

***Keeping our  
communities safe  
and changing lives***

**Neil Beales**

Chief Custodial Officer

**Chris Jones**

General Manager Safety and Wellbeing



# ***Today***

- Overview of Department of Corrections
- The 'big picture' of health, safety and wellbeing
- Targeted focus on our principal risk: violence and aggression

# ***Overview of Department of Corrections***



In your tables, spend three minutes listing as many facts as you know about the Department of Corrections and its activities.



# Our priorities

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## ***Our goals***

**Keeping our  
communities safe**

**Changing  
lives**

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## ***What we do***

**We put safety first  
We do the right thing**

**We reduce re-offending  
We build strong partnerships**

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## ***How we do it***

**Manaaki**  
(Respect)  
We care for and  
respect everyone

**Kaitiaki**  
(Guardianship)  
We are responsive  
and responsible

**Wairua**  
(Spirituality)  
We are unified and  
focused in our efforts

**Whanau**  
(Relationships)  
We develop supportive  
relationships

**Rangatira**  
(Leadership)  
We demonstrate leadership  
and are accountable

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# ***Our priorities***

***Safety***

***Rehabilitation***

***Transitions***

***Our People***



# Our staff

Numbers taken from 30th of June



**3,981**  
Corrections  
Officers



**1,347**  
Probation  
Officers



**243**  
Programme  
Facilitators



**159**  
Community Work  
Supervisors



**320**  
Case Managers



**236**  
Nurses

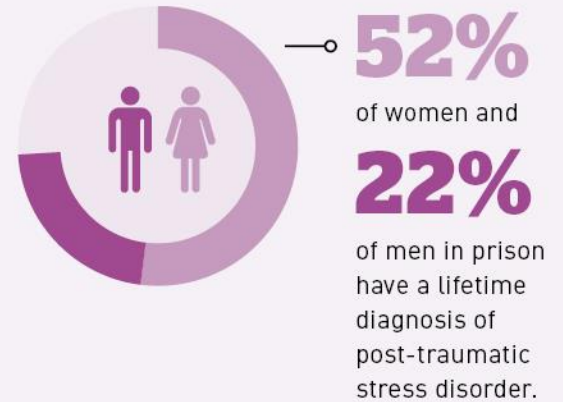
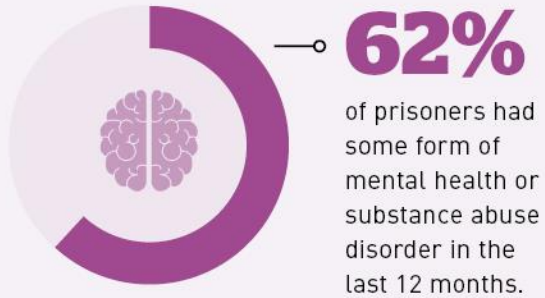


**362**  
Instructors



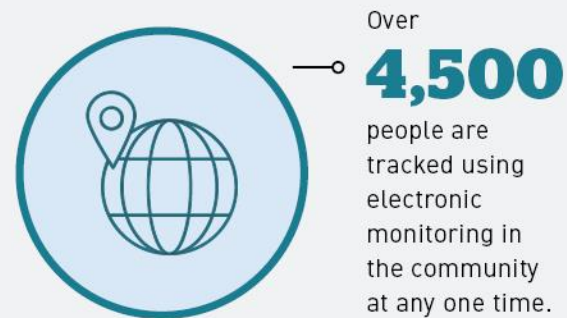
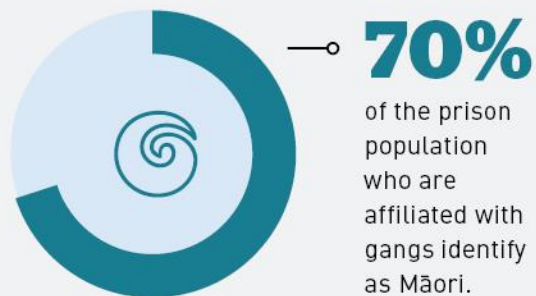
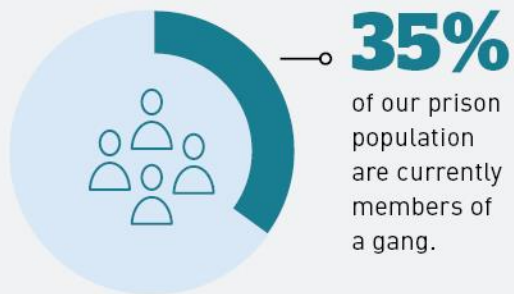
**196**  
Psychologists

# Statistics





# Statistics



# Who we look after – Prison

Numbers taken from 30th of June

## Gender

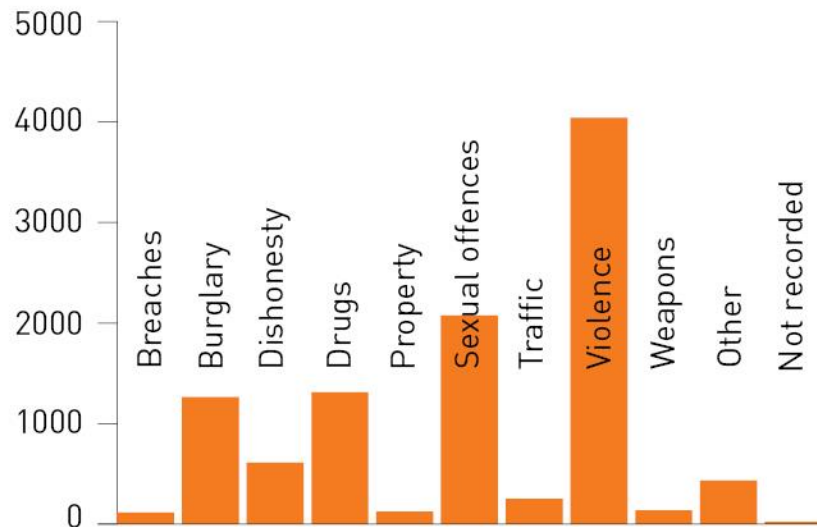


**766**



**9,672**

## Most serious offence



# Who we look after – Community

Numbers taken from 30th of June

## Gender

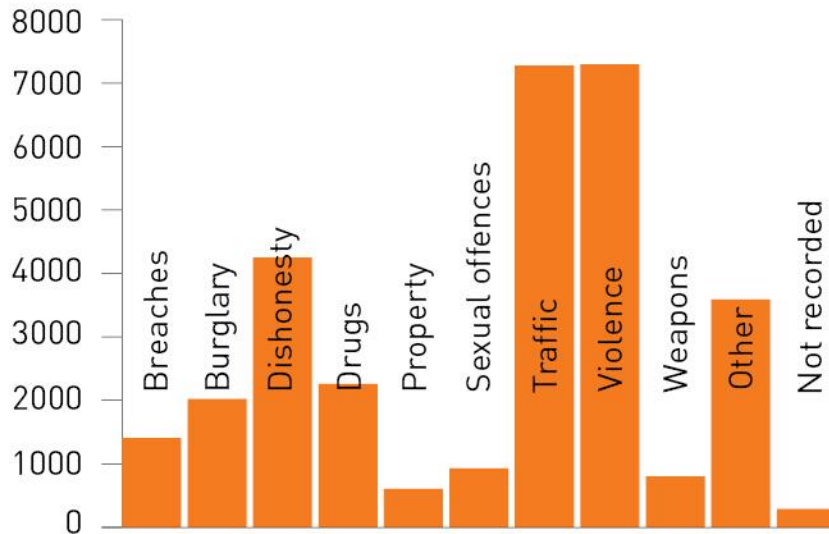


**5,984**



**23,510**

## Most serious offence



# ***The 'Big Picture' of Health, Safety and Wellbeing***



In your tables, spend three minutes listing what you believe Corrections' critical health and safety risks are likely to be.



# ***Our operations***



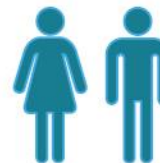
**10,000 staff**



**18 prisons**



**approx. 140 Community  
Corrections sites, 5  
national/regional offices**



**10,000 prisoners and  
30,000 community-  
based offenders**



**\$1 billion, multi-year  
capital and construction  
programme**



**overlapping  
PCBUs**



**1300 prisoners involved  
in potentially high-risk  
prison industry and training  
activities each day**



# Prison industry and training activities



Agriculture



Automotive



Barista



Carpentry



Farm  
maintenance



Landscaping



Plastering



Forestry



Recycling



Piggery



Whakairo  
(wood carving)



Apiculture



Engineering



Horticulture/  
Nursery



Joinery



Manufacturing



Painting



Light assembly



Grounds  
maintenance



Kitchen



Laundry



Distribution



Printing/Design



Hospitality



Hairdressing



Construction



Pre-cast concrete  
operation



Timber/Wood  
processing



Farming



Housing  
refurbishment



Plumbing/  
Gas fitting



Arboriculture



Bakery



Dairy



Silviculture



Local contracting



Tiling

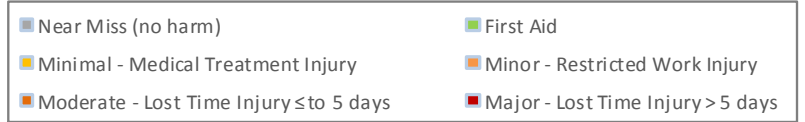
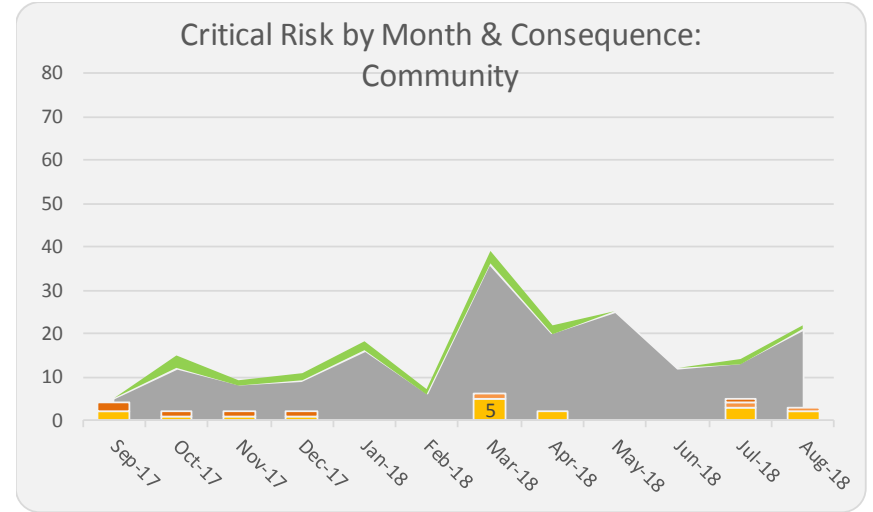
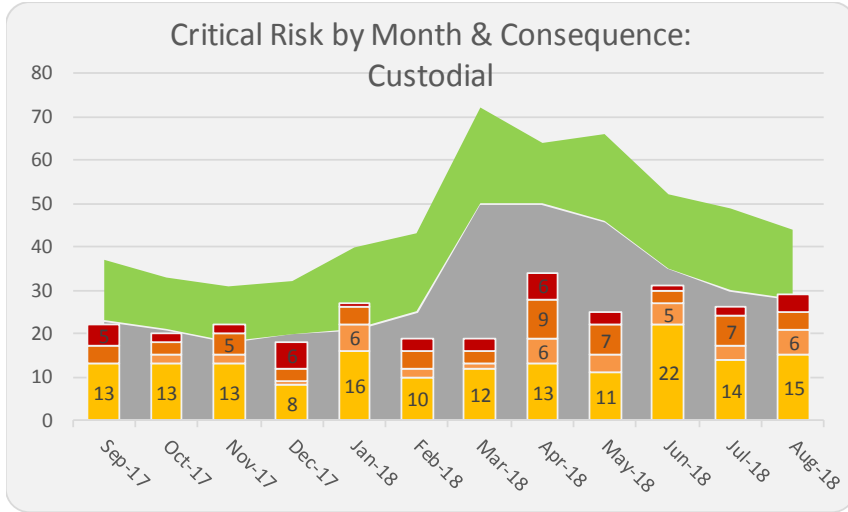


Textiles

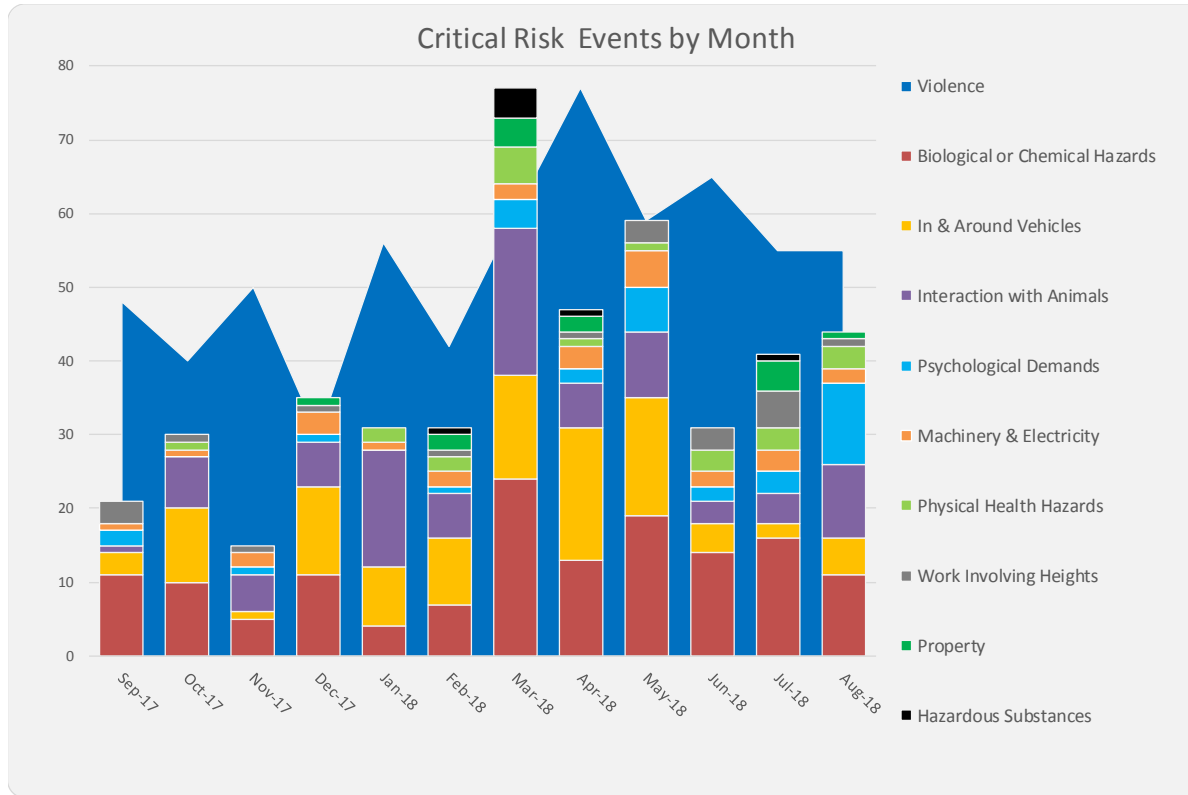
# Our critical risks



# Critical risk trends



# Critical risk trends



# Everyone Safe, Everyday – Our strategic plan

## Safety and Wellbeing: Corrections' Priorities for 2018-19



### Building health and safety **LEADERSHIP** by enhancing:

- > The health and safety knowledge and capability of our Executives
- > Our leaders' management of health, safety and wellbeing in their teams
- > Our leaders' management and support of their team's stress, mental wellbeing and resilience



### Driving **ENGAGEMENT** by focusing on:

- > Encouraging a 'Speak Up' culture
- > Development of the Health and Safety Representative role
- > Implementing regional Health, Safety and Wellbeing governance and engagement structures
- > The management and oversight we have of our contract providers



### Providing quality **RESOURCES** with a focus on improving:

- > Health, safety and wellbeing guidance available
- > The health and safety capabilities of our Industry Instructors and Community Work Supervisors
- > The support and guidance provided to our external contractors
- > The support available to our injured staff
- > The mental and physical health of prisoners



### Tackling the **RISKS** related to:

- > Violence and aggression
- > Fatigue, psychological trauma, and stress
- > Vehicles
- > Hazardous substances
- > Prisoners vulnerable to self-harm and suicide

*Kotahi ano te kaupapa; ko te oranga o te iwi - There is only one purpose (to our work), it is the wellness and wellbeing of the people*

### Corrections Wins at Safeguard Health and Safety Awards 2017

Best Board Level Engagement in Health and Safety



(l-r) Vice Arbuckle, Christine Stevenson, Cheryl Mikaere, Chris Fry, Ray Smith, Mike Cooman (Cooman Parkes), Jo Field, Neil Cherry, Carolyn van Leusen, representative from Simpson Grinnon.

### Corrections wins at the Safeguard NZ Workplace Health and Safety Awards 2018

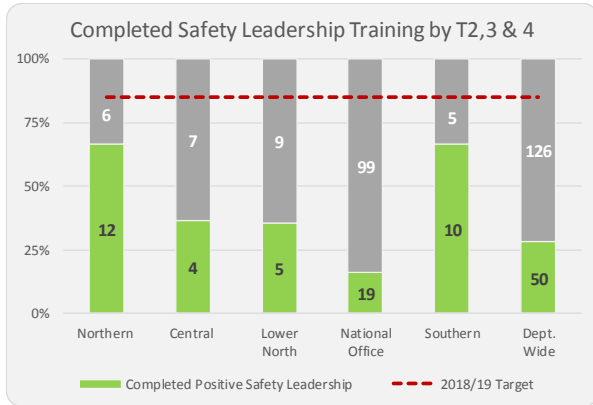


Ray Smith won the Business Leaders' Health and Safety Forum Leader of the Year award on behalf of the Department of Corrections

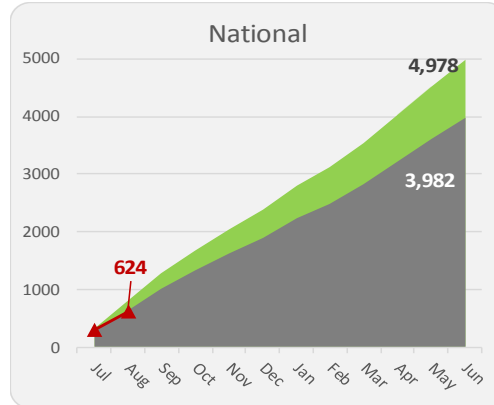
and  
The Government Health and Safety Lead (Summer Interns Programme) was a finalist for the ACC Best Leadership of an Industry Sector or Region award

# Everyone Safe, Everyday – 18/19 goals

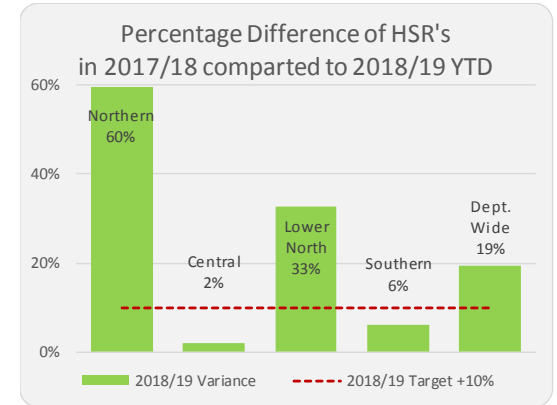
## Safety Leadership Capability



## Near Miss Reporting



## Health and Safety Reps





***Targeted focus on our  
principal risk: violence  
and aggression***

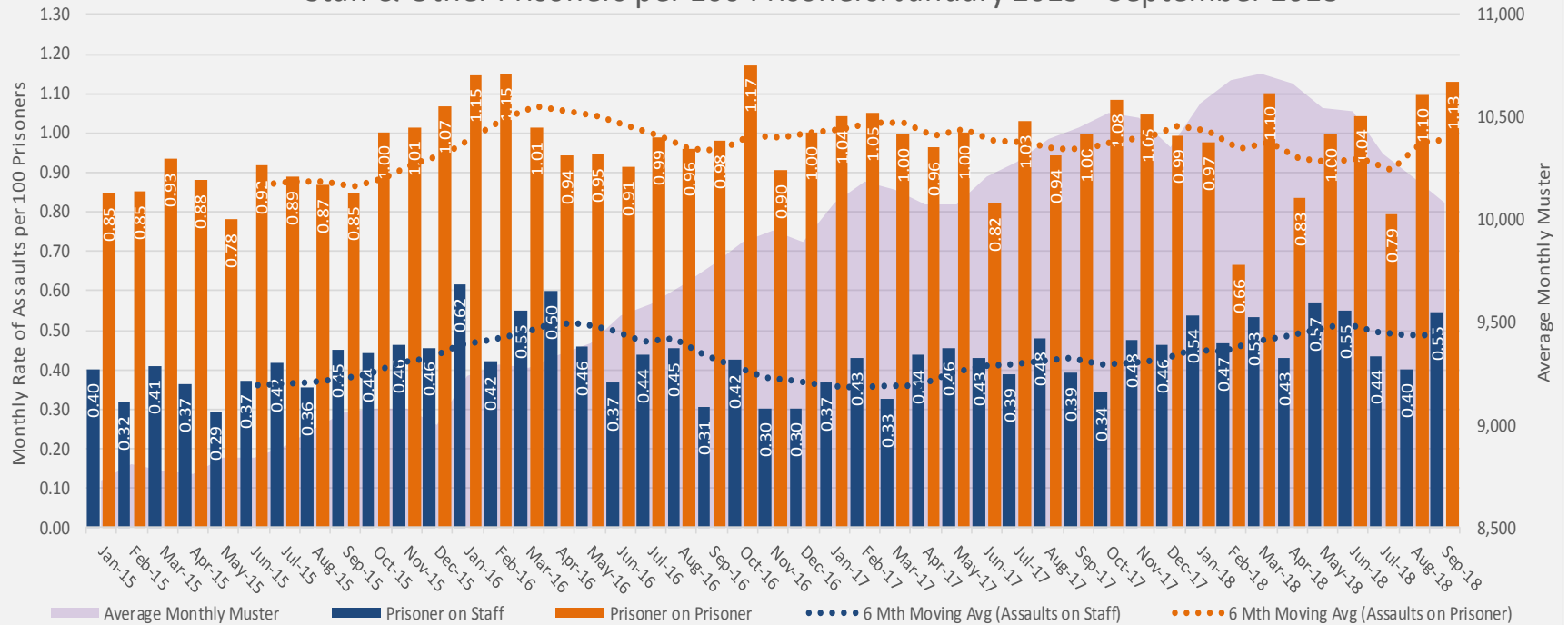


In your tables, spend three minutes listing what you believe are the main causes of violence and aggression in prisons.

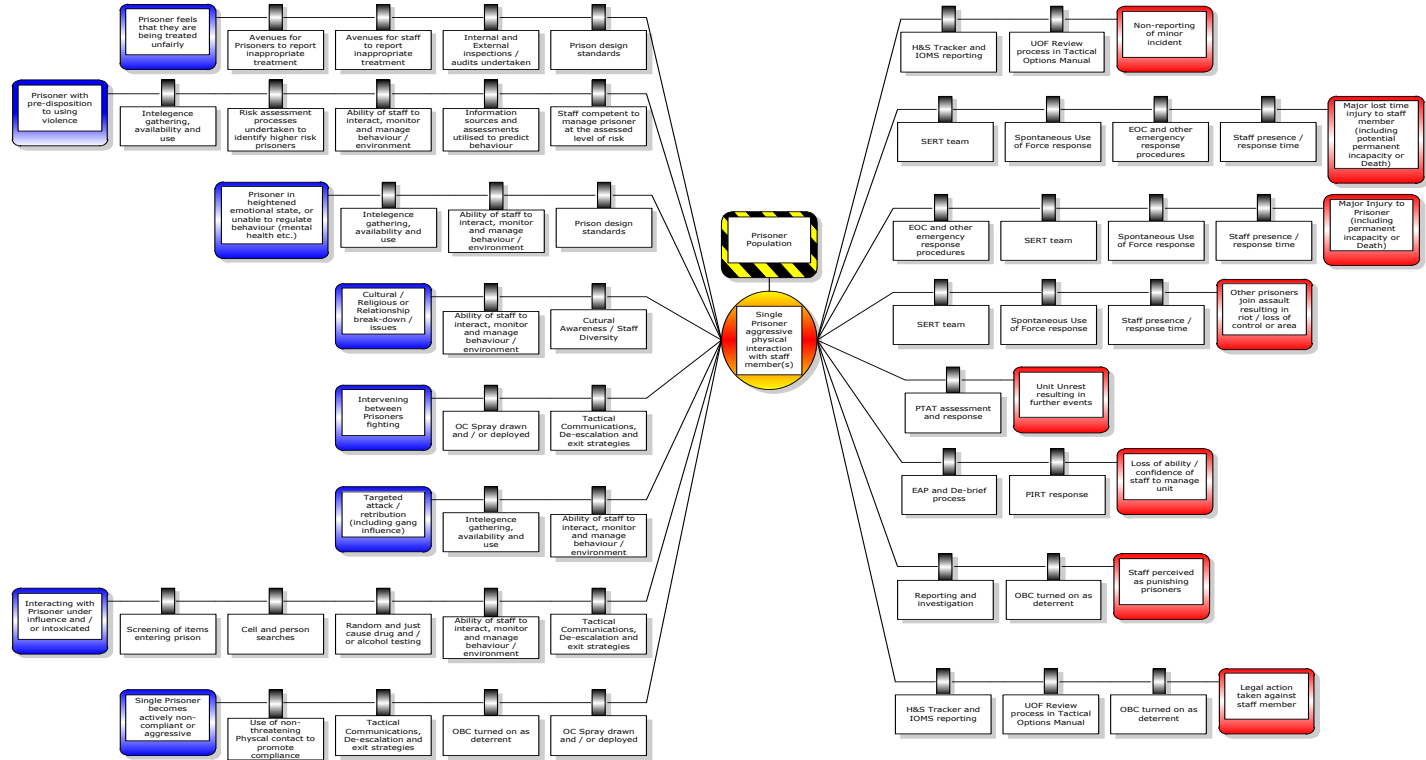


# Rates of violence and aggression in prison

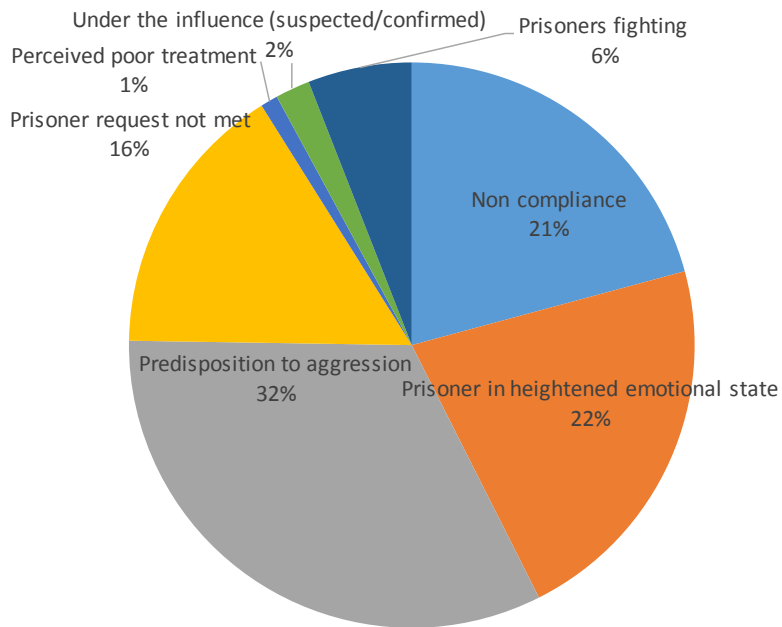
Average Muster, Monthly Rate of Assaults on Staff & Other Prisoners per 100 Prisoners: January 2015 - September 2018



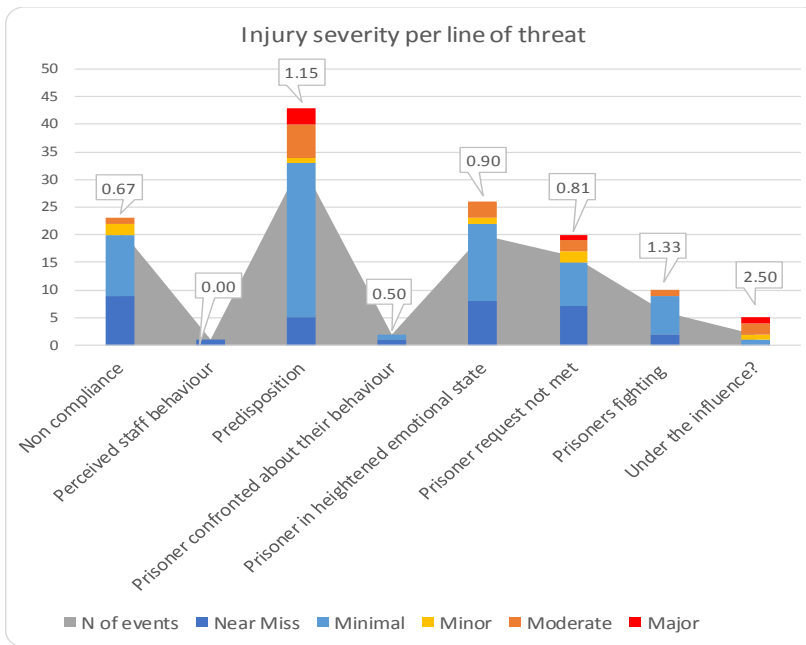
# Mapping violence and aggression



# Using data to improve prediction



Drivers of violence and aggression



Understanding what influences severity of incident

## ***Then and now***





# *Then and now*



On body cameras

Pepper spray

Physically ready and alert

De-escalation training

Slash proof gloves

Stab resistant body armour

Radio

Selection through recruitment

# *Springhill – before*



# ***Springhill – during***



# Springhill - after







[www.corrections.govt.nz](http://www.corrections.govt.nz)



@correctionsNZ



Corrections NZ

New Zealand Government