

## Junee sets pace on environment

Junee Correctional Centre has become the first prison in Australia – and one of the first in the world – to be globally recognised for its commitment to the environment.

The International Organisation for Standardisation (ISO) has awarded Junee an International Certification of Environmental Management Systems (ISO 14001) for its commitment to reducing its carbon footprint.

Driven by staff and inmates Junee has implemented a number of measures to protect the environment including establishing an Environmental Awareness Program to educate everyone at the centre and the local community about reducing their use of electricity, water and gas.

Another achievement is that the centre now recycles enough cardboard to save 1768 trees every year.

It has also reduced its annual gas consumption by five per cent since installing 16 new hot water heaters.

The centre has also planted drought resistant vegetation and installed rainwater tanks to offset its water usage.

To ensure the sustainability initiatives are promoted throughout the centre, Junee has produced colourful posters that set specific targets and encourage staff and inmates to become “supporters of the environment”.



> Large rainwater tanks installed at Junee Correctional Centre form part of the centre's environmental management plan.

The ISO has praised the centre for these initiatives and it will monitor Junee's efforts every six months to ensure it meets and continues to improve on these standards.

The managing director of The GEO Group Australia, Pieter Bezuidenhout, said it was the staff and inmates who provided the impetus for the environmental improvements by together – and with the support of management – setting targets and ensuring there was plenty of action to reach them.

“The inmates have been particularly supportive and are very positive about working for the benefit of the local community and on a

broader scale the planet in general,” he said.

“This program is playing an important role in their rehabilitation and preparing them to re-enter society.

“We used the NSW Department of Corrective Services' Environmental Management Plan as a guide to research, develop and implement systems and processes for the environmental initiatives we have undertaken.”

Both Arthur Gorrie and Fulham correctional centres have followed Junee and recently secured the same ISO 14001 accreditation.

At the different GEO centres there are numerous sustainability initiatives occurring and many more are being planned.

At Fulham, apart from an extensive campaign to collect and store waste water, the off cuts from the timber furniture the inmates manufacture are now being turned into ornate cutting boards. This simple action has reduced the amount of timber waste being collected from the centre each month.

One of the programs with which Arthur Gorrie is involved includes an extensive planting of native trees as part of a campaign to save endangered local koalas.

“Running correctional centres means we are managing public assets and it's essential from a sustainability perspective that we use the resources at these centres as effectively as possible,” Mr. Bezuidenhout said.



> From left: Craig Bates (president, TQCSI), Gerry Schipp (deputy commissioner - corporate services, NSW Department of Corrective Services) and Pieter Bezuidenhout (managing director, The GEO Group Australia) at the presentation of the environmental management certificate to Junee Correctional Centre.



## MD's desk

Welcome to the latest edition of The GEO Group Australia newsletter.

This edition carries news of some outstanding achievements in the field of environmental management. Junee was the first of our centres to secure the coveted ISO 14001 accreditation for its environmental management systems — making it one of a handful of correctional centres worldwide to meet this standard.

Fulham and Arthur Gorrie also recently secured this accreditation.

The energy and enthusiasm of staff (and in many cases inmates) on environmental initiatives at all centres has been unprecedented. Much has been achieved and all centres have established targets for reducing their use of electricity, gas and water. I have been thrilled by the passion shown and your efforts are testimony to our credo of *GEO Builds Better Lives*.

We welcome two new senior appointments — Walker Manaena as general manager of Junee Correctional Centre and Jill Carson as general manager of Pacific Shores Healthcare.

Walker brings over 35 years experience in corrections to Junee including 15 years as a centre manager. He joins us at an exciting time with Junee continuing the change program we promised in the recent re-tender.

Jill is a highly credentialed senior nursing manager with experience in the corporate, not-for-profit and government sectors. She will take PSH forward ensuring the demanding healthcare standards are met and that we continue to respond to emerging needs.

Finally, this newsletter contains an article on Arthur Gorrie's intelligence function and it is opportune to acknowledge the critical work intelligence personnel undertake every day at each of our facilities.

As the central collection point for a huge volume of information from staff, inmates, visitors and criminal justice agencies, our intelligence personnel collate and analyse this information. It is a credit to their professionalism that they generate accurate risk assessments that help their colleagues manage inmates and contribute to the protection of the community.

Their dedication helps make our workplace safer and I thank them for their efforts.

**Pieter Bezuidenhout**  
Managing Director

## Intelligence reduces risk

Working quietly and efficiently behind the scenes at every GEO correctional centre in Australia are intelligence officers.

At Arthur Gorrie Correctional Centre the area manager for intelligence is Mick Ohlin.

"Our role is to minimise the risk to staff, offenders and the community," he said.

It's a simple definition of a most demanding role.

"It includes the risk of inmates assaulting each other or threatening staff, their families, the judiciary or police — or even planning to escape," Mick said.

The role includes reducing the risk of drugs entering the centre and the problems they create. As a result, Mick and his team carefully monitor all mail, phone calls and visitors.

"We also have to be aware of groups of interest and monitor their activities within the prison and with whom they communicate outside of Arthur Gorrie," he said



> From left: Nigel McReaddie, Larry McGregor (QCSIG), Mick Ohlin and Greg Howden at the diploma presentation ceremony for Mick Ohlin.

With, for instance, 35,000 phone calls a month, the task is mammoth.

To perform his role even more efficiently Mick has just completed a three-year course in police intelligence, which is a mixture of theory, practical work and extensive study. It is a standard police diploma course, which Mick undertook with senior correctional officers from around Australia.

## 'Digger' Bear off to Afghanistan

A little Aussie 'Digger' Bear will soon leave Australia to join troops serving with the Australian Defence Forces (ADF) in Afghanistan.

With him will be a journal containing messages of support from staff at Arthur Gorrie Correctional Centre. The journal will also be used to prepare an account of the bear's experiences through the eyes of ADF personnel as he tours from Kandahar to Tarin Kowt.



> Aussie 'Digger' Bear will take messages of support from AGCC to Australian troops.

Aussie 'Digger' Bear will take 'care packages' to the troops, comprising donations made by AGCC staff. It is their way of saying "thanks" to the young Australians serving their nation.

Correctional officer Vanessa Selby instigated the Aussie 'Digger' Bear project. Vanessa has two sons in uniform with one serving in Afghanistan.

"I am the proud mother of two young men, who have chosen to serve their country in the ADF," she said.

"For the second time, I have watched, with mixed emotions, as Robert, my eldest boy, has boarded a plane to serve his country half a world away. I fear for his safety. I am not a religious person, but I find myself praying for his safe return.

"Like me, there are many family members of men and women serving in the ADF overseas who are awaiting the safe return of their loved ones.

"We want them to know that back home people support what they are doing and appreciate the sacrifices that they are making."

# Key management roles filled

The GEO Group Australia has filled two key management roles in recent months with Walker Nuku Manaena accepting the position of general manager at Junee Correctional Centre and Jill Carson appointed general manager of Pacific Shores Healthcare.

For Walker the role is a very familiar one as Junee is the sixth correctional centre the New Zealander has managed. He started working for New Zealand Corrections as a cadet prison officer in 1974 and became a prison manager 20 years later.

Earlier this year he felt the need to work in an environment where innovation is seen as essential and readily accepted the Junee position when it was offered to him.

“The GEO philosophy allows considerable scope for management to use initiative, to think outside of the square and try things less likely to be approved within the public prison setting,” Walker said.



> Jill Carson.



> Walker Nuku Manaena.

“My immediate aim is to ensure that the centre gets the basics right and gets them right every time. That includes musters, escorts, staff dealing with incidents before they get out of hand and proactively resolving issues with inmates.

“Once we achieve that goal and obtain a certain level of confidence in our services I will work more strategically and begin to introduce innovations.”

Walker is of Maori descent from the Ngati Kahungunu and Tuwharetoa iwi (tribe). He has a very supportive partner Janine, three adult children and five grandchildren.

Jill Carson is new to corrective services and joins GEO with a strong nursing management background in the corporate, not-for-profit and government sectors.

As well as an extensive clinical and healthcare compliance background, Jill has business

qualifications in change management and is looking forward to the challenges of working in corrections.

With 120 employees over nine sites Jill believes her first task is to ensure her staff have the skill base to deliver appropriate care.

“During the first six months my emphasis will be on quality of service and compliance. At the same time I will be identifying any gaps within PSH and responding accordingly,” she said.

“Then the challenge will be to grow the business, quite possibly outside the GEO group, but always in line with GEO’s business philosophy.”

Visiting the various PSH sites Jill has been highly impressed by the commitment of staff.

“Correctional facilities are high pressure workplaces with unique demands but seeing the dedication of staff has been very rewarding,” she said.

For the past decade Jill was chief executive of Church of Christ Community Care for Victoria and Tasmania, which supports people with special needs.

Previously she specialised in change management within the health sector and also worked for the Victorian Government’s Department of Health following earlier nursing training at Prince Henry’s Hospital.

Away from work Jill is interested in opera, ballet, 1940 musicals and Cardigan Welsh corgis.

## The bird men of Fulham

Fulham Correctional Centre and the local Maffra and District Landcare Network have combined to help protect native wildlife by building nest boxes.

Being sold for \$2, they are available for people to install on their farm, backyard or in a public reserve to create a home for native animals and birds.

Nest boxes are important for quickly creating wildlife habitats as natural tree hollows can take more than 100 years to develop. Many species of wildlife cannot breed unless there are enough tree hollows in the local area.

Prisoners at Fulham have been building 21 different types of nest boxes — ranging from a tiny bat box to a giant owl nesting box.

Fulham’s industry manager Ian Riley said the prisoners were learning new work skills that contributed to their personal development and rehabilitation in preparation for their release.

“They also gain in self esteem knowing that they have not only given something back to the community but to the care and welfare of the wildlife in the local area,” he said.



> Ian Riley with the nest boxes being built at FCC.

## In Brief



> From left: Junee inmates Darren, Aaron and Michael do their bit for the environment.

### Trees for the future

Inmate Development Committee members at Junee Correctional Centre took a positive role in protecting the environment when they planted a range of trees and shrubs as part of National Tree Day in August.

The inmates planted trees and shrubs in each of the B Unit gardens, providing food and shelter for wildlife and shade for the resident cat.

This positive environmental activity was preceded by a tree planting in July when a group of correctional officer trainees got their hands dirty during a pre-service course in an effort to offset some of their greenhouse gas emissions.

### Christmas in July

The annual 'Christmas in July' festivities that Arthur Gorrie Correctional Centre celebrates with residents from Canossa Nursing Home was again extremely successful and rewarding for everyone involved.

Eleven guests attended the centre this year for roast ham and turkey with all the trimmings. Special congratulations go to Brad Jensen who single-handedly produced the meal.

Guests were presented with a commemorative T-shirt with the words "I've been to jail" on the front and "But only for a day" on the back.



> L-R: AGCC's Julie Richardson and Canossa Nursing Home diversional therapist Jacky Jordan enjoy the 'Christmas in July' festivities.

### Education by peers

The large number of prisoners experiencing difficulty with basic literacy and numeracy has led Arthur Gorrie Correctional Centre to develop new screening assessments.

This initiative has also identified a number of suitable peer educators to assist with the program.

Prison service manager Susan Noordink and education coordinator Catherine Buck are establishing a team within the centre to teach inmates with learning difficulties.

Catherine conducts training twice a week to ensure that the enthusiastic prisoners selected as peer educators have the skills required to be effective in the role.

### Gospel Band at Gorrie

A group of Gold Coast based musicians, the Old Boys Gospel Band, has performed for prisoners and staff at Arthur Gorrie Correctional Centre.

Regular performers at centres throughout Queensland the band is not affiliated with any particular church group and sees the message they are promoting through their music as one of hope and making positive choices.

The concert hit the right note with prisoners and staff with everyone requesting further concerts in the future.



> The Old Boys Gospel Band tune up before the concert.

### A special commitment

Life for the students at Goodna Special School in Brisbane is a little better following a visit to Arthur Gorrie Correctional Centre by principal Michael Brett.

During the visit, general manager Greg Howden presented him with 10 noticeboards donated by staff. Mr Brett said students would exhibit their work on the noticeboards.

"The students get a great deal of pleasure seeing their work on display and being viewed by visitors," he said.

Mr Brett was taken on a guided tour of the industries area at AGCC where he met industries officer Jacobus Havenga and prisoners who were building a prototype trolley for use at the school.

The prototype will be the basis for production of at least five trolleys, which will be used as platforms for whiteboards and to transport learning materials.

Following the tour Mr Brett gave representatives of the Prisoner Advisory Committee a profile of the school and the inmates renewed their commitment to donate funds and volunteer labour to build equipment for the school.



> Goodna Special School principal Michael Brett (left) with AGCC general manager Greg Howden.

## Prizes for artistic talent

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 2009. 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 6 November 2009.

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 Friday 6 November 2009. 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.

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