

Commitment and drive rewarded

Promoting business innovation	2
Inmates smart and skilled	3
Molly pedals hard on world stage	4
Celebrating NAIDOC week	5
Making a splash in Rio	6



Kalisi Bese is the 2015 GEO Employee of the Year.

Arthur Gorrie Correctional Centre programs development coordinator Kalisi Bese is leaving an indelible impression, not only at GEO but in the broader community.

The 43-year-old commenced her role with GEO in January last year and in just 12 months has been awarded the company's highest honour — the GEO Employee of the Year award for 2015.

"Kalisi very quickly established herself as an influential and dynamic leader with a focus on performance, professionalism and initiative," said Arthur Gorrie general manager Troy Ittensohn.

Kalisi is responsible for managing programs for the centre's remand population, including the delivery of classes to approximately 100 prisoners each week.

Of Fijian descent, she has a strong focus on culture and plays a significant role in encouraging prisoners to embrace their cultural heritage. She also encourages community groups to get involved in activities at the prison.

Her innovative approach includes contacting consulates when she feels they can offer support for prisoners of a specific nationality.

Kalisi has embraced the challenges of running programs in a remand centre and says Arthur Gorrie has a lot to offer despite the transitional environment.

"I'm very keen for Arthur Gorrie to demonstrate that a remand centre can deliver great short-term programs for prisoners," she said.

"It's about tailoring programs to a remand environment and providing pathways that lead directly to further education when a prisoner is sentenced."

Kalisi described attending the GEO Employee of the Year award ceremony in Sydney as "surreal".

"Just being at the ceremony and meeting the other finalists as well as the GEO senior management team was more than enough," she said. "I was really proud to be representing all the staff at Arthur Gorrie, as well as the prisoners going through the programs."

Kalisi works closely with Arthur Gorrie's employment and transitions officers and says "as a team" they have developed stronger ties with the community to help reduce recidivism.

Last year they initiated a Transitions Open Day, bringing together employers, support groups and various government and non-government agencies for a 'transitions expo'.

Outside work Kalisi says she "lives and breathes community". She is a Pacific community leader in Queensland, part of a state government roundtable on family violence and has been invited to be involved in the National Plan to Reduce Violence against Women and their Children 2010-2022.

"The extent of Kalisi's community work speaks volumes about the type of person that she is and we are fortunate that she brings those same values, commitment and drive to her role at Arthur Gorrie every single day," said The GEO Group Australia's managing director Pieter Bezuidenhout.

"Kalisi is a very worthy winner of the GEO Employee of the Year award."

The other finalists in the award were correctional supervisors Louise Overs (Parklea), Brett Shingles (Fulham) and Jason White (Junee).



Ready for Rio

Emily Beecroft, 16, is set to make a big splash in Rio with strong support from GEO. Story on Page 3.

MD'S MESSAGE



It is always a pleasure to introduce each edition of *GEO Insights* and never more so than when we celebrate our GEO Employee of the Year award.

Once again I had the honour of meeting candidates from all four of our centres — individuals

whose commitment and creativity in their respective fields is truly inspiring.

It is with great pride that I report that Kalisi Bese is the 2015 GEO Employee of the Year.

As programs development coordinator at Arthur Gorrie Correctional Centre, Kalisi has been instrumental in achieving a high level

of engagement from prisoners in programs and cultural activities. Her work is particularly impressive as remand prisoners are not obligated to participate.

Kalisi has not accepted conventional opinion that opportunities for remandees to benefit from programs are limited or that they are a cohort unwilling to engage. Her determination is a clear example of GEO's 'Better Corrections, Safer Communities' ethos in action.

The innovative nature of Kalisi's approach and her personal drive is illustrated by the range of community partners she has brought together — state government, consular representatives, community leaders, employers and reintegration stakeholders all feature in a network that reflects the GEO 'Continuum of Care' approach to corrections.

My heartiest congratulations to Kalisi and award finalists Louise Overs (Parklea), Brett Shingles (Fulham) and Jason White (Junee).

With employees of this calibre the future of our company is in safe hands.

Elsewhere in this edition we report on Junee Correctional Centre's latest education initiative — the introduction of 'Smart and Skilled'. Through this program GEO's partnership with TAFE NSW Riverina Institute is again yielding best practice training outcomes for prisoners.

Finally, this edition showcases how GEO supports our people and our communities. Parklea Correctional Centre's breakfast program is helping ensure local children start their school day with a healthy nutritious meal and Fulham is supporting Paralympian Emily Beecroft as she goes for gold in Rio. An Arthur Gorrie sponsorship helped Molly McGill succeed at the BMX World Championships in Columbia, while Junee inmates are helping people battle the Riverina winter chill by knitting blankets and clothes for the elderly and homeless.

*Pieter Bezuidenhout
Managing Director*



From left: GEO's Trevor Craig with award winners Ally and Tom Dickson of Same Day Printing and John Holland Group representative Mike King.

Promoting business innovation

2 The GEO Group Australia and John Holland Group have jointly sponsored the 2016 City of Melton Business Excellence Awards.

The sponsorship was specifically for the 'Leaders in Innovation Award' — a major award presented to a business that optimises sustainable practices and/or technological and innovative methods throughout its operations. The winner, from a field of 32 nominees, was Ravenhall-based Same Day Printing.

GEO and John Holland are key members of the GEO Consortium that is responsible for the design, construction, financing, maintenance

and operation of the Ravenhall Correctional Centre being built in the City of Melton in Melbourne's west.

Trevor Craig, who was recently appointed Ravenhall Correctional Centre general manager, represented GEO at the City of Melton awards function and spoke about the new prison and GEO's commitment to the local community.

"GEO is excited about becoming a major employer in this region and looking forward to joining Melton's business leaders to inspire innovation and grow opportunities for local businesses," he said.

Junee inmates smart and skilled

3 Collaboration between Junee Correctional Centre and TAFE NSW Riverina Institute has resulted in additional training options being offered to inmates with funding sourced through the NSW government's 'Smart and Skilled' initiative.

Smart and Skilled is a reform of the Vocational Education and Training (VET) system and is designed to help people get the skills they need to find a job and advance their careers.

The introduction of Smart and Skilled at Junee includes foundation skills (literacy and numeracy), an automotive component and a horticultural course. An Indigenous arts program will be added to the curriculum in the near future.

Designed to assist inmates in gaining employment in the tyre/brake fitting industry, the automotive program has already had 11 graduates.

The horticulture program targets employment opportunities in local government and the landscaping industry. Eight inmates have graduated from the program.



The Smart and Skilled program is helping Junee inmates obtain the skills they need to find a job.



Molly McGill with Arthur Gorrie's human resources manager Debbie Frazer and finance and administration manager Sidd Mehta prior to her successful BMX World Championships campaign in Columbia.

Making a big splash in Rio

6 When 16-year-old Emily Beecroft dives into the water at the Olympic Aquatics Stadium in Rio de Janeiro in September the elite multi-class swimmer will do so with strong support from Fulham Correctional Centre and The GEO Group Australia.

The daughter of Fulham correctional supervisor Garry Beecroft, Emily secured her spot on the Australian Paralympic team earlier this year with outstanding performances at both the Australian age and open swimming championships.

Ranked in the top five in the world in the 50 metres butterfly as well as the 50 and 100 metres freestyle, Emily was originally working towards the 2020 Paralympics but her brilliant times saw her make the team ahead of schedule.

One of triplets, Emily was born with a right arm limb deficiency and deaf in her left ear. A member of the Traralgon Swimming Club, Emily's gruelling training regime comprises nine sessions a week — seven in the pool and two gym sessions.

The Australian Paralympic swim team travels to the United States for a 10-day camp before settling into the Games Village. Emily's family will fly direct to Rio for the opening ceremony.

"It's pretty overwhelming at the moment, I guess it hasn't sunk in yet but I am really excited," Emily said.

Financial contributions from GEO and Fulham as well as fundraising efforts by Fulham staff have contributed almost \$5000 to Emily's Paralympic campaign.

"Fulham and GEO are proud to be supporting Emily as she represents the nation at the Paralympics," said former Fulham general manager Trevor Craig following a cheque handover event.

"Competing on the world stage is a huge financial commitment for the family — especially when you consider one race swimsuit costs \$500 and only lasts six races!

"I know Fulham staff will be closely watching all of Emily's races and cheering very loudly every time she steps onto the blocks in Rio."

Molly pedals hard on world stage

4 Arthur Gorrie Correctional Centre employee David McGill recently travelled to Medellin in Columbia as a one-man pit crew for his daughter Molly as she took on the best in the world at the 2016 BMX World Championships.

Many months of hard work in the gym and on the track paid off for 15-year-old Molly as she recorded her biggest achievement to date finishing second in her age category.

After winning the Australian title in March, Molly was originally going to forego the world

championships due to the cost of competing, but a \$3000 scholarship and \$500 sponsorship from GEO helped cover the expenses.

The 'Buchanan Next Gen Jayco Scholarship' was awarded by one of Molly's idols, five-time world champion and 2012 Olympian Caroline Buchanan.

Molly battled hard in the heats, quarter and semi finals to secure her berth in the world title decider. She got a great start in the final, went into the first corner in second place and kept that position throughout the race.

"I was so happy and excited for her as I know how hard she worked," David said.

Molly said she was "stoked" to finish second and thanked her family, coaches, sponsors and supporters.

"Overall my world championships experience was a success and I couldn't have done it without my great support crew," she said.



Molly McGill in action at the 2016 BMX World Championships in Columbia.

Ravenhall celebrates NAIDOC Week

5 The GEO Group Australia is actively involved in NAIDOC Week with all of its centres staging events to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.

In 2016 GEO's involvement in NAIDOC Week included a number of activities associated with the development of the new Ravenhall Correctional Centre in Melbourne.

GEO sponsored a flag-raising ceremony at Werribee Primary School presented by The Gathering Place in conjunction with the Western Regional Aboriginal Justice Advisory Committee.

An alliance partner in the Ravenhall project, The Gathering Place is working with GEO to

develop programs for Indigenous prisoners. As is the case at other Victorian prisons, programs will be delivered both during incarceration and post-release.

Design and construction subcontractor John Holland Group also conducted a NAIDOC Week event at the Ravenhall site.

Attended by representatives of John Holland, GEO and the Department of Justice and Regulation, a highlight of the event was Indigenous folk singer Nancy Bates performing a moving song chronicling the plight of Aboriginal prisoners from a parents' perspective. This year's NAIDOC Week theme was 'Songlines — the living narrative of our nation'.



Fulham Correctional Centre operations manager Col Caskie (left) with Emily and Garry Beecroft.

IN BRIEF



From left (back) Joanne Micenko, Stephanie Vineburg, (front) Judy Davis and Lois Cabot with some of the blankets knitted by inmates.

Knitting for those in need

A group of inmates at Junee Correctional Centre are using recently acquired skills to make knitted items for a local aged care facility and the homeless.

The Wagga Purlers Knitting Group visits the centre each month to teach knitting and crochet to inmates.

"We get a great amount of satisfaction when imparting our skills and they are received with such keenness," said group member Stephanie Vineburg.

The inmates have made blankets for the aged care facility residents and scarves and beanies for Wagga's homeless.

"The interaction between the volunteers and inmates has been extremely positive and has provided the opportunity to build confidence and a real sense of worth among the participants," said Junee general manager Scott Brideoake.



Arthur Gorrie's Paalo Tonumaiepa with Sidd Mehta.

Helping homeless youth

Homelessness is a problem in South East Queensland as it is in many parts of Australia, however GEO corrective services officer Paalo Tonumaiepa is doing her bit to help troubled youth in the Goodna region.

A mother of five, Paalo has opened her home to eight children who would otherwise be looking at a bleak future on the streets. She provides a safe and loving environment and a place to call 'home'.

Paalo has arranged for the children to attend self-defence training and encourages daily family prayers saying that she tries to "create an environment conducive to love, respect, unity, safety and stability".

Paalo encourages the children to establish positive relationships with their own family and organises activities with their parents.

To assist Paalo in her quest to give these children a better life, Arthur Gorrie Correctional Centre — with support from supplier Warwick Meats — has donated boxes of sausages, beef and mince, frozen food and drink bottles.



A piece called *The Rise of Man* at the 'Art from Inside' exhibition at Parklea Correctional Centre.

Art from inside

Parklea Correctional Centre has again hosted the annual 'Art from Inside' exhibition.

Organised and presented by Prison Fellowship, the title of this year's exhibition was 'Amazing Grace – The Gift'.

Over 60 pieces of artwork including paintings, drawings and clay pieces prepared by current and former prisoners of centres in NSW and the ACT were on display and offered for sale.

Parklea chaplain Brother Bernard Buffin helped open the exhibition and delivered an address that discussed the impact that art and faith can have on both inmates and their families.

Breakfast for students

During the first half of this year Parklea Correctional Centre has been preparing breakfast packs for students at Seven Hills High School.

The initiative is supporting a morning sports program and is designed to encourage students to attend school early to get involved in a range of group activities.

"Many of these children would not normally have breakfast before attending school so we are pleased to be able to provide a healthy nutritious meal and ensure they get a good start to the day," said Parklea general manager Peter Ma'a.

A delegation of Parklea employees attended Seven Hills High School on the last day of term in June to host a barbecue breakfast for the students involved in the early morning sports program.

IN FOCUS

More prisons — a problem?

by Keith Ketheeswaran

Director Governance and Performance Assurance

It will not have escaped your attention that Australia's prison population continues to grow. All of our facilities have been required to take more prisoners in recent months and have coped admirably. But what drives prisoner population growth?

The most obvious explanation is that with a growing population Australia simply requires more prison beds. A nation of 19 million in 2000, we now have over 24 million citizens. Assuming everything else to be equal, the building of more prisons does not therefore represent an increase in criminality or failure in social policy, but rather is a natural consequence of population growth.

Of more interest is the rate of imprisonment. The Australian Bureau of Statistics' regular report on corrective services tells a sobering tale. Without exception the rate at which each state is resorting to imprisonment is increasing — often at a startling pace. Three years ago we were locking up 17 in every 10,000 Australians. At the end of March 2016 this figure had increased to over 20.

The impact on prison capacity of this combination of a growing society and a greater reliance on imprisonment is obvious.

But we should view the raw figures with caution. Is the 23 per cent increase (since 2013) in the rate at which South Australia imprisons its citizens a response to a surge in crime or more to do with tougher sentencing? Is the fact that the ACT imprisons at a rate 39 per cent higher over the same period the result of more stringent bail and parole conditions or have societal changes led to more offending?

GEO, of course, has no control over such matters — we simply serve the jurisdictions in the states in which we operate. What we can do is provide security and safety, remain flexible to our customers' changing needs and keep succeeding in a critically important part of the prisoner population equation by maximising the ability of prisoners to stay in the community when released through excellent rehabilitation and reintegration services.



Keith Ketheeswaran.

