

Fulham achieves green recognition

Training manager Cheryl Fulton's project for a GEO sponsored Diploma of Business course last year has resulted in Fulham Correctional Centre achieving a coveted international environment standard.

Her project demonstrated how Fulham could become carbon neutral and be accredited for environmental issues. The project was based on the Greenhouse Challenge Plus, a voluntary Federal Government program.

As a result Fulham's Drought Strategy Committee became the Environmental Committee.

The GEO Group Australia embraced the proposal and implemented the international Environmental Management System (EMS) Standard ISO 14001:2004 as part of an Australia wide responsible corporate organisation initiative.

"The first steps in achieving a cleaner, greener environment have been taken and we should all be proud of having achieved the distinction of being the first and only corrections provider in Australia with an environmental quality management certification," said managing director Pieter Bezuidenhout.

With Cheryl Fulton's involvement on the Environmental Committee and the support of Fulham's EMS coordinator and contract compliance manager Joe van Beek, it was no surprise that Fulham also achieved a positive



> From left — Fulham's Joe van Beek with TQCSI quality & safety auditor David Monks, Fulham's Cheryl Fulton and TQCSI environmental auditor Martin Pykett.

outcome from a recent audit by independent certified auditing company TQCSI.

The two-day audit covered the EMS and two other elements of Fulham's management systems. It resulted in recommendations for the continuation of certification to both ISO 9001:2000 — the international standard for Quality Management Systems — and AS/NZS 4801:2001, the standard for Occupational Health and Safety Management Systems.

Fulham has been accredited to these two systems since 1998 and 2004 respectively.

Members of Fulham's Environmental Committee realise there is still much to be done to address environmental issues at the centre, however they also appreciate the impact of the *GEO Builds Better Lives* philosophy and the commitment of management in helping the centre to reach its environmental goals.

Building better lives

More than 1000 employees — over 90 per cent of The GEO Group Australia staff — recently attended exciting and wide-ranging presentations on the *GEO Builds Better Lives* culture.

Eight presentations by managing director Pieter Bezuidenhout and executive general manager people Pierre Langford were held at the four GEO centres as the company discussed its plans for the future.

"Everyone appreciated the insight," Mr Langford said. "The sessions allowed us to discuss our thoughts on growth and development for the GEO business and for GEO people.

"The feedback was excellent and everyone was

delighted with the issues we discussed and the two-way communication."

As a result, over the next 12 months as the company rolls out its *GEO Builds Better Lives* program, it will concentrate initially on:

- > updating uniforms with an emphasis on look, feel and functionality
- > a new performance and development review process
- > a recruitment drive for talented staff through current employees via a 'refer a friend' program
- > developing more supervisors through a new education and training program



> Pierre Langford — discussing the future.

- > introducing a study sponsorship program for children of GEO employees.

Mr Langford said further consultation with employees would be held during the roll out.



MD's desk

Welcome to the latest edition of the GEO newsletter.

I recently had the opportunity to meet with many of you at the *GEO Builds Better Lives* launches. I hope you found the presentation useful and judging by the feedback received so far you have many ideas and views on how to develop the business.

Over the coming months you will see the *GEO Builds Better Lives* guiding principles become more evident in your day-to-day work, but the real test of course is when we all practice them in each of the roles we perform within GEO.

On the new business front, the Junee re-tender has been submitted. A new contract could see GEO managing Junee until 2024 and so the solution we presented to the NSW Department of Corrective Services was in a large part designed to re-focus Junee for future challenges and demands. The re-tender process saw head office and the Junee team working seamlessly together.

We are also in the final stages of reaching agreement on a contract extension for Fulham through to June 2012.

In terms of new opportunities, we are developing a tender response to provide prisoner transport services across the whole of Victoria.

The team at Arthur Gorrie is busy recruiting staff in readiness for the commissioning of the 180-bed expansion, with a wealth of applicants to choose from. Once in operation, Arthur Gorrie will become a 'remand only' facility.

Operationally, Melbourne Custody Centre had an unexpected visitor at 1am one Saturday in John Brumby, the Premier of Victoria. On a fact-finding tour to see the challenges of law enforcement in the city, the Premier spent some time watching GEO personnel processing detainees.

In New South Wales, Junee responded to a short notice request to transfer 80 prisoners between Junee and two other prisons — and again demonstrated our can-do attitude by accomplishing this task efficiently.

Enjoy the newsletter — many of the stories illustrate elements of our guiding principles and demonstrate the culture and behaviours we expect from *GEO Builds Better Lives* in action.

Pieter Bezuidenhout
Managing Director

Yeerung — a place to call home

Celebrations during NAIDOC week at Fulham Correctional Centre culminated in a renaming ceremony that formally recognised the Yeerung Unit as an indigenous community.

The transfer of the intensive drug treatment program from Fulham's Erica Unit last year provided an opportunity to enhance the delivery of indigenous programs and further develop life skills for the centre's Aboriginal prisoners.

Inmates who choose to live in the Yeerung Unit promote a sense of ownership and pride in an environment dedicated to indigenous prisoners.

Over the past 12 months a range of culturally specific programs have been delivered.

In particular, indigenous art is promoted and this has resulted in the creation of a number of paintings that now adorn the unit.

It was agreed that a new name would enhance the development of the unit and so the

traditional landowners, local Gunai/Kurnai elders, were invited to provide suggestions to inmates. The name 'Yeerung' was chosen, which means an adult male superb wren and also represents the totem for men of the area.

Following the unveiling of a plaque, which commemorates renaming the unit, local elders performed a ceremonial smoking ritual.

"The renaming of the unit is a significant milestone for both the centre and our local indigenous community," said Fulham general manager Troy Ittensohn.

"It marks our commitment to developing stronger beneficial ties. Through a strong partnership, highlighted by education, therapeutic programs, a conducive learning environment and support and guidance from respected community elders, GEO and the Fulham Correctional Centre intend to build better lives."



> From left — Fulham's Troy Ittensohn with local elders aunty Bess Yarram, aunty Barb Tilley and uncle Grahame (Bootsie) Thorpe at the opening of the Yeerung Unit.

NAIDOC celebrations promote friendship

National Aboriginal and Islander Day of Celebrations (NAIDOC) activities are held throughout Australia each year to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander people.



> NAIDOC celebrations at Arthur Gorrie.

The activities are a great way to generate friendship and understanding between indigenous and non-indigenous Australians and that is exactly what occurred at Arthur Gorrie Correctional Centre recently.

Festivities began with a traditional welcome by custodian elder, uncle Des Sandy of the Yuggera tribe, which is the traditional owner of the land on which the centre is built.

An exhibition of paintings in the cultural centre along with traditional dances by Aboriginal, Maori and South Sea Islander inmates gave indigenous prisoners the opportunity to enjoy their culture through art, dance and music.

New watch for GEO at Moorabbin



> GEO personnel Debbie Cumes and Greg Swan at the Moorabbin Justice Centre.

The GEO Group Australia and the Victorian Justice Department have combined in an exciting new initiative that is being carefully watched by justice authorities in other states.

GEO recently began managing the Moorabbin Justice Centre custody and court escort service on behalf of the Victorian Government. The contract will operate on a trial basis until March 2010.

The new service means police are not spending time on escort duties, releasing them for operational requirements.

The centre, in south-east Melbourne, services the Kingston, Glen Eira and Bayside communities and relieves pressure at existing courts in Frankston and Dandenong.

Officially opened in November last year, the centre is part of the government's commitment

to spend almost \$100 million on law and justice construction projects.

The centre manages prisoners who are delivered by prisoner transport or Victoria Police and are scheduled to appear before the court for bail, remand or committal. It also manages prisoners placed in custody on the order of a magistrate.

Prisoners not bailed at the end of each day are collected by prisoner transport and returned to a Victoria Police custody facility.

GEO custody staff at Moorabbin provide meals to prisoners, manage visits by lawyers and arrange any medical requirements.

Current GEO staffing at the centre consists of a court supervisor, reception officer and a court escort officer.

The centre includes four magistrates' courts, a children's court and a multi-purpose hearing room that can be used for Koori Court and Victorian Civil and Administrative Tribunal (VCAT) matters.

It houses accommodation for Community Correctional Services, the Sheriff's Office and the Police Prosecutions Unit, and also includes video conferencing facilities for children and other vulnerable witnesses.

Soft landings on Fulham's ovals

A significant reduction in the number and extent of sports injuries suffered by prisoners on Fulham Correctional Centre's three ovals is just one of the expected results of a major new stormwater recycling initiative.

The 'Soft Landings' project will support the centre's current dust suppression, fire risk reduction and beautification of extensive lawns and garden beds programs — which all use recycled water.

A prisoner has suggested a wind turbine powered water pump be used to pump stormwater to the ovals to save electricity.

He is currently building a wind powered water flow pump for the centre's fountain. If that is successful, a scaled-up version may well be an environmentally friendly solution to pumping the recycled water.

Joe van Beek, contract compliance manager at Fulham, said stormwater run off from the 20 hectare site is currently directed to two dams on the property.

"Some of this water is recycled by irrigating the fields and grassed areas in the southern section of the site and some is pumped into a trailer-mounted tank and used for watering garden beds and lawns," he said.

"We use about 12 mega litres a year of treated potable water on sports grounds, in our nursery growing seedlings as well as on our lawns and garden beds.

"By pumping stormwater from our dams we can replace the use of potable water, save money and more importantly dramatically reduce our use of town water."



> Recycled stormwater is used at Fulham in a number of applications.

The company is proceeding with the project but is also applying to the Victorian Government's Stormwater and Urban Recycling Fund for further financial support to ensure the maximum amount of water is saved.

In Brief

Connecting with community

A program involving local Aboriginal elders at Junee Correctional Centre (JCC) is providing indigenous inmates with a culturally appropriate link to the community both before and after their release.

Funded by NAIDOC, the program provides an opportunity for inmates to connect with their indigenous culture.

Elders visit Junee along with guests from local government, employment organisations, education and training institutions as well as Aboriginal role models. Visits are conducted within Junee's new Yindyamarra Cultural Centre.

The cultural centre recently hosted Junee's NAIDOC activities. Entertainment was provided by local indigenous band 'Foot Full of Bindies', while guests enjoyed a traditional lunch with crocodile and emu a feature on the menu.



> A JCC program is providing indigenous inmates with links to the local community.

Cemetery service

The work of Junee Correctional Centre (JCC) inmates in restoring a local cemetery has won praise from the community and Wagga Wagga City Council.

Junee inmates worked alongside council employees for several months after throughcare specialist Trevor Coles approached the council with a proposal to help restore the deteriorating cemetery.

The Junee crew was actively involved in cleaning graves, weeding, landscaping, maintenance and painting at Wagga's Monumental Cemetery.

It is the first time that JCC and the council have worked collaboratively on a project of this nature. The council plans to present certificates of appreciation to the inmates and staff involved in the project.

Christmas behind bars

Arthur Gorrie Correctional Centre recently hosted residents and carers from Canossa, a local age care facility, for its annual Christmas in July lunch.

Inmates prepared ham, turkey, roast potatoes, plum pudding and fruit salad for 16 residents and carers as well as the centre's senior management team.

It was the third Christmas in July lunch held at the centre and is an outing the Canossa residents look forward to each year.



> Arthur Gorrie's Dan Baldwin with Canossa resident Betty Hennessy.

V8 vroom at Fulham

In motor sport, getting to the front row of the grid is occasionally not a matter of skill, or the power of your machine, but rather who you know (or to whom you are related).

When star V8 Supercar driver Jason Bright came roaring up to the gates of Fulham in his colourful Fujitsu Racing Ford recently the reason was correctional officer Simon Henry.

"Jason is my wife's cousin and I wanted him to bring his car to Fulham and discuss racing with the inmates," explained Simon.

"The opportunity came up between race meetings at Winton and Phillip Island and he agreed to travel to Fulham for the day.

"Everyone had a wonderful time. Jason enjoyed himself and everyone else learned about the trials and tribulations in the life of a motor racing driver — it's not nearly as glamorous as everyone believes."

Bright heads Britek Motorsport, which this year is contesting its fourth season in the highly competitive Australian V8 Supercar Championship Series.



> From left — Fulham's Troy Ittensohn and Simon Henry with Jason Bright.



> Ariella Woods won last year's GEO Christmas Card Competition with this entry.

Calling all kids

The GEO Group Australia is again staging a Christmas card design competition open to children and grandchildren of GEO employees throughout the country.

The best design or designs, as judged by a panel of festive judges, will be used to print The GEO Group Australia Christmas card for 2008.

Split into two categories, the competition is open to children aged 5-10 years in one section and 11-16 in the other. Individual prizes of \$100 will be awarded to a finalist in each category from each centre. Entries close on Friday 7 November 2008.

Christmas Card Competition details: The competition is only open to children and grandchildren of The GEO Group Australia employees. The design must be a Christmas or festive season design. Entry must be A4 size and produced by hand (ie computer generated designs will not be accepted) in any medium (ie pencil, paint, crayon, etc). There are two sections of the competition: a junior section for children aged 5-10 and a senior section for 11-16 year-olds. Individual prizes of \$100 will be awarded to a finalist from each category in each GEO centre. The GEO Christmas card may be printed from one or more of the winning entries. Entries may be displayed at each centre during the Christmas period. Entries will remain the property of The GEO Group Australia and may be reproduced by GEO in any format it chooses. Closing date for entries is 7 November 2008. Please ensure entries include the name and age of the child as well as the related GEO employee and the centre. Entries are to be submitted to the HR manager at each centre and forwarded to our Christmas Card Competition coordinator, Lisa Shan, at head office by the closing date. The judges' decision is final and no correspondence will be entered into.

Inmate induction video

Nicole Clark, a nurse at Junee and also the centre's methadone coordinator, has initiated an inmate induction video as part of her GEO sponsored diploma course.

Nicole formed a partnership with students from Charles Sturt University earlier in the year and staff, inmates and students have worked diligently over the past few months to develop, film and then finalise the DVD presentation.

The video will assist in overcoming language and literacy barriers and also serve as a training tool for staff.

Editorial and photographic contributions for the GEO newsletter are sought from all centres. Forward your contributions to Maria Buckley at: mbuckley@thegeogroupinc.com.au