the changes to the physical structure of the centre had all been completed. These structural changes resulted in a change in the way inmate movements occurred within the centre and ensured that normal discipline, protection and strict protection inmates were kept apart.

As well, it was also recognised that in order to manage inmates with differing protection status effectively it would require a change in the method of inmate management.

The case management model at Junee was revised during year two to reflect the needs

of the changed inmate population as follows:

- the centre was divided into three areas each with an allocated case management team comprising Case Officers and specialist staff;
- all Correctional Officers received training in case management and were allocated an inmate caseload, thereby ensuring that Correctional Officers had responsibility for the day-to-day management and security of inmates at the centre;
- the role of the Case Managers was taken over by the Correctional Officers leaving the Case Managers to focus more closely on the administration of case management, the training of Case Officers and the provision of specialist advice within their allocated area;
- the Counsellors were relocated to the Clinical Services section of the Programs area and were more closely aligned to the work of the Psychologists working with them in a more therapeutic role;
- a position of Case Management Coordinator was created whose responsibility it is to coordinate all issues relating to case management, classification and movements within the centre.

► *Inmate services*

The changes which occurred in the inmate mix, inmate profile and inmate management occasioned the need for revision to the range and delivery of programs and services provided for inmates at Junee. Extensive changes were made in the Programs, Health and Industries areas as follows:

Programs: this area was restructured into four service delivery areas namely, Educ-

ation Services, Clinical Services, Case Management Services and Chaplaincy Services and these differences were examined in detail in the chapter titled *Programs*. The following differences in service provision were noted:

- Education Services developed an education and recreation timetable which ensures that each category of inmates had access to appropriate education services;
- Clinical Services expanded the range of psychological and counselling services provided, developing programs for inmates with special needs including sex offenders, inmates with drug and alcohol problems and counselling for inmates on the Methadone program;
- the number of Chaplains at the centre was increased and the range of services provided was enhanced.

Health Services: this area also adapted the services it provided to encompass the needs of inmates in each category, including the daily administering of Methadone. Systematic data collections within the Health Services Area showed that the change in the inmate mix resulted in greater demand for prescribed medication and an increase in older inmates presenting with chronic medical conditions. The provision of health services at Junee is discussed in detail in the chapter titled *Health Services*.

Industries: after consultation with inmates work was reallocated across groups, the two production shifts in the industries workshop were reallocated one to normal discipline and one to protection inmates. A new wages policy was introduced and inmates working in the industries workshop were required to meet production targets and take responsibility for tool control.

As well, in year two, there was an expansion of the horticultural activities undertaken on the external acreage resulting in the planting of an apple orchard, a vegetable garden and the development of a seed propagation area. The range of work opportunities provided by Industries at Junee are discussed in detail in the chapter titled *Industries*.

▶ *Events in custody*

The Department requires all correctional centres in NSW, including Junee, to adhere to the Department's serious incident reporting procedures. The events in custody which occurred in year two were compared with data for year one and with data for selected departmental centres. There was considerable variation in these data and data for each event type were examined in detail in the chapter titled *Events in custody*.

▶ *Human resources*

Noticeable differences were identified in changes to key personnel, the staff profile and the approach taken to staff training and occupational health and safety area at Junee. These differences are discussed in detail in the chapter titled *Human Resources*. The main differences are as follows:

Key personnel: in December 1994 Governor Dunthorne commenced duty and shortly thereafter Mr. Steve Grey commenced duty as the Manager Operations;

Staff profile: the age and gender profile of staff showed that staff at Junee, both custodial and non-custodial were younger and more women were employed as custodial staff compared with personnel at selected departmental centres;

Staff training: the adherence to the mandatory 40-hour training for all staff at Junee together with the ability of the Training

Officer to monitor the attendance of individual staff members ensures that all staff have access to, are released from duty and complete all requisite training programs;

OH&S: the employment of a full-time on-site Occupational Health & Safety Officer actively encourages the identification and implementation of safe working practices and ensures a constant monitoring of OH&S procedures.

In conclusion, by the end of year two the structure of the organisation at Junee had changed to reflect the increasing complexity of the inmate mix. As well, many of the programs and services provided for inmates had undergone considerable redesign in order to ensure their relevance and appropriateness.

Both the model of inmate management and the services provided to inmates at Junee had drawn closer to those operating within departmental centres, but at the end of year two differences in their application and implementation remained which were intrinsic to the style of management introduced at Junee by ACM.

Throughout year two the number and range of systematic data collections being undertaken at Junee increased. Some were included in this report and some were alluded to for inclusion in the year three report.

Endnotes

1. The first report in this series was published in 1994. Bowery, M.A. June: One Year Out. (Research Publication No. 29).
2. Prisons (Contract Management) Amendment Act 1990 No.107.
3. Thomas, C.W. & Martin, S.L. Private Adult Correctional Facility Census. 1993.
4. **Schedule 1 to the Management Contract:** this document details the minimum standards for the management of correctional centres under contract management (dated November 29, 1990). It addresses such issues as management and operations; security and control and offender management.
5. On May 25, 1991 the Liberal/National Party Coalition was re-elected to government in NSW for a second four year term. During this second term in office, May 1991 to March 1995 inclusive, five Ministers were responsible for Corrective Services. These were:

Michael Yabsley June 1988-June 1991
Terry Griffiths June 1991-September 1992
Ted Pickering September-October 1992
Wayne Merton October 1992-May 1993
John Hannaford May 1993-March 1995

Michael Yabsley, the Minister before the 1991 election continued in office until the appointment of Terry Griffiths. These five Ministers presided over the introduction of contract management in NSW including the legislative process, the choosing of the site and the tendering process (Michael Yabsley); the signing of the contract with ACS for the design, construction and management of the Junee Correctional Centre (Terry Griffiths); the official opening and the commissioning of the centre (Wayne Merton) and the first two years of operation (John Hannaford).
6. A Labor Party Government headed by the Hon. Robert Carr, M.P. was elected.
7. Diplock D. & Calabrese W. Privatisation and Industrial Relations: ACM's Experience. In Private Prisons and Police (Ed. P. Moyle) p.107
8. Ramirez, A. Privatizing America's Prisons, Slowly. In the New York Times, Sunday August 14, 1994.
9. **Protection.** Section 22 of the Prisons Act 1952 relates to prisoners held in segregation. Section 22 (1A) although referring to segregation is the section of the Act under which

inmates are placed on 'protection'. Section 22(1A) is as follows:

"22(1A) Without limiting the generality of subsection (1), the Commissioner may, at the written request of a prisoner, direct the segregation of the prisoner, whereupon the prisoner shall be detained away from association with other prisoners or, where the Commissioner so approves, in association only with such other prisoners as the Commissioner may determine."

10. **Movements.** This refers to the movement of an inmate from centre to centre within the NSW jurisdiction.

11. **Appellant.** The Prisons Act 1952 - Regulation (Prisons (General) Regulation 1989) defines "appellant" to mean a convicted prisoner:

- (a) who has appealed against conviction or sentence and whose appeal has not yet been determined; and
- (b) who is being held in custody because of that conviction or sentence and for no other reason.

12. **Hard labour.** This is an archaic term which is defined in Osborns Concise Law Dictionary (6th edition) to mean:

"An additional punishment to imprisonment without the option of a fine, introduced by Statute in 1706, and unknown to the common law. Abolished by the Criminal Justice Act 1948, S.1."

Today, in the NSW Department of Corrective Services, the term 'hard labour' is used, for administrative purposes, to refer to sentenced inmates who are not otherwise defined as 'fine defaulters', 'forensic patients' or 'life sentence' inmates.

13. **Life sentence.** The Sentencing (Life Sentences) Amendment Act 1989 contained amendments relating to the re-sentencing and release of former life sentence inmates and the future criteria for the sentencing and detention of inmates convicted for the crime of murder.

Prior to the amendments referred to above, a life sentence was an indeterminate period and inmates served, on average, 11.7 years (the range being 3-34 years). Release was achieved by way of a Licence under the terms of Section 463 of the Crimes Act 1900. Section 463 Licences were granted by the Governor following a recommendation by the former Release on Licence Board through the Minister for Corrective Services. (Sentence Administration Manual, Chapter 6, Section 14).

The Crimes Act 1900 was also amended in 1989. Section 431A (1-6) was inserted into the Act and this section related to inmates receiving a life sentence for murder from the date

on which this amendment came into effect to mean that all inmates receiving a life sentence for murder were henceforth to be incarcerated for the term of their natural life.

14. **Segregation** - Section 22 (1) to (4) of the Prisons Act 1952 No. 9 relates to the segregation of prisoners. Section 22 (1) defines the term 'segregation' as follows:

"22.(1) Where the Commissioner, or the governor of a prison, is of opinion that the association of a prisoner with other prisoners constitutes or is likely to constitute a threat to the personal safety of that or any other prisoner or of any prison officer or other officer of the Department of Corrective Services, or to the security of the prison, or to the preservation of good order and discipline within the prison, the Commissioner or the governor may direct the segregation of such first mentioned prisoner, whereupon such prisoner shall be detained away from association with other prisoners or, where the Commissioner so approves, in association with such other prisoners as the Commissioner may determine."

15. **Stainless cells** - in these cells the washbasin and toilet are made of stainless steel. Inmates who exhibit a tendency toward violent behaviour or self-harm are placed in these cells.

16. **Dry cell** - in this cell there are no facilities and no bed. A mattress and linen are provided.

17. The 'hand-up brief procedure' is an inmate disciplinary procedure whereby each unit manager deals with breaches of the prescribed regulations in their unit. For example the unit manager hears offences, takes into consideration all known information (i.e., case file) and makes recommendations to the Governor on the regulations to be applied.

18. For example, the Bathurst Correctional Centre is the only other correctional centre in NSW which is currently designated as a medium security facility and which houses inmates whose classification warrants that level of security. Bathurst was originally built in 1888 and was rebuilt and reopened in 1982 following riots which occurred in 1974. Bathurst was originally designated as a maximum security institution and retains a number of features consistent with that designation such as a high brick wall surrounding the current medium security accommodation and towers located on the walls some of which are still staffed by correctional officers.

19. **Random urines:** samples in this category are collected for statistical purposes (Clause 175 of the Prisons (General) Regulation 1989). Each fortnight 5% of Junee inmates are tested. A random list of inmates, plus a reserve list, is

provided by the Urinalysis Unit of the Department.

20. **Administrative (Program) urines:** samples in this category are collected for classification purposes (Clause 175 of the Prisons (General) Regulation 1989), for example when an inmate is to be classified from B to C classification.

21. **Target urines:** samples in this category are collected when it is believed that an inmate is under the influence of drugs (Clause 179 of the Prisons (General) Regulation 1989).

22. **Official Visitors:** the Official Visitor Scheme commenced in May 1985 on a trial basis and in 1988 the Prisons Act 1952 was amended to provide for the statutory appointment of Official Visitors.

Official Visitors are appointed for a period of two years and are usually, but not necessarily, of a professional background. The objective of the Scheme is to provide an outlet for inquiries or complaints from both staff and inmates. Official Visitors are encouraged to develop productive relationships with their respective correctional centres and to facilitate the resolution of problems quickly and effectively. Only those issues which are unable to be dealt with locally are referred elsewhere. As a general principle, Official Visitors do not intervene where someone else in the Department is available or employed to handle the matter.

23. **Parole:** Part 3 of the Sentencing Act 1989 deals with parole and identifies eligibility for release on parole. For example:

- where a sentence consists of a minimum term of imprisonment followed by an additional term and the total of those two terms does not exceed 3 years, the prisoner will automatically be released to parole when the minimum term expires. The Court can impose supervision by the Probation Service during the parole period;
- where the total period (minimum term + additional term) exceeds 3 years, the prisoner may be released to parole by the Offenders Review Board (which replaces the Parole Board) any time after the minimum term of imprisonment expires. These offenders are released to the supervision of the Probation Service.

24. **Methadone.** The Department provided funding for the methadone program including the provision of a Methadone Counsellor.

25. The Department's Co-ordinator of Sex Offender Programs regards the most serious offence data as an under-representation of the number of sex offenders in the total inmate population. He estimates that a further 20% of

the total inmate population in NSW had also committed a sexual offence, but at the time of sentencing these offences were not recorded as the inmate's most serious offence.

26. **AIDS pouches.** All staff within NSW correctional centres and anyone else entering correctional centres on official business, including Junee, are required to carry 'AIDS pouches' at all times while in the correctional centre. These pouches contain bleach, mouthwash, resuscitation mask, swabs, dressings and gloves.

27. **Health screening:** a first contact screening of all inmates is undertaken by a member of Inmate Development Service staff, usually a Welfare Officer, using a specially formulated interview which also incorporates immediate practical intervention. Inmates deemed to be at risk of self-harm or suicide are referred to the appropriate people (e.g., psychologist, Corrections Health Service staff or Crisis Intervention Team). In some cases where an inmate requires close monitoring the inmate is placed in a safe cell for observation or may be transferred to the Long Bay Hospital Acute Ward.

CHS clinic staff also screen all inmates on reception. A dialogue has been established between the Department and the CHS with regard to improving co-operation between these services and the release of confidential medical information necessary to the effective management of inmates at risk, but from time to time problems still arise.

28. Under the Occupational Health & Safety Act 1983 No. 20 Sections 23-24, in all workplaces where there are 20 or more persons and the workplace "requests the establishment of such a committee", the employer must appoint and train a workplace safety committee.

29. Departmental employees who return to light duties are deemed to be not working for the purposes of this calculation.

30. Known prior imprisonment is an indicator of the proportion of the inmate population who have been imprisoned on one or more occasions prior to this term of imprisonment. This indicator is reliant on self-disclosure by the inmate or because departmental records show the inmate to have a history of prior imprisonment in NSW. If the inmate fails to disclose a term of imprisonment in another jurisdiction or a previous history as a juvenile offender then their prior imprisonment will not be recorded. Thus, this measure represents a likely under-reporting of prior imprisonment.

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List of Annexes

	Page
Annex I: Weekly states	86
Annex II: Events in custody	93
Annex III: Urinalysis	101
Annex IV: Programs	103
Annex V: Health services	106
Annex VI: Industries	109
Annex VII: Human resources	110
Annex VIII: Inmate profile	114

**All data contained in these annexes
relate to June unless otherwise
specified.**

Annex I: Weekly states

Table 8: Inmates received/discharged

WEEK ENDING ON	INMATES RECEIVED ON ESCORT	INMATES RECEIVED FROM COURT	TRANSFERS OUT	DISCHARGED TO FREEDOM	ESCAPES	TOTAL STATE
10/4/94	33	-	24	15	-	576
17/4/94	39	-	34	5	-	576
24/4/94	33	-	19	5	-	585
1/5/94	18	-	21	11	-	572
8/5/94	21	-	18	6	-	569
15/5/94	32	-	21	7	-	573
22/5/94	31	-	12	6	-	586
29/5/94	30	-	37	7	-	572
5/6/94	-	-	31	8	-	533
12/6/94	22	-	16	7	-	532
19/6/94	30	-	15	7	-	540
26/6/94	40	-	24	4	-	552
3/7/94	17	-	25	3	-	541
10/7/94	26	-	19	7	-	541
17/7/94	23	-	31	9	-	524
24/7/94	11	-	19	6	-	510
31/7/94	25	-	15	3	-	517
7/8/94	29	-	12	7	-	527
14/8/94	29	-	8	8	-	540
21/8/94	14	-	19	4	-	531
28/8/94	22	-	15	8	-	530
4/9/94	14	-	13	7	-	524
11/9/94	11	-	8	7	-	520
18/9/94	75	-	16	4	-	575
25/9/94	22	-	12	7	-	578
2/10/94	17	-	10	9	-	576
9/10/94	17	-	16	11	-	566
16/10/94	49	-	14	4	-	597
23/10/94	23	-	24	10	-	586

WEEK ENDING ON	INMATES RECEIVED ON ESCORT	INMATES RECEIVED FROM COURT	TRANSFERS OUT	DISCHARGED TO FREEDOM	ESCAPES	TOTAL STATE
30/10/94	82	-	157	8	-	503
6/11/94	52	-	5	8	-	542
13/11/94	27	-	11	10	-	548
20/11/94	8	-	9	9	-	538
27/11/94	5	-	100	10	-	433
4/12/94	117	-	20	10	-	520
11/12/94	24	-	15	6	-	523
18/12/94	41	-	10	8	-	546
25/12/94	23	-	4	9	-	556
1/1/95	22	-	3	5	-	570
8/1/95	25	-	4	6	-	585
15/1/95	13	-	10	7	-	581
22/1/95	13	-	8	7	-	579
29/1/95	21	-	14	3	-	583
5/2/95	5	-	17	10	-	561
12/2/95	34	-	11	7	-	577
19/2/95	15	-	14	5	-	573
26/2/95	12	-	26	10	-	549
5/3/95	28	-	19	8	-	550
12/3/95	14	-	9	4	-	551
19/3/95	28	-	81	13	-	485
26/3/95	89	-	10	8	-	556
2/4/95	30	-	13	7	-	566

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Source: Weekly states returns

Notes:

1. Weekly states returns are completed on Sunday evening of each week and are forwarded to the Research & Statistics Unit each Monday morning.

Table 9: Inmate numbers, protection, segregation

WEEK ENDING ON	WEEKLY STATE							TOTAL STATE	PROTECTION		SEGREGATION	
	MEDIUM				MINIMUM				MED	MIN	MED	MIN
	REMAND	APPEL- LANTS	HARD LABOUR	LIFE SENT.	TRIAL	APPEL- LANTS	HARD LABOUR					
10/4/94	-	45	328	3	-	13	187	576	-	-	3	2
17/4/94	-	45	321	3	-	15	192	576	-	-	5	-
24/4/94	-	45	325	3	-	13	199	585	-	-	6	3
1/5/94	-	48	315	3	-	15	191	572	-	-	-	1
8/5/94	-	49	310	3	-	16	191	569	-	-	2	2
15/5/94	-	50	307	3	-	17	196	573	-	-	4	1
22/5/94	-	51	312	3	-	19	201	586	-	-	3	1
29/5/94	-	50	302	3	-	20	197	572	-	-	1	1
5/6/94	-	49	282	3	-	16	183	533	-	-	2	1
12/6/95	-	50	271	3	-	17	191	532	-	-	3	-
19/6/94	-	45	263	3	-	17	212	540	-	-	3	-
26/6/94	-	45	274	3	-	17	213	552	-	-	2	-
3/7/94	-	45	267	3	-	17	209	541	-	-	3	-
10/7/94	-	46	270	3	-	18	204	541	-	-	2	-
17/7/94	-	40	258	3	-	17	206	524	-	-	1	-
24/7/94	-	37	253	3	-	17	200	510	-	-	-	-
31/7/94	-	36	257	3	-	17	204	517	-	-	-	-
7/8/94	-	37	267	3	-	18	202	527	-	-	-	-

WEEK ENDING ON	WEEKLY STATE							TOTAL STATE	PROTECTION		SEGREGATION	
	MEDIUM				MINIMUM				MED	MIN	MED	MIN
	REMAND	APPEL- LANTS	HARD LABOUR	LIFE SENT.	TRIAL	APPEL- LANTS	HARD LABOUR					
14/8/94	1	35	280	3	-	16	205	540	-	-	-	-
21/8/94	1	28	267	3	-	17	215	531	-	-	2	-
28/8/94	1	32	273	3	-	15	206	530	-	-	1	-
4/9/94	-	35	272	4	-	16	197	524	-	-	3	-
11/9/94	-	33	271	4	-	17	195	520	-	-	1	-
18/9/94	-	34	297	4	-	19	221	575	-	-	2	-
25/9/94	-	32	271	4	-	18	253	578	-	-	1	-
2/10/94	-	28	276	4	-	15	253	576	-	-	-	1
9/10/94	-	37	258	4	-	16	251	566	-	-	-	-
16/10/94	-	33	265	3	-	17	279	597	-	-	1	-
23/10/94	-	46	245	4	-	18	273	586	-	-	-	-
30/10/94	-	30	218	4	-	19	232	503	46	35	-	-
6/11/94	-	32	247	4	-	19	240	542	77	42	-	-
13/11/94	-	36	253	3	-	19	237	548	76	44	2	-
20/11/94	-	36	254	3	-	18	227	538	76	45	-	-
27/11/94	-	36	261	3	-	11	122	433	80	33	-	-
4/12/94	-	40	284	3	-	14	179	520	122	91	-	-
11/12/94	-	39	293	3	-	17	171	523	129	90	-	-
18/12/94	-	44	300	3	-	15	184	546	130	92	-	-

WEEK ENDING ON	WEEKLY STATE							TOTAL STATE	PROTECTION		SEGREGATION	
	MEDIUM				MINIMUM				MED	MIN	MED	MIN
	REMAND	APPEL- LANTS	HARD LABOUR	LIFE SENT.	TRIAL	APPEL- LANTS	HARD LABOUR					
25/12/94	-	46	307	3	-	17	183	556	129	92	-	-
1/1/95	-	45	322	3	-	21	179	570	133	91	-	-
8/1/95	-	52	314	3	-	15	201	585	136	94	-	-
15/1/95	-	55	311	3	-	14	198	581	138	95	7	1
22/1/95	-	55	305	3	-	15	201	579	133	92	6	-
29/1/95	-	56	306	3	-	15	203	583	135	100	1	-
5/2/95	-	52	291	3	-	19	196	561	133	101	2	-
12/2/95	-	45	270	5	-	25	232	577	135	97	5	-
19/2/95	-	40	260	4	-	24	245	573	120	111	4	-
26/2/95	-	36	239	4	-	26	244	549	104	94	4	1
5/3/95	-	36	241	4	-	25	244	550	112	113	1	-
12/3/95	-	39	238	4	-	27	243	551	117	111	-	1
19/3/95	-	41	213	5	-	20	206	485	143	109	-	-
26/3/95	-	47	240	7	-	22	240	556	184	153	4	-
2/4/95	-	32	237	7	-	31	259	566	180	171	3	1

Source: Weekly states returns

1. Includes one A2 classification maximum security inmate.

Table 10: Transfers out

TRANSFERS OUT	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Gaol of classification	57	36	66	54	12	9	160	106	11	14	36	81	642
Court	25	32	25	25	29	30	43	12	21	11	28	34	315
Medical	5	2	6	4	1	3	3	6	3	6	5	4	48
Offender Review Board hearing	1	2	1	1	-	1	4	-	-	3	1	-	14
Program development	-	-	-	5	2	3	2	-	-	1	-	-	13
Compassionate	-	1	-	-	1	3	5	-	2	-	-	-	12
Deportation	1	1	-	2	2	1	-	-	1	-	-	2	10
Protection	2	3	-	-	3	-	4	-	-	-	-	-	12
Long Bay Hospital	2	6	-	1	3	3	3	2	3	-	-	3	26
Extradition	-	5	-	-	-	-	-	-	-	2	-	-	7
Psych. interview/assessment	-	1	1	1	-	-	-	-	-	-	-	2	5
Unsuitable	-	-	-	1	-	-	-	6	4	-	-	-	11
Other	-	1	4	-	1	-	3	1	1	-	1	-	12
TOTAL	93	90	103	94	54	53	227	133	46	37	71	126	1127

Source: Offender Record System

NOTES:

1. The total number of transfers out shown in this table may not equal the total number of transfers out shown in Table 8. The difference in numbers is due to a slight difference in the dates used for data collection. For example this table is based on full calendar months while Table 8 uses weekly states returns covering the period from 4/4/94 to 2/4/95.

Table 11: No. of inmates held in Segregation

SECTION 22	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Segregation		13				4	2	2	4	16	12	14	67

Source: Junee monthly progress report.

NOTES:

1. Table 11 refers to the number of individual inmates placed on segregation (not including protection) in each calendar month.
2. Data for April, June, July and August was not included in the Junee monthly progress reports for these months.

Table 12: Parole reports

PAROLE	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Parole reports	3	8	13	16	14	11	6	9	7	13	11	5	116
Supplementary parole reports	1	4	1	1	3	3	6	6	2	8	4	7	46
Immigration reports	-	-	-	1	-	-	-	-	-	-	1	-	2
Interstate transfers	-	-	-	-	-	-	-	1	-	-	-	2	3
Breach of parole reports	-	-	1	-	-	-	-	-	-	-	1	-	2
Parole reports done by officers in Southern region.													10 ¹
TOTAL	4	12	15	18	17	14	12	16	9	21	17	14	179

Source: Southern Regional Office, Goulburn.

NOTES:

1. Parole officers from Cooma, Mannus and Goulburn assisted Parole Officers at Junee in the preparation of parole reports during year two due to the transfer of one of the Parole Officers and the volume of work at Junee.

Annex II: Events in custody

Table 13: Deliberate self-harm

TYPE OF INJURIES	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Cuts and lacerations	3	6	1	2	2	1	2	2	1	4	2	4	30
Strangulation	-	-	-	-	-	1	-	1	-	-	-	-	2
Ingestion of substances	-	1	1	-	-	-	-	-	-	-	-	-	2
Other	-	1	-	-	-	2	-	-	-	-	-	-	3
Threats	-	-	-	-	-	1	-	1	-	-	-	1	3
TOTAL	3	8	2	2	2	5	2	4	1	4	2	5	40

Source: Known to Research & Statistics as at April 30, 1995.

Notes:

- When interpreting this table the data should be treated with caution - there are many reasons why the level of self-harm may be low. These are:
 - classification and placement - the basis upon which inmates are selected for transfer to a particular institution, their classification etc.
 - policies and practices - at June the suicide prevention strategy (HRAT) may be responsible for a low level of deliberate self-harm.
 - level of reporting - reporting of instances of self-harm may vary from centre to centre.

Table 14: Offences in custody - by offence date

REGULATION - by offence date	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Abusive/threat behaviour:	22	4	14	10	13	15	15	17	20	29	16	9	184
Fighting or assault:	[10]	[1]	[8]	[3]	[8]	[2]	[3]	-	[3]	[5]	[13]	[6]	[62]
Fighting	5	1	3	-	6	-	2	-	2	1	10	5	35
Assaults	5	-	5	3	2	2	-	-	1	4	3	1	26
Self-wounds	-	-	-	-	-	-	1	-	-	-	-	-	1
Charges against good order:	[47]	[8]	[12]	[15]	[24]	[82]	[48]	[24]	[23]	[68]	[88]	[10]	[449]
Failure to comply with routine	21	5	4	1	4	28	17	3	9	15	74	3	184
Tattooing	1	-	-	3	7	-	-	3	2	5	2	6	29
Obstructing a Prison Officer	1	-	-	1	1	-	-	-	1	1	-	-	5
Failure to comply	19	2	8	8	11	54	25	15	5	41	9	1	198
Unauthorised phone call	3	1	-	1	-	-	6	3	5	5	1	-	25
Refuse subsequent search	2	-	-	-	1	-	-	-	-	-	-	-	3
Enter hut/cell	-	-	-	1	-	-	-	-	-	1	1	-	3
Have food	-	-	-	-	-	-	-	-	1	-	-	-	1
Inciting riot	-	-	-	-	-	-	-	-	-	-	1	-	1
Stealing:													
Possession of unauthorised property	4	3	16	4	15	2	1	11	-	14	5	1	76
Property damage:	[7]	[12]	[6]	[6]	[6]	[5]	-	[2]	[1]	[7]	[6]	[6]	[64]
Damage cell/contents	1	10	2	-	-	-	-	-	-	-	-	-	13
Damage clothing/bedding	1	-	-	-	-	-	-	-	-	-	-	-	1
Damage property	4	-	2	3	1	3	-	2	1	1	1	1	19
Alteration to property	-	2	1	1	1	2	-	-	-	1	3	1	12
Throwing articles	1	-	1	2	4	-	-	-	-	5	2	4	19
Failure to attend muster:	19	4	6	5	5	14	13	14	9	24	14	11	138
Refuse to provide urine sample:	4	-	1	3	3	1	-	2	1	-	1	1	17
Alcohol charges:	[1]	[2]	[8]	[5]	-	-	-	-	-	[5]	[3]	-	[24]
Possess/consume alcohol	1	2	3	3	-	-	-	-	-	4	3	-	16
Manufacture alcohol	-	-	5	2	-	-	-	-	-	1	-	-	8

REGULATION - by offence date	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Other drug charges:	-	[1]	[5]	[8]	[10]	-	[2]	[1]	-	[4]	[8]	[1]	[40]
Use of drugs	-	1	-	4	2	-	2	1	-	4	4	-	18
Have drug implements	-	-	5	4	8	-	-	-	-	-	4	1	22
TOTAL	114	35	76	59	84	121	82	71	57	156	154	45	1054
Average monthly population	580	580	541	532	534	550	571	530	526	580	569	546	550
Rate per 100 inmates	19.7	6.0	14.0	11.1	15.7	22.0	14.4	13.4	10.8	26.9	27.1	8.2	16.0

Source: Misconduct charges known to Research & Statistics as at April 30, 1995.

Notes:

1. See notes on offence categories.
2. Where charges have not been heard and entered into the Offender Record System by April 30, 1995 these offences were not able to be included in the above table.

Table 15: Offences in custody - by hearing date

REGULATION - by hearing date	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Abusive/threat behaviour:	46	9	8	13	9	17	15	19	24	33	14	14	221
Fighting or assault:	[14]	[3]	[7]	[2]	[10]	[2]	[2]	[1]	[3]	[5]	[10]	[5]	[64]
Fighting	9	1	3	-	6	-	2	-	2	1	8	4	36
Assaults	5	2	4	2	4	2	-	-	1	4	2	1	27
Self-wounds	-	-	-	-	-	-	-	1	-	-	-	-	1
Charges against good order:	[107]	[16]	[9]	[13]	[22]	[87]	[25]	[47]	[28]	[65]	[80]	[27]	[526]
False complaint	1	-	-	-	-	-	-	-	-	-	-	-	1
Failure to comply with routine	56	8	4	1	4	28	17	5	9	19	55	19	225
Tattooing	1	-	-	1	7	2	-	3	2	3	5	3	27
Obstructing a Prison Officer	1	-	-	-	1	1	-	-	1	1	-	-	5
Failure to comply	41	8	4	9	10	55	4	35	9	39	14	5	233
Unauthorised phone call	5	-	1	1	-	-	4	4	6	2	4	-	27
Refuse subsequent search	2	-	-	-	-	1	-	-	-	-	-	-	3
Enter hut/cell	-	-	-	1	-	-	-	-	-	1	1	-	3
Have food	-	-	-	-	-	-	-	-	1	-	-	-	1
Inciting riot	-	-	-	-	-	-	-	-	-	-	1	-	1
Stealing:													
Possession of unauthorised property	19	2	16	6	11	6	2	10	1	7	10	4	94
Property damage:	[16]	[5]	[15]	[4]	[8]	[6]	[2]	[3]	[1]	[5]	[6]	[8]	[79]
Damage cell/contents	1	1	12	-	-	-	-	-	-	-	-	-	14
Damage clothing/bedding	1	1	-	-	-	-	-	-	-	-	-	-	2
Damage property	12	1	-	3	2	3	2	3	1	-	2	1	30
Alteration to property	-	1	2	1	1	2	-	-	-	1	1	3	12
Throwing articles	2	1	1	-	5	1	-	-	-	4	3	4	21
Failure to attend muster:	50	7	3	8	6	11	10	20	9	23	14	9	170
Refuse to provide urine sample:	6	1	1	-	4	2	1	1	2	-	1	1	20
Alcohol charges:	[2]	-	[10]	[3]	[2]	-	-	-	-	[7]	[4]	-	[28]
Possess/consume alcohol	1	-	5	1	2	-	-	-	-	7	3	-	19
Manufacture alcohol	1	-	5	2	-	-	-	-	-	-	1	-	9

REGULATION - by hearing date	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Other drug charges:	[12]	-	[4]	[2]	[11]	[6]	-	[4]	-	[3]	[9]	[6]	[57]
Use of drugs	7	-	-	-	3	3	-	4	-	3	6	4	30
Have drug implements	5	-	4	2	8	3	-	-	-	-	3	2	27
TOTAL	272	43	73	51	83	137	57	105	68	148	148	74	1259
Average monthly population	580	580	541	532	534	550	571	530	526	580	569	546	550
Rate per 100 inmates	46.9	7.4	13.5	9.6	15.5	24.9	10.0	19.8	12.9	25.5	26.0	13.6	19.1

Source: Misconduct reports known to Research & Statistics as at April 30, 1995.

Notes:

1. See notes on offence categories.
2. Where charges have not been heard and entered into the Offender Record System by April 30, 1995 these offences were not able to be included in the above table.

NOTES ON OFFENCE CATEGORIES

Under the Prisons (General) Regulation 1989 which commenced on September 25, 1989 a new set of regulations came into force. Many of the offences were unchanged but were given new regulation numbers. Only the new regulation numbers are given in these notes.

Abusive behaviour: This category includes breaches of the following regulations:

Regulation 161(1)A:	use insulting language,
Regulation 161(1)B:	use abusive language,
Regulation 161(1)C:	use threatening language,
Regulation 161(2):	obscenely expose person,
Regulation 161(3):	behave in obscene manner,
Regulation 161(4):	threaten to damage property,
Regulation 161(5):	behave in threatening manner.

Whether behaviour is considered abusive or threatening may depend on the circumstances. Thus a correctional centre where a high level of abuse was tolerated might have fewer inmates charged, although abusive behaviour was common, and vice versa.

Fighting or assault: This category includes breaches of the following regulations:

Regulation 43:	self-inflict wound,
Regulation 164:	fighting,
Regulation 165:	assault.

It should be noted that the more serious cases of assault may be dealt with directly by police and hence do not appear as misconduct charges. Also, charges cannot be made if an alleged assailant is not known. Thus, these figures in no way indicate the number of assaults that have taken place. A count of assaults and fights in correctional centres is separately maintained by the Research & Statistics Unit.

Charges against good order: This category includes breaches of the following regulations:

Regulation 5(4):	illegally enter hut/cell,	Regulation 66(2):	misbehave in class/activity,
Regulation 20(1):	refuse search on reception,	Regulation 105(1):	convey articles to/from visitors,
Regulation 20(2):	refuse surrender property on reception,	Regulation 116(3):	unauthorised correspondence,
Regulation 21:	refuse subsequent search,	Regulation 117(1):	send offensive mail,
Regulation 25(3):	cell untidy,	Regulation 122(2):	unauthorised phone call,
Regulation 32:	refuse personal particulars,	Regulation 124:	phone call to another prisoner,
Regulation 40(1):	failure to comply with routine,	Regulation 138:	mischievous complaints,
Regulation 41(2):	false muster signal,	Regulation 159:	concealment for escape,
Regulation 42:	pretend illness,	Regulation 160:	articles for escape,
Regulation 46(2):	purchase unauthorised food,	Regulation 162:	obstruct prison officer,
Regulation 47:	receive/possess unauthorised food,	Regulation 163(1):	fail comply, governor,
Regulation 50:	trade in food,	Regulation 163(2):	fail comply, prison officer,
Regulation 51:	personal cleanliness,	Regulation 166(1):	incite riot,
Regulation 52(1):	cleanliness of cell,	Regulation 166(2):	participate in riot,
Regulation 55:	not wear prison clothes,	Regulation 172:	tampering with food/drink,
Regulation 59:	wear wrong clothing (unconvicted prisoners),	Regulation 173:	tattooing,
Regulation 64(1):	unauthorised employment (unconvicted prisoners),	Regulation 174:	gambling,
Regulation 64(2):	cleanliness (unconvicted prisoners),	Regulation 182:	bribery,
Regulation 64(3):	refuse clean yard (unconvicted prisoners),	Regulation 167:	injuring animals,
		s.29 of Prisons Act 1952:	breach day, weekend, education leave/work release.

Stealing: This category includes breaches of the following regulations:

- Regulation 27(2): possession of unauthorised property,
- Regulation 171: stealing.

The number of charges for stealing or possession of contraband at a correctional centre may depend on the availability of articles to steal or the opportunity to acquire illegal property.

Property damage: This category includes breaches of the following regulations:

- Regulation 52(2): damage cell/contents,
- Regulation 56: damage clothing/bedding,
- Regulation 70(3): misuse library items,
- Regulation 80(4): abuse religious equipment,
- Regulation 168: damage property,
- Regulation 169(1): throwing articles,
- Regulation 170: alter prison property.

In a correctional centre environment, especially with shared cells, it may be difficult to prove who was responsible for property damage. Thus although property damage may have occurred, charges may not be laid or may be dismissed.

Failure to attend muster: This category consists of breaches of Regulation 41(1), failure to attend muster. The number of charges for failure to attend to muster is likely to be influenced by the routine of the correctional centre.

Refuse to provide urine sample: This category comprises breaches of Regulation 179(2), refusal to supply a urine sample when use of a drug is suspected; and Regulation 175(3), refusal to supply a urine sample on request. For this offence the number of charges at a correctional centre is likely to depend more on the number of samples requested and the conditions under which they are taken than on the percentage of refusals.

Alcohol charges: This category includes breaches of the following regulations:

- Regulation 176(1): possess/consume alcohol,
- Regulation 176(2): manufacture alcohol,
- Regulation 177(2): refuse breath test.

Other drug charges: This category includes breaches of the following regulations:

- Regulation 178(1) or s.25(4A) of the Prisons Act 1952: use of drugs,
- Regulation 178(3): have drug implements,
- Regulation 178(4): inhale glue or petrol.

Between September 25, 1989 and February 26, 1991 inmates were charged for use of drugs under Regulation 178(1)d on the results of a random urine test. After May 1, 1991 such cases were dealt with by the governor under s.24(4A) of the Prisons Act 1952.

Many of the charges in this offence type were on the results of a urine test so that the number of charges depends partly on the number of tests made. In addition, some inmates with a positive urine test were not charged, for example, because they had been discharged by the time the results arrived or because they had not been in custody long enough for it to be certain that the drug was used during imprisonment. Thus the change in the number of drug charges does not necessarily reflect a change in drug use in correctional centres.

Refuse HIV test: Regulation 34(A) "refuse to give a blood sample for an HIV test" came into force on November 5, 1990. Mandatory testing on reception ceased in December 1994 (Regulation repealed). Since both sentenced and unsentenced new receptions are tested, and also inmates prior to discharge, an inmate may be released before a charge can be made. Thus these figures do not indicate the number of times a blood sample for an HIV test has been refused.

Table 16: Assaults and fights

ASSAULTS ON OFFICERS	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
TOTAL ASSAULTS ON OFFICERS ¹	9	10	8	5	4	6	4	11	2	5	5	5	74
Assaults on officers involving possible injury ²	9	10	8	1	3	4	4	10	2	5	5	4	65

ASSAULTS ON INMATES	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
TOTAL ASSAULTS ON INMATES ³	8	6	4	2	1	1	3	5	4	3	5	3	45
Serious assaults on inmates ⁴	2	3	2	-	-	-	-	-	-	1	-	-	8
Sexual assaults on inmates	-	-	1	-	-	-	-	-	-	-	-	-	1

FIGHTS BETWEEN INMATES	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
FIGHTS BETWEEN INMATES	2	5	5	2	4	3	4	1	2	2	4	4	38

Source: Assaults and fights known to Research & Statistics as at April 30, 1995.

NOTES:

1. Total reported assaults on officers by inmates.
2. Assaults involving possible injury on officers by inmates (defined as assaults involving pushing, striking, kicking, throwing a solid object, etc., but not including assaults involving spitting or throwing cold water, etc.).
3. Total reported assaults on inmates by inmates.
4. Serious assaults on inmates by inmates (defined as assaults involving injuries leading to hospitalisation, or requiring stitches or X-rays).
5. The number may change as more incidents become known to Research & Statistics, or as it is found that an inmate involved in an incident reported as an assault has been charged with fighting or vice versa. Whether an assault is classified as "serious" or "involving possible injury" may also change as more information becomes available.
6. Definition: Assaults are counted here as numbers of victims. That is, an incident where two inmates assault one victim is counted as one assault while an incident where one inmate assaults two victims is counted as two assaults. Fights are counted as numbers of incidents.

Annex III: Urinalysis

NOTES ON URINALYSIS TESTING

Urinalysis testing is done to detect the occurrence of prohibited drugs and substances. Alcohol is not tested for unless requested. Urine samples are gathered at Junee by Correctional Officers following departmental procedures.

There are a number of issues which should be taken into consideration when interpreting Urinalysis test results. These are:

1. Where cannabis tests positive in the urine - no charges are brought against an inmate until an inmate has been held in custody for 70 days.
2. Where urine tests positive to other substances - if the inmate has only recently been received then a check is made with the testing laboratory (Oliver Latham, Toxicology Unit, Macquarie Hospital, North Ryde) as to the length of time the substance stays within the inmate's system.
3. Diluted sample - a diluted sample is where the inmate has diluted the sample by the ingestion of substantial amounts of water prior to undertaking the test or has added water to the sample taken.
4. Adulterated sample - an adulterated sample is where the inmate has added some substance to the sample other than water i.e., soap, bleach, etc.
5. There are also differences between centres, i.e., more target urines are collected at some centres while the taking of the samples is more closely monitored at others.
6. Total samples taken in the **random** category may not equal 'samples required' minus 'refusals' as officers can add to the number of samples required by drawing on the reserve list provided by the Urinalysis Unit at Long Bay.

A definition of "random", "administrative" and "target" urine sampling is provided in the endnote section of the main report.

Footnotes to Table 17: Urinalysis sampling

1. Random sampling was suspended for the month of June 1994, due to the relocation of the Urinalysis Unit and the delay in obtaining prime-link computer access.

Table 17: Urinalysis sampling

SAMPLES TAKEN	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Random	-	-	1	48	44	45	30	49	46	52	54	34	402
Administrative (Program)	-	-	1	-	-	-	-	-	-	-	-	-	1
Target	31	12	15	8	4	3	8	18	8	7	3	1	118
TOTAL	31	12	16	56	48	48	38	67	54	59	57	35	521

REFUSALS	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Random	-	-	-	3	1	2	1	1	-	-	-	-	8
Administrative (Program)	-	-	-	-	-	-	-	-	-	-	-	-	-
Target	-	-	-	-	-	-	1	-	-	-	-	-	1
TOTAL	-	-	-	3	1	2	2	1	-	-	-	-	9
Charges laid	-	-	-	3	1	1	-	1	-	-	-	-	6

TESTS POSITIVE	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Random	-	-	-	7	4	-	1	1	4	2	6	4	29
Administrative (Program)	-	-	-	-	-	-	-	-	-	-	-	-	-
Target	2	5	2	3	-	-	2	8	5	2	1	-	30
TOTAL	2	5	2	10	4	-	3	9	9	4	7	4	59
Charges laid	-	-	1	-	3	-	1	1	8	4	2	-	20

Source: Urinalysis Unit monthly report.

Annex IV: Programs

Table 18: Inmate education - program enrolments by month

COURSES UNDERTAKEN	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR
Literacy/Numeracy	24	20	63	15	19	9	-	14	-	-	-	28
English as a second language	17	11	65	21	25	15	11	20	21	21	-	-
Computing:	[89]	[59]	[89]	[42]	[19]	[64]	-	[63]	[130]	[106]	[81]	[62]
DOS Operating System	1	1	-	1	-	1	-	-	-	-	-	-
Computer literacy	8	4	3	-	-	-	-	-	-	-	-	-
PC awareness	56	15	9	8	4	10	-	-	-	-	-	-
Windows system	11	20	18	6	1	4	-	-	-	-	-	-
WORD basic	5	12	30	11	7	11	-	-	-	-	-	-
WORD intermediate	-	1	6	5	1	3	-	-	-	-	-	-
WORD advanced	-	-	-	-	-	5	-	-	-	-	-	-
EXCEL basic	8	5	9	7	1	3	-	-	-	-	-	-
EXCEL intermediate	-	-	3	1	1	2	-	-	-	-	-	-
PASCAL	-	-	-	-	-	1	-	-	-	-	-	-
Type quick	-	1	11	3	4	24	-	-	-	-	-	-
Self-paced computer	-	-	-	-	-	-	-	39	98	-	-	-
Intro. to computers (SPRO)	-	-	-	-	-	-	-	12	17	-	-	-
Intro. to computers (PRO)	-	-	-	-	-	-	-	12	15	-	-	-
Healthy Lifestyles:	[18]	[16]	[36]	[29]	[32]	[26]	[15]	[19]	[47]	[38]	[18]	[9]
Healthy lifestyles	18	16	26	22	25	15	7	9	21	21	-	-
Yoga	-	-	10	7	7	11	8	10	7	8	9	-
Health & nutrition	-	-	-	-	-	-	-	-	19	9	9	9
Parenting	-	1	12	1	-	-	-	-	-	-	-	-
First Aid	-	-	23	9	4	4	-	5	-	-	-	-
Poetry Group	-	-	10	6	3	-	-	-	-	-	-	-
Fitness Awards	-	-	-	-	-	-	1	27	37	19	16	17

COURSES UNDERTAKEN	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR
Languages:	-	-	[20]	[12]	[16]	[15]	[10]	[12]	[6]	[6]	[6]	-
French	-	-	20	12	9	10	10	6	6	6	6	-
Spanish	-	-	-	-	7	5	-	-	-	-	-	-
Japanese	-	-	-	-	-	-	-	6	-	-	-	-
Arts & Crafts:	[63]	[43]	[114]	[45]	[50]	[57]	[5]	[40]	-	-	-	[107]
Self-directed arts/crafts	49	32	51	25	34	29	5					
Painting	14	11	63	20	16	11	-					
Pottery	-	-	-	-	-	8	-					
Bone carving	-	-	-	-	-	9	-					
Music:	-	[21]	[22]	-	[4]	-	-	-	-	-	-	-
Guitar	-	9	10	-	4	-	-	-	-	-	-	-
Music theory	-	12	12	-	-	-	-	-	-	-	-	-
Drug & Alcohol:	-	-	[24]	[15]	[27]	[47]	-	[8]	[37]	[121]	[163]	[131]
NA/AA Evenings	-	-	24	15	-	-	-	-	-	47	65	47
Peer Education	-	-	-	-	20	38	-	-	10	11	33	28
Harm reduction	-	-	-	-	7	9	-	-	10	29	29	9
Anger Management	-	-	-	-	-	-	-	8	5	5	12	20
Relapse Prevention	-	-	-	-	-	-	-	-	12	29	24	10
D&A Discussion	-	-	-	-	-	-	-	-	-	-	-	17
Prison AIDS	-	-	-	-	-	-	-	15	-	-	-	-
Pre-release	41	40	103	68	47	31	6	13	22	15	-	23
External Study	70	70	-	-	55	83	97	22	106	122	125	136
Study Skills	-	-	-	-	-	-	2	5	34	20	31	42
Occupational Health &	-	-	-	-	-	11	-	-	-	-	-	-
Science	-	-	-	-	-	1	-	-	-	-	-	-
Tutoring	-	-	-	-	-	-	-	-	-	2	2	-
Circuit Classes	-	-	-	-	-	-	-	-	-	16	30	-
Communications	-	-	-	-	-	-	-	-	-	7	7	-

COURSES UNDERTAKEN	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR
Toastmasters/public	-	-	-	-	-	-	-	-	-	-	12	13
Creative writing	-	-	-	-	-	-	-	-	-	-	-	13
Small business	-	-	-	-	-	-	-	-	2	-	-	-
Other Personal Development	-	-	-	-	-	-	-	-	-	-	-	19
TOTAL PROGRAM ENROLMENTS	322	281	581	263	301	363	147	263	442	493	491	600
Local students					185	190	45					
External students	70	70			55	83	97	75	75	85	125	

Source: Junee - Programs Monthly Report.

NOTES:

1. The figures for October 1994 were submitted with a note to say that they did not include the many various computer courses nor the full range of arts and crafts.
2. In January, February and March 1995 data collection at Junee changed and total figures for computer and arts and craft programs only were supplied.

Table 19: Inmates - individual enrolments in education

INDIVIDUAL ENROLMENTS	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
Total # of individual inmates enrolled					240	273	142	332	295			
Total program enrolments					301	363	147	263	442	493	491	600
Basic education								34	55	43	-	28
Vocational training								209	238	228	239	198
Personal development								38	86	170	197	241
Recreation								38	63	52	55	133

Source: Junee monthly progress report.

Annex V: Health services

Table 20: Health procedures

HEALTH SERVICES	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Nursing encounters	4064	4884	3937	3840	3200	3300	3520	3200	3936	3872	3648	4480	45881
Nurse screens	89	104	81	50	64	119	165	97	111	61	45	150	1136
Nursing intake	93	88	98	82	95	145	202	140	169	75	70	182	1439
MO consultations	465	482	413	365	400	423	423	458	459	407	411	435	5141
MO Physicals	76	71	48	52	51	74	130	122	148	57	55	98	982
Dental consultations	224	175	193	199	221	267	166	191	203	210	207	212	2468
Dental screens	19	12	20	19	17	15	35	15	13	17	20	9	211
Psychiatrist consultations	15	15	16	20	12	12	8	27	5	7	23	17	177
Outside consultants	4	8	6	10	7	7	4	6	4	6	10	13	85
Optometrist consultations	6	9	16	11	13	9	14	17	0	18	16	15	144
Emergency Wagga B.Hosp.	1	1	4	0	0	1	1	1	2	1	1	1	14
Long Bay Hospital D Ward	1	6	0	1	1	4	2	1	3	0	1	3	23
Long Bay Hospital B Ward	0	1	0	0	0	0	1	1	0	0	0	0	3
Notifiable Diseases	0	0	0	0	0	0	0	0	0	0	0	0	0
Infirmiry Admissions	39	34	21	19	24	28	34	29	29	30	23	33	343
Infirmiry Tot. Patient Days	109	129	63	77	51	72	89	73	85	92	68	112	1020
X-rays	24	19	21	28	21	26	13	30	16	30	23	23	274
MO call backs	3	4	1	1	1	3	2	2	1	2	3	4	27
Suicide watches	21	20	16	15	18	24	29	19	20	23	19	55	279
Investigative procedures	4	2	4	3	3	6	2	4	8	5	10	7	58

Source: Junee Health Services monthly report.

Table 21: Dental procedures

DENTAL SERVICES	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Consultations	18	14	20	19	29	15	19	15	13	17	20	9	208
Screening	19	12	28	13	18	25	35	41	19	25	22	29	286
Examination BWS	16	24	27	37	23	30	19	38	30	27	25	25	321
X-rays	13	8	7	12	11	11	9	10	5	11	6	3	106
Scale	37	23	30	34	37	39	21	18	18	31	29	27	344
Extraction	10	14	21	19	23	26	18	13	11	24	22	34	235
Surgical XLA	1	0	2	0	1	0	1	0	2	2	1	2	12
Suture	4	0	2	1	2	0	3	0	4	6	3	8	33
Amalgam 1	15	8	16	15	10	16	9	4	11	10	12	9	135
Amalgam 2	12	14	14	11	22	20	12	4	14	7	14	4	148
Amalgam 3	4	7	7	6	10	16	5	2	17	2	4	7	87
Resin 1	22	12	18	8	23	35	16	13	17	28	28	13	233
Resin 2	11	9	2	4	5	13	7	6	9	8	12	13	99
Resin 3	7	3	6	3	4	4	0	2	2	3	1	2	37
Reline	0	0	0	0	0	0	0	0	2	0	2	5	9
Repair Dentures	0	1	4	2	2	3	2	1	4	1	5	2	27
Partial Dentures	2	1	2	2	0	2	3	0	1	2	0	4	19
Full dentures	0	4	0	0	1	0	4	0	0	3	0	2	14
IMP, bite, trial, appt.	5	4	1	3	7	12	0	5	10	2	13	11	73
Temporary filling	2	0	0	0	2	6	0	3	2	5	5	4	29
Root canal dressing	0	0	1	2	1	2	0	3	1	2	1	0	13
Root canal therapy	1	4	1	1	1	1	1	0	2	1	1	0	14

DENTAL SERVICES	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Miscellaneous	11	9	4	6	10	6	17	5	7	10	1	8	94

Source: Junee Health Services monthly report

Table 22: Prescribed medication

PRESCRIBED MEDICATION	7 APR 1994	5 OCT	4 DEC	8 FEB 1995	7 MAR
Night sedation	5	1	5	6	7
Anti Biotics	23	19	15	19	28
Anti Psychotics	17	9	10	10	11
Anti Depressants	39	34	67	71	78
Anti Convulsants	3	2	7	11	8
Anti Inflammatory	22	17	30	51	52
Prescribed Analgesia	54	32	61	83	96
TOTAL PRESCRIBED¹	163	114	195	251	280
TOTAL INMATE POPULATION	595	571	520	570	550
% of Inmate Population	27.4%	20.0%	37.5%	44.0%	50.9%
PRN Analgesia²	30	37	45	51	74

Source: Junee Health Services monthly report

- NOTES: 1. Number of inmates receiving prescribed medication.
2. Number of inmates receiving non-prescription analgesia.

Annex VI: Industries

Table 23: Inmate employment data

INMATE EMPLOYMENT	APR ¹ 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR
Domestic employment		148	134	147	139	124	110	107	112	121	125	123
Full time students		29	27	35	34	37	28	44	58	62	56	40
INDUSTRY		148	161	138	143	143	150	120	131	120	116	167
Non workers		11	16	5	12	9	3	7	12	25	12	7
Segregation		3	6	0	2	1	2	3	1	2	1	4
Unemployment		231	204	195	200	263	226	194	256	252	240	229
TOTAL		570	548	520	530	577	519	475	570	582	550	570

Source: June: Industries Monthly Report

NOTES:

1. No data available for April 1994.

Annex VII: Human resources

Table 24: Staff profile - gender

GENDER	ALL STAFF %	CUSTODIAL STAFF %	NON-CUSTODIAL STAFF %
Males	66.0	79.2	52.2
Females	34.0	20.8	47.8
TOTAL	100%	100%	100%

Table 25: Staff profile - age

AGE	ALL STAFF %	CUSTODIAL STAFF %	NON-CUSTODIAL STAFF %
UNDER 20	-	-	-
20 - 29	37.5	38.9	36.0
30 - 39	29.0	29.9	28.0
40 - 49	35.6	30.5	35.6
50+	0.5	0.7	0.4
TOTAL	100%	100%	100%

NOTES:

1. Data for Tables 24 and 25 collected for the month of March 1995.

Table 26: Staff movements

RESIGNATIONS		APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Custodial:	Trainees	-	-	9	-	3	-	-	-	-	-	-	-	12
	Casuals	1	-	-	-	3	-	-	-	2	3	-	-	9
	Officers	2	4	4	-	3	1	-	-	-	-	1	1	16
	Managers	-	1	-	-	-	-	-	-	-	-	-	-	1
Administration		-	1	1	-	1	4	2	-	-	2	-	-	11
Programs		3	-	-	-	-	2	4	-	1	-	2	1	13
Industries		2	-	-	-	-	1	1	-	-	-	-	-	4
Health services		-	-	-	-	-	-	-	-	1	-	-	-	1
TOTAL		8	6	14	-	10	8	7	-	4	5	3	2	67
POSITIONS FILLED:		APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Custodial:	Trainees	-	-	-	-	24	-	-	-	-	-	21	-	45
	Officers	-	-	-	-	1	-	-	-	-	2	-	-	3
	Managers	-	1	-	-	-	-	9	-	2	-	-	-	12
Administration		-	1	-	-	1	1	2	-	2	1	-	-	8
Programs		-	2	-	-	2	1	1	-	4	2	3	2	17
Industries		-	1	3	-	-	-	1	-	1	-	-	-	6
Health Services		-	-	-	-	-	-	-	-	-	-	3	1	4
TOTAL		-	5	3	-	28	2	13	-	9	5	27	3	95

Source: Junee Human Resources monthly report.

NOTES: The data for July and November were not available, nor were the positions filled data for April 1994.

Table 27: Staff training

# OF STAFF ATTENDING TRAINING COURSES	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Pre-service Training		-	18		24	-	-	-	-	-	23	-	
Officer On-going Training		-	-		46	25	23	-	-	25	8	205	
Lockdown Training		75	107		114	22	70	67	16	90	171	13	
Security Awareness		4	7		5	-	8	6	-	-	8	-	
Specialist Training		29	-		8	7	11	-	13	11	24	19	
Health Professional Training		-	-		-	8	-	-	10	11	-	5	
External Training		2	2		-	9	1	1	1	-	7	8	
TOTAL STAFF ATTENDING TRAINING COURSES	-	110	134	-	197	71	113	74	40	250	241	250	
Total training hours per month	na	282	314.5	na	4556	4737	822.5	228.5	758	1107.5	2222	5777	20805

Source: Junee Staff Training monthly reports.

Notes:

1. Pre-service courses commenced in June, August and February.
2. Information about staff training was not available for April and July 1994.

Table 28: Accident report - type of injury

TYPE OF INJURY (All staff)	APR 1994	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1995	FEB	MAR	TOTAL
Body injuries:		-	-		-	2			-			1	3
back/neck/shoulders						-			1			-	1
head/facial						-			1			2	3
leg (incl. ankle/knee/foot)						-			-			-	-
arm/hand						-			-			-	-
eye						-			-			-	-
Minor injuries		-	-		3	-			-			-	3
Cuts & lacerations		-	1		1	-			-			-	2
Abrasions & grazes		-	-		1	-			-			-	1
Strains/sprains		1	3		1	1			-			-	6
Fractures		-	-		1	-			-			-	1
Smoke inhalation		-	-		-	-			-			2	2
Allergies		-	-		-	1			-			-	1
Stress/anxiety		-	-		-	3			-			-	3
Needlestick injuries		1	-		-	-			-			1	2
Assaults by inmates		12	6		1	-			1			1	21
Motor vehicle accidents		-	-		-	-			1			-	1
Other		5	1		3	-			1			-	10
TOTAL		19	11		11	7			5			7	60

Source: Junee OH&S monthly report.

Notes:

1. Data for April, July, October and November 1994 and January and February 1995 were not available.

Annex VIII: Inmate profile

Table 29: Classification mix

CLASSIFICATION MIX	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995		CENSUS 30/6/94	
		%		%		%		%		%
A1	-	-	-	-	-	-	-	-	20	0.3
A2	-	-	1	0.2	-	-	-	-	658	10.8
B	248	45.3	185	31.6	279	48.8	195	34.5	877	14.4
C1	159	29.0	144	24.6	87	15.2	155	27.4	949	15.6
C2	90	16.4	200	34.2	131	22.9	147	26.0	1941	31.8
C3	-	-	-	-	-	-	-	-	481	7.9
E1	-	-	1	0.2	-	-	-	-	45	0.7
E2	50	9.1	54	9.2	74	12.9	68	12.0	173	2.8
PDC/Other	1	0.2	-	-	1	.2	-	-	280	4.6
Remand/Trial	-	-	-	-	-	-	-	-	676	11.1
TOTAL	548	100%	585	100%	572	100%	565	100%	6100	100%

Table 30: Age

AGE	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995		CENSUS 30/6/94	
		%		%		%		%		%
17	-	-	-	-	-	-	-	-	1	0.0
18	-	-	3	0.5	5	0.9	12	2.1	65	1.1
19	8	1.5	12	2.1	15	2.6	23	4.1	154	2.5
20	23	4.2	33	5.6	30	5.2	21	3.7	243	4.0
21-22	40	7.3	60	10.3	48	8.4	49	8.7	532	8.7
23-24	60	10.9	69	11.8	68	11.9	63	11.2	626	10.3
25-29	139	25.4	139	23.8	133	23.3	122	21.6	1318	21.6
30-34	97	17.7	93	15.9	86	15.0	81	14.3	1106	18.1
35-39	79	14.4	81	13.8	57	10.0	67	11.9	783	12.8
40-44	41	7.5	41	7.0	43	7.5	41	7.3	542	8.9
45-49	39	7.1	33	5.6	41	7.2	38	6.7	339	5.6
50-54	12	2.2	12	2.1	21	3.7	23	4.1	175	2.9
55-59	7	1.3	6	1.0	10	1.7	10	1.8	127	2.1
60-64	3	0.5	3	0.5	8	1.4	8	1.4	54	0.9
65+	-	-	-	-	7	1.2	7	1.2	35	0.6
TOTAL	548	100%	585	100%	572	100%	565	100%	6100	100%

Table 31: Marital status

MARITAL STATUS	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995		CENSUS 30/6/94	
		%		%		%		%		%
Never married	279	50.9	322	55.0	310	54.2	309	54.7	3112	51.0
Married/de-facto	199	36.3	190	32.5	177	30.9	179	31.7	2170	35.6
Separated	24	4.4	29	5.0	37	6.5	35	6.2	327	5.4
Divorced	41	7.5	39	6.7	42	7.3	36	6.4	408	6.7
Widowed	3	0.5	2	0.3	4	0.7	6	1.1	62	1.0
Unknown	2	0.4	3	0.5	2	0.3	-	-	21	0.3
TOTAL	548	100%	585	100%	572	100%	565	100%	6100	100%

Table 32: Aboriginality

ABORIGINALITY	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995	
		%		%		%		%
Aboriginal/TSI	44	8.0	56	9.6	45	7.9	37	6.5
Not Aboriginal	504	92.0	529	90.4	527	92.1	528	93.5
Unknown	-	-	-	-	-	-	-	-
TOTAL	548	100%	585	100%	572	100%	565	100%

CENSUS 30/6/94	
	%
717	11.8
5367	88.0
16	0.3
6100	100%

Table 33: Known prior imprisonment

PRIOR IMPRISONMENT	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995	
		%		%		%		%
Yes	355	64.8	422	72.1	377	65.9	390	69.0
No	189	34.5	159	27.2	192	33.6	173	30.6
Unknown	4	0.7	4	0.7	3	0.5	2	0.4
TOTAL	548	100%	585	100%	572	100%	565	100%

CENSUS 30/6/94	
	%
3837	62.9
2215	36.3
48	0.8
6100	100%

Table 34: Most serious offence

MOST SERIOUS OFFENCE	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995	
		%		%		%		%
Murder	7	1.3	7	1.2	3	0.5	8	1.4
Attempt murder	3	0.5	3	0.5	2	0.3	3	0.5
Conspiracy to murder	-	-	-	-	-	-	-	-
Manslaughter	18	3.3	15	2.6	10	1.7	8	1.4
Major assault	34	6.2	39	6.7	34	5.9	23	4.1
Other assault	9	1.6	18	3.1	11	1.9	16	2.8
Rape	1	0.2	1	0.2	1	0.2	2	0.4
Serious sex. assault	26	4.7	34	5.8	73	12.8	76	13.5
Incest/carnal know.	-	-	-	-	33	5.8	37	6.5
Indecent assault	1	0.2	1	0.2	10	1.7	17	3.0
Buggery/bestial	-	-	-	-	13	2.3	16	2.8
Robbery maj. assault	78	14.2	79	13.5	74	12.9	73	12.9
Other robbery	43	7.8	37	6.3	40	7.0	35	6.2
Fraud	20	3.6	21	3.6	14	2.4	6	1.1
Break enter and steal	95	17.3	90	15.4	94	16.4	94	16.6
Other steal	53	9.7	51	8.7	45	7.9	59	10.4
Driving/traffic	7	1.3	6	1.0	8	1.4	10	1.8
Offences agst. order	24	4.4	12	2.1	19	3.3	23	4.1
Drug offences	81	14.8	91	15.6	58	10.1	29	5.1
Other offences	48	8.8	44	7.5	30	5.2	30	5.3
Not specified	-	-	36	6.2	-	-	-	-
TOTAL	548	100%	585	100%	572	100%	565	100%

CENSUS 30/6/94	
	%
342	5.6
38	0.6
4	0.1
107	1.8
453	7.4
277	4.5
6	0.1
386	6.3
131	2.1
73	1.2
74	1.2
654	10.7
344	5.6
234	3.8
874	14.3
583	9.6
204	3.3
281	4.6
801	13.1
234	3.8
-	-
6100	100%

Table 35: Aggregate sentence

AGGREGATE SENTENCE	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995		CENSUS 30/6/94	
		%		%		%		%		%
Unsentenced	-	-	31	5.3	-	-	-	-	697	11.4
1-7 days	-	-	1	0.2	1	0.2	1	0.2	-	-
8 days < 1 month	-	-	-	-	-	-	-	-	13	0.2
1 month < 3 months	1	0.2	-	-	2	0.3	1	0.2	80	1.3
3 mths < 6 months	10	1.8	3	0.5	16	2.8	10	1.8	312	5.1
6 mths < 9 months	26	4.7	20	3.4	18	3.1	37	6.5	409	6.7
9 months < 1 year	6	1.1	9	1.5	13	2.3	12	2.1	153	2.5
1 year < 2 years	66	12.0	72	12.3	73	12.8	60	10.6	774	12.7
2 years < 5 years	179	32.7	203	34.7	181	31.6	191	33.8	1621	26.6
5 years < 7 years	114	20.8	123	21.0	125	21.9	116	20.5	718	11.8
7 years < 10 years	98	17.9	70	12.0	72	12.6	75	13.3	554	9.1
10 years < 15 years	39	7.1	40	6.8	58	10.1	44	7.8	370	6.1
15 years < 20 years	2	0.4	3	0.5	7	1.2	6	1.1	124	2.0
20 years +	4	0.7	6	1.0	3	0.5	5	0.9	128	2.1
Life	3	0.5	4	0.7	3	0.5	7	1.2	127	2.1
Forensic patient	-	-	-	-	-	-	-	-	20	0.3
TOTAL	548	100%	585	100%	572	100%	565	100%	6100	100%

Table 36: Country of birth

COUNTRY OF BIRTH	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995		CENSUS 30/6/94	
		%		%		%		%		%
England	17	3.1	17	2.9	23	4.0	22	3.9	174	2.9
Scotland	1	0.2	1	0.2	2	0.3	2	0.4	34	0.6
Wales	-	-	-	-	-	-	-	-	4	0.1
Northern Ireland	1	0.2	1	0.2	-	-	-	-	4	0.1
Ireland undefined	1	0.2	1	0.2	2	0.3	2	0.4	14	0.2
Western Europe										
Austria	1	0.2	1	0.2	-	-	-	-	9	0.1
Cyprus	1	0.2	1	0.2	-	-	-	-	10	0.2
Finland	-	-	-	-	-	-	-	-	4	0.1
France	1	0.2	1	0.2	1	0.2	1	0.2	10	0.2
Germany	5	0.9	5	0.9	1	0.2	1	0.2	30	0.5
Greece	5	0.9	5	0.9	1	0.2	1	0.2	33	0.5
Holland	-	-	-	-	2	0.3	2	0.4	12	0.2
Italy	8	1.5	7	1.2	2	0.3	2	0.4	57	0.9
Malta	-	-	1	0.2	-	-	-	-	22	0.4
Norway	1	0.2	-	-	-	-	-	-	1	0.0
Portugal	-	-	2	0.3	2	0.3	1	0.2	6	0.1
Spain	1	0.2	1	0.2	3	0.5	3	0.5	14	0.2
Sweden	1	0.2	-	-	-	-	-	-	3	0.0
Eastern Europe										
Albania	1	0.2	1	0.2	-	-	-	-	7	0.1
Bulgaria	-	-	-	-	-	-	-	-	1	0.0
Czechoslovakia	1	0.2	1	0.2	-	-	-	-	8	0.1
Estonia	-	-	-	-	-	-	-	-	1	0.0
Hungary	3	0.5	3	0.5	2	0.3	2	0.4	12	0.2
Poland	1	0.2	1	0.2	-	-	-	-	12	0.2
Romania	3	0.5	6	1.0	5	0.9	2	0.4	59	1.0
USSR	2	0.4	2	0.3	2	0.3	1	0.2	6	0.1
Yugoslavia	13	2.4	11	1.9	8	1.4	7	1.2	75	1.2

COUNTRY OF BIRTH	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995		CENSUS 30/6/94	
Middle East										
Bahrain Arab	1	0.2	-	-	-	-	-	-	6	0.1
Iran	1	0.2	1	0.2	1	0.2	-	-	13	0.2
Iraq	-	-	-	-	-	-	-	-	3	0.0
Israel	2	0.4	1	0.2	-	-	-	-	8	0.1
Lebanon	20	3.6	22	3.8	7	1.2	5	0.9	139	2.3
Syria	-	-	-	-	-	-	-	-	3	0.0
Turkey	8	1.5	6	1.0	4	0.7	2	0.4	37	0.6
Asia										
Cambodia	3	0.5	4	0.7	1	0.2	-	-	18	0.3
China	7	1.3	5	0.9	6	1.0	2	0.4	39	0.6
Hong Kong	1	0.2	2	0.3	1	0.2	-	-	24	0.4
India	-	-	-	-	-	-	-	-	6	0.1
Indonesia	1	0.2	-	-	-	-	-	-	3	0.0
Korea	1	0.2	1	0.2	-	-	-	-	7	0.1
Laos	2	0.4	2	0.3	1	0.2	-	-	10	0.2
Malaysia	6	1.1	6	1.0	7	1.2	5	0.9	31	0.5
Pakistan	2	0.4	2	0.3	1	0.2	2	0.4	5	0.1
Philippines	1	0.2	2	0.3	2	0.3	2	0.4	12	0.2
Singapore	3	0.5	2	0.3	-	-	-	-	15	0.2
Sri Lanka	-	-	-	-	1	0.2	-	-	6	0.1
Taiwan	-	-	-	-	-	-	-	-	1	0.0
Thailand	1	0.2	1	0.2	1	0.2	-	-	11	0.2
Timor	-	-	-	-	-	-	-	-	1	0.0
Vietnam	17	3.1	31	5.3	21	3.7	13	2.3	147	2.4
Other Asia	1	0.2	1	0.2	2	0.3	1	0.2	6	0.1
Americas										
Argentina	1	0.2	1	0.2	-	-	1	0.2	9	0.1
Bolivia	-	-	-	-	-	-	-	-	1	0.0
Brazil	2	0.4	2	0.3	2	0.3	2	0.4	4	0.1
Canada	1	0.2	2	0.3	1	0.2	1	0.2	6	0.1
Caribbean	-	-	-	-	-	-	-	-	1	0.0
Chile	3	0.5	3	0.5	4	0.7	3	0.5	9	0.1
Colombia	3	0.5	2	0.3	1	0.2	2	0.4	18	0.3
Ecuador	-	-	-	-	-	-	-	-	3	0.0
Mexico	-	-	-	-	-	-	-	-	1	0.0
Peru	-	-	1	0.2	-	-	-	-	7	0.1
USA	-	-	-	-	-	-	-	-	8	0.1
Uruguay	-	-	-	-	1	0.2	1	0.2	6	0.1
Venezuela	-	-	-	-	-	-	-	-	1	0.0
Other Americas	1	0.2	2	0.3	4	0.7	2	0.4	31	0.5
Africa										
Egypt	1	0.2	1	0.2	1	0.2	1	0.2	9	0.1
Kenya	1	0.2	1	0.2	-	-	-	-	1	0.0
Mauritius	-	-	-	-	-	-	-	-	2	0.0
South Africa	1	0.2	-	-	1	0.2	-	-	12	0.2
Uganda	-	-	-	-	-	-	-	-	1	0.0
Zimbabwe	-	-	-	-	-	-	1	0.2	1	0.0
Other Africa	1	0.2	1	0.2	1	0.2	2	0.4	10	0.2
Oceania										
Cook Islands	-	-	-	-	-	-	-	-	4	0.1
Fiji	4	0.7	5	0.9	2	0.3	3	0.5	34	0.6
New Zealand	16	2.9	19	3.2	10	1.7	11	1.9	164	2.7
Norfolk Island	-	-	1	0.2	-	-	-	-	1	0.0
Papua N Guinea	-	-	-	-	1	0.2	-	-	7	0.1
Tonga	5	0.9	2	0.3	2	0.3	1	0.2	19	0.3
Western Samoa	1	0.2	1	0.2	4	0.7	4	0.7	7	0.1
Other Oceania	-	-	1	0.2	2	0.3	1	0.2	10	0.2

COUNTRY OF BIRTH	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995	
Australia								
NSW	318	58.0	333	56.9	361	63.1	383	67.8
Victoria	15	2.7	19	3.2	30	5.2	32	5.7
Queensland	10	1.8	11	1.9	13	2.3	13	2.3
South Australia	5	0.9	2	0.3	2	0.3	2	0.4
Western Australia	-	-	1	0.2	3	0.5	3	0.5
Tasmania	3	0.5	4	0.7	4	0.7	3	0.5
Northern Territory	1	0.2	1	0.2	2	0.3	2	0.4
ACT	8	1.5	10	1.7	6	1.0	7	1.2
Aus. Unspecified	1	0.2	1	0.2	2	0.3	3	0.5
Unknown	-	-	-	-	-	-	-	-
TOTAL	548	100%	585	100%	572	100%	565	100%

CENSUS 30/6/94	
	%
3916	64.2
205	3.4
168	2.8
45	0.7
36	0.6
38	0.6
12	0.2
89	1.5
29	0.5
2	0.0
6100	100%

Table 37: LGA of last address

LGA OF LAST ADDRESS	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995	
		%		%		%		%
Leichhardt	9	1.6	6	1.0	6	1.0	6	1.1
Marrickville	16	2.9	21	3.6	19	3.3	17	3.0
Randwick	11	2.8	10	1.7	11	1.9	10	1.8
Sydney	25	4.6	25	4.3	28	4.9	31	5.5
Waverley	4	0.7	6	1.0	8	1.4	9	1.6
Woollahra	3	0.5	5	0.9	4	0.7	-	-
Ashfield	3	0.5	6	1.0	3	0.5	4	0.7
Burwood	2	0.4	-	-	1	0.2	-	-
Concord	1	0.2	2	0.3	1	0.2	1	0.2
Drummoyne	4	0.7	2	0.3	2	0.3	1	0.2
Strathfield	2	0.4	-	-	1	0.2	1	0.2
Bankstown	14	2.6	15	2.6	13	2.3	15	2.7
Botany	2	0.4	2	0.3	1	0.2	2	0.4
Canterbury	14	2.6	16	2.7	13	2.3	11	1.9
Hurstville	4	0.7	7	1.2	6	1.0	5	0.9
Kogarah	2	0.4	2	0.3	1	0.2	2	0.4
Rockdale	5	0.9	6	1.0	1	0.2	4	0.7
Sutherland	9	1.6	9	1.5	5	0.9	7	1.2
Camden	-	-	2	0.3	1	0.2	1	0.2
Campbelltown	21	3.8	24	4.1	25	4.4	20	3.5
Liverpool	16	2.9	31	5.3	17	3.0	20	3.5
Wollondilly	-	-	-	-	1	0.2	1	0.2
Auburn	6	1.1	7	1.2	3	0.5	4	0.7
Baulkham Hills	3	0.5	4	0.7	4	0.7	5	0.9
Blacktown	36	6.6	35	6.0	38	6.6	45	8.0
Blue Mountains	3	0.5	2	0.3	2	0.3	-	-
Hawkesbury	5	0.9	7	1.2	4	0.7	3	0.5
Fairfield	25	4.6	26	4.4	16	2.8	13	2.3
Holroyd	8	1.5	5	0.9	8	1.4	4	0.7
Parramatta	15	2.7	15	2.6	9	1.6	12	2.1
Penrith	16	2.9	15	2.6	13	2.3	7	1.2

CENSUS 30/6/94	
	%
87	1.4
154	2.5
126	2.1
287	4.7
57	0.9
47	0.8
44	0.7
17	0.3
19	0.3
21	0.3
33	0.5
145	2.4
22	0.4
174	2.9
60	1.0
22	0.4
59	1.0
71	1.2
13	0.2
218	3.6
240	3.9
8	0.1
59	1.0
54	0.9
394	6.5
43	0.7
40	0.7
164	2.7
76	1.2
155	2.5
177	2.9

LGA OF LAST ADDRESS	JUNE 1994		SEPTEMBER 1994		DECEMBER 1994		MARCH 1995		CENSUS 30/6/94	
Hornsby	-	-	1	0.2	-	-	2	0.4	31	0.5
Ku-ring-gai	1	0.2	1	0.2	-	-	-	-	14	0.2
Lane Cove	2	0.4	2	0.3	1	0.2	1	0.2	5	0.1
Manly	3	0.5	5	0.9	6	1.0	2	0.4	29	0.5
Mosman	-	-	-	-	-	-	-	-	6	0.1
North Sydney	3	0.5	1	0.2	2	0.3	-	-	27	0.4
Ryde	4	0.7	3	0.5	5	0.9	4	0.7	57	0.9
Warringah	8	1.5	5	0.9	3	0.5	2	0.4	69	1.1
Willoughby	5	0.9	3	0.5	3	0.5	2	0.4	23	0.4
Gosford	5	0.9	6	1.0	9	1.6	9	1.6	101	1.7
Wyong	8	1.5	11	1.9	12	2.1	9	1.6	105	1.7
Hunter	34	6.2	37	6.3	57	10.0	56	9.9	485	8.0
Illawarra	26	4.7	26	4.4	31	5.4	35	6.2	297	4.9
Richmond Tweed	6	1.1	6	1.0	5	0.9	2	0.4	120	2.0
Mid Northern	10	1.8	6	1.0	11	1.9	16	2.8	215	3.5
Northern	7	1.3	5	0.9	8	1.4	8	1.4	156	2.6
North Western	9	1.6	15	2.6	10	1.7	9	1.6	174	2.9
Central West	14	2.6	13	2.2	11	1.9	12	2.1	176	2.9
South Eastern	8	1.5	10	1.7	12	2.1	12	2.1	101	1.7
Murrumbidge	15	2.7	12	2.1	21	3.7	28	5.0	95	1.6
Murray	11	2.0	13	2.2	14	2.4	11	1.9	57	0.9
Farwest	2	0.4	3	0.5	2	0.3	1	0.2	25	0.4
Victoria	9	1.6	9	1.5	7	1.2	6	1.1	52	0.9
Queensland	5	0.9	2	0.3	6	1.0	8	1.4	96	1.6
South Australia	1	0.2	1	0.2	-	-	1	0.2	9	0.1
Western Australia	2	0.4	3	0.5	4	0.7	4	0.7	18	0.3
Tasmania	-	-	-	-	-	-	-	-	3	0.0
NT	1	0.2	1	0.2	1	0.2	1	0.2	2	0.0
ACT	10	1.8	10	1.7	13	2.3	13	2.3	66	1.1
No Fixed Abode	32	5.8	38	6.5	33	5.8	33	5.8	225	3.7
Unknown	23	4.2	24	4.1	20	3.5	17	3.0	175	2.9
TOTAL	548	100%	585	100%	572	100%	565	100%	6100	100%

Source: Offender Records System.

NOTES:

1. Data for Tables 29-37 were collected on June 30, 1994 and at the end of September and December, 1994 and March, 1995.
2. Census data for all male inmates in full time custody in NSW (including June).