

Appendix 1

THE DEPARTMENT'S RESPONSE TO THE 2010 RECOMMENDATIONS

Recommendation	Acceptance Level/Response
Future Planning 1. Develop a Pilbara Custodial Plan in consultation with relevant community organisations and stakeholders. As part of this plan, give consideration to establishing a new facility in the Port Hedland region and constructing a replacement prison at Roebourne.	Supported in Principle The Department will review the need for the development of a Pilbara Custodial Plan and any future plans for the replacement or expansion of the prison as part of an overall State approach.
Future Planning 2. Keep under active review the option of constructing, in the short term, a minimum-security area outside the current perimeter fence.	Supported The Department is actively reviewing this option as evidenced by the Business Case submitted as part of the 2011/2012 State budget process, whereby it has sought additional funding for the construction of a minimum security facility to service the Roebourne community.
Physical Condition and Maintenance Deficits 3. Implement a comprehensive preventative maintenance plan.	Supported – existing Departmental Initiative Roebourne Regional Prison currently has a comprehensive maintenance plan which is reviewed annually in conjunction with the prison, the Facilities Manager (BMW) and the Strategic Asset Services Directorate. Maintenance is carried out in accordance with the approved priorities and budget.

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<p>Bunk Beds</p> <p>4. (a) At Roebourne Regional Prison and across the system as a whole, replace or modify beds that do not comply with appropriate safety standards.</p> <p>(b) Provide custodial officers across the state with training in removing people from top bunks in the event of medical or other emergencies.</p>	<p>Supported – existing Departmental Initiative</p> <p>The Department has implemented a new policy (PD 73: Prisoner Bed Installation, Removal and Recording) to effectively manage prisoner accommodation. The Department also maintains a database to record the number of beds in prison and work camps. An audit process is in place to identify beds which do not comply with safety standards. These identified beds will be addressed.</p> <p>Supported</p> <p>The revised policy requires a risk assessment to be undertaken to assess prisoners who should be placed in the top bunk. (PD 73 refers.) The circumstances of removal of an individual prisoner will depend on the nature of the intervention required and training/instruction will be provided to staff.</p>
<p>Climate Control</p> <p>5. (a) Install suitable climatic controls to reduce air temperatures and to increase cool air circulation in prisoners' cells at Roebourne Regional Prison.</p> <p>(b) Explore and implement other management measures to reduce the impact of the harsh climate.</p>	<p>Supported in Principle</p> <p>Various options are continually being explored and will be implemented within available budget resources.</p>
<p>Workshops and Stores</p> <p>6. Expand industries and vocational skills and training programs on site and relocate the store to facilitate this expansion.</p>	<p>Supported – existing Departmental Initiative</p> <p>The Department is currently assessing state-wide employment demands with a view to aligning prison industries with current and emerging post-release employment opportunities. As highlighted in Recommendation Two, the Department is seeking to establish a minimum security facility which, if approved, will enhance prison industries and vocational training.</p>

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<p>Management of Staff</p> <p>7. Develop and implement strategies at both departmental and prison levels to stabilise and harmonise the leadership team at Roebourne, develop good processes for communication and cooperation, and build up peoples' sense of commitment to their colleagues, their managers and their work.</p>	<p>Supported – existing Departmental Initiative</p> <p>The Department is working closely with the Roebourne management team to address current issues and enhance management, leadership, communications and teamwork capabilities. Training, team building, change management and leadership development is part of an overall program to enhance capabilities, management stability and harmonisation within the team.</p>
<p>Communication with Visitors</p> <p>8. Provide more extensive training at Roebourne with respect to:</p> <p>(i) cultural awareness (using local Aboriginal providers if possible); and</p> <p>(ii) customer service techniques.</p>	<p>Supported – existing Departmental Initiative</p> <p>All probationary officers posted to Roebourne have taken part in the Cultural Awareness training provided at the Academy as part of the Entry Level Training Program (ELTP). Cultural Awareness training is also scheduled 4 times per year on the Academy's general calendar, and more will be scheduled if waitlists occur. In addition, Cultural Awareness training is available by request to the Academy, via the local Satellite Trainer, who will source local providers to deliver the training at the requested site. The same holds true for a request for customer service training if a local provider can be sourced the Academy will facilitate the provision of the training. If not, attendance can be arranged for the nominated person/people to attend training which may be scheduled at the Academy or from an external provider in a location other than local.</p>
<p>Aboriginal Visitor Scheme</p> <p>9. Ensure that the Aboriginal Visitor Scheme has a consistent and effective presence at Roebourne Regional Prison and also at all other prisons (including coverage for any lengthy absence).</p>	<p>Supported – existing Departmental Initiative</p> <p>The AVS has recently recruited a person to commence shortly. Recruitment for AVS staff state-wide for prisons is ongoing.</p>

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<p>Prison Support Officer</p> <p>10. Ensure that the Prison Support Officer position has a consistent and effective presence at Roebourne Regional Prison (including coverage for any lengthy absence).</p>	<p>Supported – existing Departmental Initiative</p> <p>The Department anticipates that the PSO position at Roebourne Regional Prison will be filled on a full time, temporary basis by a culturally appropriate candidate by the end of January 2011. It is anticipated that this will be a short term solution while a more appropriate long term strategy is being actively developed.</p>
<p>Food</p> <p>11. (a) For the vast majority of prisoners, use the dining room for all meals.</p> <p>(b) In the case of prisoners who are required to eat their meals in the units, provide suitable facilities including chairs, tables and washing facilities.</p>	<p>Supported</p> <p>Subject to operational requirements and in keeping with required health standards, the dining room will be used wherever possible. If prisoners are required to eat their meals in their units, appropriate facilities will be provided.</p>
<p>Women's Support Officer</p> <p>12. (a) Ensure that the WSO position has a consistent and effective presence at Roebourne Regional Prison (including coverage for any lengthy absence).</p> <p>(b) Increase the WSO position to a full FTE.</p>	<p>Supported – existing Departmental Initiative</p> <p>The WSO position at Roebourne Regional Prison is currently going through the selection process. A Business Case is being prepared to increase the position to full time. This will increase the service delivery to women prisoners. In the absence of a WSO, support positions such as the Transitional Manager have provided extra support/mentorship as a matter of necessity.</p>
<p>Services</p> <p>13. Provide services for women in Roebourne Regional Prison that are commensurate with those provided in metropolitan facilities</p>	<p>Supported</p> <p>Taking into account the regional environment and associated constraints, work is already underway to review the services to women at all prisons across the State, including Roebourne, in keeping with the standards established within the Management of Women in Custody Policy.</p>

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<p>Dental, External Specialist and Allied Health Services</p> <p>14. Ensure that the new contractual arrangements relating to prisoner transport that will come into force in 2011 result in a better service with respect to external medical, allied health and dental appointments.</p>	<p>Supported – existing Departmental Initiative</p> <p>A comprehensive procurement process is underway and will be in place for the new contract commencing July 2011. There was an exhaustive consultation process prior to and during the development of the business case and tender document.</p>
<p>Assessment and Care Planning</p> <p>15. Develop and implement an Aboriginal health care strategy at Roebourne Regional Prison Health Centre that recognises the cultural and differing gendered needs of the local prisoner population.</p> <p>This strategy should include details of and commitment to:</p> <ul style="list-style-type: none"> • actively recruiting Aboriginal health staff as vacancies occur; • developing and implementing culturally appropriate clinical assessment tools; • actively engaging Aboriginal health care organisations to provide in-reach services to the prison; and • providing training in the delivery of culturally sensitive health care. 	<p>Supported – existing Departmental Initiative</p> <p>The Department understands, and is awaiting confirmation, that the local Marwarnkarra Health Service has been funded to send Aboriginal Health Workers into Roebourne Regional Prison twice weekly for a period of 12 months. Based on the outcome of these visits the Health Service Directorate will determine its future strategy for employing Aboriginal Health Workers. Marwarnkarra is also presently used as the preferred external health care provider for Roebourne Regional Prison and provides a half-day in-reach service to the prison weekly. The above is in addition to the Health Service Directorate which in addition to the onsite nursing services currently provides general practitioner services two days per fortnight.</p>
<p>DECCA Station</p> <p>16. Fund and provide staffing and other resources to DECCA to increase the level of service provided to prisoners, the prison and the community.</p>	<p>Supported in Principle</p> <p>The Department supports this recommendation in principle and is currently exploring a number of initiatives to increase the number of staffing and other resources at DECCA.</p>

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<p>Prisoner Employment Program (PEP)</p> <p>17. Ensure that the approval processes and eligibility criteria for the PEP program make it accessible to as many prisoners as possible</p>	<p>Not Supported</p> <p>The Department continues to look at ways to streamline the process for PEP approvals whilst maintaining community safety as a priority. Such an important initiative can not be compromised by the inappropriate management of the risks involved for all parties. Policy Directive 68 (Prisoner Employment Program) is currently being reviewed with a draft PD having been circulated to prisons for feedback/consultation. It is anticipated that the revised PD 68 will be operational by May 2011.</p>
