



Mentoring program developed

The GEO Group Australia is partnering with psychologist and University of Sydney senior lecturer Agi O'Hara to develop *What Makes a Man a Man in Contemporary Australia* — an innovative 'virtual' mentoring program for men.

A core element of *'What Makes a Man a Man'* is a series of interviews that provide insights and opinions from well-known Australian men from a range of professional and social backgrounds.

The program provides access to the wisdom and experience of these respected public figures and is a unique resource for those who have not been fortunate enough to have male mentors in their lives.

What Makes a Man a Man will gradually be introduced to all GEO correctional facilities in Australia and GEO will track the effectiveness of the program in reducing reoffending.

The interviews offer a collection of life lessons and reflections that challenge anti-social attitudes and behaviours. They also provide experience-based roadmaps to illustrate strategies used by the interviewees to meet their own life challenges — both as men and as fathers.

The interviewees include Aboriginal actor and men's health advocate Dean Daley-Jones; film writer and director Brendan Fletcher; rock



••• *Mad Bastards* lead actor Dean Daley-Jones is one of several interviewees in the *'What Makes a Man a Man'* mentoring program.

singer and aspiring politician Angry Anderson; restorative justice pioneer Terry O'Connell; former international rugby player, newspaper columnist and author Peter FitzSimons; and Father Chris Riley, the founder and chief executive officer of Youth Off The Streets.

"What Makes a Man a Man is a unique approach to prisoner rehabilitation using the wealth of experiences from landmark Australians who have made successes of their lives — sometimes against great disadvantage," said respected journalist and author Andrew Urban who conducts the interviews.

"The life lessons will give prisoners pause for thought regarding their past behaviours, attitudes and relationships, and changes to these they may not have previously thought possible."

GEO is currently developing a number of innovative rehabilitation programs that focus on working more closely with prisoners' families.

"What Makes a Man a Man was a clear fit with some of our other initiatives in this area and we are pleased to be playing an integral role in the development of the project," said The GEO Group Australia's executive general manager risk and compliance Keith Ketheeswaran.



••• Keith Ketheeswaran.

Parklea centre is quality assured

Parklea Correctional Centre has had the quality of its management and services officially recognised with three ISO certifications.

Parklea can now demonstrate quality in delivery across three key areas — quality management, environmental management and occupational health and safety (OH&S).

The ISO certifications come less than three years after GEO assumed management of Parklea and embarked on a major program of management and quality enhancement. Parklea joins the three other Australian correctional centres operated by GEO in holding these ISO certifications.

June Correctional Centre and Parklea are the only correctional facilities in New South Wales to hold these three accreditations simultaneously.

"We continually look for independent evidence of the quality of our services and the outcomes we seek to deliver, in particular in the key areas of quality management, OH&S and environmental management," said Parklea Correctional Centre general manager Peter Ma'a.



MD's Desk

Welcome to the last edition of *GEO Insights for 2012*.

Working for GEO means working for the largest and longest established provider of outsourced correctional services in Australia. Every day over 1500 employees help build better lives for more than 6000 prisoners in our care.

As a market leader, we need to ensure we are continually meeting our customers' needs and to this end we recently undertook a 'perceptions audit' with our customers. The results confirmed our strengths, but also identified some areas where we need to do better.

One clear message was that we have to be better at publicising the great work we do and all centres have been urged to review their public relations arrangements. Publications like this *GEO Insights* newsletter and the *News Room* section of our website help showcase our capabilities, but there is more we can do. Junee and Fulham correctional centres led the way recently by securing news coverage of their activities.

Junee hosted the *Put Some Colour In Your Life* television program, while Fulham continued its proud record of community involvement through the donation of furniture manufactured at the centre to Central Gippsland Health Services. Both activities appeared in local news coverage.

These stories are also featured on the GEO website and our YouTube channel 'GEO Group Australia', which I urge you to visit to see the range of work undertaken by the company.

In other news, Parklea recently gained all three key ISO certifications — quality, environment and occupational health and safety — and joins our other centres in being accredited.

An exciting development is the pending launch of our e-learning platform. A new way to deliver staff training and to record skills and competencies obtained, e-learning adds value to our existing training capabilities. I recommend you explore this new platform.

Finally, we have received proposals for GEO's 2012 Innovation Award. Covering such diverse aspects of our operations as offender services, asset maintenance and social responsibility, the quality of submissions is extremely high and each project adds significant value to the services each centre provides. Judging is imminent and I look forward to announcing the results.

Have a wonderful Christmas and New Year.

Pieter Bezuidenhout
Managing Director

E-learning starts in 2013

The delivery of employee training will change across The GEO Group Australia with online 'e-learning' starting on 1 January 2013. All employees will have access to e-learning via the company intranet or the internet.

A number of courses will be presented including staff inductions, employee management and workplace health and safety. The GEO Group Australia course catalogue has detailed descriptions of the courses and training specialists at each centre will provide support. Employees can access the e-learning site at <http://thegeogroup.e3learning.com.au>.

"E-learning will significantly reshape GEO's staff training and provide greater flexibility for all employees," said GEO's national training coordinator Belinda Kassoua.

As part of the move, training records will be managed by head office instead of individual centres and personal records will be accessible online.



••• E-learning will commence at GEO from 1 January 2013.

Put some colour in your life

Junee Correctional Centre recently had the rare experience of welcoming a film crew into the prison to produce a television series.

Put Some Colour In Your Life is a national show that promotes art and education. It has a large following among artistic prisoners at Junee and the idea to produce an episode inside the facility followed an approach from an inmate.

After months of preparation, the production crew arrived and not content with a low-key entry, host Graeme Stevenson and his team rode into the centre on motorcycles.

The community was also involved through sponsorship and a 'Celebrity Paint Off' held in conjunction with the Junee Licorice and Chocolate Factory. This event, which attracted

90 guests, featured eight 'celebrity artists' who started a painting that was completed by an experienced artist. The paintings were auctioned and raised almost \$7000 for the local Ronald McDonald House and Kids Cottage Appeal charities.

Filming was undertaken in Junee's Cultural Centre, which is used as an art studio by inmates. More than 20 budding artists — some beginners and others who paint regularly — took part in a workshop with Stevenson, who painted a spectacular watercolour and demonstrated different techniques.

Apart from being screened nationally, this episode of *Put Some Colour In Your Life* will be shown in New Zealand, France and China as well as on Virgin International Airlines.



••• *Put Some Colour In Your Life* host Graeme Stevenson conducts an art workshop with Junee inmates.



••• Junee inmates are combining tertiary agricultural education with their work on the centre's farm.

A breeding ground for success

More than 150 acres of land surrounding the Junee Correctional Centre is now a vibrant and successful farm with sheep and poultry being bred, vegetables grown and crops such as barley and wheat harvested.

The farm is also supporting the education of five employees and 15 inmates who are undertaking a Certificate III in Agriculture through the local TAFE NSW Riverina Institute.

In August 2011 the farm began with the purchase of three White Suffolk rams, a breed of sheep developed for harsh Australian conditions — especially hot summers and cold winters for which southern New South Wales is renowned.

A few weeks later more than 100 Merino/Dorset cross ewes were purchased as they are the ideal breeding combination for fat lamb production.

Shearing the ewes and rams was undertaken in November and December last year under the supervision of TAFE NSW and utilising the skills of an experienced Junee inmate. This year's shearing will also be completed in December.

The first lambs were born in July and by mid August 120 were in the paddocks surrounding the correctional centre. Several orphaned lambs were initially cared for on a 24-hour watch by inmates in C Unit.

More than 60 lambs have since been sent to

the sale yards with more to follow once they reach the sale weight of 41 to 45 kilograms. On the poultry front, a breeding program initiated in September 2011 increased numbers to 300. The centre is now harvesting around 50 eggs a day and revenue generated from sales of eggs and chickens to staff and the local community contributes to the maintenance of incubators.

Vegetables were also planted in September last year and despite extremely heavy rains in the crucial growing period, Junee harvested an abundant supply of zucchinis, cucumbers, capsicums, herbs, silverbeets, lettuces, melons and tomatoes.

The vegetables are used in the centre's kitchen and have added variety to salads and reduced the cost of purchasing frozen vegetables by about \$1000 a week.

Work in the market garden includes seedling and plant propagation in hot houses, pruning and maintenance of fruit trees and the preparation and maintenance of the area.

Inmates and staff have also sown 20 acres of barley and five acres of wheat. These crops are maturing and will be harvested in early summer depending on conditions.

Five staff manage the Junee farm with input from more than 28 inmates.



••• Part of the abundant harvest from the vegetable garden.



••• A Junee inmate played a major role at shearing time.

IN BRIEF



••• Wendy Bastow and Pieter Bezuidenhout at the ADA graduation ceremony with 'Jibber'.

Pups graduate from prison

The GEO Group Australia managing director Pieter Bezuidenhout and executive general manager operations Dom Karauria recently attended an Assistance Dogs Australia (ADA) graduation ceremony at Federation Square in Melbourne.

The ceremony celebrated, in part, the graduation of dogs from the Pups in Prison program at Junee Correctional Centre.

Eight assistance dogs were officially handed over to their new owners at the ceremony. Assistance dogs help people with disabilities and each dog takes about 18 months to train.

Junee Correctional Centre has been involved since 2007 with both staff and inmates playing a role in training the dogs under the guidance of ADA.



••• A collection of timber toys made by prisoners.

Timber toys produce smiles

Prisoners at Arthur Gorrie Correctional Centre have been busy constructing high quality toys and children's furniture from scraps of timber.

The products have been donated to Inala Child Safety Service Centre. Arthur Gorrie is also exploring opportunities to provide toys to other local organisations, including hospitals and kindergartens, as well as to overseas orphanages.

In addition to putting smiles on lots of young faces, the woodworking activity is providing employment for prisoners and teaching them specific skills that can be utilised once they are released.

Careers expo a success

Fulham Correctional Centre has again hosted a successful Trade and Careers Expo attended by over 170 prisoners.

The annual event is linked to the Industry Skills Centre (ISC) program operated by Corrections Victoria. It attracted representatives from 17 employers and employment networks who provided advice and information to help prisoners enter the workforce once released.

Though open to all prisoners, the focus was to connect ISC participants with community agencies and industry leaders to help them gain an insight into employment opportunities, industry expectations, required skill sets and access to further education and training.



••• From left: Fulham's Ian Riley and Troy Ittensohn join CGHS personnel Linda Munnings, David Askew and Frank Evans at one of the tables built by prisoners.

Gippsland Health dines out

The handiwork of Fulham Correctional Centre prisoners is making a difference to patients, staff and visitors at Central Gippsland Health Services' (CGHS) hospital in Sale.

Prisoners have built six timber outdoor dining tables that have been donated to the hospital and installed in the community courtyard. Eight prisoners built the furniture as part of their studies in Certificate II Woodwork Furnishings.

CGHS chief executive officer Frank Evans thanked Fulham for its continuing support, stating that the donation had saved the organisation thousands of dollars.

Inmates furnish The Ponds

Inmates at Parklea Correctional Centre have supported an innovative project to enhance local community amenities by designing and manufacturing an attractive array of park seating for a housing development in The Ponds, a new suburb in Sydney.

The project is the result of a unique partnership between developers Landcom, Queensland artist Russell Anderson, West Sydney Institute of TAFE and The GEO Group Australia.

Anderson worked with the inmates over 18 months to design the furniture, which had to be robust, weather resistant and complement the local environment. Manufactured in Parklea's industrial workshops, the furniture combines Aboriginal themes through a mosaic seating surface with a variety of designs for the main seat body.



••• 'Rosie' ready for action.

Inmates rally for cystic fibrosis

Prisoners at Junee Correctional Centre have repaired and painted an old Holden panel van that has just competed in the 2012 Great Escape rally to raise funds for Cystic Fibrosis Australia (CFA).

The car, nicknamed 'Rosie' and featuring a large red rose on its roof representing the CFA logo, started in third position as GEO had raised the third highest funds.

It is the fourth year that GEO has supported the rally and this year the company entered two cars and raised approximately \$20,000 to help fund research into cystic fibrosis and raise awareness of the condition.

Pacific Islanders celebrate

Both Junee and Parklea correctional centres recently staged cultural celebrations for their Pacific Islander inmates. At both centres participants enjoyed songs, dances and a banquet of traditional food.

At Junee, the Polynesian Festival — or Polyfest — was one to be remembered. For the first time staff participated in the event along with inmates, singing songs and performing many traditional haka (dances).

The GEO Group Australia's executive general manager operations Dom Karauria attended as an official guest and participated in the day's activities. Also making this year special was the fact that Dom allowed inmates and staff to use his Maori taiaha — a traditional spear-like weapon.



••• Inmate Steven performs the Maori wero (a welcoming ceremony challenge) with the Maori taiaha.