

Supplementary  
Submission  
No 2

## INQUIRY INTO PARKLEA CORRECTIONAL CENTRE AND OTHER OPERATIONAL ISSUES

**Organisation:** Cessnock Prison Officers Vocational Branch - POVB

**Date received:** 27 February 2018

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## **Submission to the NSW Parliamentary Inquiry into Parklea and other operational issues- Adjunct to Submission No 2 from the Cessnock POVB Sub-Branch**

Honourable Members,

This is an adjunct to Submission Number 2 - Cessnock POVB. Since that Submission was received by the Inquiry on the 26th of January 2018, the Cessnock POVB sub-branch has voted for an acceptance of a benchmark that is a different version to the one referred to in Submission 2 (see Appendix 1).

Version I was the benchmark referred to in Submission 2, which was not supported by the Cessnock POVB sub-branch (see Appendix 2). Version II has been accepted for Sector 3/4 and Version III has been accepted for Sector 1/2, with neither embraced.

If you are finding this confusing, then you may understand how confusing it has been for the staff at Cessnock and others.

Some have suggested that CSNSW are continually "moving the goalposts" for nefarious reasons. This well maybe so, however it is pertinent to acknowledge that the inmate population numbers are constantly shifting. With this come variations in the classification numbers.

What remains the same is that the Cessnock POVB sub-branch does not accept the custodial position numbers for the Sector 1/2 expansion by 282 inmates and the Sector 3/4 expansion by 330 inmates.

From Submission 2, page 8, mentions *"What concerns members is the apparent manipulation of the statistics and accounts that exclude the profits that have been made by the work of the prisoners in the industrial sections of the jail."* Obviously, this is a provocative statement, but can be substantiated by the two documents that are attachments to this document. For commercial confidentiality concerns, these documents cannot be disclosed publicly.

Attachment 1: *"Cessnock Benchmarking Implementation Plan – 12 July 2017"*, page 3 titled, *"Summary of Costs"*, the costs of the Industries Officers are disclosed. Nowhere in the document are the revenues from Industries disclosed. Attachment 2 *"CSI – Income Statement Jun-2017 – Cessnock CC"* page 1, demonstrates the

substantial revenue generated by the Industries. The Net Contributions (profits) are disclosed on page 6. Just a cursory view of these documents demonstrates the cost of the Industrial Officers wages a massively offset by the revenues. Many view Attachment 1 as a disingenuous document, which has been devised to give the impression that, Cessnock Correctional Centre is far less effective and efficient than it actually is, which was used to justify the below substantial staffing cuts.

Proposed Staffing Impact Summary			
Role	Current	Proposed	Variance
GOV	1	1	0
MOS	2	1	-1
SAS	7	8	1
AS	16	0	-16
SCO	41	32	-9
CO	136	138	2
MOSP	2	2	0
Snr Psych	1	0	-1
Psych	8	8	0
Snr SAPO	2	2	0
SAPO	24	21	-3
Mentor	0	0	0
CSI Mgmt	8	8	0
SOS	15	13	-2
OS *	33	26	-7
<b>Total:</b>	<b>296</b>	<b>260</b>	<b>-36</b>

\* Includes Administration Role

Custodial Stretch Targets
☐ Sick leave target based on maximum of 10 days
☐ Inmate welfare target based on a maximum state of 851 @ \$3.10 per inmate
☐ Inmate meals target based on a maximum state of 851 @ \$10.85 per inmate
☐ Overtime target based on a 40% reduction on the previous FY expenditure

Respectfully for your consideration.

On behalf of the Members of the Cessnock POVB Sub-Branch

Paul Jones  
 Chair  
 Cessnock POVB  
 26th February 2018

Cessnock Benchmarking

# Appendix

## Resolution

That the members of the Cessnock Prison Officers Vocational Branch (POVB) of the Public Service Association of New South Wales (PSA) endorse the following resolution.

It must be recognised that the Cessnock Benchmarking Committees and Review Committees have painstakingly and patiently produced a benchmark model that will provide the centre with the potential to achieve it's required KPI's. The Committees received astute advice and guidance from both local Management and the State POVB Executive.

Most of the Key Performance Indicators (KPI) are fully supported, especially those associated with enhanced staff training and improvements to the rehabilitative process.

The sub-branch does not support the civilianisation of any current custodial duties. The sub branch does not support the deletion of the Assistant Superintendent rank. Whilst the sub branch does not support these two reforms, it fully realises that this is part of the Government Reform Agenda, which makes the sub-branch compelled to accept this.

The inclusion of a change to the staffing formula from 209 to a more realistic 195, is most appreciated. This should ensure that the Centre is more appropriately funded, which should decrease staff shortages, minimise the need for lock downs and better enable the KPI's to be attained.

The sub-branch maintains that Sector 3/4 currently requires additional safe cells for the increase of inmates in crisis and is in need of a purpose-built Crisis/Mental Health Unit. With the expansion of Sector 3/4, of an additional 330 inmates, these substantial current problems will only be exacerbated.

The transition to an entirely Minimum Security Centre for Sector 1/2 should increase CSI profits and potentially rehabilitate additional inmates. The flatter management model for Sector 3/4 should enhance safety and security.

Whilst both Sector 1/2 and Sector 3/4 await their respective expansions, a Sector 1/2 Benchmark of 107 custodial positions for transition from a combination of Remand / Minimum Centre to an entirely Minimum Sentenced Centre is accepted and the Sector 3/4 Benchmark of 104 custodial positions for existing operations is accepted, but neither is embraced.

Moved: Paul Jones Second: Scott Fazio

For: 41 Against: 2 Abstain: 3

Paul Jones  
Chair  
Cessnock POVB  
9<sup>th</sup> February 2018

Cessnock Benchmarking

# Appendix 2 Resolution

That the members of the Cessnock Prison Officers Vocational Branch (POVB) of the Public Service Association of New South Wales (PSA) endorse the following resolution.

The expansion of Sector 1/2, with the disclosed infrastructure upgrades, for an additional 282 minimum security male inmates is supported. The expansion of Sector 3/4, with disclosed infrastructure upgrades to house an additional 330 sentenced maximum security inmates is not fully supported. The main reason for this is that Sector 3/4 currently requires additional safe cells for the increase of inmates in crisis and is in need of a purpose built Crisis/Mental Health Unit. With an additional 330 inmates, these substantial current problems will only be exacerbated.

Most of the Key Performance Indicators (KPI) are fully supported, especially those associated with enhanced staff training and improvements to the rehabilitative process.

The original reluctance of the sub-branch to fully support the expansions, giving only tentative support at the time, has been vindicated when senior Departmental Representatives tabled a document titled: "Cessnock Correctional Centre Benchmarking Program". This document is disingenuous. The document lists the costs of Industry Staff to the centre (\$6.3 million), but does not mention any of the revenue generated, which more than offsets those costs. This makes the Centre appear more expensive to run than it is.

The sick leave total for custodial staff in the document also includes managerially approved Carers Leave, FACS Leave, Emergency Leave. This gives a false impression of the actual sick leave.

These examples of disingenuousness from Department Head Office have caused much concern, angst and distrust about the Benchmarking Program. This is being further accentuated by the announcement of a Parliamentary Inquiry into Parklea Correctional Centre, which is one of the private facilities that has been utilised as a benchmark.

The inclusion of a change to the staffing formula from 209 to a more realistic 195, is most appreciated. This should ensure that the Centre is more appropriately funded, which should decrease staff shortages and minimise the need for lock downs.

The sub branch appreciates that the Benchmarking will not commence until after the expansion infrastructure has been completed. This is with the exception of the Assistant Superintendent rank, which will be phased out prior to the expansions being completed. The sub branch does not support the deletion of the Assistant Superintendent rank.

The sub-branch acknowledges the efforts made by the local Benchmark Committees and Review Committees and Cessnock Management, for their attempts to achieve the best outcomes within the constraints of the custodial positions tabled. There is an understanding that there are custodial staff savings with the economies of scale, improved infrastructure and civilianisation of some of the current custodial duties, but they do not fully compensate for the custodial staff cuts.

Following careful consideration, the Cessnock POVB Sub-Branch considers the net increase of 17 custodial positions is inadequate to safely, securely and humanely manage an additional 612 inmates.

15/01/18