

**INQUIRY INTO 2022 REVIEW OF THE WORKERS
COMPENSATION SCHEME**

Name: Name suppressed

Date Received: 23 June 2022

Partially
Confidential

My submission relates to the processes and methods employed by directing instructional staff in particular those in CSNSW sub-training areas. My submission relates not to Brush Farm but to Bathurst Correctional Facility where training is often conducted for 10 weeks as an overflow from the capacity of Brush Farm to graduate uniformed prison officers. I have 11 years prison officer experience in Victoria (DOJ) and 2 years experience in CSNSW and hold a Certificate III in Correctional Practice for both states. The training conducted at Bathurst appeared to stray from the methods and processes used at Brush Farm because of the lack of supervision of instructional staff as a result the way potential graduates are treated is at the extreme and does not employ the best practice method as used in Brush Farm. Local training staff relied on the adage of 'desensitizing' the potential graduate however the younger members of the squad who were probably most attuned or held a pre disposition to mental health issues when it came to their training experience spoke to me (being the oldest member of the squad may have assisted their choice) privately and indicated that the extreme processes were having a serious effect on their mental health, but because they wanted a full time role they were attempting to 'mask' or suppress their symptoms, after experiencing this when the person starts in the job their mental health has already suffered through the training period and has not prepared them but rather reduced their effectiveness. Instructional staff taken off line at short notice have the experience but lack the ability to impart their knowledge in the most effective manner and require close supervision in the way they deliver instructional sessions. Being experienced does not mean they are competent instructors in accordance with what ASQA would promote. I think that some of these younger people have probably already resigned from the respective roles because they are already 'burnt out' from the head start they received in the 10 weeks training course. These people are more likely to become a statistic and if they are fortunate enough to receive good advice would, in my opinion, be most likely to lodge a work cover claim. Thank you for giving me the opportunity to present my submission.