

AFL star helps GEO prisoners

1 Junee Correctional Centre recently hosted a visit from Australian Football League (AFL) star Andrew Krakouer to launch an innovative program aimed at helping indigenous prisoners break free from the cycle of crime.

Called *It's Your Time*, the program is being trialled at Junee prior to an expected roll-out to other correctional centres across Australia. Junee's expertise in cultural programs made the facility a clear choice for the program's introduction.

While Krakouer's 137 AFL games and 152 goals, first for Richmond and then Collingwood, were talking points for Junee's prisoners, Krakouer was primarily at Junee to launch *It's Your Time*.

The program is based around a series of videos in which Krakouer discusses issues prisoners may confront on release. Krakouer speaks with authority as he spent time behind bars. In 2008 he was sentenced to 32 months imprisonment for assault with intent to cause bodily harm.

"Unfortunately there's always going to be people who get in trouble and find themselves in jail. But if I can use my experiences to help them in any kind of way and give them a little bit of hope I'm more than happy enough to put my hand up and do that," Krakouer said.

"I want to talk to people about getting through the dark times and dealing with their issues while they're incarcerated. I was lucky enough to have a support structure with family and mates, but some inmates don't have as many people to turn to or as much to look forward to.

"But it's a matter of believing that there are people out there willing to give you an opportunity. And also that you've got to want to do it yourself as well.

"I was saying to the boys, 'The greens you have worn, I've worn. I've been in the same position you are'. I tell it how it is. I don't fabricate anything and I think that is why they can relate to it and I think that is why this course should be a success."

Junee Correctional Centre employees have been trained as facilitators of *It's Your Time*. The program's DVD includes segments in which Krakouer and other prominent Aboriginal

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men talk about their lives, what led to them serving custodial sentences and how they facilitated positive change.

Prisoners participating in *It's Your Time* have the opportunity to reflect on the circumstances and choices that led them to prison, their plans for the future and their love for family, culture and community.

Inmates enrolled in the first program have graduated and a second will begin at Junee Correctional Centre later in the year.

While in the district Krakouer visited schools in Wagga Wagga and the Riverina Juvenile Justice Centre. Krakouer's visit to Junee Correctional Centre was also part of a feature story on his life journey that appeared on the Fox Footy pay-tv channel.

"I want to talk to people about getting through the dark times and dealing with their issues while they're incarcerated."



AFL footballer Andrew Krakouer with Junee Correctional Centre general manager Andy Walker.

MD'S MESSAGE

Welcome to the October edition of GEO Insights.

I would like to start by welcoming Trevor Craig who joins us as general manager at Fulham Correctional Centre. Trevor forged his career with Corrections Victoria and successfully occupied a

number of senior roles in that organisation before moving to Queensland as general manager of Maryborough Correctional Centre. Trevor takes over the reins at Fulham at an important and exciting time and I'm sure you will join me in welcoming him to the GEO team.

In New South Wales, both Parklea and Junee Correctional Centres recently commissioned

new facilities that will enhance the already high quality of their service delivery.

Parklea unveiled its Cultural Centre, providing a venue for cultural-based activities — an initiative that responds to Parklea's location in a community of great cultural diversity.

Junee completed its Female Transitional Unit. Partnering with Corrective Services New South Wales, Junee recognised the need for more appropriate facilities for female prisoners who are transiting through the centre.

Meanwhile, Arthur Gorrie Correctional Centre has continued its exceptional leadership in the field of environmentally based community engagement. Through its support of Ipswich City Council and Currumbin Wildlife Sanctuary, Arthur Gorrie has given prisoners a very real avenue through which they can put something back into the community.

It has been pleasing for GEO to be given an opportunity to publicly recognise the dedicated service of a large number of employees in recent

months. Changes to eligibility criteria allowed more than 100 employees to qualify for the National Medal — part of the Australian honours system — and celebratory functions with staff and families were held to acknowledge their achievements.

Finally, in the second of our regular 'In Focus' articles, Keith Ketheeswaran, director governance and performance assurance at The GEO Group Australia, discusses issues of integrity and governance with a focus on the need for ethical standards in business.

Recent developments in the corrections industry in the United Kingdom — where two companies are under criminal investigation for allegedly falsifying records, overcharging and fabricating contract performance results — are a timely reminder to all of us of the need for strong governance in order to maintain business integrity.

Pieter Bezuidenhout - Managing Director

Junee remand centre opens

2 Junee Correctional Centre has opened its new Female Transitional Unit, which provides accommodation for women on remand.

Work on the building commenced in November last year and it was constructed with the support of TAFE NSW Riverina Institute, external contractors, maintenance staff and inmates.

The facility comprises a four-bedroom accommodation unit, a disabled cell, day room, kitchenette and laundry facilities. A fenced-off outside area enables the inmates to walk around outside.

Previously, females that were remanded to the centre were housed in the medical centre and due to logistics were only able to leave their room for a couple of hours a day.

"This has been a long-term requirement for Junee Correctional Centre and now it has been achieved," said general manager Andy Walker.

Wiradjuri elder Aunty Kath Withers opened the building at a small ceremony attended by visitors, staff and members of the Junee Advisory Committee. The building has been named *Walanmarra*, which means 'make strong now'.



Trevor Craig.

New general manager at Fulham

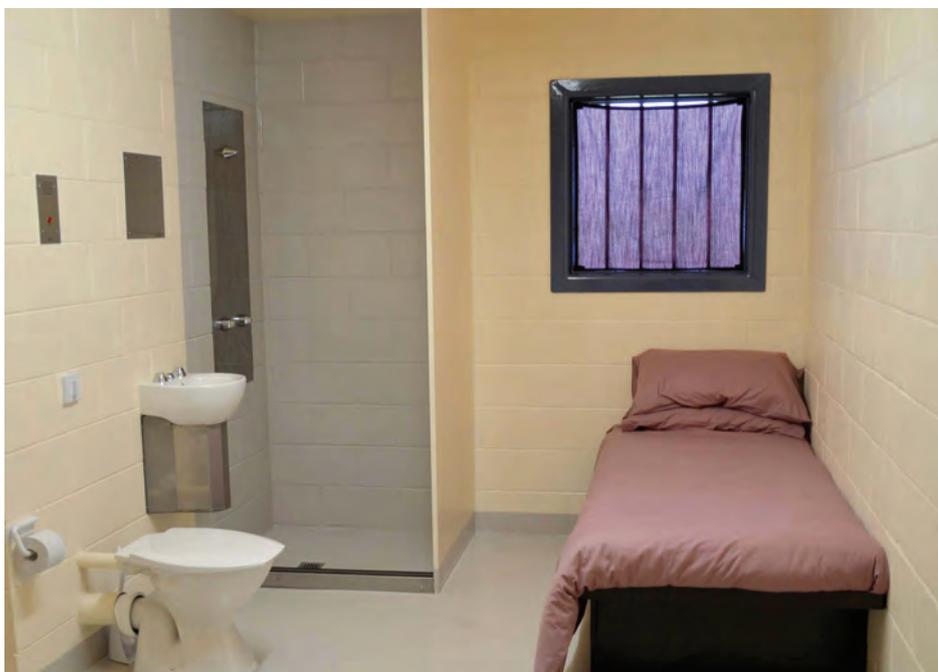
3 The GEO Group Australia recently appointed Trevor Craig to the position of general manager at Fulham Correctional Centre.

Trevor brings extensive experience to the position following a 30-year career in corrections in both Victoria and Queensland.

Most recently, Trevor was the general manager of Maryborough Correctional Centre — a high security men's regional prison designed to accommodate 500 prisoners as well as providing a regional remand and reception centre.

Prior to that Trevor spent 25 years with Corrections Victoria and the Department of Justice including several senior management roles. He has received a number of awards for his work in the corrections industry and was also nominated for the Australia Day National Emergency Medal for assisting the coroner's office after the 2009 Black Saturday fires.

Outside of work Trevor has an interest in greyhound racing and is a keen follower of Manchester United and the Carlton Football Club.



A cell in the new Female Transitional Unit.



NRL players (l-r) Todd Carney, Jayson Bukuya and Sam Tagataese with Aboriginal elder Stella Cunningham.

Cultural centre opens at Parklea

4 Parklea Correctional Centre has significantly enhanced its capacity to deliver cultural, spiritual and development programs for inmates with the opening of a new Cultural Centre.

Corrective Services NSW commissioner Peter Severin opened the centre and was joined by NSW member for Riverstone Kevin Connolly MP along with a number of sporting personalities including boxer Anthony Mundine, Ultimate Fighting Championship competitor Mark Hunt and National Rugby League (NRL) players Todd Carney, Jason Bukuya, Sam Tagataese, Richard Fa'aoso, Masada Iosefa and Keith Galloway.

The Cultural Centre enhances Parklea's capacity to deliver programs that help inmates better understand their own cultural heritage and gain an appreciation of other cultures. Activities staged in the centre include cultural arts and crafts, music, performing arts and educational programs with a focus on literacy and numeracy for inmates from non-English speaking backgrounds.

Previously an industrial workshop, the building was transformed into the Cultural Centre

through a strong contribution from Parklea staff and inmates.

"The internal fit-out and room conversions were undertaken by staff and inmates from the centre's cabinet industry unit and the painting and artwork have been completed by inmates from various cultural backgrounds," said Parklea general manager Peter Ma'a.

Volunteers from community organisations affiliated with Parklea will also use the centre to deliver programs for inmates.

Parklea actively engages with the community and has established a Local Community Consultative Group. Members of this group include Blacktown Uniting Church, National Rugby League, Hillsong, Blacktown Police-Citizens Youth Club (PCYC), Always Kingdom Church, Parramatta National Rugby League Club and Landcom.

Volunteers from some of these organisations attend the centre to assist in the delivery of cultural and spiritual programs as well as programs that address offending behaviours and help prepare inmates for reintegration into society.

Garden's good yield

5 Arthur Gorrie Correctional Centre has commenced a market garden program for prisoners. The program provides inmates with a hands-on learning environment and encourages them to gain new skills and secure knowledge about sustainable food production and environmental stewardship.

In addition to a large quantity of herbs — including basil, parsley, celery, dill, lemongrass, chives and rosemary — the garden is producing 100 to 150 lettuces every fortnight as well as seasonal produce such as broccoli and carrots. All fresh produce is provided to the centre's Food Services Department for use in daily meals.

The market garden initiative is operating in conjunction with the centre's horticulture program that nurtures up to 50,000 native plants each year. Prisoners in the program work with a qualified horticulturalist, learning skills and experiences that they can utilise upon their release.



Industries trade instructor Jacobus Havenga nurtures native plants.

National Medals recognise dedicated service

6 In recent months The GEO Group Australia has publicly recognised the dedicated service of more than 100 employees who qualified for the National Medal.

The National Medal was established in 1975 as an element of the Australian honours system. It is Australia's most awarded civilian medal and recognises long and diligent service by members of recognised organisations who risk their lives or safety to protect or assist the community in enforcement of the law or in times of emergency or natural disaster.

This includes representatives of government organisations that provide ambulance, correctional and emergency services, fire brigades, police forces and voluntary organisations such as surf lifesaving or search and rescue groups. Recently

the eligibility criteria was amended to recognise service within privately managed correctional facilities, opening the door for many GEO employees to apply.

A total of 36 staff were recognised in a presentation at Arthur Gorrie Correctional Centre which was attended by Queensland Corrective Services commissioner Marlene Morison. At June Correctional Centre 32 staff received the award, while a further 36 employees were recognised at a special presentation at Fulham Correctional Centre.

Fulham correctional supervisor Esther Dekkers and correctional manager Rory Neal proudly display their National Medals.



IN BRIEF

Reach for the stars

Parklea Correctional Centre employees Rodney Katieli, Janis Evans and Jeremy O'Brien attended Blacktown PCYC recently to take part in the 'Reach for the Stars' program.

'Reach for the Stars' was developed for girls aged 13 to 17 who are at risk of developing anti-social and negative behaviour patterns that may lead to crime.

The program focuses on self-confidence and self-belief, empowering young women to be confident about their individuality in order to resist and deflect peer pressure, make healthy lifestyle choices and strive towards being the best person they can be.

During the visit Parklea staff gave the girls an insight into what life is like in prison. Program participants also got a chance to meet two of the centre's detection dogs, Quarda and Bailey. Parklea plans to continue its support of Blacktown PCYC and the 'Reach for the Stars' program.

NAIDOC Week celebrations

Fulham Correctional Centre has celebrated NAIDOC Week with a host of activities both within the centre and externally.

Festivities commenced with the annual *Beyond the Bars* pre-recorded radio broadcast. The broadcast connects indigenous prisoners with the community, giving them an opportunity to express themselves through stories, songs and poetry.

An 'Elders and Family Day' was the highlight of activities within the centre with over 100 guests sharing the day with indigenous offenders. During this event GEO announced a \$500 donation to a group of young indigenous basketball players to allow them to compete in the local competition. Celebrations within the centre concluded the following day with a football match, medal presentation and barbecue.

Externally, the centre's indigenous liaison officer Daniel Skipper and senior education officer Phil Maynes visited Ashleigh House — an aged care facility within the Sale Elderly Citizens Village — to provide information about the prison, NAIDOC Week and the educational and cultural activities provided to indigenous prisoners.



Inmates perform during NAIDOC Week.

Beautifying Ipswich

Prisoners at Arthur Gorrie Correctional Centre have cultivated over 4000 plants for donation to the Ipswich City Council's ongoing beautification project.

General manager Troy Ittensohn and finance and administration manager Sidd Mehta recently met with Ipswich councillor Heather Morrow to deliver this major contribution to the city.

The donation of plants not only assists the general community through the beautification project, but also supports prisoners working within Arthur Gorrie's industries department by providing meaningful activity through being a contributing member of society.

Vocational opportunities such as a tertiary horticultural certificate are made available to prisoners, further supporting their potential contributions to the community once released.



Sidd Mehta (left) and Troy Ittensohn donating plants to Councillor Heather Morrow.

Photo David Nielsen / APN.

Prize for Xmas artists

The GEO Group Australia is again staging a Christmas card design competition open to children and grandchildren of GEO employees. 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 2013. 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 1 November 2013.

Christmas Card Competition details: The competition is only open to children and grandchildren of The GEO Group Australia employees. Only one entry for each entrant will be accepted. 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 1 November 2013. 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, Gabrielle Hegarty, at head office by the closing date. The judges' decision is final and no correspondence will be entered into.

IN FOCUS

Maintaining business integrity

Keith Ketheeswaran

A vital element of GEO's Better Corrections, Safer Communities ethos is a focus on measuring how GEO is performing across all of the services we provide.



If we aspire to be better than other providers and to continually improve our services, it stands to reason that we need to maintain reliable evaluations of our performance levels.

This is why recent events in the United Kingdom are so instructive. Two companies in the corrections industry are alleged to have falsified results data for a prolonged period to receive performance-related payments and payment for non-existent services.

If the allegations are proven, the cost — financially and in terms of reputation — will dwarf any benefit the alleged fraudulent behaviour delivered.

But perhaps of greater consequence, such behaviour destroys an organisation's ability to have confidence in its evaluation of its own performance. It robs the organisation of the ability to identify and build on excellent practice and rectify areas of weakness because the very foundations of its control systems are flawed. It stifles innovation by removing the impetus to improve while allowing poor performance to prosper.

Fortunately GEO has strong governance systems in place such as the GEO Integrated Management System (IMS) that assists staff in identifying threats to business integrity. By coordinating quality management, environmental management, work health and safety and food management, the IMS represents a robust business management system.

Allied with new information technology systems such as GEO Tracker and Fulham's innovative Gateway case management system, we continue to seek new ways to consolidate our reputation for integrity.

Our audits and validation exercises help us confirm that the performance data we present to our customers is complete and accurate. Our contract portal also assists by providing governance, risk and compliance systems in one place, effectively preventing rogue practices from developing.

These systems combined with the work of GEO's governance and performance assurance team and our policies — including the whistle-blowers policy — ensure we maintain ethical standards.

Keith Ketheeswaran is The GEO Group Australia's director of governance and performance assurance.

