

**INQUIRY INTO PARKLEA CORRECTIONAL CENTRE AND  
OTHER OPERATIONAL ISSUES**

**Name:** Name suppressed

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Partially  
Confidential

The idea of Benchmarking is to evaluate a process by comparison with a standard. However, standards Corrective Services NSW (CSNSW) are expected to attain will be heavily hindered by the current promotion system now in place. There is no right of appealing a decision made by convenors and as a consequence bizarre choices and some very questionable choices have been made. For example we have staff with as little as 18 months of experience in Corrective Services NSW attaining the rank of Senior Correctional Officer. This is akin to a NSW Police Officer being promoted to sergeant 18 months out of the Goulburn Police Academy. Or a soldier being promoted to sergeant 18 months out of basic training, it's ridiculous and dangerous. The CSNSW has overseers with very little time working in wings face to face with inmates on a daily basis now being promoted over and above far more well qualified staff. Many of these newly promoted officers have shown themselves to be incapable of doing even some of the most basic tasks yet have been promoted far beyond their experience. How is CSNSW expected to maintain operational integrity and a safe working environment with very young inexperienced often un-qualified officers at the helm? How is CSNSW expected to attain a certain level of operational efficiency under the current promotional system that allows convenors and managers to favour certain individuals over and above obvious (proven) experience? This questionable promotional practice that appears to favour friends and cliques will in time only serve to greatly hinder the CSNSW as standards and KPI's will not be met by people who have no idea how to attain them. There needs to be a Parliamentary enquiry into the current system that exists in CSNSW. A light needs to be shone on the shonky goings on and the lack of transparency. There needs to be an independent body that staff can present their promotional issues to so that a true merit system exists and the best qualified person gets the promotion. This way the CSNSW has the best chance of having people at the helm capable of reaching and attaining excellent standards.