



Research Publication

June: One Year Out

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Research Officer

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NSW Department of Corrective Services

JUNEE: ONE YEAR OUT

A study undertaken for the
NSW Department of Corrective Services

Margaret Bowery
Research Officer

JUNE 1994

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JUNEE: One Year Out

Executive summary

On March 19, 1993 the Junee Correctional Centre was officially opened by the Premier of New South Wales, the Hon. John Fahey, M.P. This centre, the first privately managed and constructed correctional centre to be built in NSW, became fully operational with the receipt of the first inmates on Monday April 5, 1993.

The objective set for Junee, as published in the NSW Department of Corrective Services 1990-91 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 aim of this study was to identify differences in the operation of Junee compared with departmental facilities and to identify those aspects of the Junee operation that were innovative. This aim was accomplished by identifying and documenting data drawn from official records held at Junee and/or within the Department.

Where possible data for Junee have been compared with data for other NSW correctional centres which accommodate inmates with similar classifications.

This study does not include an examination of the cost-effectiveness of Junee as this was not part of the research brief. As well this study does not include an examination of ACM's compliance with the management contract. A separate compliance audit was undertaken by the Junee Liaison Officer as required by the legislation.

The main differences identified in year one are summarised as follows:

► *The management model*

The Junee Correctional Centre was custom-built to facilitate the management model introduced by ACM thereby enabling ACM to maximise the benefits accruing from the efficient allocation of resources and to operate with optimal staffing levels.

A similar strategy has been adopted by the Department with regard to the design and construction of some of its newer facilities (i.e., Lithgow and John Morony), however, the age of some of the older facilities has restricted the Department's ability to maximise the benefits accruing from this strategy, even though some of the older centres (i.e., Bathurst) have been extensively rebuilt and/or modernised.

► *Health services*

ACM provide a comprehensive on-site health service at Junee and the health services staff are also involved in the day-to-day management and care of inmates.

The health service offered in departmental facilities, while similar, is provided by the Corrections Health Service (CHS), who report directly to the NSW Health Department.

► *Programs - a multi-skilled approach*

ACM have adopted a multi-skilled approach to staffing in the Programs area with staff working across disciplines and encouraging the involvement of specialists in other areas (i.e., Health and Industries).

The Department, on the other hand, has established specialist professional units within the Inmate Development Services area which operate independently of each other.

► *Occupational health & safety*

ACM have implemented the legislative requirement for a workplace committee to oversight all occupational health and safety (OH&S) issues at Junee and they also have a full time OH&S Officer whose role and responsibility is to ensure that ACM's OH&S policy is fully implemented.

The Department's policy has been to appoint workplace committees in correctional centres, and in individual centres the Department has allowed the appointment of a safety officer in place of the committee (e.g., Berrima). In departmental facilities there is no one person accountable in each centre for OH&S.

► *Events in custody*

In accordance with departmental policy events in custody occurring at Junee were recorded and the results were compared with those for three departmental centres, Bathurst, Grafton and John Morony (Windsor) which contain inmates of a similar classification to those at Junee. A

summary of these results is as follows:

Deliberate self-harm: the rate per 100 inmates at Junee for deliberate self-harm at 4.0 was well within the range recorded for departmental centres with inmates of a similar classification.

Offences in custody: the rate per 100 inmates at Junee for offences in custody for the months of January, February and March 1994 both by offence date (35.8) and hearing date (29.2) were noticeably higher than the rate for the previous months.

The rate per 100 inmates recorded at Junee for January, February and March 1994 was well above the 1993 yearly rate (by hearing date) recorded at Bathurst, Grafton and John Morony.

Assaults on officers: the rate per 100 inmates at Junee for assaults on officers was 6.2 for the full 12 month period was slightly higher than the 1993 yearly rate for Bathurst, Grafton and John Morony correctional centres. However, in the period from December 1993 to March 1994 the rate recorded at Junee (10.6) was well above that recorded from April to July 1993 (5.1) and August to November 1993 (3.0).

Assaults on inmates: the rate per 100 inmates recorded for assaults on inmates at Junee throughout the period from April 1993 to March 1994 inclusive (11.3) was below the 1993 yearly rate recorded for Bathurst and John Morony, but higher than the 1993 yearly rate for Grafton.

Fights between inmates: the rate per 100 inmates recorded for fights between inmates at Junee throughout the period from April 1993 to March 1994 inclusive (5.5) was well below the 1993 yearly rate recorded for Bathurst and John Morony, but was similar to the 1993 yearly rate for Grafton.

► *Suicide awareness and prevention*

ACM have introduced a High Risk Alert Team (HRAT) strategy for the management of inmates at risk of deliberate self-harm or suicide. Once identified, inmates at risk are closely monitored

and staff in all areas assist in the delivery of the risk treatment plan. There were no suicides at Junee during this 12 month period.

It is too soon to say whether or not this strategy was responsible for ensuring that the number of instances of deliberate self-harm were low at Junee during the first 12 month period.

The Department also has a screening, assessment and monitoring procedure for managing inmates at risk.

► *Inmate profile*

Inmates in each classification group (B, C1 and C2) at Junee were examined on a range of characteristics and were compared with inmates of a similar classification in departmental centres. The characteristics analysed were: age, marital status, Aboriginality, most serious offence, aggregate sentence, known prior imprisonment, country of birth and LGA of last address.

B classification inmates: inmates at Junee with a B classification tended to have statistically significant differences in their characteristics when compared with B classification inmates in other NSW centres for almost all of the characteristics listed above. Thus, B classification inmates at Junee are not typical of B classification inmates elsewhere in NSW.

C1 classification inmates: inmates at Junee with a C1 classification varied significantly on some of the characteristics listed above, namely aggregate sentence, country of birth and LGA of last address, from inmates with a C1 classification elsewhere in NSW.

C2 classification inmates: inmates at Junee with a C2 classification varied significantly on some of the characteristics listed above, namely age, aggregate sentence and country of birth, from inmates with a C2 classification elsewhere in NSW.

► *Pre-service training*

ACM included all staff, custodial and non-custodial, in the initial pre-service training course, however, this practice was not continued. Non-custodial staff at Junee, who had attended the initial pre-service course, tended to be of the opinion that their inclusion on the course was beneficial and helped all groups of staff to gain a greater understanding of each other's role.

The Department provides pre-service training for custodial staff only.

► *Weekly states*

A number of points emerged from the Junee data which provide an interesting insight into the first 12 months of operation. These data were specific to Junee (i.e., local issues) and thus, any comparisons were not appropriate. A summary of this information is as follows:

- The number of inmates at Junee reached full capacity (between 585 and 600 inmates) on 7 out of 40 weeks (excluding the initial staged occupation of the facility) and was close to full capacity on a further 15 weeks. The highest number of inmates in residence, 595, was recorded for the week ending March 13, 1994.
- Throughout the 12 month period from April 1993 to March 1994 inclusive, 1605 inmates were received at Junee and a total of 1023 inmates left Junee. The average number of inmates at Junee from week 13 onwards was 573 (379 in medium security and 194 in minimum security).
- The original inmate mix of 500 medium security and 100 minimum security inmates was altered, in June 1993, to 372 medium security and 228 minimum security inmates.
- During the first 12 months of operation 79 inmates were placed on segregation and a further 21 inmates were placed on protection at their own request.

- As at June 30, 1993 over one quarter of all B classification inmates at Junee (26%) had been classified at a lower level immediately prior to being sent to Junee.

In conclusion the differences identified above, and discussed in more detail in the body of this report, are those which were either obvious or for which sufficient data were available from the official records to allow a comparison between the policies and practices introduced at Junee and those existing in the Department.

There were other areas where data gathered to date suggest that potential differences exist between the data gathered for Junee and similar departmental data. However, at the time of writing this report there was insufficient data to be able to substantiate any conclusions.

Introduction

As at midnight on Sunday April 3, 1994 the Junee Correctional Centre had been operational for one year. During this first twelve month period a total of 1605 inmates were received at the centre. The average inmate population at Junee from week 13 onwards (post the initial staged occupation) was 573 inmates.

This study, which contains data drawn from official records, was designed to examine the progress of the Junee Correctional Centre during its first year of operation and to compare these data, where appropriate, with data for departmental facilities as a whole.

BACKGROUND

In December 1990 the NSW Government passed legislation¹ 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 including Thiess Contractors, Wackenhut Corrections Corporation of USA and ADT Security.

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

The construction of Junee was completed ahead of schedule and the Centre was officially opened by the Premier of New South Wales, the Hon. John Fahey, M.P. on March 19, 1993 with the first inmates being transferred to Junee during the week ending April 11, 1993.

Junee is the first and only correctional facility in New South Wales to be designed, constructed and managed by a private sector organisation.

THE NEED FOR RESEARCH

As at June 30, 1993 there were 71 facilities worldwide under private management with the capacity to accommodate 30,085 inmates². Many of these facilities were designed to accommodate juveniles, immigration detainees or remand prisoners not sentenced adult offenders.

Three of these privately-managed facilities are located in Australia, one in New South Wales and two in Queensland. Borallan in Queensland and Junee in NSW both accommodate adult sentenced male offenders with a medium and/or minimum security classification.

In those jurisdictions where contract management has been introduced the correctional authorities need to be able to examine the performance of the contractor and to make comparisons between the operation of the privately and publicly managed facilities.

The question of accountability and how it can be achieved has been widely discussed in the literature and has tended to focus on three main issues - (1) fiscal performance, (2) auditing and monitoring performance and (3) evaluation³.

As 66 of the 71 privately managed facilities are located in the United States of America almost all the research conducted into the operation of these facilities has been undertaken in US jurisdictions.

The introduction of legislation in NSW to allow the contract management of the Junee facility shifted the focus of the debate within the NSW Department of Corrective Services from the philosophical and ethical issues surrounding privatisation to accountability and the need to evaluate the Department's aims and objectives for Junee.

The objective set for Junee, as published in the NSW Department of Corrective Services 1990-91 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)

FISCAL PERFORMANCE

The research brief for this study did not include an examination of the cost-effectiveness of Junee, however, the question of cost comparisons between privately-operated and public facilities has been addressed by a number of writers who have identified and discussed the methodological problems which they encountered.

AUDITING AND MONITORING PERFORMANCE

In some jurisdictions such as Queensland and NSW, provision was made for a monitor to be appointed to liaise between the contractor and the public authority and to report on compliance with the management contract. In NSW provision was also made for the monitor to undertake regular performance audits designed to provide evidence of compliance.

EVALUATION

In the published literature, attempts to evaluate the success of facilities under contract management have been undertaken mainly by independent researchers. The methodology employed in two studies is discussed below.

Private contractors fall into two categories, those who operate on a not-for-profit basis and those who operate on a fully commercial basis.

In 1985 an evaluation was undertaken at the Okeechobee School for Boys⁴ the management

of which had been contracted to the Jack and Ruth Eckerd Foundation (a not-for-profit organisation) by the Department of Health and Rehabilitation, Florida, USA. Okeechobee is a juvenile facility. Levinson compared Okeechobee with a similar public facility, the Dozier School for Boys in Marianna, Florida.

In this study data were collected from official records, random samples of inmates were selected from both schools and categorised 'according to a typology system developed by Professor Henry C. Quay⁵. Qualitative data relating to clients, staff and management were gathered. A 'corrections expert⁶ was employed to visit Okeechobee and report 'on such areas as correctional philosophy, general "atmosphere", politics, personnel, staffing, education program, security and discipline'.

More recently, Logan (1992) completed a "quality of confinement" study⁷ designed to evaluate the effectiveness of a private correctional centre for sentenced female offenders in New Mexico compared with two government centres⁸, one in New Mexico and one in West Virginia.

Logan adopted the 'confinement model of imprisonment' as the focus of this study. This model of imprisonment is based upon a philosophy of 'prison as a punishment' rather than a deterrence or rehabilitative model. This philosophy is outlined in the following mission statement:

"The mission of a prison is to keep prisoners - to keep them in, keep them safe, keep them in line, keep them healthy, and keep them busy - and to do it with fairness, without undue suffering and as efficiently as possible."⁹

Using this model Logan collected data relating to security, safety, order, care, activity, justice, conditions and management¹⁰. Data were extracted from institutional records and a qualitative study with inmates and staff was also undertaken to gather attitudinal data. The results showed that:

"The private prison outperformed the state and federal prisons, often by quite substantial margins, across nearly all dimensions. The two exceptions were the dimension of Care, where the state outscored the private by a modest amount, and the dimension of Justice, where the federal and private prisons achieved equal scores. The results varied, however across the different sources of data"¹¹.

Both of these studies reported favourably on the performance of the private contractor but they also highlighted those areas where improvements could be made.

Levinson concluded that:

"At the present time, the privatization movement does not have a long history in adult corrections. More evaluations need to be conducted. These will help better specify the conditions under which the private and public sectors can best achieve a mutually beneficial relationship to the betterment of the field of corrections."¹²

Logan's study, conducted seven years later, also identified the need for further research and concluded that:

"Additional research is needed, first, to see if additional studies can replicate the private advantage discovered thus far, and second to go beyond merely measuring differences and to begin accounting for them well."¹³

THE NSW APPROACH

In New South Wales the Department of Corrective Services introduced three initiatives designed to address the issue of accountability. These were:

- a departmental representative was appointed as Junee Liaison Officer in August 1992, firstly to facilitate the commissioning of Junee and then, following the arrival of the inmates, to monitor compliance with the minimum standards¹⁴.

Initially, for the first 12-15 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 Depart-

ment's Head Office, in Sydney and was scheduled to make monthly visits to Junee.

The responsibilities of the monitor were set out in Section 31E (1) to (6) of the Prisons (Contract Management) Amendment Act, 1990.

- Environmetrics, a private research company, was commissioned to undertake a longitudinal study focusing on the impact of the Junee Correctional Centre upon the residents of the town.

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

- the Department, in consultation with ACM, approved a research study, to be conducted by the Department's Research & Statistics Unit, to examine the differences in the operation of Junee compared with departmental facilities and to identify those aspects of the Junee operation that were innovative.

In addition, sections 7 and 8 of the Prisons (Contract Management) Amendment Act 1990 made provision for the appointment of a Community Advisory Council (CAC) to be appointed by and to report to the Minister. The role of the CAC was 'to assist in the monitoring of such a prison, and to encourage community involvement in the oversight of its management'.

THIS STUDY

This study, the third in the above list of departmental initiatives, has been designed as a multi-stage project to be undertaken over a 4-year period between 1993 and 1996.

The aim of this study "Junee: One Year Out" is to document the data which could be drawn from official records in order to provide an

overview of Junee during the first twelve months of operation. The data used in this study cover all areas of operation including:

- weekly states
- events in custody
- 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 possible, were compared with the NSW Prison Census conducted on June 30, 1993.

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

- **Offender Records System.** This is the main computer system within the Department of Corrective Services which records all data relating to inmates while in custody.
- **Junee monthly progress reports.** Each month the managers at Junee submit a monthly report for their area of responsibility to the Governor. These reports together with a summary, compiled by the Junee Liaison Officer, are then presented to the Commissioner of Corrective Services.
- **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. This report, the weekly states return, provides details of inmate movements during the previous 7 days, the numbers of inmates received and discharged and identifies the categories of inmates held at each facility.
- **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.

In addition to the above, data were also drawn from files, correspondence and personal interviews with staff and managers 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.

In this the first year of operation at Junee some areas, such as Programs, Industries, Staff Training and Occupational Health and Safety were not in a position to submit systematic data collections from day one. However, as the year progressed additional data collections became available and these have been included in this report.

In years 2, 3 and 4 further data collection are planned together with a qualitative study in year 3 to supplement and clarify existing data collections.

Note: 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 Junee Correctional Centre

Junee is 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.

The Junee Correctional Centre is located on a 100 hectare site situated 2 kilometres west of the township of Junee. The centre was designed to accommodate 600 adult male sentenced inmates (500 medium security and 100 minimum security) and is currently the largest single correctional centre in NSW, housing approximately one-tenth of the state's inmate population.

(a) The centre

The Junee facility currently contains 12 buildings (see Chart 1) as follows:

- 4 medium security accommodation blocks;
- 3 minimum security blocks;
- gymnasium;
- education block;
- administration block;
- kitchen/laundry block;
- industries block.

Two additional buildings, a fire shed and an industries storage shed, are located outside the perimeter fence.

The ground floor of the administration block contains the visitors' area and the inmate reception area. The segregation cells are located within the inmate reception area.

Each of the four medium security cell blocks (units) contain four day areas (pods) which surround a central security post. Each pod contains thirty-one cells on two levels, the cells

in each pod form the outer perimeter of the unit. There are two exercise yards in each unit which are placed between each pair of day areas. Additional office space has been added to each B Unit.

The three minimum security units are single story units each containing four groups of 8 cells with a shared exercise area. A day room is shared by groups of 16 inmates. An office has been built in the C Unit for case managers and as an officers' station.

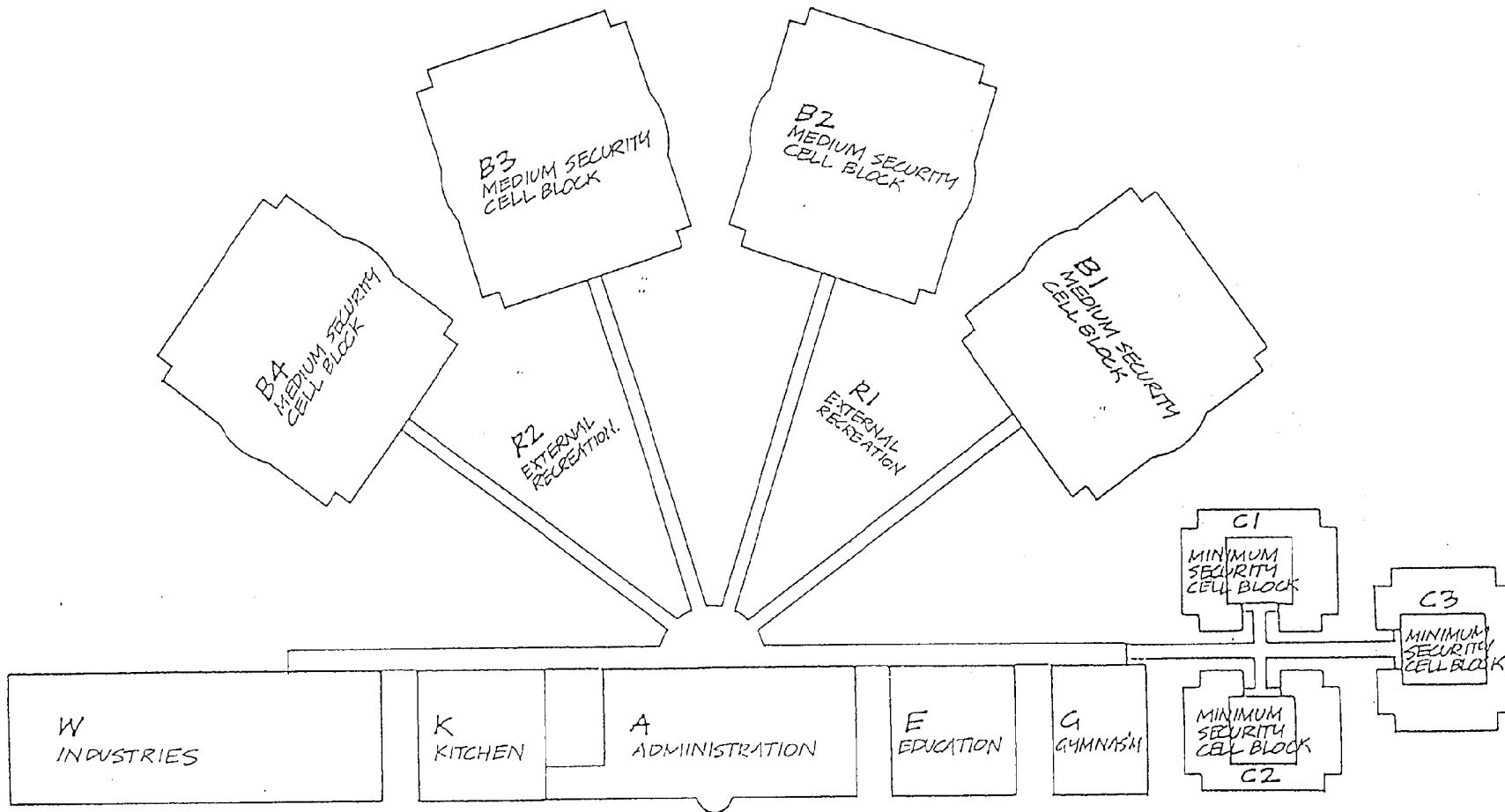
Within the perimeter fence three tennis and two basketball courts, an oval and a running track have also been provided.

(b) Accommodation

In NSW, correctional centres are designated as maximum, medium or minimum security institutions. This is based upon a combination of the following factors: the architectural design of the facility, the maximum level of security which can be provided and the number of staff required to supervise the inmates housed in the facility. When a change in the designated security level of a facility is required, the practice and convention within the Department has been to approach the Government Minister with responsibility for Corrective Services seeking approval for a change in designation.

A correctional centre may contain inmates whose classification would allow them to be held in a facility with a lower security designation, but a centre designated as a minimum security facility may not contain inmates whose classification requires them to be held in a more secure institution.

Junee, therefore, is unusual in that it has been designated as a medium/minimum security



JUNEE CORRECTIONAL CENTRE

SITE PLAN
NOT TO SCALE.

CHART NO. 1

institution and the classification of the inmates housed at Junee reflect the designated security level of the institution. For further details relating to inmate classification see sections titled *Inmate Admission Schedule* and *Weekly States*.

At Junee most cells, in both the medium and minimum security sections, have been designed for single occupancy. However, each of the B units includes dual occupancy cells for use by certain groups and specially designed cells for disabled persons.

The medium security units each contain 124 cells which can house up to 128 inmates (120 single cells, 2 double cells and 2 disabled cells). Each cell contains a wash basin and toilet. Communal showers are available in each pod.

The minimum security accommodation contains 96 single cells with a shower, toilet and wash basin in each cell.

All new inmates entering the facility at Junee, following the initial staged occupation of the facility, are initially placed in Unit B4. Inmates are then allocated to a unit appropriate to their classification. For example, if an inmate on arrival at Junee has a classification which requires him to be held in medium security accommodation then under normal circumstances the inmate would, over time, progress from Unit B4 to B3, from B3 to B2, from B2 to B1 and from B1 to the C units dependent upon cell availability and the inmate's behaviour while at Junee.

This process presupposes that all inmates arriving at Junee have a classification which warrants their placement in medium security accommodation and that they will remain at Junee long enough to progress through the system. However, there are occasions when this process may not be followed e.g., pending the availability of accommodation or where for security reasons it is determined that an inmate should be held in a particular unit.

At present, Unit B4 contains new arrivals plus those inmates held in medium security who refuse to conform to the normal practices presently in place at Junee (i.e., refuse employment etc.); Units B3 and B2 contain inmates held in medium security and Unit B1 contains some inmates held in medium security and the more highly classified inmates held in minimum security.

Junee has one medium security unit which contains a non-smoking pod (Unit B2). Inmates who have worked their way into Unit B2 may request to be housed in the non-smoking pod when a vacancy occurs.

(c) Access to the centre

Access to the centre is via the main gate, which contains 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.

Members of the public visiting inmates are also 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 main reception area.

(d) Proposed site developments

A number of changes to the centre have been proposed and are under consideration. These are:

- to remove the enclosed walkways between the B units and the administration block to allow inmates access to the landscaped garden area;

- to construct new fencing around the B units and the C unit to provide additional recreational space;
- to extend the existing visitor's area and to build a separate visitor's area located closer to the C units for use by the inmates held in minimum security;
- to provide additional work space to allow for the expansion of the industries area.

The management model

Following the completion of the construction phase at Junee, ACM began the commissioning process, recruiting and training staff and preparing the facility for the arrival of the first inmates.

As Junee was a new facility ACM had the opportunity to develop the facility using a management style of their own choosing, not hampered by existing policies and procedures and with a newly recruited workforce.

Prior to the arrival of the inmates all staff employed at Junee, both custodial and non-custodial, completed the same pre-service training program. This training program was conducted on site at Junee over a 6 week period from February 22, 1993 to April 2, 1993. The first three weeks of the training program were conducted by departmental staff (a shortened version of the Department's primary training course plus weapons training) and the last three weeks were conducted by ACM staff (non-legislative issues and site specific components).

From the beginning a holistic multi-disciplinary approach to the management of inmates evolved in which correctional officers and specialist staff in Programs, Health Services and Industries all had a role to play which was understood and accepted on all sides.

This management model encouraged:

- multi-skilling of all staff;
- co-operation between work groups;
- shared responsibility, and
- an appreciation between work groups of the role of other staff members and their contribution to the management of inmates.

Thus, the success of this model depends upon the willingness of staff in all areas to work co-operatively together, to share information and to take responsibility. If one or more groups of

staff insist on working independently or deny information to the others then this model becomes dysfunctional and begins to disintegrate.

Chart 2, shows the more obvious linkages which occur between the different areas of responsibility at Junee. These linkages are not formal arrangements nor are they static, they are fluid, dynamic, interactive and evolve on a case-by-case basis. These interactive relationships help to facilitate the effective functioning of this model.

ACM's overall approach is similar in many ways to that currently operating in other NSW correctional centres, but there are some noticeable differences. These are as follows:

- ACM were able to introduce their inmate management model from the beginning whereas the Department's model has evolved over a considerable period of time.
- ACM included all staff, custodial and non-custodial, in their initial pre-service training program whereas the Department has in the past provided pre-service training for custodial staff only (for further information see section headed *Human resources*).
- ACM have provided their own comprehensive health service whose staff are involved in the day-to-day management and care of inmates whereas the health service provided in departmental facilities is provided by another government department (for further details see section headed *Health Services*).
- ACM have encouraged specialist staff in Programs to work across disciplines and to encourage the involvement of specialists in other areas (i.e., Health and Industries)

June: linkages between work areas

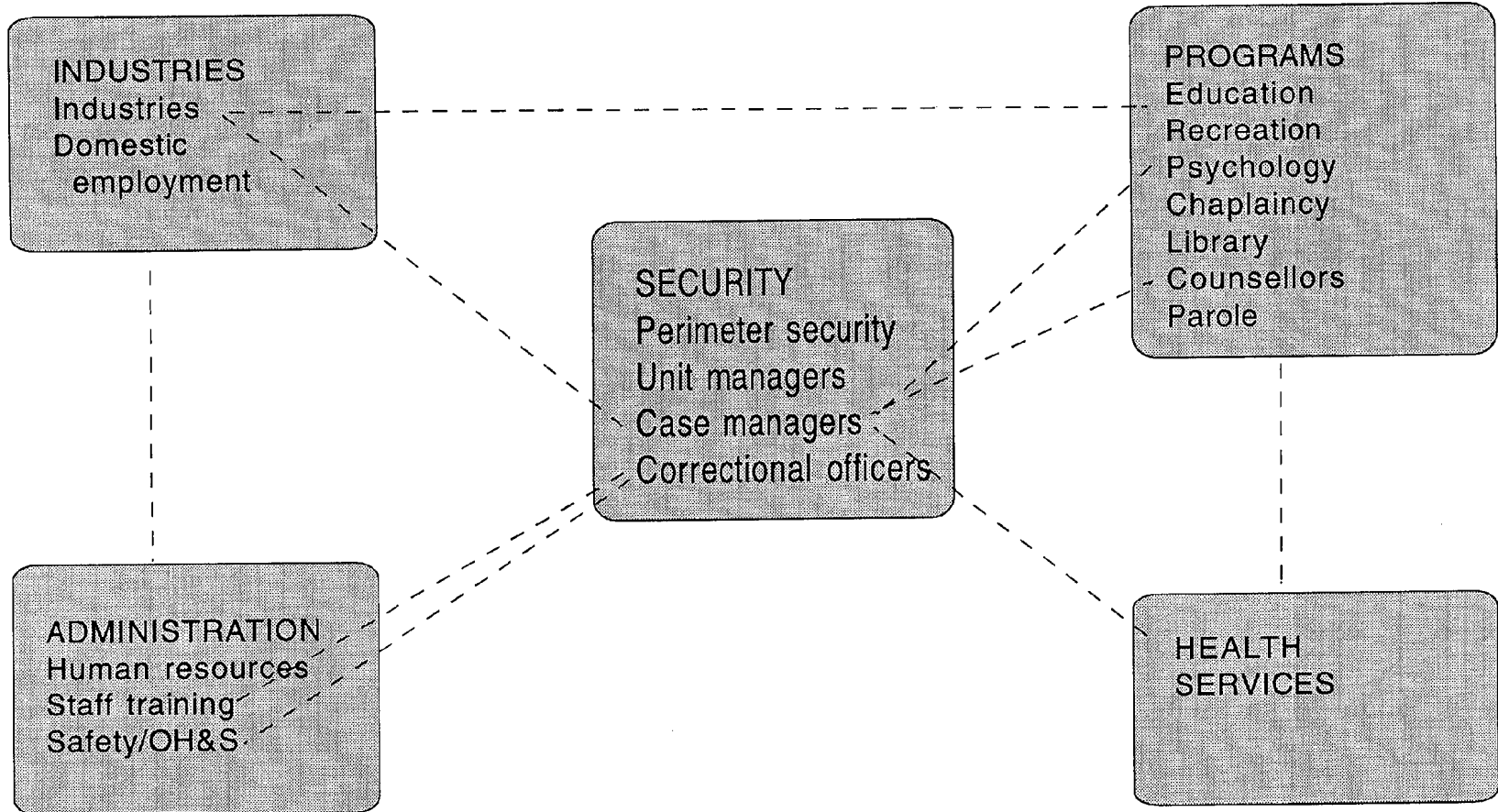


Chart No.2

whereas the Department has retained professional work groups who operate independently of each other (i.e., Drug & Alcohol Service, Prison AIDS Project, Psychology, Welfare, Education). For further details see section headed *Programs*.

(a) Corporate culture

Over time a corporate or organisational culture emerges in all organisations. The emergence of a corporate culture at Junee is considered to be one area where a noticeable difference may exist between the policies and practices adopted by ACM at Junee and those in existence in departmental facilities.

Schein (1984)¹⁵ defines 'corporate (or organisational) culture' as follows:

"Organisational culture is the pattern of basic assumptions that a given group has invented, discovered, or developed in learning to cope with its problems of external adaptation and internal integration, and that have worked well enough to be considered valid, and therefore, to be taught to new members as the correct way to perceive, think, and feel in relation to those problems".(p3)

Factors in this initial period that are likely to encourage the emergence of a corporate culture are the set of values instilled during the initial pre-service training course, a shared history (albeit of very short duration), a stable staff structure and a common understanding of the organisation's aims and objectives.

Central to the kind of corporate culture which develops is the relationship that exists between the organisation and its staff. Factors which effect this relationship include promotional opportunities, changes in salary levels and working conditions resulting from the negotiation of enterprise agreements, the level of union membership and activity and other industrial relations issues. These issues will be examined further in future years.

Interviews with managers and staff at Junee

suggest that there is a sense of confidence, enthusiasm and cohesion in existence which augurs well for the future. However, it is recognised that the first year of operation of any organisation is a time of enormous energy and creativity, with new staff, new ideas, new projects, new ways of doing things promoting this creativity.

It is not realistic to expect that the momentum needed to get an enterprise up and running can be sustained over a long period of time. As time goes on new strategies are needed to maintain the initial enthusiasm and to introduce new staff and ideas into the organisation. This will be examined further in future years.

(b) Inmate management system

The central feature of ACM's management model is the system of case management which has been introduced at Junee. Case management, as defined by ACM and set out in the Case Management policy paper, is a system which documents information about an inmate as follows:

"The process includes the assessing of the inmates needs, the planning of the inmates structured time whilst he is imprisoned in relation to education, recreation, work and other programmes."

This case management system consists of five unit management teams each comprising a unit manager, case manager and a counsellor. A team has been allocated to each of the four B units and one to the C units. The maximum caseload for the teams in the B units is 128 inmates and for the C unit 100 inmates per team.

The central feature of case management is the case management file which is generated for each inmate and which should contain all relevant data relating to the inmate's background, family, entitlements, classification and placement as well as a running sheet detailing the inmate's behaviour in the accommodation

units and other areas and including information relating to minor breaches of discipline etc.

The case management file should also include information about the inmate's needs/preferences with regard to work, education and specialist programs (e.g., substance abuse, HIV awareness etc.). However, at Junee the case managers, in this first 12 month period, have not been able to achieve this goal as case notes are not complete in all cases.

Correctional officers and specialist staff in Programs and Industries are encouraged to liaise with the case managers and counsellors regarding an inmate's needs and progress. In turn the case managers and counsellors meet regularly with the inmate to check on progress.

In addition to the above, the unit and case managers sit on a number of committees including the Reception Committee, those hearing misconduct charges and the Program Review Committee (PRC). As well, the case manager in B3 collects completed social welfare forms from the inmates and delivers them to the appropriate external bodies (this task in departmental centres is usually handled by the Welfare Officers).

The case manager in the C Units is also responsible for assessing inmates for reclassification to C3 and eligibility for transfer to other correctional centres that offer work and/or day release.

Anecdotal evidence suggests the case managers write approximately 30 reports a month for the PRC plus submissions to the Governor, profiles on inmates and reports for parole. Currently, there is no systematic data collection of the number of reports/interviews conducted by case managers and/or counsellors.

Thus, the role of the case manager is to act as a conduit between the inmate's needs and aspirations, and their realisation.

(c) A case study

A typical case study showing how the model functions is as follows:

- an inmate's aims, as discussed with his case manager and counsellor, may be to be reclassified as a C3, to be transferred to Silverwater Correctional Centre and to enter the work release program;
- the inmate, during his time at Junee, may have refused to work, been unco-operative with staff and shown a general unwillingness to take part in education and/or recreational activities. Therefore, the case manager in considering the inmate's request may require the inmate to apply for and get a job at Junee and to show improvement in his behaviour over a period of time, say 3 months, before recommending a reclassification and transfer;
- if the inmate agrees to this proposal he may need to learn how to prepare a resume and how to apply for a job (education), to actually apply for and get a job (industries), to deal with behavioural problems (counsellor, education, psychology, psychiatrist) and to demonstrate an improvement in his social interaction with both inmates and staff (education, recreation, counselling, custodial staff);
- feedback on the inmate's progress to the case manager is required from all the relevant staff, specialist and custodial, with whom the inmate has had contact in order for the case manager to make a final decision on the inmate's original request.

Inmate management

At Junee the Manager Security is responsible for all aspects of inmate management and control; internal and external security and the supervision of all correctional officers.

(a) Internal security

At Junee all buildings are connected by secure walkways and all buildings and walkways are monitored electronically or visually by the staff from the central control room. Correctional Officers provide additional security by staffing 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;
- correctional officers carry out a random cell search of 6 cells per day per unit. The cells to be searched are chosen by officers and unit managers based on local knowledge.

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, is the most recently constructed facility in NSW 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 difficult.

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.

(b) Time out of cells

Inmates at Junee are released from their cells at 6.30 am. Medium security inmates in B4, B3 and B2 are locked in their cells at 8 pm. Inmates in B1 are secured at 9 pm and those in the C units at 9.30 pm. Inmates at Junee are allowed out of their cells for a minimum of 13 hours per day.

In order to provide a comparison with departmental centres three institutions have been selected which contain inmates of a similar classification - Bathurst, Grafton and John Morony (Windsor).

Inmates at Bathurst Correctional Centre are released from their cells at 6.30 am and locked in at 7 pm (11½ hours per day); inmates at Grafton are released at 7 am and locked in at 6 pm (11 hours per day) and at the John Morony Centre at Windsor inmates are released at 6 am and locked in at 7.30 pm (11½ hours per day).

(c) 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 (letgo) 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
Works muster	8.15am
General muster	11.45am
Works muster	1pm
General muster	5pm
Works muster	6.30pm
Headcheck	*Lock-in

*see previous section on lock-in times.

Bathurst: inmates are checked as follows:

Headcheck	6.30am
Wing muster (wings 1 and 4)	11.30am
Wing muster (wings 2 or 3)*	11.30am
Works muster (wing 2 or 3)*	11.30am
Works muster (wing 2 or 3)*	5.30pm
General muster	6.00pm
Headcheck	7.00pm

*depending on afternoon shift.

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

Main gaol

Headcheck	7am
General muster	7am
General muster	11.30am
General muster	5.30pm
Headcheck	6pm

Units

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	5.45pm
Headcheck	6.00pm

John Morony (Windsor): inmates are checked as follows:

Headcheck	6am
General muster	11am
General muster	5.45pm
Headcheck	7.30pm

(d) 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 am for those working on the early shift in industries), lunch is between 11.30 am and 12 noon and dinner is served from 5.30 pm one unit at a time. Inmates with special dietary requirements 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 John Morony meals are delivered on 'dixies/barrows' and served by inmates outside the kitchen.

(e) Grievances

Inmate delegates from each Unit have weekly or fortnightly meetings with the Manager Security at Junee to discuss problems raised by inmates. The most common complaint made by inmates relates to the isolation of the centre and the difficulties experienced by families in visiting them. Inmates are also able to submit written applications to their Unit Manager 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 John Morony are dealt with through the Inmate

Development Committee or through the inmates' case manager. Inmates in departmental centres also have access to Official Visitors, the Ombudsman and the Minister.

(f) Phone calls

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

- **inmate-paid calls:** inmates are allowed up to one phone call per day using this system. Prior to making a call inmates put 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;
- **reverse charge calls:** 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.

The number of calls allowed per inmate vary 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.

As most of the inmates at Junee are not originally from the Junee area most phone calls made by inmates are STD (long-distance) calls.

Similar procedures apply in other departmental facilities. The Department is currently reviewing procedures relating to inmate phone calls and is examining the use of 'Smartcards' as a way of providing an effective method of monitoring and supervising phone calls. 'Smartcards' are credit cards which contain a micro chip which can be programmed to contain a range of information.

(g) 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).

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.

(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.

At Junee inmates can be visited by their families and friends on Saturdays, Sundays and Public Holidays between the hours of 9 am and 4.30 pm. Visitors may spend all or part of this time with the inmate. 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.

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.

Subsidised bus transport was made available during the first twelve month period for visitors to the centre. The subsidised travel arrangements were, initially, for a six week trial period from April 10 to May 15, 1993. During the trial period an average of 17 passengers used the service

per week (37.3% of capacity). This arrangement was then reviewed and the subsidised service was continued. From week 7 to week 14 inclusive an average of 33 passengers used the service per week (70.6% of capacity). Passenger numbers for weeks 15 to 52 are not available.

(i) Urinalysis

Urine testing of inmates for illegal substances is carried out in all NSW correctional centres including Junee. The 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, these are random¹⁶ urines, administrative¹⁷ (program) urines and target¹⁸ urines.

Tables 3 to 5, Annex I show the number of samples taken per month and the test results from April 1993 to March 1994. Notes relating to the interpretation of data are included in the Annex.

For the period from April 1993 to March 1994 inclusive, there was a wide variation in the number of samples taken in each category per month over the 12 month period (no samples were taken at Junee in April 1993). During this time there have been only a few inmates who have refused to supply a sample.

The average number of samples taken per month at Junee during this period was: random 48, administrative 11 and target 14 per month.

The number of positive samples recorded per month, at Junee, calculated as a proportion of all samples taken varied considerably from month to month. Further analyses will be undertaken in year 2 to look at the variation in these data.

A summary of the test results for Junee compared with all NSW correctional centres is as follows:

	ALL CENTRES %	JUNEE %
Prescribed medication	14.2	10.4
Diluted samples	2.6	3.2
Adulterated samples	.2	.2
Positive samples	7.9	7.4
Negative samples	73.6	81.0
	100%	100%

The proportion of positive samples recorded at Junee for the eleven month period was 7.4% which was similar to the 7.9% recorded for all NSW centres including Junee.

More than half the inmates at Junee who tested positive (32 out of 60) were charged compared with 44.9% for all centres. More than half the inmates at Junee who refused to supply a urine sample (10 out of 18) were charged compared with 64% for all centres. All those inmates who were charged (with the exception of one inmate at Junee), in all NSW centres including Junee, as a result of testing positive or for refusing to supply a urine sample had a conviction recorded against them.

(j) 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.

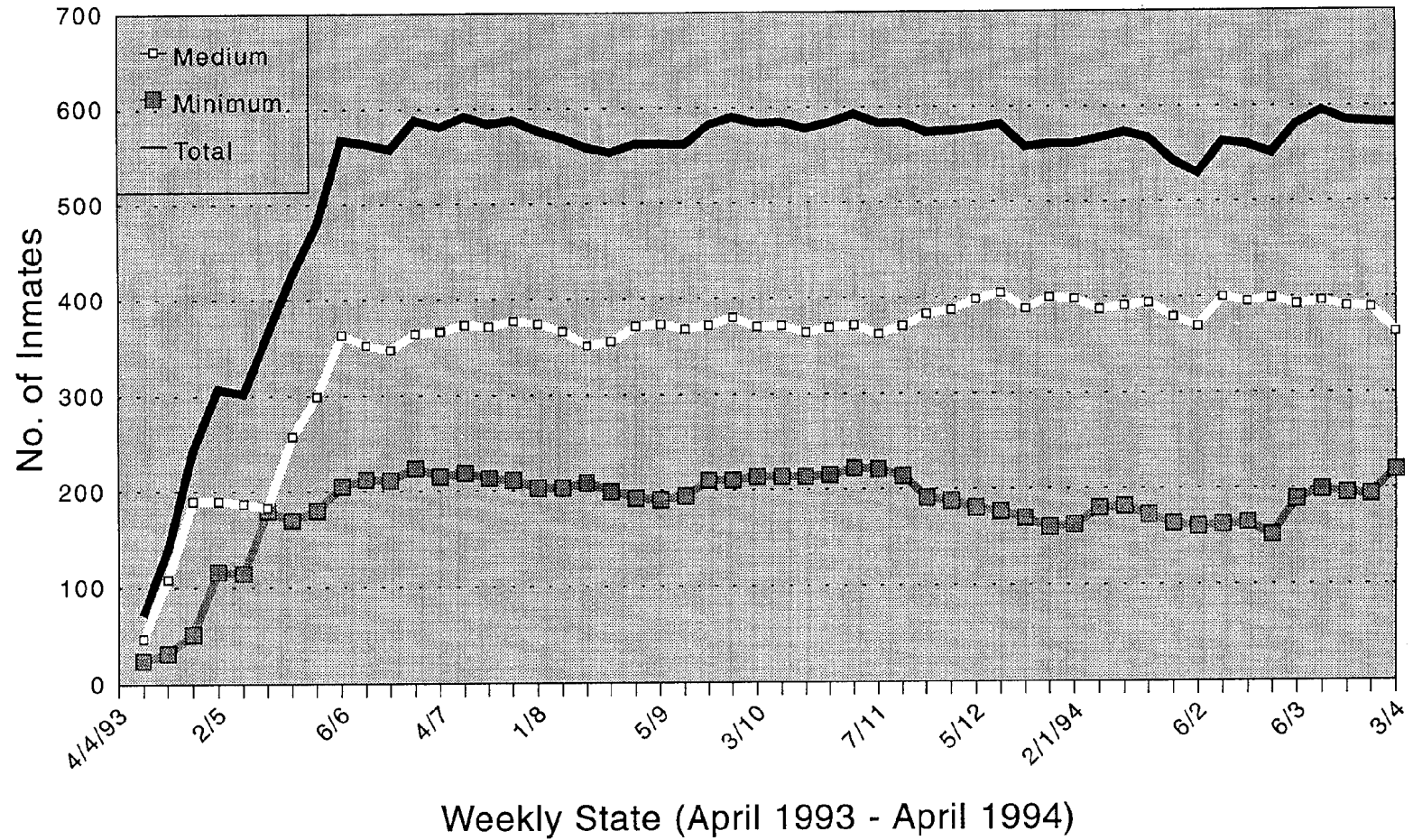
Two Official Visitors have been appointed at Junee by the Hon. John Hannaford, M.L.C., Attorney General and Minister for Justice. Due to ill health one of the Official Visitors has been unable to take up duty. The Official Visitor currently visits the centre once a fortnight and submits quarterly reports to the Commissioner through the Regional Commander for the south-western region whose office is located at Goulburn. As well a short, handwritten, anecdotal report is submitted every 6 months to the Minister.

The Official Visitor at Junee currently sees approximately 20 inmates per visit. The most common complaints made by inmates relate to:

- personal effects missing in transit;
- isolation from families and lack of transport for visitors.

Official Visitors at departmental centres report similar complaints. Isolation from families is a common complaint raised with Official Visitors at centres located at a distance from major metropolitan centres. Lost property has been a common complaint raised with Official Visitors at all centres. However, following a direction from the Commissioner that particular attention be given to care in the transport of inmates' property and the prompt settlement of legitimate claims for loss or damage Official Visitors, throughout NSW, have reported a decline in the number of complaints of this nature.

Junee: weekly states



Source: Junee weekly states returns.
Chart No.3

Inmate admission schedule

The original schedule for the initial admission of inmates to the Junee Correctional Centre was amended on a number of occasions. The plans for inmate admissions were as follows:

(a) The original plan¹⁹

The original schedule for inmate admissions to Junee as outlined in Contract B was to transfer 100 inmates per week over a six week period - 500 medium and 100 minimum security inmates - 600 inmates in total.

(b) The revised plan²⁰

This original schedule was amended at a departmental Operations Meeting held on September 23, 1992. This meeting agreed to an "inmate mix and occupation strategy" to transfer inmates to Junee over a seven week period as follows:

	<u>Classification²¹</u>
Week 1: 96 inmates	C2 and C3
Week 2: 63 inmates	C1
Week 3: 63 inmates	C1
Week 4: 100 inmates	B
Week 5: 100 inmates	B
Week 6: 100 inmates	B
Week 7: 78 inmates	B

If this plan had been followed the inmate mix at the end of the seven week period would have been 378 medium and 222 minimum security inmates.

(c) Operation Merino²²

The initial staged occupation of Junee, called Operation Merino, began on April 5, 1993 and concluded on June 24, 1993. The actual admission of inmates was substantially different from both the original and the revised schedule for admissions. These changes followed negot-

iations between Junee and the Department's Operations Division.

Under Operation Merino the plan was to transfer the inmates to Junee over a twelve week period, however, the bulk of the inmates were transferred to Junee in the first 9 weeks. See Table 1.

Table 1: Schedule of admissions

Week	Original Plan	Revised Plan	Operation Merino
1	100	96	72
2	100	63	71
3	100	63	104
4	100	100	67
5	100	100	-
6	100	100	71
7	-	78	72
8	-	-	65
9	-	-	106
10	-	-	18
11	-	-	3
12	-	-	36

In the first twelve weeks 685 inmates were transferred to Junee and 2 were received from court - a total of 687 inmates were admitted. During this period 88 inmates were transferred out (mostly for compassionate reasons) and 11 were discharged to freedom.

At the end of the initial twelve week admission period the weekly state for Week 12 showed that there were 364 inmates housed in medium security accommodation and 224 inmates housed in minimum security accommodation -

a total of 588 inmates resident at Junee.

A detailed analysis of the weekly states is provided in the next section of this report. For week by week details of the number of inmates at Junee see Annex II.

Chart 3 shows the number of medium and minimum security inmates and the total number of inmates at Junee by week for the full 12 month period.

(d) Classification mix

The classification mix for Junee, as outlined in the Operations "inmate mix and occupation strategy" was amended to exclude inmates with a C3 classification "at this stage".

As defined in Operation Merino inmates who were to be excluded from Junee were those:

- on Methadone;
- at risk (placed on protection at inmates' request);
- who had further court hearings before June 30, 1993;
- currently having Segregation Orders;
- whose earliest date of release was before June 30, 1993;
- classified A1, A2, E1 and E2.

(e) Post Operation Merino

Subsequent to the completion of Operation Merino a routine weekly escort of inmates from Bathurst Correctional Centre to Junee was scheduled. Bathurst was to be used as a staging centre, with inmates being brought from a number of centres to Bathurst and then transported to Junee. However, in practice inmates are escorted to Junee from a number of departmental centres.

Further fine tuning of the inmate mix also took place during the first twelve month period. These changes are as follows:

June 17, 1993: Operations advised (memorandum dated 17/6/93) that ACM had agreed to a change in the classification mix at Junee from 500 medium and 100 minimum security inmates to 372 medium and 228 minimum security inmates. This was to be achieved by reclassifying one of the B units, namely B1, to category C accommodation. No structural changes were made to Unit B1 and the security arrangements remained unchanged.

August 9, 1993: approval was granted by the Attorney General and Minister for Justice, the Hon. John Hannaford, M.L.C., for inmates classified as E2 to be eligible for transfer to Junee.

Note: For the purposes of this study inmates with a B or E2 classification will be referred to as medium security inmates and inmates with a C1 or C2 classification will be referred to as minimum security inmates.

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.

The weekly states return provides details of inmate movements during the previous 7 days, the numbers of inmates received and discharged and identifies the categories (i.e., appellants, life sentence etc.) of inmates held in the institution.

As previously discussed each institution in NSW is designated a maximum, medium or minimum security institution (see *Accommodation*).

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. Medium security inmates are housed in medium security accommodation (units B4, B3 and B2) and minimum security inmates are housed in minimum security accommodation (unit B1 and the C units) (see note on previous page).

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 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. This issue will be examined in more detail in year two.

Throughout the first year of occupation the weekly states showed that the number of inmates in residence at Junee was within the target range on 7 out of 40 weeks (excluding the initial staged occupation of the facility) and close to the range on a further 15 occasions. Thus, for more than half the weeks under consideration Junee was close to full capacity.

The highest number of inmates in residence, 595, was recorded for the week ending March 13, 1994.

Chart 3 shows the number of medium and minimum security inmates and the total number of inmates at Junee by week. For a detailed analysis of the numbers of inmates at Junee see Annex II.

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 first year of operation 1605 inmates were received at Junee. 1603 were received on escort and 2 were received from court. Inmates received on escort usually arrive at Junee on Thursday of each week.

(b) Inmates in residence

The number of inmates classified as medium and minimum security varied considerably throughout the year. The average inmate mix

(taken from week 13 onwards after the completion of the initial occupation stage) was 379 medium and 194 minimum security inmates, giving an average total of 573 inmates. The total number of inmates in residence was equal to or greater than the average (573) in 24 out of the 40 weeks after the staged occupation.

The inmates in medium security were made up of appellants²³, hard labour²⁴ and life sentence²⁵ 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 first year of operation 1023 inmates left Junee (i.e., were escorted out, discharged to freedom or escaped).

Three hundred and six (306) inmates were discharged to freedom in this period. 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.

A very small number of inmates (exact numbers unknown) have taken up residence in Junee following their release.

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.

Seven hundred and sixteen (716) inmates were transferred under escort to other correctional centres. Inmates being transferred to other centres are usually escorted out on Fridays.

The main reasons for transferring inmates were changes in classification and placement or for court appearances. Inmates were also transferred for their own protection, for security or medical reasons or on compassionate grounds. (For further details see Annex II, Table 8). Inmates who advance to a C3 classification are transferred to a departmental centre which provides access to pre-release schemes (i.e., work release, day leave and/or weekend leave).

There was one escape from custody during this period (for further information see section headed *Events in Custody*).

(d) Inmates on segregation²⁶

Inmates are placed on segregation as a disciplinary measure (under Section 22 of the Prisons Act 1952). There is only one level of segregation at Junee. The number of inmates on segregation in any one week varied during the period under review between none and eleven (see Annex II, Table 7).

Table 9 sets out the number of inmates held on Section 22 orders by month. This table shows that the number of inmates on segregation increased markedly between October 1993 and January 1994 inclusive. There were 79 inmates held in segregation between April 1993 and March 1994.

There are 14 medium security cells in the segregation unit at Junee which is located in the Reception area. In the segregation unit there are 9 normal cells, 4 stainless²⁷ cells and 1 dry cell²⁸. All cells contain a washbasin and toilet and inmates have access to communal showers.

Inmates on protection and those under observation are also held in these cells.

Table 2: Classification mix

CLASSIFICATION MIX	JUNE 1993		SEPTEMBER 1993		DECEMBER 1993		MARCH 1994	
		%		%		%		%
A2	2	.3	-	-	1	.2	-	-
B	340	57.8	343	58.1	317	57.0	299	51.3
C1	145	24.7	141	23.9	147	26.4	161	27.6
C2	99	16.8	74	12.5	52	9.4	68	11.7
C3	1	.2	-	-	-	-	-	-
E2	-	-	22	3.7	26	4.7	44	7.5
No classification	1	.2	10	1.7	13	2.3	11	1.9
TOTAL	588	100%	590	100%	556	100%	583	100%

Source: Offender records system (as at the end of each quarter i.e., the last weekend).

(e) Inmates on protection²⁹

During this period 21 inmates were held on protection at their own request. There is only one level of protection at Junee. Annex II, Table 9 shows the number of inmates held on protection by month.

Inmates on protection are held in the segregation unit until a transfer to another centre can be arranged.

(f) Inmate classification mix

A quarterly analysis of the inmate classification mix at Junee (see Table 2 above) shows very little change in the classification mix except for the reduction of B classified inmates following the decision to house inmates classified as E2 at Junee. Nevertheless, the total number of medium security inmates (B and E2) has remained constant over the four quarters.

However, Table 2 represents only one side of the picture, it shows the classification of inmates at Junee at 4 given points in time. What it does not provide is any information about their classification prior to coming to Junee or the stage they had reached in their sentence i.e., at the beginning of their sentence or close to release.

Anecdotal evidence gathered at Junee suggests

that a number of inmates received at Junee with a medium security classification had been previously classified as C3 and had been reclassified for misconduct (e.g., 'tipped' from work release programs).

These comments were checked with the Department's Inmate Classification and Placement Branch who advised that there were some inmates sent to Junee who had been reclassified to a medium security level for misconduct but not many. They also advised that medium security inmates who were transferred to Junee had approximately 2½ years remaining on their sentence.

As at June 30, 1993 there were 340 inmates with a B classification at Junee. The classification of these inmates was checked on the Offender Record System to establish their classification immediately prior to being transferred to Junee. Their immediate prior classification was as follows:

	Prior classification - %
B classification or above	74.1
C1	3.8
C2	10.3
C3	11.8
	100%

Thus, over a quarter (26%) of all B classification inmates at Junee on June 30, 1993 had been

classified at a lower classification immediately prior to being transferred to Junee.

During the first part of the first 12 months, both medium and minimum security inmates were received at Junee. From December 1993 the number of minimum security inmates being received into Junee declined and the case manager C Unit advised that the majority of minimum security inmates held at Junee in February 1994 were inmates who had been reclassified within the institution from B to C1 or C1 to C2.

(f) Summary

Analysis of the data contained in the weekly states returns provides some interesting information about inmate movements, time spent in residence at Junee and the classification mix of the inmates during the period from April 1993 to March 1994 inclusive. A summary of these data is as follows:

- the number of inmates at Junee reached full capacity (between 585 and 600 inmates) on 7 out of 40 weeks (excluding the initial staged occupation of the facility) and was close to full capacity on a further 15 weeks. The highest number of inmates in residence, 595, was recorded for the week ending March 13, 1994;
- The average number of inmates at Junee (from week 13 onwards) was 573 - 379 medium security and 194 minimum security;
- during the 12 month period 79 inmates were placed in segregation. A further 21 inmates were placed on protection at their own request;
- on August 9, 1993 approval was granted for inmates with an E2 classification to be admitted to Junee. At the end of September 1993 there were 22 inmates classified as E2 increasing to 44 by the end of March

1994;

- at June 30, 1993 over one quarter of all B classification inmates at Junee (26%) had been classified at a lower level immediately prior to being sent to 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.

Three departmental centres have been chosen to allow comparisons to be made with Junee, where appropriate, in this section of the report. These are Bathurst, Grafton and John Morony (Windsor) correctional centres. These centres were chosen because they contain inmates with a similar classification to inmates at Junee.

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

(a) Deaths in custody

Recording of deaths in custody includes those that occur from natural causes and suicides.

Only one death in custody occurred at Junee

between April 5, 1993 and March 31, 1994. The inmate was non-Aboriginal. The death was recorded as due to natural causes pending a coronial inquiry scheduled to be heard in early 1995.

The death rate per 100 inmate years, for the period April 1993 to March 1994 inclusive, was 0.18 for Junee compared with the statewide male death rate (including Junee) of 0.37. This rate was calculated as the number of deaths divided by the average daily population multiplied by 100.

(b) Escapes from custody

One inmate escaped from custody at Junee during this period. On February 1, 1994 a medium security inmate with a B classification escaped from the industries area by stowing away in a delivery van.

The inmate was recaptured the next day and appeared in court on charges of escape from lawful custody. He was then transferred to Goulburn Correctional Centre. No offences were committed by this inmate whilst at large.

In the period from July 1992 to June 1993 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" (which are not counted) to "attempted suicides".

During this first 12 month period, 18 instances of deliberate self-harm were reported at Junee. Table 10 shows that almost all instances of deliberate self-harm occurring at Junee were recorded as cuts and lacerations.

The number of acts of deliberate self-harm at Junee represent 3.9% of all acts of deliberate self-harm occurring in NSW correctional centres during this period. For data by month see Table 10, Annex III.

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 rate per 100 inmates. For Junee the rate has been calculated excluding the first 4 months of operation (April to July 1993) and then adjusted to a yearly rate. This figure is compared with the 1993 yearly rate for the other institutions as follows:

Rate per 100 inmates

Junee	4.0
Bathurst	6.3
Grafton	5.1
John Morony (Windsor)	2.7

The rate per 100 inmates shows that the level of deliberate self-harm at Junee is slightly higher than the rate at John Morony but below the rate at Bathurst and Grafton.

ACM have introduced a High Risk Alert Team (HRAT) strategy to minimise the risk of potential suicides and to monitor those inmates who have been identified as at risk of self-harm (for further details see section on *Health services*). During the time this strategy has been in place at Junee there have been no suicides. It is too soon to be able to assess whether or not HRAT will facilitate the maintenance of a low level of deliberate self-harm at Junee in the future.

(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.

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. Annex III, Tables 11 and 12 show the number of misconduct charges by offence date and by hearing date.

Annex III, Table 11 shows that the number of offences recorded at Junee per month increased substantially from November 1993 onwards. The average number of offences for the period April to October 1993 was 53 per month compared with an average of 158 per month for the period from November 1993 to March 1994. From January 1994 onwards the number of offences recorded per month more than doubled compared with the figures for November and December 1993. A total of 1162 offences in custody were recorded at Junee during the first 12 month period.

Table 12 shows the number of offences heard at Junee during the first 12 month period. There was a steady growth in the number of charges heard between April and August 1993. In September and October only a few charges were heard, but from November onwards there was a substantial increase in the number of charges heard per month. The average number of charges heard from April to October 1993 was 44 per month compared with 133 per month for the period from November 1993 to March 1994.

This difference in the number of offences where charges were laid and the number of charges heard starting in November coincides with a change in senior personnel at Junee. In November a departmental officer was seconded to the position of Deputy Governor. During this transition period a backlog of charges waiting to be heard had developed.

In addition to the above, staff were trained in the Hand-up Brief Procedure in October 1993. This training was undertaken by departmental staff. 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.

A summary of the offences in custody by offence date is as follows:

	% of Total
Abusive behaviour	21.3
Fighting or assault	4.7
Charges against good order	36.2
Stealing	6.4
Property damage	5.9
Failure to attend muster	15.9
Refuse to provide urine sample	1.7
Alcohol charges	2.5
Other drug charges	5.4
Refuse HIV test0
	100%

A total of 977 charges were heard during the 12 month period which represents 84.1% of all offences which occurred during that period. The proportion of charges heard per category were consistent with the proportions set out in the above summary.

Once again for comparative purposes a rate per 100 inmates for offences in custody has been calculated. For Junee the rate per 100 inmates was calculated for each month for both the offence date and the hearing date. These data are as follows:

Junee - rate per 100 inmates	Offence date	Hearing date
April, 1993	14.4	7.6
May	13.7	13.7
June	21.1	14.6
July	10.0	10.6
August	16.6	13.6
September	5.0	2.9
October	8.0	2.4
November	14.8	17.5
December	16.8	11.9
January, 1994	37.2	38.6
February	37.2	29.7
March	32.9	19.3

These figures show that there was considerable variation over the 12 month period. From April to

August and in November and December they are similar to the rate per 100 inmates for the other centres shown below. However, in September and October they are much lower and in January to March (offence date) and January and February (hearing date) they are very high. Set out below is the hearing rate per 100 inmates adjusted to an approximate monthly average for Bathurst, Grafton and John Morony.

	Rate per 100 inmates
Bathurst	15.8
Grafton	17.6
John Morony	11.5

It should be noted that during the first four months of operation at Junee (April to July 1993 inclusive) an unusually high number of misconduct charges heard were dismissed as not proven or too trivial. Of the 203 misconduct charges heard in this four month period 38% (77 out of 203) were dismissed.

By comparison, between August 1993 and March 1994 inclusive, only 8% (58 out of 736) were dismissed. An explanation for this variation in the number of charges dismissed is not available from official records.

(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 III, Table 13 shows the number of assaults and fights occurring at Junee between April 1993 and March 1994.

Assaults on officers: the number of reported assaults on officers at Junee, including assaults on other staff members, totalled 33 during the 12 month period from April 1993 to March 1994 inclusive.

In the four month period from April to July 1993 there were a total of 7 assaults on officers, 6 in the period from August to November 1993 and 20 in the period from December 1993 to March 1994. In December 1993, January and March 1994 the number of total assaults on officers doubled.

These data have been recalculated to show the rate per 100 inmates and these rates have been compared with the 1993 yearly rate for selected departmental centres as follows:

Rate per 100 inmates

Junee (April-March)	6.2
Junee (April-July)*	5.1
Junee (August-November)*	3.0
Junee (December-March)*	10.6
Bathurst	4.9
Grafton	1.1
John Morony	5.5
	*adjusted to a yearly rate

The rate per 100 inmates shows that assaults on officers at Junee are slightly higher overall and noticeably higher in the period from December 1993 to March 1994 than the rate for the departmental centres.

Assaults on inmates: there were 60 assaults on inmates by other inmates at Junee reported during the first 12 months of operation. This figure included 18 serious assaults and 1 sexual assault.

In the four month period from April to July 1993 there were a total of 14 assaults on inmates, 22 in the period from August to November 1993 and 24 in the period from December 1993 to March 1994.

These data have been recalculated to show the rate per 100 inmates and these rates have been compared with the 1993 yearly rate for selected departmental centres as follows:

Rate per 100 inmates

Junee (April-March)	11.3
Junee (April-July)*	10.2
Junee (August-November)*	11.3
Junee (December-March)*	12.7
Bathurst	14.1
Grafton	3.9
John Morony	15.5
	*adjusted to a yearly rate

The rate per 100 inmates shows that assaults on inmates by other inmates at Junee is within the range for the departmental centres listed.

Fights between inmates: there were 29 fights between inmates at Junee reported between April 1993 and March 1994. The number of reported fights between inmates has increased since January 1994.

In the four month period from April to July 1993 there were a total of 8 fights reported between inmates, 4 in the period from August to November 1993 and 17 in the period from December 1993 to March 1994.

These data have been recalculated to show the rate per 100 inmates and these rates have been compared with the 1993 yearly rate for selected departmental centres as follows:

Rate per 100 inmates

Junee (April-March)	5.5
Junee (April-July)*	5.8
Junee (August-November)*	2.0
Junee (December-March)*	5.3
Bathurst	12.4
Grafton	5.6
John Morony	12.3
	*adjusted to a yearly rate

The rate per 100 inmates shows that fights between inmates at Junee are similar to the rate recorded for Grafton and are well below the rates for Bathurst and John Morony.

(f) Significant incidents

The following significant incidents occurred at Junee during the 12 month period under review:

- **June 10, 1993:** there was a disturbance involving a number of inmates in the B4 unit. Chemical agents were used to quell the disturbance.
- **November 22, 1993:** inmates broke into the canteen and a number of items were stolen, some of which were recovered. Inmates were directed to return to their cells, some refused and the Centre Emergency Response Team (CERT) and the dog squad were called in, but no force was used. The Southern Emergency Unit was also placed on standby.
- **December 14, 1993:** a serious assault on an inmate was reported. The inmate was found in his cell with serious lacerations to the back of the head and was escorted to hospital for treatment.
- **December 21, 1993:** an inmate was stabbed. He was sent to the Wagga Base Hospital for treatment and was then transferred and reclassified.
- **January 28, 1994:** a group of inmates in unit B4 refused to muster. The Emergency Response Team were called in and minimum force and restraint were used to move four inmates to the Inmate Reception area.

(g) Miscellaneous events

The Junee monthly progress reports and the Duty Officer synopses also include data relating to a number of other events which took place at Junee during the period from April 1993 to March 1994. These data should be treated with caution as there are no analyses available of similar data for other departmental centres with which they can be compared at this stage.

These events are summarised as follows:

Centre searches: there were a total of 31 area

searches undertaken at Junee during the period from April 1993 to March 1994 inclusive. The majority of these searches (28) were undertaken between November 1993 and March 1994. The number of searches per area are as follows:

	# of searches per area
Institution(all areas)	8
Education block	4
Medical centre	1
Kitchen block	2
Industries block	2
Unit B4	3
Unit B3	5
Unit B2	1
Unit B1	3
C Units	2

As well a search of all officers, on entry to the centre, was undertaken in December, January and March. In October, November and December officers on specific watches were breathalysed. No contraband was found on staff during the period covered by this report.

Home brews: a total of 365 litres of home brew were discovered at Junee between August 1993 and the end of March 1994. Homebrew was found in the following areas:

	Homebrew (litres found)
Kitchen block	4
Wheelbarrow	5
Unit B4	134
Unit B3	28
Unit B2	50
Unit B1	12
C Units	56
Location not identified	76

The amount of homebrew found per month varied considerably, however, 225 of the 365 litres found were discovered in December 1993 and January 1994. As noted above similar data for other centres were not available for comparative purposes. In year two similar data for other centres will be collected for comparative purposes.

Inmates - contraband found: contraband is

defined to include the possession of unauthorised substances and/or other items or a level of authorised substances and/or items in excess of that currently allowed.

Between June 1993 and March 1994 there were 17 instances where contraband was found on inmates - 13 discoveries of substances and 4 discoveries of other items.

In addition to the above, in March 1994 following an institutional search an inventory of contraband found was collated. A total of 226 contraband items were found during this search. These are summarised as follows:

	# of items found
Razors/razor blades	24
Metal objects (incl. scissors, cutlery, blades etc.)	30
Needles/syringes	7
Tattooing equipment	3
Other metal objects	44
Glass/ceramic items	6
Electrical cables, tapes, plugs, etc.	18
Wooden items (incl. cane)	5
Stationery items (incl. pens, tape etc.)	19
Cigarette lighters, matches, etc.	8
ID cards	3
Plastic/rubber items	21
Personal items (incl. clothing, toiletries etc.)	10
Medical items (incl. tablets etc.)	11
Money	2
Other	15

Hunger strikes: eight inmates went on hunger strikes during the 12 month period. Hunger strikes were not counted if the inmate terminated the hunger strike on the same day as it began.

Visitors to the centre: apart from a search of all visitors to the centre conducted on March 19, 1994, there were a number of other events relating to visitors which were recorded in the official records. These are summarised as follows:

	# of events
Personal searches - police called	7
Property search (Regulation 104)	4
Refused entry to centre	4
Visit terminated	3
Visitor questioned	7
Visitor removed from centre	3

Contraband found on visitors to date, includes drugs (referred to the Police), syringes and false identification cards.

(h) Summary

Events in custody are dealt with at Junee in much the same way as they are dealt with at all NSW correctional centres. However, there were a number of differences identified in relation to events in custody. These are as follows:

- **Deliberate self-harm:** the HRAT strategy developed at Junee for identifying and monitoring those inmates identified as at risk of deliberate self-harm and potential suicides.
- **Offences in custody:** that the rate per 100 inmates for the months of January, February and March 1994 at Junee were noticeably higher than the rate for the previous months and was well above the yearly rate recorded at Bathurst, Grafton and John Morony for 1993.
- **Assaults on officers:** the rate per 100 inmates recorded at Junee in the period from December 1993 to March 1994 was well above that recorded in other months and also higher than the 1993 yearly rate for Bathurst, Grafton and John Morony.
- **Fights between inmates:** the rate per 100 inmates recorded at Junee throughout the period from April 1993 to March 1994 inclusive was well below the yearly rate recorded for Bathurst and John Morony in 1993, but was similar to the yearly rate for Grafton.

Programs

ACM have developed a variety of programs for inmates at Junee which are designed to cater for the inmate's needs during their period of imprisonment and to prepare them for release to freedom.

The Programs area at Junee includes a number of professional staff working in Education, Recreation, Psychology, Chaplaincy, Counselling³⁰ and the Library and provides a range of services which are similar but not necessarily the same as those provided by the Department's Inmate Development Services Branch.

A team of departmental managers with responsibility for these specialist areas visited Junee in late September 1993. The purpose of their visit was to assess the programs on offer at Junee, to discuss issues relating to content and accreditation and to report on them to the Commissioner.

The issues raised in their report form part of an on-going dialogue between representatives of the Department's Inmate Development professional units and the management and staff at Junee.

It is not part of the brief for this study to comment on the content of programs or on accreditation for courses offered. These issues are also part of the ongoing dialogue with Departmental representatives.

However, data has been gathered for this study from official records and from interviews with staff working in Programs 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.

(a) Education

In February 1994 there were 7 full-time teachers employed in the Programs area at Junee. Some were experienced teachers and for some this was their first teaching appointment.

Data relating to enrolments in education programs were not available for the full 12 month period. However, following the discussions held with departmental representatives more detailed monthly reports have been submitted to the Department.

Annex IV, Tables 14 to 16 show the available education data for the 12 month period beginning in April 1993.

Table 14 shows the range of courses offered and the number of inmate enrolments in each course by month. The courses offered are grouped into the following broad categories:

- literacy/numeracy;
- special education;
- computers;
- arts/crafts;
- Koori education;
- social/life skills;
- general secondary;
- pre-release;
- pre-employment.

Table 15 shows the number of inmates enrolled in distance education courses and Table 16 is a summary of individual enrolments in education.

During the period under review systematic collection of education data did not commence until June 1993. The data collected is summarised as follows:

- there was an average of 260 program enrolments per month in education pro-

grams during this period.

- 11.9% of inmates at Junee, in the period from September 1993 to March 1994, were enrolled in distance education which represents a monthly average of 63 inmates. This compares with the statewide average for NSW, in November 1993, of 22% of inmates enrolled in distance education. Based on this comparison Junee had a much lower proportion of inmates engaged in distance education.
- 829 inmates accounted for 977 enrolments or 1.18 courses per inmate enrolment for the period from December 1993 to March 1994 inclusive. The comparative statewide figure for courses per inmate was 1.17. Systematic collection of this data at Junee did not commence until December 1993.

A monthly average of 207 inmates at Junee were enrolled in education programs during this period. This represents 39% of the average inmate population at Junee compared with the statewide average for NSW of 55% as at November 1993. This shows that the proportion of inmates enrolled in education programs at Junee was below the state average during this period.

Enrolments in program categories calculated as a percentage of total enrolments are as follows:

	% of enrolments
Basic education	12.8
Vocational training	25.3
Personal development	20.6
Recreation	14.7
	73.4%

More than one quarter of all inmate enrolments (26.6%) were not included in the above categories.

Note: Statewide data was calculated on the number of centres which had provided data for the month of November 1993. November being the most recent month for which statewide data was available at the time this report was compiled.

(b) Recreation

There are two recreation officers employed at Junee who are responsible for co-ordinating all recreational activities, sports events and programs related to recreation and fitness.

During the period under review the recreation officers were responsible for supervising or organising the following activities:

- **health profiling:** including basic fitness, fitness principles and fitness profiling i.e., heart rate, flexibility. This course is run weekly on Tuesday and Thursday evenings;
- **quit smoking:** one course has been run and another is planned;
- **straight talk:** the aim of these sessions are to provide an opportunity for inmates to talk with young people (i.e., high school students, street kids etc.) to deter them from criminal activities. The Police and community leaders are involved in these sessions;
- **organised sports:** basketball, volleyball, touch football, indoor/outdoor soccer, tennis and squash;
- **sporting tournaments:** Christmas sports tournament, football and basketball with teams from Junee and Wagga as well as teams from the Mannus Correctional Centre;
- **other activities:** the recreation staff have responded to requests from inmates for activities/sports which involve small num-

bers of inmates such as chess and backgammon and 3 on 3 basketball. A chess evening was held on February 10, 1994 and local residents of Junee were invited to take part and attended.

In addition to the above, the recreation team have also organised the following short courses for inmates:

- **referees (touch football) level 1 course:** this course contained two hours of theory with one hour of practical. Inmates were examined by the Local Referees Association examiner - 15 inmates attended this course;
- **rugby league coaching day:** this course included basic principles and safety issues - attended by approximately 30 inmates;
- **sports massage course:** this course was offered over a six week period for 2 hours per week - 16 inmates attended the first session, 10 completed the course;
- **strapping course:** this half-day course was oriented towards football and was run by a physiotherapist (inmates were required to pay for the cost of tape etc.).

Inmates organise their own weight training and aerobics.

The staff at Junee have access to the gymnasium between 4-6 pm and from 8 pm to 8 am. A golf day for staff was also arranged by the recreation officers - approximately 20 staff attended.

Table 16 shows the number of inmates enrolled in recreational programs by month from December 1993. Apart from these data, no official records were found to facilitate systematic data collection in this area. Nor is this data currently available in departmental centres. However, structured fitness and recreation

subjects are currently being implemented statewide and systematic data collection strategies are under consideration.

The recreation officers also have responsibility for taking inmates' personal photographs and arranging for their development and distribution. In NSW correctional centres inmates are not allowed to have cameras among their personal possessions nor can visitors bring cameras into the centre without the prior approval of the Governor. Thus, if an inmate wishes to send a photograph to his family this service is provided by the staff and at Junee the staff responsible are the recreation officers. The cost of the photograph is charged to the inmate.

(c) Psychology

There are two Psychologist positions at Junee, however, at the time of this researcher's visit to Junee in February 1994, there were no qualified psychologists employed in these positions. The previous senior psychologist had moved to the Arthur Gorrie Centre in Brisbane on October 11, 1993. A psychologist-in-training had been appointed to one of the positions and was scheduled to take up duty on February 21, 1994. In addition, an employee with psychological training, but not yet qualified, had been appointed to co-ordinate the work of the counsellors.

By the end of March 1994, two psychologists-in-training had been appointed and a supervision contract with the Department's Psychology Service was being negotiated.

Following the departmental visit in late September 1993 an ongoing dialogue was established between the Department's Director of Psychology Programs and the psychology service staff at Junee. It should be noted that the recruitment of appropriately qualified Psychologists is a problem common to both ACM and the Department especially for country institutions.

During the period when the previous senior psychologist was at June, two important initiatives for inmates were introduced; HRAT and the Inmate Development Support Committee (IDSC). According to the previous psychologist he was closely involved in the introduction of these strategies.

HRAT was documented, but the policy on IDSC was not. For further details of HRAT see sections headed *Events in Custody* and *Health Services*. The IDSC is discussed later in this section of the report.

As at March 31, 1994 there were no detailed job descriptions for the Psychologists at June. However, the rationale and objective of the Psychology service at June, as reported by the Department's Director of Psychology Programs following her visit to June in late September 1993, are as follows:

"The Psychology service has been established as largely a secondary intervention service. Counsellors do initial screening and deal with general counselling issues. Psychologists co-ordinate peer group structure, provide consultation and supervision and training. They take referrals for psychological assessment, intervention and reports. Provide crisis assessment and intervention. They are also responsible for the provision and organisation of trauma debriefing and staff counselling."

The Director of Psychology Programs then went on to conclude that:

".. and so the goals of the psychologists have been to set up a structure which provides within itself for most of the mental health needs of the participants. The psychologists then act as supervisors and consultants to that structure. In that sense it is a very different service to that provided by psychologists within the Department of Corrective Services."

Whether these differences continue or will alter following the appointment of the two psychologists-in-training cannot be gauged at this stage. At present there is no evidence of any systematic recording of activities or data collection in this area.

(d) Chaplaincy

A chaplain has been appointed at June by the Civil Chaplaincies Advisory Committee - a Roman Catholic nun who is responsible for co-ordinating chaplaincy services.

A Roman Catholic minister conducts a religious service at June once a week. Ministers from the Anglican, Baptist, Uniting and Presbyterian denominations visit June to conduct religious services on a weekly rotating basis. Thus, there is a service once a month for each of these denominations. In those months where there is a fifth Sunday, the Salvation Army also conduct a service.

The Baptist minister visits June weekly for bible study and the Salvation Army also visit June on a weekly basis. An Orthodox minister has also made a visit to the centre.

As well the chaplain has made contact with leaders of the Muslim community in Sydney and discussions are taking place with Aboriginal inmates regarding contact with an Aboriginal pastor in Wagga Wagga.

Other services provided by the chaplain include:

- Sunday prayer meetings;
- spiritual counselling for inmates;
- arranging clothing for inmates about to be released;
- co-ordinating prison fellowship meetings;
- assisting inmates who are attempting to trace family and/or friends through the Salvation Army's missing persons service to complete the necessary forms;
- contributing to education programs; and
- to attend meetings at the centre as required.

The two largest denominations represented at June as at January 24, 1994 were Anglicans (27.7%) and Roman Catholics (27.4%). Set out below is a list showing the religious affiliations of

inmates at Junee as at January 24, 1994:

	<u># of Inmates</u>
Anglicans	157
Baptists	5
Buddhists	11
Lutherans	2
Muslims	26
Orthodox	20
Presbyterians	6
Roman Catholics	155
Seventh Day Adventists	2
Uniting (Methodists 13)	21
Christian non-specific	6
Other Christians	2
Other denominations	6
No preference	145
Agnostics	4
	566

Systematic data collection and/or reporting was not available from this area.

(e) Library

A library has been established at Junee and a close relationship with the Wagga Wagga City Library has evolved.

ACM provide inmates with a document outlining the Library's current and proposed services. The main features of the library service are as follows:

Current collection: this is approximately 40% fiction and 60% non-fiction. The library also contains a wide range of Australian, International and foreign-language magazines and newspapers. Inter-library loans can also be arranged.

Proposed collection: it is proposed that the collection will eventually contain 75% fiction and 25% non-fiction available on 28 day loans together with a reference only section which will contain dictionaries, thesaurus, atlas and legal texts. Textbooks will be loaned out on a semester basis.

(f) Counsellors

The Counsellors are located in the accommodation units (one in each of the B units and one in the C unit). They work closely with the Case Managers, but are part of the Programs area and work in conjunction with the Psychologists. Counsellors are currently going through the process of re-defining their role to include a more therapeutic emphasis.

At present the Counsellors' role includes working with inmates on welfare matters; providing counselling on a range of issues e.g., crisis and bereavement counselling; completing reports on inmates and attendance at meetings at the centre as required.

Four of the five Counsellors have introduced drug and alcohol groups for inmates with drug related problems and one of these groups is in the planning stage.

Again, strategies for systematic data collection and/or reporting were not available in this area.

(g) Parole

There are 2 full-time parole officers located at Junee both of whom are employed by the NSW Department of Corrective Services. As well, in 1993 the parole officer at Mannus Correctional Centre visited Junee 2 days per fortnight.

These 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 NSW Probation Service in the community post release³¹.

The Parole Officers report monthly to the Parole Co-ordinator in 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. Unfortunately, separate data for Junee has only

been retained since January 1994.

Annex IV, Table 17 contains all available data for this area.

(h) Inmate Development Support Committee

The IDSC was developed at Junee to allow inmates to have an input into the range of programs provided. There is no documentation available on the IDSC which outlines its purpose or objectives.

During this first 12 month period the IDSC have been responsible for co-ordinating Alcoholics Anonymous and Narcotics Anonymous meetings.

At Junee there is also an AIDS Committee, a sub-committee of the IDSC, which is responsible for the selection of suitable inmates to undertake the Prison HIV Peer Education Program (PPEP). The PPEP is a departmental initiative which has been introduced in all NSW correctional centres and is currently being introduced in other Australian jurisdictions.

(i) 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 has visited Junee and has regular contact with staff in the Programs area, 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 have provided all necessary occupational health and safety

equipment (i.e., AIDS pouches etc.).

In October 1993 a training program for peer educators was conducted at Junee with 10 inmates completing the program. This program was oversighted by the regional AIDS co-ordinator.

There are a number of inmates at Junee who were accredited as peer educators prior to their arrival at Junee. The number of peer educators at Junee varies from time to time, dependent upon inmate movements, but is thought to be consistent with the level of change which occurs 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.

(j) Drug & Alcohol service

At Junee there are no specialist drug and alcohol workers. 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.

(k) Welfare

At Junee there are no welfare officers. 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.

An ongoing dialogue between the staff at Junee and the departmental staff whose role it is to ensure inmates have access to welfare services is in progress.

Regular contact is maintained between the Counsellors and the Senior Welfare Officer in the South-Western Region. Two counsellors from Junee attended the Welfare Officers Conference held at the Corrective Services Academy in February 1994.

(I) Summary

There are a number of noticeable differences in the provision of programs for inmates at Junee compared with the way in which they are structured and delivered in other departmental centres in NSW. These are:

- the role of the Counsellors at Junee, in addition to their prime function of providing counselling to inmates, includes a range of duties which are undertaken by specialist employees in departmental centres (i.e., drug and alcohol service, welfare services). As the Counsellors are in the process of redefining their role, these differences may or may not be as apparent in following years.
- the role of the Psychologists and the scope of the service provided at Junee is also different from that currently provided by the Department's Psychology Service. As the Department is currently negotiating the supervision of the Psychologists it is expected that in future years the service provided will have the similar focus as that provided in all NSW centres.
- there are no staff at Junee whose role it is to fulfil the role undertaken within depart-

mental centres by the Drug and Alcohol Service. The Department's Drug & Alcohol Service and ACM are currently negotiating this issue.

- there are no specific programs at Junee which address the issues surrounding HIV and other communicable diseases for inmates or staff. Junee is currently dependent solely on the programs and services offered by the Department's Prison AIDS Project and the Regional Area Co-ordinator.

Differences in content of programs, quality of service, etc. are under continuous evaluation by the Department's Inmate Development Services staff.

Health services

At Junee the Manager, Health Services is responsible for supervising all health services including medical, dental, pharmaceutical, nursing, pathology and HIV testing. Specialist medical services are also available and include x-ray/radiography, diagnostic services, psychiatry and optometry.

The medical centre is open 7 days a week and the following services are provided:

Medical: surgery is from 8.30 am to 5 pm five days per week, Monday to Friday, and the doctor is on call at weekends. After 5 pm the Doctor visits the inmates held in segregation (located in the Inmate Reception area) and deals with emergencies as required.

The most common problems inmates present with are chronic pain, injuries sustained as a result of deliberate self-harm and psychological/psychiatric problems. On weekends the most common problems are sporting injuries.

Dental: the dentist sees patients by appointment 5 mornings per week from 8 am to 1 pm, but is on call at other times and takes emergency appointments. The dentist is currently booked 3 months ahead. Dental services also include dentures and plates.

Pharmacology: prescribed medication is provided for inmates 4 times per day.

Psychiatrist: a psychiatrist visits once a fortnight to examine inmates and consults closely with the psychologists, medical staff and counsellors who are responsible for the day-to-day care of the inmates.

Optometrist/optician: the consultant optometrist visits monthly and sees approximately 15-20 inmates per month. Optical services include refractions and prescriptions.

The optician (OPSM Wagga) visits the following day - frames selected from the range included in the supply contract are provided free of charge, other frames are provided at cost to the inmate.

Hospital beds: there are 6 beds in the Health Services unit and the average length of stay is one day. Inmates can be kept in the unit for the following reasons:

- observation (e.g., for overdose, intoxication, high risk etc.);
- medical (non-surgical) problems (e.g., diabetes, abdominal pain, etc.);
- infectious disease (e.g., Hepatitis A, etc.).

Annex V, Tables 18 and 19 detail the procedures carried out by the Health Services unit during the first 12 months of operation.

Health Services staff do not provide any input into the management of inmates with drug and alcohol problems except where the inmate is intoxicated or has psychiatric problems. However, the doctor and a nurse educator provide advice regarding health issues resulting from substance abuse, such as those relating to Hepatitis B, Hepatitis C and HIV.

In departmental facilities health services are provided by the Corrections Health Service (CHS), who report directly to the NSW Health Department. On September 29/30, 1993 two CHS representatives, both senior nursing sisters, visited Junee in order to inspect the composition and functioning of the health service provided by ACM. The CHS representatives compared their findings at Junee with the service available at the Goulburn Correctional Centre. Their findings are summarised as follows:

"... the health services provided were seen to be appropriate and adequate to the needs of the inmate population. The facilities and equipment were modern and of similar standard

to that expected in the public hospital sector. The health care rendered was seen to be professionally provided and of a sufficient quality and standard equal to that available in the general community.

The availability of the full time medical officer, twenty four hour nursing coverage and the part time dentist are particularly noted. It is acknowledged that these specific qualities of the health service provided at Junee greatly assist its endeavours in providing an appropriate, adequate and quality health services." (Report on Junee Correctional Centre Health Services, CHS, 1993, p2).

By way of comparison the following is a summary of the health service provided at Bathurst, Grafton and John Morony:

Bathurst: there is a nursing unit containing 4 full time and 3 part time nurses plus casuals. Three medical officers visit Bathurst. Surgery is held 3 mornings per week and 2 afternoons. A dental clinic is held 2 mornings per week. A psychiatrist visits once a week. An optometrist visits as required. Inmates requiring surgery or specialist medical treatment are escorted to Long Bay. There are 3 hospital beds at Bathurst.

Grafton: there is a nursing unit containing 4 full time nurses and 3 casuals. Nurses are on duty from 7 am to 4.30 pm, 7 days per week and are on call at other times. A medical officer visits Grafton 3 days per week. Surgery is held on Monday, Wednesdays and Fridays for 2 hours per day. A dentist is available 1 day per week and for emergencies. A psychiatrist is available for 6 hours per week. An ophthalmologist is available as required and inmates are escorted to the optometrist when necessary. Access to a general surgeon and/or a physician is available at the local hospital. 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. There are no hospital beds at Grafton.

John Morony: there is a nursing unit containing 6 state registered nurses and 1 enrolled nurse -

all are full time. Surgery is held on 2 afternoons per week and is conducted by a CHS doctor. A psychiatrist is available 1 morning per fortnight. A dentist visits 1 day per week. An optometrist visits 1 day per month. Emergency cases are referred to Hawkesbury District Hospital. Inmates requiring surgery or hospitalisation are sent to Long Bay. Pathology (e.g. blood tests are done on site).

The nursing units at Bathurst, Grafton and John Morony all administer methadone.

In addition to the general health procedures carried out at Junee the following activities are undertaken by the Health Services Unit:

(a) Inmate reception

On arrival at Junee all inmates are given a complete health screening. After the initial 12 week period, in which the first inmates were admitted to Junee, the number of inmates being received at Junee each week varied considerably from a minimum of 6 to a maximum of 46. The average number of inmates received, for the period from July 1993 to March 1994, was 23 per week.

On arrival inmates are interviewed by the nursing staff and are 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. Inmates are required to have a medical prior to undertaking employment and/or team sports.

The Health Services Manager reports that these procedures identified approximately 90% of all problems (e.g., eyesight, blood pressure, hernias, etc.).

(b) HIV testing

All new receptions to NSW correctional centres are tested for HIV. This is done before the

inmates are transferred to Junee. However, HIV testing is undertaken at Junee as and when requested by inmates or when required by the Department (i.e., prior to discharge).

(c) Suicide prevention

ACM have introduced a strategy aimed at identifying those at risk and preventing acts of deliberate self-harm and attempted suicide. This strategy was originally developed by ACM's Corporate General Manager, Health Services, and was modified to suit the inmate profile at Junee, it is now an integral part of inmate management at the centre.

As part of the inmate reception procedure inmates, on arrival at the centre, are screened and assessed for risk of self-harm or suicide. Once an inmate has been identified as being at risk a High Risk Alert Team (HRAT) is formed which includes representatives of health services, programs and security. The HRAT are responsible for formulating a risk treatment plan (RTP) for the inmate.

The RTP addresses the following issues:

- level of risk;
- placement of the inmate in a particular cell or accommodation;
- level and conditions of observation to be provided;
- need for follow up medical care;
- need to contact family and/or friends for special visitation.

The Governor, at regular intervals, publishes a suicide watch memorandum which has wide circulation, identifies inmates currently at risk and the treatment and/or observation required.

The application of this strategy at Junee ensures that all relevant staff members, custodial and non-custodial, are made aware of which inmates are at risk, are encouraged to report any unusual behaviours to the HRAT and thus, have

a valuable input into the management of these inmates. Inmates close to the inmate at risk are also included in this process.

During the time this strategy has been in place at Junee there have been no suicides. For detailed self-harm statistics see Table 10, Annex III. For a discussion of the self-harm statistics see section titled *Events in custody*.

By comparison the process which is usually followed in departmental centres is as follows:

On first reception: 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, CHS 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.

Gaol of classification: following first reception inmates are allocated to a gaol of classification (Junee is a 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.

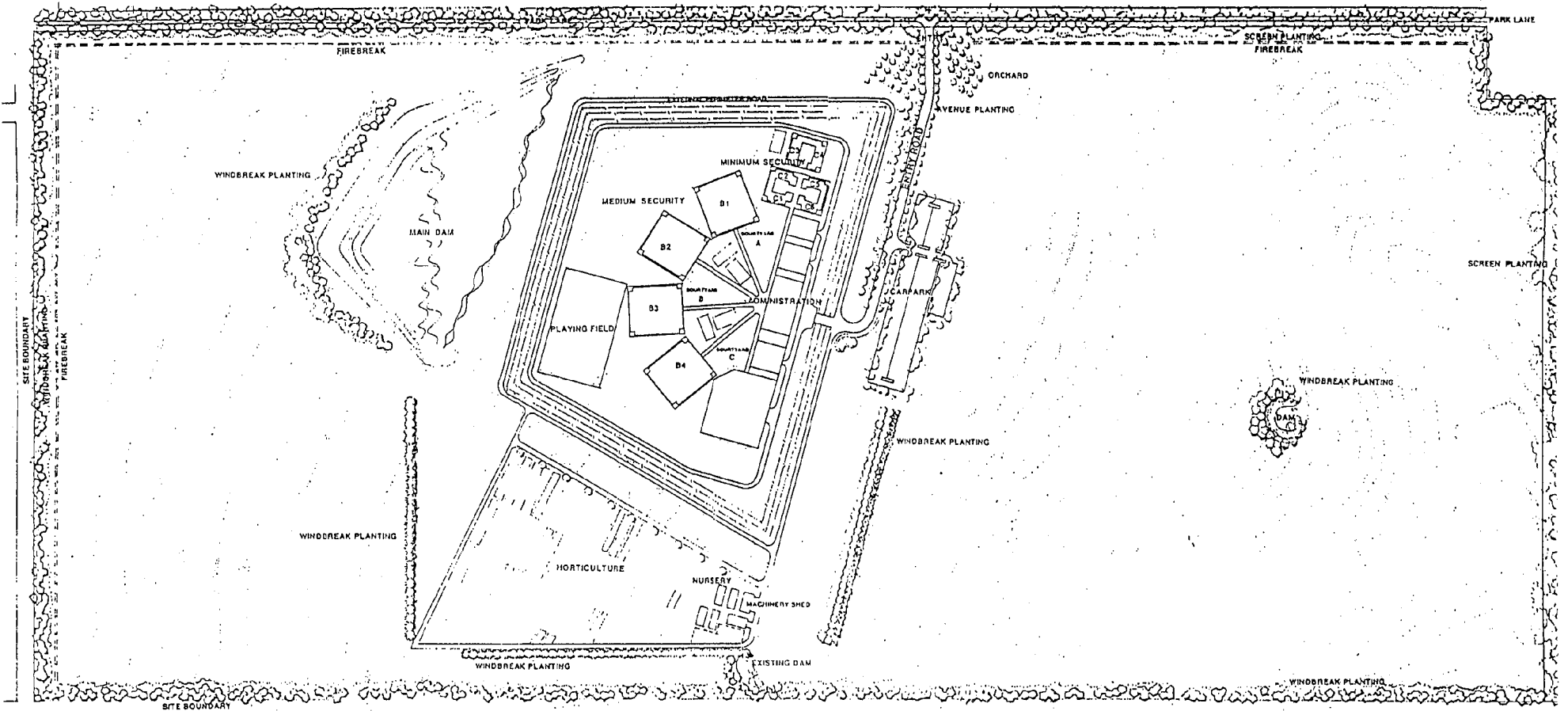
Thus, the Department's policy is to ensure that inmates at risk of deliberate self-harm or suicide are identified on first reception and that procedures for managing these inmates have been introduced at all gaols of classification. However, there is considerable variation in the implementation of this policy. For example, some departmental centres have crisis units and/or safe cells (e.g., Goulburn) while others do not. [Note: The Department implemented a new policy on the use of safe cells for inmates at risk in April 1994 - to be discussed in report on year two.]

The Department has recognised the advantages of the HRAT strategy and is currently investigating the possibility of implementing a similar strategy in all NSW centres.

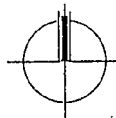
(d) Summary

There are two major differences between the health service provided at Junee and that available in departmental centres. These are:

- the health service provided 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;
- the deliberate self-harm and suicide prevention strategy (HRAT) developed by ACM is designed to monitor the behaviour of inmates identified as at risk and encourages the involvement of staff and inmates in preventing acts of deliberate self-harm and suicide.



LANDSCAPE MASTER PLAN



JUNEE CORRECTIONAL CENTRE JUNEE NSW

CHART NO. 4

Industries

ACM supports the employment of inmates held at Junee and provides a range of employment opportunities.

Annex VI, Table 20 shows the breakdown of inmate employment for the 12 month period from April 1993 to March 1994 inclusive. The table shows a substantial growth in overall employment numbers from 254 in July 1993 to 333 in March 1994 (including full time students). A summary of inmate employment data at Junee for March 1994 is as follows:

Junee	% of inmates
Domestic employment	24.5
Full time students	4.6
Industrial employment	27.6
Non-workers	2.0
Segregation	0.5
Unemployment	40.8
	100%

Actual figures for selected departmental facilities have been provided for the month of March 1994, for comparative purposes, as follows:

Bathurst	% of inmates
Domestic	42.1
Full time students	15.7
Industrial	19.2
Other	23.0
	100%

Grafton	% of inmates
Domestic	18.6
Full time students	0.0
Industrial	48.3
Other	30.1
	100%

John Morony	% of inmates
Domestic	*32.0
Full time students	9.6
Industrial	52.6
Other	5.8
	100%

*some domestic employees (sweepers) were reduced in number at the end of March 1994.

These data show that while employment numbers at Junee are growing (in March 1994 56.7% of inmates were employed) the number of inmates at Junee who are deemed to be in employment (domestic, industrial and full time students) is below the level achieved at comparable departmental centres (i.e., Bathurst 77%; Grafton 66.9%; John Morony 94.2%).

This high level of employment in departmental centres is not restricted to the centres listed above. The Department's 1992/93 Annual Report shows that approximately two-thirds of all inmates in NSW were engaged in domestic or industrial employment (2030 vocation employment positions and 2059 domestic positions) and states that 42% of all inmates in NSW correctional centres were engaged in industrial activities.

(a) Domestic employment

Inmates engaged in domestic employment are employed in the following areas:

- cleaning and unit maintenance;
- food service;
- laundry;
- facility maintenance;
- vehicle maintenance;
- landscaping.

These inmates are responsible for ensuring the daily maintenance of the facility and for work carried out on the acreage surrounding the facility.

Perhaps the most visible sign of the development of the facility, during the first 12 months of operation, has been the landscaping which has taken place. This work has been undertaken by inmates who have planted native trees and shrubs along Park Lane, the main access road, and they have also planted an almond orchard

where the access road to the facility meets Park Lane. Over the first three year period the plan is to plant approximately 10,000 shrubs and trees around the facility.

As well, an area has been set aside and prepared for horticulture (i.e., food production and seed propagation). Work has been undertaken to develop the centre's dams, and part of the acreage has been leased to local residents who have installed electric fencing and who graze cattle and horses in these paddocks.

Inside the perimeter fence flower beds have been planted and the area has been grassed.

Chart 4 provides a master plan of the site showing the facility and the surrounding acreage.

A small group of minimum security inmates also work in the community undertaking gardening at a local retirement village.

Domestic work is allocated on a daily basis. Inmates employed in domestic employment can earn from \$2.40 per day for unskilled work up to \$9 per day for skilled construction work per 6 hour day.

By comparison in departmental correctional centres inmates in domestic employment can earn between \$2.40 and \$3.60 for unskilled work or up to \$5.40 for skilled work, per 6 hour day.

(b) Industries

As at the end of March 1994, 162 inmates were employed in industries working two six-hour shifts per day five days per week - 6.30 am to 12.30 pm and 12.30 to 6.30 pm. Overtime is currently available on Saturday mornings. It is planned to extend this to four shifts per day 5 days a week in the near future.

Inmates employed in industries at Junee earn between \$24 and \$50 per week. By comparison

in departmental centres inmates in industrial employment can earn between \$12 and \$50 per week. Junee operates under the same industrial wages policy as that applying in departmental centres - inmates are paid within the specified range dependent upon the skills required for the work undertaken.

All inmates seeking industrial employment at Junee are required to apply for a position in the same manner as they would if they were applying for a position in the wider community. That is, they complete an application form, attach their resume and attend an interview. Evidence of this procedure was sighted by the writer at Junee.

At present almost all inmates working in industries undertake work for Kambrook Australia Pty. Ltd. From April to December 1993 an average of 54 inmates were employed assembling power boards.

In December 1993 Kambrook began the transfer of factory equipment to Junee. In order to enable the factory to operate the industries building was rewired, with compressors and chilling towers also being installed. Kambrook employees trained inmates in the use of the equipment relating to the production of electrical cabling.

By March 1994, there were two Kambrook production lines operating at Junee, one producing power boards and one producing electrical cabling.

From April 1994 onwards inmates employed by Kambrook will be reported separately i.e., those assembling power boards (Kambrook) and those producing electrical cabling (International Cable Manufacturers).

(c) 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 the same amount.

(d) 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.

(e) Non-workers

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

Human resources

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. ACM's corporate headquarters is located in Sydney.

In this the first year of operation at Junee data were collected on the age and gender of staff employed at Junee, on training provided to staff and on occupational health and safety at Junee. Systematic data collections were not available for the full 12 month period for staff training and occupational health and safety. These issues will be examined in more detail in future years.

Data relating to this chapter are contained in Annex VII *Human Resources*.

(a) Staff profile

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

However, ACM have supplied data (in percentages) to enable the publication of a profile of staff at Junee as at the end of March 1994. These data show that:

- at Junee almost three-quarters of the staff are male (71%) compared with females (29%). This difference is more pronounced among the custodial staff where 84% are male and 16% female, however, there is a noticeable difference in the gender profile among the non-custodial staff with females (55%) representing a larger proportion of the workforce;
- three-quarters of the employees at Junee

are between 20 and 39 years of age (74%). 77% of custodial staff are between 20 and 39 years of age compared with 70% of the non-custodial staff.

Data showing education levels were not available for staff at Junee. Eight employees at Junee had previously worked in a correctional environment and 20 employees had previously been employed in the military.

Approximately four in ten employees (39.3%) at Junee were living locally (i.e., in Junee, Wagga and environs) at the time when they began work at the centre.

By comparison the NSW Department of Corrective Services is a large public sector organisation employing in excess of 4000 staff in over 30 locations around NSW. As both organisations are substantially different in terms of size and complexity, comparisons are difficult. However, gender and age data for the Department as a whole has been provided in Annex VII.

However it was considered likely that the policies and practices implemented by both organisations relating to the staffing of the facility would be an area where differences might become clearly identifiable. As previously stated these issues will be examined in more detail in future years.

(b) Staff training

A number of staff training workshops and courses were provided for staff in this first twelve month period, most of which were conducted on site.

Courses ranged from pre-service training and refresher programs through to specialised training in First Aid, suicide awareness and train

the trainer courses. The majority of the external training courses were conducted by departmental staff and related to training in departmental procedures.

It is not part of the brief for this study to comment on the content of the training programs or on accreditation for training provided. These issues are part of the compliance audit being undertaken by the Junee Liaison Officer.

However, data has been gathered for this study from official records and from interviews with the Training Officer to provide some measure of the extent of the staff training provided.

The prime focus of the training programs conducted from April 1993 to March 1994 inclusive, both in-house and external, was to concentrate on training that related to life threatening situations i.e., First Aid, Cardiac Pulmonary Response (CPR), emergency response and fire training.

Emphasis was also placed upon the need to ensure compliance with required standards (e.g., yearly checking of officers on the use of approved weapons) and reinforcing and enhancing skills learned in pre-service training.

In this first year of operation there was a need to provide training based upon the premise that all staff at Junee had no prior knowledge or skills and needed to start from scratch. This compares with new staff in departmental facilities who on joining are dispersed among experienced employees.

Pre-service training: the initial pre-service training course conducted prior to the opening of Junee included custodial and non-custodial staff. Non-custodial staff at Junee who attended this course voiced the opinion that their inclusion provided them with greater insight into the way the centre functioned and enabled all staff, both custodial and non-custodial, to have a greater appreciation of each others role. See section

titled *The management model*.

A second pre-service training course was conducted in February/March 1994 and this course was restricted to custodial staff only. The staff training manager at Junee advised that the decision to restrict pre-service training to custodial staff followed a departmental directive, but no evidence of any such directive within the Department was found.

Annex VII, Tables 22 and 23 detail the training undertaken and the numbers of staff attending.

(c) Occupational Health & Safety

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.

At Junee there is a workplace committee and a full-time Occupational Health and Safety (OH&S) Officer. 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:

- accident prevention;
- occupational health and safety;
- fire control and prevention;
- use of hazardous substances;
- tool control
- manual handling.

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. However, in individual centres the Department has allowed the appointment of a safety officer in place of the committee (i.e., Berrima). In departmental facilities there is no one person accountable in each centre for OH&S. At a regional level the Department is currently developing training programs for members of workplace committees.

On August 9, 1993 the Department's OH&S and Workers' Compensation Manager and the Co-ordinator Liaison and Audit from the WorkCover Authority visited Junee to inspect the facility and to 'assist in the identification and control of hazards'. They reported that they were pleased with what they observed and 'with the policies, procedures and instructions currently in place'.

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 staff support and when exposure to risk occurs ensures that the correct post-risk exposure procedures are followed.

Following is an overview of the activities undertaken by the OH&S Officer at Junee in the period from April 1993 to March 1994 inclusive:

Staff accident reports: systematic data collection in this area began in October 1993. In the period from October 1993 to March 1994 inclusive the number of accidents reported by staff peaked in January and then began to decline.

The most common forms of injury were leg injuries (13) and minor injuries (9) followed by cuts and lacerations (8), back/neck injuries (8) and stress (7). The average number of accidents per month at Junee was 11.3.

On average 2 employees per month have been placed on light duties due to accidents sustained during the performance of their normal duties.

From December 1993 to March 1994 inclusive the total time lost on workers compensation was 167.5 days - an average of 42 days per month. This compares with a total time lost in departmental centres of 2248.1 days - an average of 375 days per month. However, when the data were recalculated to show the average days lost per officer per month the results were similar - Junee .19 compared with departmental centres .15. These data relate to workers compensation claims that have been approved by the insurer.

Annex VII, Table 24, staff accident reports, and Table 25, workers compensation, show this information in detail.

For information relating to injuries sustained and reported by inmates see section entitled *Events in Custody*.

Accident prevention: in September/October a 4 day training course was held for inmates at which a range of OH&S issues were discussed. An Inmate Safety Committee was established but this was discontinued as the inmates believed they would not be able to implement the procedures in the workplace.

Accident prevention is actively encouraged among inmates employed in industries and domestic employment, however, inmates are often unwilling to observe accident prevention strategies.

For example, ear muffs were supplied to inmates in the industries area following the identification of a problem with high frequency

noise, but not all inmates were prepared to wear them. When the regulation requiring the wearing of the ear muffs was enforced the inmates lodged a complaint regarding the quality of the ear muffs that had been supplied. New and better quality equipment was then supplied to inmates some of whom again refused to wear them. Failure to comply with a regulation results in a misconduct charge (see section headed *Events in custody*).

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 inspected the industries building in February, 1994. Their report is not yet available.

Fire control and prevention: a close working relationship has been established with the local fire brigade.

Fire and emergency response lectures and evaluation have been conducted and inmates receive training in where to go in an emergency. There are currently four fire drills per year. Due to the turnover of inmates at the facility some inmates are not at Junee when the standard fire drills are conducted.

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

All FRT members have a first aid certificate and five 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. A register of material safety data sheets for all chemicals used within the facility, has been established.

Tool control: a tool control program was implemented in the industries, medical and kitchen areas.

In summary, at Junee there are differences in the way in which the OH&S needs of the centre are addressed compared with departmental centres. The system at Junee is proactive in terms of prevention and there is systematic collection and evaluation of data with on-going monitoring. There is also a strong emphasis on staff training and the implementation of safety procedures with both staff and inmates. These differences are strengthened by the fact that at Junee there is a staff member whose role and responsibility it is to ensure that ACM's OH&S policy is fully implemented.

Inmate profile

As at June 30, 1993 there were 588 inmates at Junee. This represented 46.8% of all inmates with a B classification, 15.4% of all inmates with a C1 classification and 6.0% of all inmates with a C2 classification. It was therefore considered important to look at these inmates and to see in what ways, if any, they differed from the general inmate population, especially among those with a similar classification.

Two groups of data showing the characteristics of individual inmates were available: data on every inmate in custody in NSW on June 30, 1993, as extracted for the NSW Prison Census and similar data for every inmate in Junee at the end of September and December 1993 and March 1994. These data were extracted from the Offender Record System (ORS) and are shown in Annex VIII, Tables 26 to 33.

There are some interesting changes in inmate characteristics for Junee at each quarter, but at this stage it is too soon to say whether these changes are permanent. These data will be looked at more closely in future years.

Data were then extracted from the 1993 Prison Census to allow a comparison between inmates at Junee and inmates with a similar classification held in other NSW facilities as at June 30, 1993 (e.g., B, C1 and C2 classifications).

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) Age

An analysis of age data was undertaken for each inmate classification at Junee on June 30, 1993 (i.e., B, C1 and C2).

B classification: a summary of age data for this classification is as follows:

	OTHER (N=727)	JUNEE (N=340)
18-24	30.7	23.8
25-29	21.3	31.5
30-39	29.2	30.6
40+	18.8	14.1
	100%	100%

A chi-square test showed a significant difference between the age distribution of these two populations of B classification inmates at the 0.01 level. Thus, there is less than one chance in a 100 that these population distributions are identical.

At Junee the proportion of B classification inmates in the under 25 age group (23.8%) was lower than for inmates with this classification in other centres (30.7%). There were more B classification inmates at Junee in the 25-29 age group (31.5%) compared with similarly classified inmates in other centres (21.3%).

C1 classification: there were no significant age differences between inmates at Junee and those in other centres for this classification.

C2 classification: a summary of age data for this classification is as follows:

	OTHER (N=1655)	JUNEE (N=99)
18-24	29.8	33.3
25-29	20.2	31.3
30-39	31.3	25.3
40+	18.7	10.1
	100%	100%

A chi-square test showed a significant difference between the age distribution of these two populations of C2 classification inmates at the 0.01 level.

There were more C2 classification inmates in the 25-29 age group at Junee (31.3%) compared with those in other centres (20.2%) and there were fewer inmates aged 30 years and over (35.4%) compared with other centres (50%).

Therefore, when comparing the 3 classification groups at Junee it can be seen that C2s tend to be the youngest (65% under 30 years of age) compared with Bs (55% under 30 years of age). The C1s at Junee tend to be older with 54% aged 30 years or over.

(b) Marital status

The data relating to marital status were analysed for each inmate classification. No significant differences were found, using the chi-square tests, between the inmates at Junee and those at other centres for each level of classification.

However, C2s at Junee were more likely to have never been married (63%) compared with Bs (59%) and C1s (53%). This is consistent with the age data shown above. Conversely, more C1s were in married/defacto relationships (34%) compared with Bs (30%) and C2s (29%).

(c) Aboriginality

Table 28 shows a variation in the proportion of Aboriginal inmates at Junee per quarter, but there appears to be no difference when comparing the yearly average (10%) for Junee with the general Aboriginal inmate population (10.6%).

However, when the data for June 30, 1993 were examined by classification level differences began to emerge. These were as follows:

	OTHER	JUNEE
B classification	13.1%	5.9%
	(N=727)	(N=340)
C1 classification	8.7%	7.6%
	(N=942)	(N=145)
C2 classification	12.6%	16.2%
	(N=1655)	(N=99)

A chi-square test showed a significant difference at the 0.01 level for B classification inmates. The proportion of Aboriginals with a B classification (5.9%) was low compared with 13.1% for other centres. Data extracted from the ORS on June 30, 1993 showed that most Aboriginals with a B classification were housed at Bathurst.

The differences in the C1 and C2 classifications were not statistically significant.

The number of Aboriginal inmates at Junee, at June 30, 1993, was too small to allow for valid comparisons between classification levels.

(d) Most serious offence

The most serious offence category data for inmates at Junee were analysed for each inmate classification and compared to the most serious offence category of sentenced inmates with similar classifications at other centres.

A summary of data showing most serious offence for B classification inmates is as follows:

	OTHER (N=724)	JUNEE (N=338)
Homicide	10.8	3.6
Assault	9.5	8.6
Sexual offences	13.7	5.6
Robbery	14.4	24.6
Fraud	2.9	3.6
Property	28.7	30.2
Driving	2.2	1.5
Order	3.2	2.4
Drugs	8.1	14.5
Other	6.5	5.6
	100%	100%

A chi-square test showed a significant difference between the most serious offence distribution of these two populations of B classification inmates at the 0.01 level.

There were fewer B classification inmates at Junee for homicide or sexual offences compared with B classification inmates at other centres. There were more inmates in this classification at Junee for robbery and drug offences than at other centres.

There were no statistically significant differences among the C1 and C2 classification inmates using chi-square tests.

(e) Aggregate sentence

An analysis of aggregate sentence data was undertaken for each inmate classification. A comparison of the aggregate sentence data for other centres was undertaken for sentenced inmates only.

B classification: a summary of aggregate sentence data for this classification is as follows:

	OTHER (N=724)	JUNEE (N=338)
<1 year	16.2	4.7
1-2 years	16.0	12.7
2-5 years	21.1	36.4
5-7 years	16.3	19.8
7 years >	30.4	26.3
	100%	100%

A chi-square test showed a significant difference between the aggregate sentence distribution of these two populations of B classification inmates at the 0.01 level.

There were fewer B classification inmates at Junee with aggregate sentences under 1 year (4.7%) and more with aggregate sentences between 2 and 5 years (36.4%). These data show that there is a higher proportion of B classification inmates at Junee with aggregate sentences between 2 and 7 years compared with B classification inmates held elsewhere.

More than eight in ten B classification inmates at Junee (83%) had aggregate sentences of 2 or more years with 46% having aggregate sentences of 5 years or more.

C1 classification: a summary of aggregate sentence data for this classification is as follows:

	OTHER (N=939)	JUNEE (N=144)
<1 year	13.8	6.3
1-2 years	15.0	11.1
2-5 years	37.5	37.5
5-7 years	17.4	27.1
7 years >	16.3	18.1
	100%	100%

A chi-square test showed a significant difference between the aggregate sentence distribution of

these two populations of C1 classification inmates at the 0.01 level.

There were fewer C1 classification inmates at Junee with aggregate sentences under 1 year (6.3%) and more with aggregate sentences between 5 and 7 years (27.1%). These data show that there is a higher proportion of C1 classification inmates with aggregate sentences between 5 and 7 years compared with C1 classification inmates elsewhere. Two thirds of C1 classification inmates at Junee (65%) had aggregate sentences between 2 and 7 years.

C2 classification: a summary of aggregate sentence data for this classification is as follows:

	OTHER (N=1650)	JUNEE (N=98)
<1 year	40.7	28.6
1-2 years	18.7	20.4
2-5 years	25.3	38.8
5-7 years	8.1	7.1
7 years >	7.3	5.1
	100%	100%

A chi-square test showed a significant difference between the aggregate sentence distribution of these two populations of C2 classification inmates at the 0.05 level.

There were fewer C2 classification inmates at Junee with aggregate sentences under 1 year (28.6%) and more with aggregate sentences between 2 and 5 years (38.8%). These data show that there is a higher proportion of C2 classification inmates at Junee with aggregate sentences between 2 and 5 years and a lower proportion of C2 classification inmates at Junee with aggregate sentences under 1 year compared with C2 classification inmates elsewhere.

Almost nine in ten C2 classification inmates at Junee (88%) had aggregate sentences of under 5 years duration. However, six in ten C2s had

aggregate sentences between 1 and 5 years.

(f) Known prior imprisonment

Known prior imprisonment is an indicator of the proportion of the inmate population who have been imprisoned on one or more occasion 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.

There were no statistically significant differences between inmates at Junee and those in other centres with a similar classification, using chi-square tests, as at June 30, 1993.

However, the proportion of inmates at Junee in each classification with known prior imprisonment increased over the 12 month period. These differences are summarised as follows:

	OTHER JUNE 93	JUNEE JUNE 93	JUNEE MAR.94
B	66.7%	65.0%	73.2%
C1	59.9%	57.9%	73.3%
C2	56.0%	55.6%	63.2%

Thus, in each classification grouping the number of inmates at Junee with a known history of prior imprisonment grew between June 1993 and March 1994.

(g) Country of birth

At Junee the yearly average shows that approximately two-thirds of all inmates were Australian born (68%) compared with three quarters of the general inmate population (76.3%). Thus, it can be seen that the proportion of overseas-born

inmates at June is slightly higher than occurs in the general inmate population.

An analysis of country of birth by region for each classification level was undertaken to see if there were any differences in terms of the region from which overseas-born inmates originated.

There were no obvious differences among the B, C1 and C2 classification inmates based on region of origin. The data were then analysed to compare those inmates who were born overseas, in NSW and interstate.

B classification: a summary of the place of birth data for this classification is as follows:

	OTHER (N=727)	JUNEE (N=340)
Overseas	22.1	31.2
NSW	67.1	60.0
Interstate	10.7	8.8
	100%	100%

A chi-square test showed a significant difference between the place of birth distribution of these two populations of B classification inmates at the 0.01 level.

There were less B classification inmates at June who were born in NSW (60.0%) and more who were born overseas (31.2%) compared with elsewhere.

C1 classification: a summary of the place of birth data for this classification is as follows:

	OTHER (N=942)	JUNEE (N=145)
Overseas	23.7	35.9
NSW	68.8	56.6
Interstate	7.5	7.6
	100%	100%

A chi-square test showed a significant difference

between the place of birth distribution of these two populations of C1 classification inmates at the 0.01 level.

There were less C1 classification inmates at June who were born in NSW (56.6%) and more who were born overseas (35.9%) compared with elsewhere.

C2 classification: a summary of the place of birth data for this classification is as follows:

	OTHER (N=1655)	JUNEE (N=99)
Overseas	20.0	30.5
NSW	68.5	64.6
Interstate	11.5	5.1
	100%	100%

A chi-square test showed a significant difference between the place of birth distribution of these two populations of C2 classification inmates at the 0.05 level.

There were less C2 inmates at June who were born interstate (5.1%) and more who were born overseas (30.5%) compared with elsewhere.

(h) LGA of last address

The LGA of last address is the local government area where the inmate resided immediately prior to their current term of imprisonment. An analysis was undertaken to compare the percentage of inmates at June who were resident in Sydney (inner/outer metropolitan), NSW country areas and other places immediately prior to their imprisonment and those inmates of a similar classification in other centres.

Using a chi-square test there was a significant difference between B classification inmates at June and those in other centres at the 0.05 level. There was also a significant difference between C1 classification inmates at June and those at other centres at the 0.01 level. In both

cases there was a smaller percentage of inmates at Junee from NSW country areas.

(i) Summary

The above analyses show some significant differences among each category of inmates at Junee when compared with inmates of the same classification in other centres. Thus, on June 30, 1993 (unless otherwise specified):

B classification:

- six in ten inmates at Junee were aged between 25 and 39 years of age with a significantly higher proportion (31.5%) aged between 25 and 29 years of age than in other centres;
- fewer identified themselves as Aboriginal, only 5.9% at Junee were Aboriginal compared with 13.1% elsewhere;
- the most serious offence of seven in ten inmates at Junee related to property, robbery and drug offences. Significantly more inmates at Junee had robbery (24.6%) or drug (14.5%) offences as their most serious offences and fewer had homicide (3.6%) or sexual (5.6%) offences as their most serious offence than in other centres;
- eight in ten inmates had an aggregate sentence of 2 years or more and a significantly higher proportion of inmates at Junee (36.4%) had an aggregate sentence of 2 to 5 years than in other centres;
- at the end of March 1994 seven in ten inmates were recorded as having known prior imprisonment;
- although six in ten inmates at Junee were born in NSW a significantly higher proportion were born overseas (31.2%) than in other centres;
- inmates at Junee were less likely to have been living in country centres prior to their imprisonment than in other centres.

It can therefore be seen that the B classification inmates at Junee are significantly different on most demographic factors from B classification

inmates in other NSW centres.

C1 classification:

- eight in ten inmates at Junee had aggregate sentences of 2 years or more, with a significantly higher proportion (37.5%) with aggregate sentences between 2 and 5 years than elsewhere;
- as at the end of March, 1994 seven in ten inmates were recorded as having known prior imprisonment;
- although more than half the inmates at Junee were born in NSW a significantly higher proportion were born overseas (35.9%) than at other centres;
- fewer inmates at Junee had been living in country centres prior to their imprisonment than at other centres.

Thus, on some demographic factors, namely aggregate sentence, country of birth and LGA of last address, the inmate profile of C1 classification inmates at Junee varied significantly from that of C1 classification inmates in other NSW centres.

C2 classification:

- almost two-thirds of these inmates at Junee (64.6%) were aged between 18 and 29 years of age with a significantly higher proportion (31.3%) aged between 25 and 29 years of age than elsewhere;
- six in ten inmates had an aggregate sentence length between 1 and 5 years with a significantly lower proportion of inmates at Junee (28.6%) with aggregate sentences of less than 1 year than elsewhere;
- although six in ten inmates at Junee were born in NSW a significantly higher proportion were born overseas (30.5%) and fewer were born interstate (5.1%) than elsewhere.

Thus, on some demographic factors, namely age, aggregate sentence and country of birth, the inmate profile of C2 classification inmates at Junee varied significantly from C2 classification inmates in other NSW centres.

Discussion

The objective set for Junee, as published in the NSW Department of Corrective Services 1990-91 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 aim of this study was to identify differences, if any, in the operation of Junee compared with departmental facilities and to identify those aspects of the Junee operation that were innovative. It accomplishes this aim by identifying and documenting the data which could be drawn from official records held at Junee and/or within the Department in order to provide an overview of Junee during the first twelve months of operation.

Data relating to the weekly states and events in custody have been collected for the full twelve-month period. Systematic recording of data in some areas such as Education and OH&S were not available for the full period but began part-way through the year and some areas, such as Psychology and the Counsellors did not keep statistical records at all.

Where applicable throughout this report, data for Junee were compared with departmental data, either for other NSW correctional centres which accommodate inmates of a similar classification or by classification level.

Where differences were encountered, these were identified in the appropriate section of this report. The following discussion looks at these areas of difference in more detail.

► *The management model*

The Junee Correctional Centre and some

departmental centres, such as Lithgow and John Morony, were custom-built to facilitate the prevailing management philosophy. Thus, these facilities were able to incorporate into their design the latest advances in technological security, to operate using current trends in inmate management and control and to optimise the allocation of resources.

ACM's management model, which is based upon a management model used by their parent company in the US, has enabled them to maximise the benefits accruing from the efficient allocation of resources and to operate with optimal staffing levels. Over time, changed circumstances will undoubtedly cause the management model at Junee to evolve.

The Department's management model, on the other hand, has evolved over a long period (approximately 150 years) and has undergone many changes during this time. Any redesign of the management model is dependent upon a careful examination of existing facilities; future requirements with regard to inmate numbers and classification; changes in organisational structure and possible restructuring of personnel and work practices.

Some departmental centres such as Lithgow and John Morony are relatively new (approximately 4 years old) and, like Junee were designed to be adaptable to changing demands for the foreseeable future. Other centres were designed and built over 100 years ago, some of these have been modernised (e.g., Bathurst) while others have not (e.g., Goulburn). The cost of rebuilding and/or modernising correctional facilities is a problem common to almost all jurisdictions in Australia and overseas.

Thus, the Department's ability to adapt its management model to modern trends in penology is restricted by the design and age of

many of its facilities which do not lend themselves to advances in technological security or the layout of which does not facilitate modern methods of inmate management and control.

The Department's management model also has to reflect the differences in classification mix and gender of inmates at the many centres under its control. Therefore, any efficiencies effected in a custom-built and designed facility may not always be directly transferable or comparable to all departmental facilities.

► *Health services*

ACM provide a comprehensive on-site health service at Junee. The health centre staff employed by ACM include a doctor and nursing staff. The services provided include regular access to specialist medical, dental, optical and psychiatric care. Hospital beds are available in the medical centre for short-term care and inmates are only moved out of Junee if they require surgery or hospitalisation.

The health services staff at Junee are also involved in the day-to-day management and care of inmates and assist other groups of staff in the provision of programs and services for inmates.

The health service offered in departmental facilities is provided by the Corrections Health Service (CHS), who report directly to the NSW Health Department. In departmental centres the service provided by the CHS is similar to that provided by ACM, but the range of services provided in each centre tends to vary dependent upon the number of inmates at each centre and its location.

The staff of the Corrections Health Service are not closely involved in the day-to-day management of inmates as is the case at Junee. The assistance provided by the health services staff at Junee to staff in other areas is less obvious in departmental centres due to the independent

role and separate reporting function of the Corrections Health Service.

► *Programs - a multi-skilled approach*

ACM have adopted a multi-skilled approach to staffing in the Programs area with staff working across disciplines and encouraging the involvement of specialists in other areas (i.e., Health and Industries).

The Department, on the other hand, has established specialist professional units within Inmate Development Services which operate independently of each other (i.e., Drug & Alcohol Service, Prison AIDS Project, Psychology Service, Welfare and Education).

At the end of this first 12 month period, negotiations were still in progress between ACM and departmental representatives regarding the provision of specialist programs and services, program content and accreditation.

► *Occupational health and safety*

ACM have implemented the legislative requirement for a workplace committee to oversee all occupational health and safety (OH&S) issues at Junee. They have also created and filled a position for a full time OH&S Officer whose role and responsibility is to ensure that ACM's OH&S policy is fully implemented. The system ACM have introduced at Junee is proactive in terms of prevention and involves the ongoing and systematic collection and evaluation of data. There is also a strong emphasis on staff training and the implementation of safety procedures with both staff and inmates.

In response to the legislation the Department's policy has been to appoint workplace committees in correctional centres but, in some centres the Department has allowed the appointment of a safety officer in place of the committee (e.g., Berrima). In departmental facilities there is no one person accountable in

each centre for OH&S. At a regional level the Department is currently developing training programs for members of workplace committees.

► *Events in custody*

The following events in custody were recorded at June and the results were compared with those for three departmental centres, Bathurst, Grafton and John Morony (Windsor) which contain inmates of a similar classification:

Deliberate self-harm: the rate per 100 inmates at June for deliberate self-harm at 4.0 was well within the range recorded for departmental centres with inmates of a similar classification.

Offences in custody: the rate per 100 inmates at June for offences in custody for the months of January, February and March 1994 both by offence date (35.8) and hearing date (29.2) were noticeably higher than the rate for the previous months. The rates recorded at June for January, February and March 1994 were well above the 1993 yearly rate (by hearing date) recorded at Bathurst, Grafton and John Morony.

Assaults on officers: the rate per 100 inmates at June for assaults on officers was 6.2 for the full 12 month period was slightly higher than the 1993 yearly rate for Bathurst, Grafton and John Morony. However, in the period from December 1993 to March 1994 the rate recorded at June (10.6) was well above that recorded from April to July 1993 (5.1) and August to November 1993 (3.0).

Assaults on inmates: the rate per 100 inmates recorded for assaults on inmates at June throughout the period from April 1993 to March 1994 inclusive (11.3) was below the 1993 yearly rate recorded for Bathurst and John Morony, but higher than the 1993 yearly rate for Grafton.

Fights between inmates: the rate per 100 inmates recorded for fights between inmates at

June throughout the period from April 1993 to March 1994 inclusive (5.5) was well below the 1993 yearly rate recorded for Bathurst and John Morony, but was similar to the 1993 yearly rate for Grafton.

► *Suicide awareness and prevention*

ACM have introduced a High Risk Alert Team (HRAT) strategy for the management of inmates at risk of deliberate self-harm or suicide. Once identified, inmates at risk are closely monitored and staff in all areas assist in the delivery of the risk treatment plan. There were no suicides at June during this 12 month period.

It is too soon to say whether or not this strategy was responsible for ensuring that the number of instances of deliberate self-harm were low at June during the first 12 month period.

The Department also has a screening, assessment and monitoring procedure for managing inmates at risk. The Department is currently investigating the possibility of implementing a policy similar to HRAT in departmental centres.

► *Inmate profile*

Inmates in each classification group (B, C1 and C2) at June were examined on a range of characteristics and were compared with inmates of a similar classification in departmental centres. The characteristics analysed were: age, marital status, Aboriginality, most serious offence, aggregate sentence, known prior imprisonment, country of birth and LGA of last address.

B classification inmates: inmates at June with a B classification tended to have statistically significant differences in their characteristics when compared with B classification inmates in other NSW centres for almost all of the characteristics listed above. Thus, B classification inmates at June are not typical of B classification inmates elsewhere in NSW.

C1 classification inmates: inmates at Junee with a C1 classification varied significantly on some of the characteristics listed above, namely aggregate sentence, country of birth and LGA of last address, from inmates with a C1 classification elsewhere in NSW.

C2 classification inmates: inmates at Junee with a C2 classification varied significantly on some of the characteristics listed above, namely age, aggregate sentence and country of birth, from inmates with a C2 classification elsewhere in NSW.

► *Pre-service training*

ACM included all staff, custodial and non-custodial, in the initial pre-service training course, however, this practice was not continued. Non-custodial staff at Junee, who had attended the initial pre-service course, tended to be of the opinion that their inclusion on the course was beneficial and helped all groups of staff to gain a greater understanding of each other's role.

The Department provides pre-service training for custodial staff only.

► *Weekly states*

A number of points emerged from the Junee data which provide an interesting insight into the first 12 months of operation. These data were specific to Junee (i.e., local issues) and thus, any comparisons were not appropriate. A summary of this information is as follows:

- The number of inmates at Junee reached full capacity (between 585 and 600 inmates) on 7 out of 40 weeks (excluding the initial staged occupation of the facility) and was close to full capacity on a further 15 weeks. The highest number of inmates in residence, 595, was recorded for the week ending March 13, 1994.

- Throughout the 12 month period from April 1993 to March 1994 inclusive, 1605 inmates were received at Junee and a total of 1023 inmates left Junee. The average number of inmates at Junee from week 13 onwards was 573 (379 in medium security and 194 in minimum security).
- The original inmate mix of 500 medium security and 100 minimum security inmates was altered, in June 1993, to 372 medium security and 228 minimum security inmates.
- During the first 12 months of operation 79 inmates were placed on segregation and a further 21 inmates were placed on protection at their own request.
- As at June 30, 1993 over one quarter of all B classification inmates at Junee (26%) had been classified at a lower level immediately prior to being sent to Junee.

In conclusion, the differences discussed in this chapter are those which were either obvious or for which sufficient data were available from the official records to allow a comparison between the policies and practices introduced at Junee and those existing in the Department.

There were other areas where data gathered to date suggest that potential differences exist between the data gathered for Junee and similar departmental data. However, at the time of writing this report there were insufficient data to be able to substantiate any conclusions.

Endnotes

1. Prisons (Contract Management) Amendment Act 1990 No.107.
2. Thomas, C.W. & Martin, S.L. Private Adult Correctional Facility Census. 1993.
3. Keating M. Public over Private: Monitoring the Performance of Privately Operated Prisons and

- Jails. 1990. p.133
4. Levinson, R.B. Okeechobee: An Evaluation of Privatization in Corrections. 1985.
 5. Levinson, op.cit., pp77-78.
 6. Levinson, op.cit., p81
 7. Logan, C.H. Well Kept: Comparing Quality of Confinement in Private and Public Prisons. 1992.
 8. Logan, op.cit., p578.
 9. Logan, op.cit., p580.
 10. Logan, op.cit., p580.
 11. Logan, op.cit., p601.
 12. Levinson, ibid, p92.
 13. Logan, ibid, p602.
 14. **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.
 15. Schein, E.H. Coming to a New Awareness of Organizational Culture. 1984.
 16. **Random urines:** samples in this category are collected for statistical purposes (Clause 175 of the Prisons (General) Regulation 1989). Each fortnight 5% of June inmates are tested. A random list of inmates, plus a reserve list, is provided by the Urinalysis Unit of the Department.
 17. **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.
 18. **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).
 19. **Contract B. Documents for Management.** June Correctional Centre. 2.1.8. Set-up and Commissioning - Schedule for Inmate Admissions.
 20. Woodham, R. Executive Briefing Paper. September 25, 1992.
 21. **Classification - The Prisons Act 1952 - Regulation (Prisons (General) Regulation 1989) Section 8 (1) deals with the classification of prisoners as follows:**

"8.(1) Each prisoner is, for the purposes of security and developmental programs, to be classified by the Director-General in one of the following categories:

Category A1 - those who, in the opinion of the Director-General, represent a special risk to good order and security and should at all times be confined in special facilities within a secure physical barrier that includes towers.

Category A2 - those who, in the opinion of the Director-General, should at all times be confined by a secure physical barrier that includes towers or some other highly secure perimeter structures.

Category B - those who, in the opinion of the Director-General should at all times be confined by a secure physical barrier.

Category C1 - those who, in the opinion of the Director-General, should be confined by a physical barrier unless in the company of an officer.

Category C2 - those who, in the opinion of the Director-General, need not be confined by a physical barrier at all times but who need some level of supervision.

Category C3 - those who, in the opinion of the Director-General need not be confined by a physical barrier at all times and who need not be supervised."

Inmates classified as E1 and E2 are inmates who have been convicted of escape.

Note: In 1993 the title of the Chief Executive Officer was changed from Director-General to Commissioner.
 22. **Operation Merino.** Inmate Classification and Placement Division Newsletter No. 18. April 1993.
 23. **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.

24. **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.

25. **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.

26. **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 Director-General, or the governor of a prison, is of opinion that the continued association of a prisoner with other prisoners constitutes a threat to the personal safety of that or any other prisoner or of a prison officer, or to the security of the prison, or to the preservation of good order and discipline within the prison, the Director-General 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 Director-General so

approves, in association only with such other prisoners as the Commission may determine."

27. **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.

28. **Dry cell** - in this cell there are no facilities and no bed. A mattress and linen are provided.

29. **Protection.** Section 22 (1A) of the Prisons Act 1952 No. 9 relates to prisoners held in protection. Section 22 (1A) defines 'protection' as follows:

"22(1A) Without limiting the generality of subsection (1), the Director-General 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 Director-General so approves, in association only with such other prisoners as the Director-General may determine."

30. There is some difference of opinion among personnel at Junee as to whether Counsellors are a part of Programs or a part of Security.

31. 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.

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Annex I: Urinalysis

**All data contained in this annex relate to Junee unless
otherwise specified.**

NOTES ON URINALYSIS TESTING

Urinalysis testing is done to detect the occurrence of prohibited drugs and substances, alcohol is not tested for unless requested. 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 (RNS), North Ryde, Macquarie Hospital) as to the length of time the substance stays within the 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.

A definition of "random", "administrative" and "target" urine sampling is provided in the endnotes pages 68-70.

Table 3: Urinalysis sampling

RANDOM	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
No. of samples required	-	17	52	90	57	57	59	60	58	85	55	58	648
Less refusals	-	-	-	-	2	1	-	-	1	-	-	3	7
Total samples taken	-	2	35	138	58	57	59	60	59	34	1	31	534

ADMINISTRATIVE (PROGRAM)	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
No. of samples	-	7	35	10	35	18	-	19	4	-	-	-	128
Less refusals	-	-	-	-	1	-	-	-	-	-	-	-	1
Total samples taken	-	7	35	10	34	18	-	19	4	-	-	-	127

TARGET	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
No. of samples	-	6	16	3	7	27	23	7	24	32	7	11	163
Less refusals	-	-	1	-	-	-	4	-	3	-	-	2	10
Total samples taken	-	6	15	3	7	27	19	7	21	32	7	9	153

Source: Urinalysis Unit monthly report.

- Note:
1. 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. For a definition see endnotes pages 68-70.
 2. In September, the Junee Liaison Officer, supplied Junee staff with Urinalysis procedures and the wide variation in random and administrative samples taken appears to have settled down.

Table 4: Urinalysis test results

TEST RESULTS JUNEE	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Prescribed medication	-	2	6	22	15	6	5	11	9	4	-	5	85
Diluted samples	-	-	2	2	2	8	1	6	2	1	-	2	26
Adulterated samples	-	-	-	-	-	-	1	-	-	-	-	-	2
Positive samples	-	2	6	-	3	7	5	5	10	11	6	5	60
Negative samples	-	11	71	127	79	80	66	64	63	50	2	28	659
TOTAL SAMPLE	-	15	85	151	99	102	78	86	84	66	8	40	814
Positives as % of total sample for Junee.	-	-	7.06%	-	3.03%	6.86%	6.41%	5.81%	11.90%	16.67%	-	12.5%	7.4%

TEST RESULTS ALL CENTRES	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Prescribed medication	166	182	177	224	198	155	204	185	183	180	183	190	2227
Diluted samples	11	15	26	33	49	47	37	55	55	31	31	26	416
Adulterated samples	2	1	1	7	2	4	1	1	2	3	3	3	30
Positive samples	136	113	100	132	108	109	122	135	132	157	93	147	1484
Negative samples	1100	1089	1039	1254	1088	894	950	857	883	934	727	752	11567
TOTAL SAMPLE	1415	1400	1343	1650	1445	1209	1314	1233	1255	1305	1037	1118	15724
Positives as % of total sample for all centres.	9.61%	8.07%	7.45%	8.00%	7.47%	9.02%	9.28%	10.95%	10.52%	12.03%	9.0%	13.1%	7.9%

Source: Urinalysis Unit monthly report.

Table 5: Urinalysis charges and convictions

POSITIVE URINES	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Junee Correctional Centre:													
# of positive urines	-	2	6	-	3	7	5	5	10	11	6	5	60
# of charges laid	-	2	6	-	1	4	5	2	3	5	4	-	32
# of convictions recorded	-	2	6	-	1	4	5	2	3	5	4	-	32
All Correctional centres:													
# of positive urines	136	113	100	132	108	109	122	135	132	157	93	147	1484
# of charges laid	70	45	45	60	61	45	57	51	34	67	56	75	666
# of convictions recorded	70	45	45	60	61	45	57	51	34	67	56	75	666

REFUSAL TO SUPPLY URINE SAMPLE	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Junee Correctional Centre:													
# of inmates refusing	-	-	1	-	3	1	4	-	4	-	-	5	18
# of charges laid	-	-	-	-	3	-	2	-	2	-	-	3	10
# of convictions recorded	-	-	-	-	3	-	2	-	2	-	-	2	9
All Correctional centres:													
# of inmates refusing	21	14	6	10	20	19	20	8	19	17	21	22	198
# of charges laid	14	8	1	4	17	9	13	7	8	9	18	19	127
# of convictions recorded	14	8	1	4	17	9	13	7	8	9	18	18	126

Source: Urinalysis Unit monthly report.

Annex II: Weekly states

All data contained in this annex relate to June unless otherwise specified.

Table 6: Inmates received/discharged

WEEK ENDING ON	INMATES RECEIVED ON ESCORT	INMATES RECEIVED FROM COURT	TRANSFERS OUT	DISCHARGED TO FREEDOM	ESCAPES	TOTAL STATE
11/4/93	72	-	1	-	-	71
18/4/93	71	-	1	-	-	141
25/4/93	104	-	3	-	-	242
2/5/93	67	-	2	-	-	307
9/5/93	-	-	5	-	-	302
16/5/93	71	-	8	2	-	363
23/5/93	72	-	8	-	-	427
30/5/93	65	-	9	4	-	479
6/6/93	106	-	16	1	-	568
13/6/93	18	-	22	-	-	564
20/6/93	3	-	6	3	-	558
27/6/93	36	2	7	1	-	588
4/7/93	13	-	17	3	-	581
11/7/93	28	-	11	6	-	592
18/7/93	16	-	15	9	-	584
25/7/93	19	-	13	2	-	588
1/8/93	15	-	21	5	-	577
8/8/93	18	-	17	9	-	569
15/8/93	14	-	12	12	-	559
22/8/93	18	-	14	9	-	554
29/8/93	31	-	17	5	-	563
5/9/93	20	-	9	11	-	563
12/9/93	22	-	12	11	-	562
19/9/93	37	-	15	2	-	582
26/9/93	35	-	21	6	-	590
3/10/93	17	-	15	8	-	584
10/10/93	23	-	17	5	-	585
17/10/93	14	-	13	8	-	578
24/10/93	25	-	11	8	-	584
31/10/93	40	-	20	11	-	593
7/11/93	20	-	18	12	-	583

WEEK ENDING ON	INMATES RECEIVED ON ESCORT	INMATES RECEIVED FROM COURT	TRANSFERS OUT	DISCHARGED TO FREEDOM	ESCAPES	TOTAL STATE
14/11/93	21	-	12	8	-	584
21/11/93	17	-	18	9	-	574
28/11/93	29	-	13	15	-	575
5/12/93	26	-	17	6	-	578
12/12/93	32	-	19	9	-	582
19/12/93	15	-	28	11	-	558
26/12/93	21	-	15	3	-	561
2/1/94	17	-	10	7	-	561
9/1/94	31	-	19	6	-	567
16/1/94	29	-	16	7	-	573
23/1/94	15	-	15	6	-	567
30/1/94	6	-	19	11	-	543
6/2/94	15	-	19	8	1	530
13/2/94	46	-	7	6	-	563
20/2/94	30	-	24	9	-	560
27/2/94	16	-	19	6	-	551
6/3/94	43	-	9	4	-	581
13/3/94	26	-	7	5	-	595
20/3/94	16	-	17	9	-	585
27/3/94	20	-	18	4	-	583
3/4/94	22	-	19	4	-	582

	1603	2	716	306	1	
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Source: Weekly states returns

Notes:

- Weekly states returns are completed on Sunday evening of each week and are forwarded to the Research & Statistics Unit each Monday morning.

Table 7: Inmate numbers, protection, segregation

WEEK ENDING ON	WEEKLY STATE						TOTAL STATE	PROTECTION		SEGREGATION	
	MEDIUM			MINIMUM				MED	MIN	MED	MIN
	APPEL- LANTS	HARD LABOUR	LIFE SENT.	TRIAL	APPEL- LANTS	HARD LABOUR					
11/4/93	3	44	-	-	2	22	71	-	-	-	-
18/4/93	15	94	-	-	2	30	141	-	-	-	-
25/4/93	29	161	-	-	5	47	242	-	-	2	-
2/5/93	31	159	-	-	12	105	307	-	-	2	-
9/5/93	30	157	-	-	12	103	302	-	-	-	1
16/5/93	30	153	-	-	22	158	363	-	-	6	1
23/5/93	40	217	-	-	18	152	427	-	-	4	-
30/5/93	47	252	-	-	14	166	479	-	-	4	-
6/6/93	57	306	-	-	18	187	568	-	-	2	-
13/6/93	53	299	-	-	22	190	564	-	-	7	-
20/6/93	51	296	-	-	21	190	558	-	-	5	3
27/6/93	54	310	-	-	23	201	588	-	-	5	2
4/7/93	53	313	-	-	22	193	581	-	-	2	-
11/7/93	55	318	-	-	25	194	592	-	-	1	-
18/7/93	55	316	-	-	25	188	584	-	-	4	-
25/7/93	53	324	-	-	23	188	588	-	-	2	-
1/8/93	52	322	-	-	18	185	577	-	-	5	-
8/8/93	49	316	1	-	20	183	569	-	-	2	-

WEEK ENDING ON	WEEKLY STATE						TOTAL STATE	PROTECTION		SEGREGATION	
	MEDIUM			MINIMUM				MED	MIN	MED	MIN
	APPEL- LANTS	HARD LABOUR	LIFE SENT.	TRIAL	APPEL- LANTS	HARD LABOUR					
15/8/93	49	300	2	-	22	186	559	1	-	2	2
22/8/93	48	305	2	-	21	178	554	-	-	2	1
29/8/93	53	316	2	-	18	174	563	-	-	2	-
5/9/93	53	318	2	-	16	174	563	-	-	7	-
12/9/93	56	309	3	-	16	178	562	1	-	-	-
19/9/93	55	314	3	-	17	193	582	-	-	2	-
26/9/93	56	321	3	-	20	190	590	-	-	1	-
3/10/93	50	317	3	-	19	195	584	-	-	4	-
10/10/93	51	317	3	-	18	196	585	-	-	3	1
17/10/93	51	310	3	-	19	195	578	-	-	6	1
24/10/93	49	317	3	-	18	197	584	-	-	11	-
31/10/93	47	321	3	-	21	201	593	-	-	9	-
7/11/93	49	310	3	-	21	200	583	-	-	2	2
14/11/93	50	317	3	-	20	194	584	-	-	2	3
21/11/93	46	334	3	-	16	175	574	-	-	1	-
28/11/93	50	334	3	-	16	172	575	1	-	1	-
5/12/93	48	346	3	-	14	167	578	-	-	4	-
12/12/93	46	356	3	-	14	163	582	-	-	1	-
19/12/93	41	344	3	-	18	152	558	1	-	-	-

WEEK ENDING ON	WEEKLY STATE						TOTAL STATE	PROTECTION		SEGREGATION	
	MEDIUM			MINIMUM				MED	MIN	MED	MIN
	APPEL- LANTS	HARD LABOUR	LIFE SENT.	TRIAL	APPEL- LANTS	HARD LABOUR					
26/12/93	41	356	3	-	17	144	561	-	-	5	1
2/1/94	38	357	3	-	18	145	561	-	-	4	-
9/1/94	39	345	3	1	17	162	567	-	-	4	1
16/1/94	39	349	3	-	16	166	573	-	-	3	1
23/1/94	39	352	3	-	14	159	567	-	-	1	-
30/1/94	37	339	3	-	13	151	543	-	-	5	1
6/2/94	38	328	3	-	12	149	530	1	-	4	-
13/2/94	42	355	3	-	12	151	563	-	-	5	-
20/2/94	42	350	3	-	15	150	560	-	-	-	-
27/2/94	43	353	3	-	14	138	551	-	-	2	-
6/3/94	49	340	3	-	12	177	581	-	-	1	-
13/3/94	47	346	3	-	16	183	595	5	3	2	-
20/3/94	43	344	3	1	14	180	585	-	-	2	-
27/3/94	43	343	3	-	12	182	583	-	-	6	1
3/4/94	37	323	3	-	18	201	582	-	-	3	2

Source: Weekly states returns

Table 8: Transfers out

TRANSFERS OUT	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Gaol of classification	-	-	-	22	20	22	21	20	52	28	22	27	234
Court	-	-	-	17	27	24	18	16	18	20	35	24	199
Medical	-	-	-	6	9	6	6	-	3	1	4	1	36
Programs	-	-	-	-	4	-	-	-	-	-	-	-	4
Offender Review Board hearing	-	-	-	3	-	3	3	1	3	2	4	4	23
Special Care Centre assessment	-	-	-	2	-	4	1	1	-	-	-	-	8
Compassionate	-	-	-	1	-	1	3	1	-	4	2	-	12
Legal interview	-	-	-	-	-	2	-	-	-	-	-	-	2
Deportation	-	-	-	2	-	3	-	1	1	1	-	-	8
Security risk	-	-	-	4	-	1	-	2	-	-	-	-	7
Protection	-	-	-	2	-	1	1	8	2	7	3	3	27
Long Bay - D Ward	-	-	-	-	-	-	3	2	2	-	1	3	11
Intergaol visit	-	-	-	-	-	1	3	-	-	-	-	-	4
Parole reports	-	-	-	-	-	-	-	4	-	-	-	-	4
Change of classo (unsentenced)	-	-	-	-	-	-	-	-	-	2	-	-	2
Other	-	-	-	4	-	-	-	-	-	-	-	-	4
TOTAL	-	-	-	63	60	68	59	56	81	65	71	62	585

Source: Junee monthly progress reports.

Table 9: Section 22 orders

SECTION 22	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Segregation	-	-	-	5	6	4	17	8	14	15	8	2	79
Protection	-	-	-	-	1	-	-	2	1	5	4	8	21
TOTAL	-	-	-	5	7	4	17	10	15	20	12	10	100

Source: Junee monthly progress report.

NOTES:

1. The number appearing above refer to the number of inmates held on Section 22 orders for each calendar month.

Annex III: Events in custody

**All data contained in this annex relate to Junee unless
otherwise specified.**

Table 10: Deliberate self-harm

TYPE OF INJURIES	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Junee Correctional Centre	[1]	[1]	[-]	[-]	[-]	[1]	[2]	[1]	[5]	[3]	[2]	[2]	[18]
Cuts and lacerations	-	1	-	-	-	1	1	1	5	3	2	1	15
Strangulation	1	-	-	-	-	-	-	-	-	-	-	-	1
Ingestion of substances	-	-	-	-	-	-	1	-	-	-	-	-	1
Other	-	-	-	-	-	-	-	-	-	-	-	1	1
ALL CORRECTIONAL CENTRES	37	27	37	27	21	26	52	36	33	44	38	59	437

Source: Known to Research & Statistics as at April 23, 1994.

Notes:

1. These numbers have not been compared to Duty Officer running sheets.
2. Threats are not counted as acts of deliberate self-harm - 3 threats were reported at Junee during July.
3. 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 reasons for selecting the inmates for a particular institution, their classification etc.
 - policies and practices - at Junee 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 11: Offences in custody - by offence date

REGULATION	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Abusive behaviour:	[5]	[18]	[23]	[9]	[10]	[6]	[5]	[34]	[25]	[47]	[36]	[29]	[247]
Abusive/threat behaviour	5	18	23	9	10	6	5	34	25	47	36	29	247
Fighting or assault:	[6]	[1]	[5]	[3]	[1]	[2]	[2]	[-]	[6]	[12]	[7]	[9]	[54]
Fighting	4	-	2	2	-	1	-	-	5	10	6	7	37
Assaults	2	1	3	1	1	1	2	-	1	2	1	2	17
Charges against good order:	[4]	[17]	[36]	[20]	[16]	[3]	[18]	[18]	[28]	[75]	[119]	[67]	[421]
Refuse personal particulars	-	-	1	2	-	-	-	-	-	-	-	-	3
Failure to comply with routine	-	-	12	7	2	-	-	8	7	23	11	42	112
Tattooing	1	1	1	-	-	-	-	-	-	1	1	-	5
Obstructing a Correctional Officer	1	2	-	1	-	-	-	-	-	3	6	-	13
Failure to comply	2	14	22	10	13	3	14	8	21	46	100	23	278
Unauthorised phone call	-	-	-	-	1	-	2	1	-	1	-	2	7
Convey articles to/from visitors	-	-	-	-	-	-	-	1	-	-	-	-	1
Refuse subsequent search	-	-	-	-	-	-	-	-	-	1	-	-	1
False complaints	-	-	-	-	-	-	-	-	-	-	1	-	1
Stealing:	[-]	[4]	[3]	[3]	[4]	[2]	[5]	[3]	[7]	[9]	[8]	[26]	[74]
Possession of unauthorised property	-	4	2	3	4	2	5	3	5	9	7	26	70
Stealing	-	-	1	-	-	-	-	-	2	-	1	-	4
Property damage:	[1]	[1]	[7]	[7]	[2]	[2]	[3]	[14]	[-]	[13]	[9]	[10]	[69]
Damage cell/contents	-	-	1	1	-	-	1	8	-	1	1	1	14
Damage clothing/bedding	-	-	1	1	-	-	1	1	-	-	1	-	5
Damage property	1	1	2	-	1	1	1	3	-	9	2	6	27
Alteration to property	-	-	2	5	1	-	-	2	-	3	4	1	18
Throwing articles	-	-	1	-	-	1	-	-	-	-	1	2	5
Failure to attend muster:	[1]	[4]	[33]	[5]	[9]	[5]	[4]	[7]	[21]	[40]	[14]	[42]	[185]
Failure to attend muster	1	4	33	5	9	5	4	7	21	40	14	42	185
Refuse to provide urine sample:	[1]	[-]	[1]	[1]	[2]	[-]	[4]	[2]	[3]	[-]	[4]	[2]	[20]
Failure to supply urine sample	1	-	1	1	2	-	4	2	3	-	4	2	20

REGULATION	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Alcohol charges:	[-]	[1]	[1]	[5]	[4]	[3]	[5]	[-]	[1]	[5]	[1]	[3]	[29]
Possess/consume alcohol	-	1	-	2	1	2	3	-	1	-	-	1	11
Manufacture alcohol	-	-	1	2	2	1	2	-	-	5	1	2	16
Refuse breath test	-	-	-	1	1	-	-	-	-	-	-	-	2
Other drug charges:	[1]	[3]	[10]	[6]	[1]	[6]	[1]	[8]	[5]	[9]	[9]	[4]	[63]
Use of drugs	1	3	7	3	1	6	1	8	5	7	4	-	46
Have drug implements	-	-	-	-	-	-	-	-	-	2	5	4	11
Inhale glue or petrol	-	-	3	3	-	-	-	-	-	-	-	-	6
Refuse HIV test:	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]
Refuse to give blood sample	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	19	49	119	59	49	29	47	86	96	210	207	192	1162
Average monthly population	132	358	563	586	568	576	587	581	572	565	556	584	-
Rate per 100 inmates	14.4	13.7	21.1	10.0	16.6	5.0	8.0	14.8	16.8	37.2	37.2	32.9	-

Source: Misconduct charges known to Research & Statistics as at April 26, 1994.

Notes:

1. See notes on offence categories.
2. Where charges have not been heard and entered into the Offender Record System by date of closure (see above) these offences were not able to be included in the above table.

Table 12: Offences in custody - by hearing date

REGULATION	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Abusive behaviour: Abusive/threat behaviour	[2] 2	[19] 19	[20] 20	[10] 10	[11] 11	[4] 4	[2] 2	[22] 22	[26] 26	[58] 58	[27] 27	[17] 17	[218] 218
Fighting or assault: Fighting Assaults	[4] 4 -	[3] - 3	[-] - -	[7] 4 3	[2] - 2	[1] - 1	[2] - 2	[1] 1 -	[4] 4 -	[11] 10 1	[9] 7 2	[4] 3 1	[48] 33 15
Charges against good order: Refuse personal particulars Failure to comply with routine Tattooing Obstructing a Correctional Officer Failure to comply Unauthorised phone call Convey articles to/from visitors Refuse subsequent search	[3] - - 1 1 1 - - -	[18] - - 1 2 15 - - -	[22] 1 5 1 - 15 - - -	[16] - 6 - - 10 - - -	[31] 2 10 - 1 18 - - -	[3] - - - - 2 1 - -	[6] - - - - 6 - - -	[24] - 6 - - 15 2 1 -	[12] - 2 - - 10 - - -	[79] - 26 1 - 49 2 - 1	[92] - 8 1 - 83 - - -	[41] - 10 - 1 30 - - -	[347] 3 73 5 5 254 5 1 1
Stealing: Possession of unauthorised property Stealing	[-] - -	[2] 2 -	[5] 4 1	[3] 3 -	[2] 2 -	[3] 3 -	[1] 1 -	[4] 4 -	[4] 4 -	[15] 13 2	[7] 6 1	[12] 12 -	[58] 54 4
Property damage: Damage cell/contents Damage clothing/bedding Damage property Alteration to property Throwing articles	[1] - - 1 - -	[1] - - 1 - -	[3] - - 2 - 1	[5] 2 1 - 2 -	[7] - - 1 6 -	[1] - 1 - - -	[1] 1 - - - -	[14] 8 2 3 - 1	[4] - - 2 2 -	[4] 1 - 3 - -	[12] 1 - 5 5 1	[5] - - 2 3 -	[58] 13 4 20 18 3
Failure to attend muster: Failure to attend muster	[-] -	[4] 4	[28] 28	[7] 7	[11] 11	[2] 2	[-] -	[16] 16	[10] 10	[42] 42	[9] 9	[21] 21	[150] 150
Refuse to provide urine sample: Failure to supply urine sample	[-] -	[1] 1	[-] -	[1] 1	[2] 2	[1] 1	[-] -	[5] 5	[2] 2	[2] 2	[1] 1	[1] 1	[16] 16

REGULATION	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Alcohol charges:	[-]	[1]	[1]	[2]	[6]	[2]	[2]	[5]	[-]	[4]	[3]	[2]	[28]
Possess/consume alcohol	-	1	-	-	2	2	2	2	-	1	-	1	11
Manufacture alcohol	-	-	1	1	3	-	-	3	-	3	3	1	15
Refuse breath test	-	-	-	1	1	-	-	-	-	-	-	-	2
Other drug charges:	[-]	[-]	[3]	[11]	[5]	[-]	[-]	[11]	[6]	[3]	[5]	[10]	[54]
Use of drugs	-	-	-	8	5	-	-	11	6	1	4	6	41
Have drug implements	-	-	-	-	-	-	-	-	-	2	1	4	7
Inhale glue or petrol	-	-	3	3	-	-	-	-	-	-	-	-	6
Refuse HIV test:	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]
Refuse to give blood sample	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	10	49	82	62	77	17	14	102	68	218	165	113	977
Average monthly populaton	132	358	563	586	568	576	587	581	572	565	556	584	-
Rate per 100 inmates	7.6	13.7	14.6	10.6	13.6	2.9	2.4	17.5	11.9	38.6	29.7	19.3	-

Source: Misconduct reports known to Research & Statistics as at April 26, 1994.

Notes:

1. See notes on offence categories.
2. Where charges have not been heard and entered into the Offender Record System by date of closure (see above) 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 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 Research & Statistics.

Charges against good order

This category includes breaches of the following regulations:

Regulation 5(4):	illegally enter hut/cell,	(unconvicted inmate),	
Regulation 20(1):	refuse search on reception,	Regulation 64(3):	refuse clean yard (unconvicted inmate),
Regulation 20(2):	refuse surrender property on reception,	Regulation 66(2):	misbehave in class/activity,
Regulation 21:	refuse subsequent search,	Regulation 105(1):	convey articles to/from visitors,
Regulation 25(3):	cell untidy,	Regulation 116(3):	unauthorised correspondence,,
Regulation 32:	refuse personal particulars,	Regulation 122(2):	unauthorised phone call,
Regulation 40(1):	failure to comply with routine,	Regulation 117(1):	send offensive mail,
Regulation 41(2):	false muster signal,	Regulation 124:	phone call to another inmate,
Regulation 42:	pretend illness,	Regulation 138:	mischievous complaints,
Regulation 46(2):	purchase banned food,	Regulation 159:	concealment for escape,
Regulation 47:	receive/possess banned food,	Regulation 160:	articles for escape,
Regulation 50:	trade in food,	Regulation 162:	obstruct correctional officer,
Regulation 51:	personal cleanliness,	Regulation 163(1):	fail comply, governor,
Regulation 52(1):	cleanliness of cell,	Regulation 163(2):	fail comply, correctional officer,
Regulation 55:	not wear correctional centre clothes,	Regulation 166(1):	incite riot,
Regulation 59:	wear wrong clothing (unconvicted inmate),	Regulation 166(2):	participate in riot,
Regulation 62(2):	cleanliness (unconvicted inmate),	Regulation 172:	tampering with food/drink,
Regulation 64(1):	unauthorised employment	Regulation 173:	tattooing,
		Regulation 174:	gambling,

Regulation 162: bribery,
Regulation 167: injuring animals,
s.29(2) of Prisons Act: breach day 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 correctional centre 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:	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. 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 13: Assaults and fights

ASSAULTS & FIGHTS	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
1. TOTAL assaults on officers	3	1	1	2	1	-	3	2	6	6*	1	7*	33
2. Assaults on officers involving possible injury	2	1	1	2	1	-	3	2	6	6	1	6*	31
3. TOTAL assaults on inmates	2	3	4	5	3	1	11	7	5	7	3	9	60
4. Serious assaults on inmates	-	2	1	1	1	-	2	3	3	2	1	2	18
5. Sexual assaults on inmates	-	-	-	-	1	-	-	-	-	-	-	-	1
6. Fights between inmates	1	2	1	4	1	1	1	1	2	7	4	4	29

Source: Reports to Duty Officer and Misconduct Reports known to Research & Statistics as at April 28, 1994, plus June monthly security summary.

* includes staff other than correctional officers (e.g., Education officers, nurses, etc.)

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. **Sexual** assaults on inmates.
6. **Fights** between inmates.
7. 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.
8. **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 IV: Programs

**All data contained in this annex relate to Junee unless
otherwise specified.**

Table 14: Inmate education - program enrolments by month

COURSES UNDERTAKEN	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR
LITERACY/NUMERACY	[-]	[-]	[16]	[15]	[20]	[12]	[9]	[12]	[10]	[9]	[19]	[22]
Literacy/numeracy	-	-	16	15	20	12	9	12	9	9	19	22
1:1 Literacy/numeracy	-	-	-	-	-	-	-	-	1	-	-	-
SPECIAL EDUCATION	[-]	[-]	[17]	[14]	[30]	[29]	[45]	[38]	[16]	[13]	[17]	[14]
English as a second language	-	-	17	14	-	29	23	22	16	13	17	14
Special education incl. ESL	-	-	-	-	30	-	-	-	-	-	-	-
Special English	-	-	-	-	-	-	9	-	-	-	-	-
French	-	-	-	-	-	-	*8	*8	-	-	-	-
Spanish	-	-	-	-	-	-	*5	*8	-	-	-	-
COMPUTERS	[-]	[-]	[48]	[75]	[54]	[50]	[24]	[-]	[11]	[48]	[74]	[33]
Computing	-	-	48	75	54	-	-	-	-	33	-	25
Computer accounting	-	-	-	-	-	17	-	-	-	-	-	-
Introduction to computing 1	-	-	-	-	-	9	11	-	5	5	23	-
Introduction to computing 2	-	-	-	-	-	-	-	-	6	4	-	-
Intermediate computing	-	-	-	-	-	14	-	-	-	-	-	-
Advanced computing	-	-	-	-	-	10	-	-	-	6	14	-
Software management	-	-	-	-	-	-	13	-	-	-	-	-
Computer literacy	-	-	-	-	-	-	-	-	-	-	5	8
Supervised comp. practice	-	-	-	-	-	-	-	-	-	-	9	-
Type quick	-	-	-	-	-	-	-	-	-	-	23	-
KOORIE EDUCATION	[-]	[-]	[-]	[-]	[-]	[-]	[3]	[47]	[-]	[-]	[-]	[6]
Koorie culture	-	-	-	-	-	-	3	47	-	-	-	-
Aboriginal art	-	-	-	-	-	-	-	-	-	-	-	6
SOCIAL/LIFE SKILLS	[-]	[-]	[-]	[-]	[-]	[-]	[15]	[-]	[-]	[-]	[-]	[-]
Anger management	-	-	-	-	-	-	15	-	-	-	-	-

COURSES UNDERTAKEN	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR
ARTS/CRAFTS	[-]	[-]	[28]	[28]	[30]	[55]	[84]	[122]	[118]	[56]	[68]	[67]
Arts/crafts	-	-	28	28	30	30	7	62	*18	49	-	13
Leatherwork	-	-	-	-	-	-	20	-	*15	-	-	6
Pottery	-	-	-	-	-	-	16	-	*9	-	-	-
Self-directed arts/crafts	-	-	-	-	-	-	41	60	*76	-	47	-
Painting	-	-	-	-	-	-	-	-	-	7	9	-
Veneering	-	-	-	-	-	-	-	-	-	-	7	-
Music - guitar	-	-	-	-	-	10	-	-	-	-	5	9
Music appreciation	-	-	-	-	-	15	-	-	-	-	-	-
Glass painting	-	-	-	-	-	-	-	-	-	-	-	5
Woodwork	-	-	-	-	-	-	-	-	-	-	-	4
Drawing	-	-	-	-	-	-	-	-	-	-	-	14
Miscellaneous crafts	-	-	-	-	-	-	-	-	-	-	-	16
GENERAL SECONDARY	[-]	[-]	[24]	[59]	[89]	[68]	[39]	[46]	[34]	[30]	[27]	[29]
Correspondence/gen. secondary	-	-	24	-	-	-	-	46	34	29	-	29
General secondary education	-	-	-	-	16	34	39	-	-	-	26	-
Self-directed learning	-	-	-	13	12	-	-	-	-	-	-	-
Study skills	-	-	-	-	16	-	-	-	-	-	-	-
Tutoring English/Maths	-	-	-	-	-	-	-	-	-	1	1	-
Correspondence tutoring	-	-	-	46	45	34	-	-	-	-	-	-
PRE-RELEASE	[-]	[-]	[11]	[23]	[30]	[48]	[29]	[39]	[25]	[37]	[49]	[39]
Pre-release	-	-	11	17	18	24	29	39	25	37	49	39
Driver safety	-	-	-	6	12	12	-	-	-	-	-	-
Occupational health & safety	-	-	-	-	-	12	-	-	-	-	-	-
PRE-EMPLOYMENT	[-]	[-]	[30]	[16]	[33]	[51]	[14]	[33]	[25]	[15]	[13]	[-]
Financial mgmt/pre-employment	-	-	30	-	-	-	-	-	-	-	-	-
Pre-employment	-	-	-	-	18	-	-	-	-	-	-	-
Small business studies	-	-	-	16	-	19	-	-	-	-	-	-
Small business management	-	-	-	-	15	-	*10	9	-	-	-	-
Small business computing	-	-	-	-	-	13	-	20	-	-	-	-
Practical accounting	-	-	-	-	-	19	*4	4	-	-	-	-
Resume writing	-	-	-	-	-	-	-	-	25	15	13	-

COURSES UNDERTAKEN	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR
MISCELLANEOUS	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[-]	[49]	[23]
Horticulture	-	-	-	-	-	-	-	-	-	-	16	16
Healthy lifestyles	-	-	-	-	-	-	-	-	-	-	12	7
Industrial training	-	-	-	-	-	-	-	-	-	-	21	-
TOTAL PROGRAM ENROLMENTS	-	-	174	230	286	313	262	337	239	208	316	233

Source: Inmate Education monthly returns.

Notes: 1. Data marked with an * indicates these courses were conducted by inmates under supervision or the teacher was assisted by inmate tutors.

Table 15: Inmates - distance education enrolments

DISTANCE EDUCATION	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR
Enrolled	-	-	-	-	-	104	110	110	34	29	26	29
Active	-	-	-	-	-	104	104	104	34	29	26	29
Full-time studies	-	-	-	-	-	-	40	40	40	40	-	-
Exams attempted	-	-	-	-	-	-	-	4	-	-	-	-
Exams passed	-	-	-	-	-	-	-	-	-	-	-	-

Source: Junee monthly progress report.

Table 16: Inmates - individual enrolments in education

INDIVIDUAL ENROLMENTS IN EDUCATION	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR
Total # of individual inmates enrolled	-	-	-	-	-	-	[191]	-	213	175	208	233
Total enrolments	-	-	-	-	-	-	-	-	239	189	316	233
Basic education	-	-	-	-	-	-	-	-	25	23	41	36
Vocational training	-	-	-	-	-	-	-	-	11	129	58	49
Personal development	-	-	-	-	-	-	-	-	50	-	105	46
Recreation	-	-	-	-	-	-	-	-	88	86	-	-

Source: Junee monthly progress report.

NOTES:

1. Data for October not included in analysis.

Table 17: Parole reports

PAROLE	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Parole reports	-	-	-	-	-	-	-	-	-	10	6	4	20
Court-based parole orders	-	-	-	-	-	-	-	-	-	18	12	13	43

Source: Parole Officer Junee.

Notes:

1. Separate records have only been retained since January 1994. Earlier data was incorporated into the regional report for the south western region.

Annex V: Health services

**All data contained in this annex relate to Junee unless
otherwise specified.**

Table 18: Health procedures

HEALTH SERVICES	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Nursing encounters	398	1854	2018	1518	2269	2656	3570	4075	3712	4701	3262	4160	34193
Nurse screens	294	121	117	42	14	32	9	29	77	60	70	107	972
Nursing intake assessments	-	-	-	-	-	-	-	87	94	65	84	134	464
MO consultations	213	398	401	510	534	439	406	431	461	443	431	459	5126
MO Physicals	267	116	120	59	38	88	52	55	57	66	76	63	1057
Dental consultations	86	131	205	206	227	183	218	207	169	229	241	284	2386
Dental screens	268	133	100	33	33	17	17	27	40	27	38	28	761
Psychiatrist consultations	5	15	19	15	16	15	14	15	17	9	18	29	187
Outside consultants	0	3	10	14	4	3	5	8	8	6	15	8	84
Optometrist consultations	9	8	26	13	10	9	10	9	9	4	12	10	129
Emergency WBH	0	2	1	1	1	0	0	0	2	1	0	1	9
Long Bay Hospital D Ward	1	0	1	0	2	0	2	0	3	0	0	2	11
Long Bay Hospital B Ward	0	1	1	0	0	0	0	0	1	0	1	2	6
Notifiable Diseases	0	0	19	0	2	0	0	0	0	0	0	0	21
Infirmiry Admissions	7	7	17	19	16	16	24	35	37	41	28	33	280
Infirmiry Tot. Pt. Days	10	15	31	49	37	32	51	81	94	67	51	98	616
X-rays	5	27	18	24	19	30	20	22	21	26	12	22	246
MO call backs	2	5	10	4	6	5	7	5	5	3	3	3	58
A/H MO Phone consultations	30	50	70	60	60	40	110	120	110	100	80	100	930
Suicide watches	-	-	-	-	-	9	13	12	21	13	14	14	96
Investigative procedures	0	2	4	4	5	0	2	2	4	3	1	7	34

Source: Junee Health Services monthly report.

Table 19: Dental procedures

DENTAL SERVICES	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Consultations	-	-	-	-	41	19	8	37	13	22	3	17	160
Screening	-	-	-	-	33	17	17	27	40	27	38	28	227
Examination BWS	-	-	-	-	10	14	12	10	7	24	30	29	136
Xrays	-	-	-	-	17	6	10	9	24	20	5	13	104
Scale	-	-	-	-	15	23	33	27	22	27	36	52	235
Extraction	-	-	-	-	27	17	17	23	25	24	15	13	161
Surgical XLA	-	-	-	-	5	3	3	1	2	1	2	0	17
Suture	-	-	-	-	3	4	4	7	5	3	3	0	29
Amalgam 1	-	-	-	-	6	7	10	10	5	20	16	15	89
Amalgam 2	-	-	-	-	14	17	16	10	6	11	23	22	119
Amalgam 3	-	-	-	-	8	7	8	4	5	1	5	9	47
Resin 1	-	-	-	-	17	18	20	7	2	12	16	20	112
Resin 2	-	-	-	-	11	10	7	5	2	7	3	16	61
Resin 3	-	-	-	-	5	4	10	4	1	3	9	6	42
Reline	-	-	-	-	0	1	1	0	0	0	0	0	2
Repair Dentures	-	-	-	-	0	2	4	3	2	0	3	5	19
Partial Dentures	-	-	-	-	3	4	1	10	1	3	3	3	28
Full dentures	-	-	-	-	0	2	0	4	1	1	1	1	10
IMP, bite, trial, appt.	-	-	-	-	10	10	29	8	4	11	11	16	99

DENTAL SERVICES	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Temporary filling	-	-	-	-	3	1	5	1	3	2	3	1	19
Root canal dressing	-	-	-	-	6	2	0	1	4	1	6	3	23
Root canal therapy	-	-	-	-	8	1	3	3	1	0	0	10	26
Miscellaneous	-	-	-	-	9	8	5	8	26	9	7	12	84

Source: Junee Health Services monthly report

NOTES:

1. Dental services at Junee began in August, 1993.

Annex VI: Industries

All data contained in this annex relate to June unless otherwise specified.

Table 20: Inmate employment data

INMATE EMPLOYMENT	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR
Domestic employment	-	-	-	167	172	164	159	154	140	157	178	144
Full time students	-	-	-	*42	45	50	36	43	27	24	29	27
INDUSTRY				[45]	[48]	[53]	[56]	[57]	[63]	[92]	[120]	[162]
Kambook/ICM	-	-	-	41	41	49	52	55	63	92	118	155
Higginsons	-	-	-	4	4	4	4	2	-	-	-	3
Riverina Wool Combing	-	-	-	-	3	-	-	-	-	-	-	-
Junee Advantage	-	-	-	-	-	-	-	-	-	-	2	4
Non workers	-	-	-	3	3	5	3	7	3	5	19	12
Segregation	-	-	-	-	2	1	4	1	2	6	2	3
Unemployment	-	-	-	323	295	315	335	312	328	263	203	240
TOTAL	-	-	-	580	565	588	593	574	563	547	551	588

Source: Junee Industries monthly report

NOTES:

1. * includes those inmates on segregation.
2. In March, 1994 data for Kambook included International Cable Manufacturers. In future months data for both operations will be reported separately.

Annex VII: Human resources

**All data contained in this annex relate to Juneé unless
otherwise specified.**

Table 21: Staff profile

GENDER	JUNEE ALL STAFF %	JUNEE CUSTODIAL %	JUNEE NON-CUSTODIAL %	DCS ALL STAFF %	DCS CUSTODIAL %	DCS NON-CUSTODIAL %
MALES	71.0	83.8	44.6	77.5	85.6	52.1
FEMALES	29.0	16.2	55.4	22.5	14.4	47.9
TOTAL	100%	100%	100%	100%	100%	100%

AGE	JUNEE ALL STAFF %	JUNEE CUSTODIAL %	JUNEE NON-CUSTODIAL %	DCS ALL STAFF %	DCS CUSTODIAL %	DCS NON-CUSTODIAL %
UNDER 20	-	-	-	.1	0.0	.4
20-29	39.3	40.9	37.5	24.5	28.1	10.5
30-39	34.7	35.7	32.3	34.3	35.4	30.9
40-49	23.4	22.2	26.5	28.8	27.4	33.1
50+	2.5	1.2	3.7	12.3	11.0	16.1
TOTAL	100%	100%	100%	100%	100%	100%

Source: Data provided by Human Resources staff at Junee and DOCS.

NOTES:

1. Data relating to education levels was also requested but Junee advised these data were "not specifically recorded".

Table 22: In-house staff training

# OF STAFF COMPLETING IN-HOUSE TRAINING	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Weapons revision	-	-	-	-	35	-	-	-	-	-	-	-	35
Annual firearms practice	-	-	-	-	-	-	-	-	-	?	-	-	?
Report writing	-	-	-	-	37	-	-	6	-	-	-	-	37
Security awareness	-	-	-	-	29	-	-	-	-	52	6	3	90
Offender record system/revision	-	-	-	-	18	-	-	-	-	-	-	-	18
Escorts/crime scene/serious incidents	-	-	-	-	23	-	-	8	-	-	-	-	31
Computer training	-	-	-	-	-	1	-	-	-	-	-	-	1
Occupation health & safety	-	-	-	-	-	10	3	-	-	-	-	-	13
Fire fighting/procedures	-	-	-	-	-	6	-	-	-	-	6	-	12
Train the trainer	-	-	-	-	-	-	6	-	?	?	-	-	6
Suicide awareness	-	-	-	-	-	-	-	110	-	-	152	-	262
Disciplinary policy	-	-	-	-	-	-	-	18	-	-	-	-	18
Cardio-pulmonary recuscitation	-	-	-	-	-	-	-	11	-	-	-	-	11
Lockdown training	-	-	-	-	-	-	-	?	-	-	62	60	122
Use of force	-	-	-	-	-	-	-	6	-	-	-	-	6
Case management	-	-	-	-	-	-	-	8	-	-	-	-	8
Assertive behaviour	-	-	-	-	-	-	-	7	-	-	-	-	7
C.E.R.T. course	-	-	-	-	-	-	-	16	9	-	-	26	51
First aid	-	-	-	-	-	-	-	-	10	-	-	-	10

# OF STAFF COMPLETING IN-HOUSE TRAINING	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Pre-service	-	-	-	-	-	-	-	-	-	-	-	31	31
SC Breathing Apparatus	-	-	-	-	-	-	31	20	20	-	-	-	71

Source: Junee Staff Training monthly reports.

- Notes:
1. No training was undertaken in December, 1993.
 2. Where a '?' occurs no data were available to indicate the number of staff attending.
 3. Pre-service training began in February, 1994 and continued into March, 1994.

Table 23: Staff training conducted by external agencies

# OF STAFF COMPLETING TRAINING CONDUCTED BY EXTERNAL AGENCIES	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Property management (DOCS)	-	-	-	-	25	-	-	-	-	-	-	-	25
Hearing charges proced.(DOCS)	-	-	-	-	5	?	-	-	-	-	-	-	5
ARCHER course (DOCS)	-	-	-	-	2	-	-	-	-	-	-	-	2
Dog training (DOCS)	-	-	-	-	?	-	-	?	-	-	-	-	-
Rational Emotive Therapy (Inst. RET)	-	-	-	-	20	-	-	-	-	-	-	-	20
Time management (ACT)	-	-	-	-	1	-	-	-	-	-	-	-	1
Hand Up Briefs (DOCS)	-	-	-	-	-	-	36	-	-	-	-	-	36
Search procedures (DOCS)	-	-	-	-	-	-	-	13	-	-	-	-	13
Train the trainer (DOCS)	-	-	-	-	-	-	-	-	-	-	3	-	3
Fire (Universal Safety)	-	-	-	-	-	-	6	-	-	-	-	-	6
Rehab. Co-ordinator (WorkCover)	-	-	-	-	-	-	1	-	-	-	1	-	2
SC Breathing apparatus (maint)	-	-	-	-	-	-	-	4	-	-	-	-	4
SC Breathing apparatus (Fam. & fire hose drills)	-	-	-	-	-	-	-	?	-	-	-	-	?

Source: Junee Staff Training monthly report.

Notes: 1. Where a '?' occurs no data were available to indicate the number of staff attending.

Table 24: Accident reports submitted and investigated

ACCIDENT REPORTS (Staff only)	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Back/neck injuries	-	-	-	-	-	-	2	1	2	1	2	-	8
Head injuries	-	-	-	-	-	-	2	-	1	-	-	-	3
Leg injuries (incl. ankle/knee/foot)	-	-	-	-	-	-	5	-	2	3	1	2	13
Arm/hand injuries	-	-	-	-	-	-	-	-	-	-	1	-	1
Eye injuries	-	-	-	-	-	-	-	-	2	1	-	-	3
Minor injuries	-	-	-	-	-	-	-	-	-	7	1	1	9
Cuts & lacerations	-	-	-	-	-	-	1	1	1	4	-	1	8
Abrasions & grazes	-	-	-	-	-	-	-	-	-	2	-	-	2
Needlestick injuries	-	-	-	-	-	-	-	-	1	-	1	-	2
Electric shock	-	-	-	-	-	-	-	-	1	-	1	-	2
Fractures	-	-	-	-	-	-	-	1	-	-	-	-	1
Stress	-	-	-	-	-	-	-	2	2	1	-	2	7
Assaults by inmates	-	-	-	-	-	-	1	-	1	-	1	-	3
Motor vehicle accidents	-	-	-	-	-	-	-	3	1	-	-	1	5
Communicable diseases	-	-	-	-	-	-	-	-	-	-	-	1	1
TOTAL	-	-	-	-	-	-	11	8	14	19	8	7	68
Time off due to work related injuries (# of employees)	-	-	-	-	-	-	-	-	-	-	-	10	10
Light duties	-	-	-	-	-	-	3	4	1	2	2	1	13

Source: Junee OH&S monthly report.

Table 25: Workers compensation

WORKERS COMPENSATION	APR 1993	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 1994	FEB	MAR	TOTAL
Junee: total time lost on workers compensation	-	-	-	-	-	-	-	-	51 days 2 hrs	18 days 5 hrs	43 days 4 hrs	55 days	167.5 days
Junee: average days lost per officer with approved workers compensation	-	-	-	-	-	-	-	-	.21	.08	.19	.24	.19
DOCS: total time lost on workers compensation	-	-	-	-	-	385.94 days	248 days	495.5 days	324.15 days	505 days	290 days	-	2248.09 days
DOCS: # of staff as at last day per month:													
custodial	-	-	-	-	-	2221	2109	2177	2154	2156	2162	-	
industrial	-	-	-	-	-	391	392	384	381	381	382	-	
Total	-	-	-	-	-	2612	2501	2561	2535	2537	2544	-	15290
DOCS: average days lost per officer with approved workers compensation	-	-	-	-	-	.15	.10	.19	.13	.20	.11	-	.15

Source: Junee OH&S monthly report.

NOTES:

1. Junee: average days lost per officer per month calculated on known establishment figure (total staff).
2. DOCS: data relates to correctional centre staff only (custodial and industrial).

Annex VIII: Inmate profile

**All data contained in this annex relate to Junee unless
otherwise specified.**

Table 26: Age

AGE	JUNE 1993		SEPTEMBER 1993		DECEMBER 1993		MARCH 1994		CENSUS 30/6/93	
		%		%		%		%		%
18	3	.5	3	.5	-	-	5	.9	64	1.1
19	9	1.5	10	1.7	13	2.3	15	2.6	192	3.2
20	16	2.7	27	4.6	21	3.8	24	4.1	255	4.2
21-22	47	8.0	55	9.3	60	10.8	56	9.6	589	9.7
23-24	74	12.6	64	10.8	74	13.3	61	10.5	600	9.9
25-29	174	29.6	161	27.3	136	24.5	151	25.9	1317	21.6
30-34	107	18.2	107	18.1	104	18.7	103	17.7	1098	18.0
35-39	72	12.2	71	12.0	65	11.7	79	13.6	796	13.1
40-44	47	8.0	49	8.3	42	7.6	45	7.7	497	8.2
45-49	22	3.7	23	3.9	25	4.5	25	4.3	312	5.1
50-54	11	1.9	13	2.2	10	1.8	11	1.9	184	3.0
55-59	4	.7	6	1.0	5	.9	7	1.2	102	1.7
60-64	2	.3	1	.2	1	.2	1	.2	45	.7
65+	-	-	-	-	-	-	-	-	36	.6
TOTAL	588	100%	590	100%	556	100%	583	100%	6087	100%

Table 27: Marital status

MARITAL STATUS	JUNE 1993		SEPTEMBER 1993		DECEMBER 1993		MARCH 1994		CENSUS 30/6/93	
		%		%		%		%		%
Never married	341	58.0	332	56.3	316	56.8	320	54.9	3138	51.6
Married/de-facto	182	31.0	194	32.9	173	31.1	190	32.6	2142	35.2
Separated	26	4.4	23	3.9	25	4.5	27	4.6	328	5.4
Divorced	32	5.4	32	5.4	36	6.5	41	7.0	397	6.5
Widowed	3	.5	5	.8	5	.9	4	.7	64	1.1
Unknown	4	.7	4	.7	1	.2	1	.2	18	.3
TOTAL	588	100%	590	100%	556	100%	583	100%	6087	100%

Table 28: Aboriginality

ABORIGINALITY	JUNE 1993		SEPTEMBER 1993		DECEMBER 1993		MARCH 1994		CENSUS 30/6/93	
		%		%		%		%		%
Aboriginal/TSI	50	8.5	66	11.2	64	11.5	52	8.9	647	10.6
Not Aboriginal	538	91.5	524	88.8	492	88.5	531	91.1	5430	89.2
Unknown	-	-	-	-	-	-	-	-	10	.2
TOTAL	588	100%	590	100%	556	100%	583	100%	6087	100%

Data for these tables was collected on June 30, 1993 and at the end of September and December, 1993 and March, 1994.

Table 29: Most serious offence

MOST SERIOUS OFFENCE	JUNE 1993		SEPTEMBER 1993		DECEMBER 1993		MARCH 1994		CENSUS 30/6/93	
		%		%		%		%		%
Murder	1	.2	6	1.0	6	1.1	6	1.0	334	5.5
Attempt murder	5	.9	6	1.0	6	1.1	5	.9	43	.7
Conspiracy to murder	-	-	-	-	-	-	-	-	2	.0
Manslaughter	14	2.4	8	1.4	11	2.0	11	1.9	105	1.7
Major assault	38	6.5	42	7.1	32	5.8	42	7.2	426	7.0
Other assault	16	2.7	12	2.0	15	2.7	14	2.4	250	4.1
Rape	2	.3	2	.3	2	.4	2	.3	9	.1
Serious sex. assault	25	4.3	25	4.2	24	4.3	28	4.8	260	4.3
Incest/carnal know.	-	-	-	-	-	-	-	-	117	1.9
Indecent assault	1	.2	-	-	1	.2	1	.2	75	1.2
Buggery/bestial	-	-	1	.2	1	.2	-	-	75	1.2
Robbery maj. assault	91	15.5	80	13.6	89	16.0	85	14.6	660	10.8
Other robbery	40	6.8	40	6.8	37	6.7	39	6.7	287	4.7
Fraud	25	4.3	18	3.1	19	3.4	24	4.1	267	4.4
Break enter and steal	125	21.3	120	20.3	108	19.4	97	16.6	915	15.0
Other steal	61	10.4	71	12.0	43	7.7	52	8.9	610	10.0
Driving/traffic	13	2.2	8	1.4	9	1.6	9	1.5	277	4.6
Offences agst. order	14	2.4	15	2.5	13	2.3	14	2.4	259	4.3
Drug offences	84	14.3	89	15.1	76	13.7	79	13.6	739	12.1
Other offences	33	5.6	47	8.0	64	11.5	75	12.9	377	6.2
TOTAL	588	100%	590	100%	556	100%	583	100%	6087	100%

Table 30: Aggregate sentence

AGGREGATE SENTENCE	JUNE 1993		SEPTEMBER 1993		DECEMBER 1993		MARCH 1994		CENSUS 30/6/93	
		%		%		%		%		%
Unsentenced	4	.7	3	.5	10	1.8	7	1.2	750	12.3
1-7 days	-	-	-	-	1	.2	1	.2	29	.5
8 days < 1 month	-	-	-	-	-	-	-	-	54	.9
1 month < 3 months	2	.3	-	-	2	.4	2	.3	109	1.8
3 mths < 6 months	16	2.7	7	1.2	6	1.1	6	1.0	314	5.2
6 mths < 9 months	32	5.4	20	3.4	14	2.5	17	2.9	419	6.9
9 months < 1 year	6	1.0	12	2.0	5	.9	7	1.2	134	2.2
1 year < 2 years	79	13.4	73	12.4	61	11.0	61	10.5	814	13.4
2 years < 5 years	216	36.7	181	30.7	186	33.5	192	32.9	1642	27.0
5 years < 7 years	113	19.2	119	20.2	135	24.3	146	25.0	676	11.1
7 years < 10 years	86	14.6	109	18.5	88	15.8	90	15.4	474	7.8
10 years < 15 years	29	4.9	49	8.3	37	6.7	42	7.2	303	5.0
15 years < 20 years	4	.7	9	1.5	6	1.1	6	1.0	99	1.6
20 years +	1	.2	5	.8	2	.4	3	.5	89	1.5
Life	-	-	3	.5	3	.5	3	.5	161	2.6
Forensic patient	-	-	-	-	-	-	-	-	20	.3
TOTAL	588	100%	590	100%	556	100%	583	100%	6087	100%

Table 31: Known prior imprisonment

PRIOR IMPRISONMENT	JUNE 1993		SEPTEMBER 1993		DECEMBER 1993		MARCH 1994	
		%		%		%		%
Yes	364	61.9	411	69.7	423	76.1	428	73.4
No	222	37.8	176	29.8	131	23.6	150	25.7
Unknown	2	.3	3	.5	2	.4	5	.9
TOTAL	588	100%	590	100%	556	100%	583	100%

CENSUS 30/6/93	
	%
3609	59.3
2426	39.9
52	.9
6087	100%

Table 32: Country of birth

COUNTRY OF BIRTH	JUNE 1993		SEPTEMBER 1993		DECEMBER 1993		MARCH 1994	
		%		%		%		%
England	16	2.7	18	3.1	17	3.1	18	3.1
Scotland	6	1.0	6	1.0	4	.7	4	.7
Wales	-	-	-	-	-	-	-	-
Northern Ireland	1	.2	1	.2	1	.2	1	.2
Ireland undefined	2	.3	-	-	-	-	1	.2
Western Europe								
Austria	1	.2	1	.2	1	.2	1	.2
Cyprus	1	.2	2	.3	1	.2	2	.3
Denmark	-	-	-	-	-	-	-	-
Finland	2	.3	-	-	1	.2	-	-
France	1	.2	1	.2	1	.2	1	.2
Germany	4	.7	3	.5	3	.5	5	.9
Greece	1	.2	2	.3	2	.4	3	.5
Holland	2	.3	2	.3	2	.4	-	-
Italy	7	1.2	6	1.0	7	1.3	9	1.5
Malta	3	.5	2	.3	1	.2	-	-
Norway	-	-	-	-	-	-	1	.2
Portugal	1	.2	-	-	-	-	-	-
Spain	-	-	-	-	-	-	-	-
Sweden	-	-	-	-	-	-	1	.2
Eastern Europe								
Albania	2	.3	2	.3	1	.2	2	.3
Bulgaria	-	-	-	-	-	-	-	-
Czechoslovakia	1	.2	1	.2	-	-	-	-
Estonia	1	.2	-	-	-	-	-	-
Hungary	1	.2	1	.2	2	.4	2	.3
Poland	2	.3	3	.5	3	.5	3	.5
Romania	10	1.7	8	1.4	9	1.6	7	1.2
USSR	-	-	-	-	-	-	-	-
Yugoslavia	8	1.4	12	2.0	14	2.5	15	2.6
Middle East								
Bahrain Arab	-	-	-	-	-	-	1	.2
Iran	-	-	1	.2	2	.4	2	.3
Iraq	-	-	-	-	-	-	1	.2
Israel	1	.2	2	.3	2	.4	1	.2
Lebanon	12	2.0	16	2.7	19	3.4	19	3.3
Syria	-	-	-	-	-	-	-	-
Turkey	4	.7	3	.5	6	1.1	7	1.2

CENSUS 30/6/93	
	%
188	3.1
36	.6
6	.1
5	.1
13	.2
9	.1
9	.1
1	.0
6	.1
8	.1
25	.4
25	.4
16	.8
50	.3
18	.3
3	.0
9	.1
15	.2
2	.0
6	.1
2	.0
9	.1
1	.0
9	.1
18	.3
56	.9
8	.1
73	1.2
4	.1
4	.1
4	.1
7	.1
132	2.2
2	.0
30	.5

COUNTRY OF BIRTH	JUNE 1993		SEPTEMBER 1993		DECEMBER 1993		MARCH 1994		CENSUS 30/6/93	
		%		%		%		%		%
Asia										
Burma	-	-	-	-	-	-	-	-	3	.0
Cambodia	-	-	-	-	-	-	-	-	8	.1
China	5	.9	5	.8	2	.4	4	.7	34	.6
Hong Kong	1	.2	1	.2	1	.2	1	.2	24	.4
India	-	-	-	-	-	-	-	-	2	.0
Indonesia	1	.2	1	.2	1	.2	1	.2	4	.1
Japan	-	-	-	-	-	-	-	-	1	.0
Korea	3	.5	2	.3	2	.4	-	-	7	.1
Laos	3	.5	3	.5	2	.4	3	.5	9	.1
Malaysia	4	.7	5	.8	5	.9	6	1.0	21	.3
Pakistan	2	.3	3	.5	2	.4	3	.5	7	.1
Philippines	1	.2	1	.2	3	.5	3	.5	11	.2
Singapore	1	.2	1	.2	1	.2	-	-	8	.1
Sri Lanka	1	.2	1	.2	-	-	-	-	5	.1
Thailand	2	.3	1	.2	-	-	-	-	10	.2
Timor	-	-	-	-	-	-	-	-	2	.0
Vietnam	16	2.7	18	3.1	18	3.2	19	3.3	107	1.8
Other Asia	1	.2	1	.2	1	.2	1	.2	4	.1
Americas										
Argentina	-	-	-	-	-	-	-	-	9	.1
Bolivia	-	-	-	-	-	-	-	-	1	.0
Brazil	2	.3	1	.2	1	.2	2	.3	6	.1
Canada	-	-	1	.2	1	.2	1	.2	10	.2
Chile	-	-	-	-	-	-	2	.3	8	.1
Colombia	4	.7	4	.7	3	.5	2	.3	17	.3
Ecuador	-	-	-	-	-	-	-	-	2	.0
Mexico	-	-	-	-	-	-	-	-	-	-
Peru	1	.2	1	.2	-	-	1	.2	4	.1
USA	2	.3	2	.3	1	.2	1	.2	10	.2
Uruguay	-	-	-	-	-	-	-	-	6	.1
Venezuela	1	.2	1	.2	1	.2	-	-	1	.0
Americas nei	5	.9	4	.7	2	.4	3	.5	30	.5
Africa										
Egypt	-	-	1	.2	1	.2	1	.2	11	.2
Kenya	-	-	-	-	-	-	-	-	1	.0
Malawi, etc.	-	-	-	-	-	-	1	.2	-	-
Mauritius	1	.2	1	.2	-	-	-	-	2	.0
South Africa	3	.5	3	.5	1	.2	-	-	7	.1
Zimbabwe	-	-	-	-	-	-	-	-	1	.0
Africa nei	1	.2	-	-	-	-	-	-	9	.1
Oceania										
Cook Islands	-	-	-	-	-	-	-	-	3	.0
Fiji	6	1.0	5	.8	5	.9	3	.5	27	.4
New Caledonia	-	-	-	-	-	-	-	-	1	.0
New Zealand	23	3.9	22	3.7	17	3.1	22	3.8	157	2.6
Papua N Guinea	-	-	1	.2	1	.2	1	.2	6	.1
Tonga	4	.7	3	.5	2	.4	4	.7	25	.4
Western Samoa	1	.2	1	.2	-	-	2	.3	7	.1
Oceania nei	1	.2	1	.2	1	.2	-	-	6	.1

COUNTRY OF BIRTH	JUNE 1993		SEPTEMBER 1993		DECEMBER 1993		MARCH 1994	
		%		%		%		%
Australia	354	60.2	352	59.7	331	59.5	347	59.5
NSW	12	2.0	13	2.2	15	2.7	15	2.6
Victoria	19	3.2	17	2.9	15	2.7	10	1.7
Queensland	4	.7	2	.3	3	.5	3	.5
South Australia	-	-	-	-	1	.2	1	.2
Western Australia	2	.3	3	.5	5	.9	2	.3
Tasmania	2	.3	3	.5	3	.5	2	.3
Northern Territory	7	1.2	10	1.7	7	1.3	7	1.2
ACT	2	.3	2	.3	2	.4	2	.3
Aus. Unspecified	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-
TOTAL	588	100%	590	100%	556	100%	583	100%

CENSUS 30/6/93	
	%
3967	65.2
210	3.4
179	2.9
46	.8
22	.4
33	.5
16	.3
140	2.3
27	.4
4	.1
6087	100%

Table 33: LGA of last address

LGA OF LAST ADDRESS	JUNE 1993		SEPTEMBER 1993		DECEMBER 1993		MARCH 1994	
		%		%		%		%
Leichhardt	13	2.2	6	1.0	5	.9	4	.7
Marrickville	13	2.2	17	2.9	17	3.1	16	2.7
Randwick	8	1.4	8	1.4	10	1.8	11	1.9
Sydney	18	3.1	26	4.4	24	4.3	29	5.0
Waverley	9	1.5	8	1.4	9	1.6	9	1.5
Woollahra	4	.7	5	.8	5	.9	3	.5
Ashfield	2	.3	3	.5	2	.4	3	.5
Burwood	-	-	1	.2	1	.2	2	.3
Concord	1	.2	1	.2	1	.2	1	.2
Drummoyne	2	.3	2	.3	3	.5	3	.5
Strathfield	1	.2	2	.3	2	.4	2	.3
Bankstown	15	2.6	11	1.9	11	2.0	12	2.1
Botany	2	.3	-	-	-	-	-	-
Canterbury	16	2.7	16	2.7	14	2.5	18	3.1
Hurstville	2	.3	2	.3	3	.5	3	.5
Kogarah	3	.5	4	.7	3	.5	1	.2
Rockdale	6	1.0	7	1.2	6	1.1	8	1.4
Sutherland	12	2.0	11	1.9	15	2.7	16	2.7
Camden	1	.2	1	.2	-	-	-	-
Campbelltown	18	3.1	17	2.9	14	2.5	18	3.1
Liverpool	23	3.9	29	4.9	29	5.2	23	3.9
Wolondilly	1	.2	1	.2	1	.2	1	.2
Auburn	10	1.7	5	.8	5	.9	9	1.5
Baulkham Hills	5	.9	4	.7	4	.7	4	.7
Blacktown	51	8.7	48	8.1	37	6.7	38	6.5
Blue Mountains	9	1.5	8	1.4	5	.9	3	.5
Hawkesbury	4	.7	4	.7	3	.5	5	.9
Fairfield	22	3.7	18	3.1	20	3.6	26	4.5
Holroyd	8	1.4	7	1.2	9	1.6	6	1.0
Parramatta	16	2.7	15	2.5	13	2.3	18	3.1
Penrith	16	2.7	16	2.7	13	2.3	19	3.3

CENSUS 30/6/93	
	%
89	1.5
142	2.3
113	1.9
293	4.8
61	1.0
51	.8
38	.6
15	.2
13	.2
20	.3
30	.5
150	2.5
20	.3
163	2.7
70	1.1
18	.3
73	1.2
81	1.3
8	.1
202	3.3
236	3.9
15	.2
49	.8
53	.9
426	7.0
52	.9
42	.7
139	2.3
77	1.3
170	2.8
167	2.7