

INFRASTRUCTURE

PRISONS

REDEVELOPMENT

PROGRAM

INFORMATION SHEET 7
April 2004



Tasmania

Early site works about to commence

The first stage of site works for the new prison facilities is to commence in April 2004. This will involve excavation and fill of areas for some of the new buildings and roadways, and for new water and sewage mains to be installed. These early site works will continue for approximately 12 weeks from commencement. During this time a substantial amount of rock and earth moving is to be carried out.

The early site works will take place in two main locations as well as between the existing Prison and the new Secure Mental Health Unit to enable an access road to the new facility to be constructed. Site works will be carried out:

- on the southern end of the property (the highest part of the land) which is the location for the new Secure Mental Health Unit (see the health section of this information sheet for further details); and
- near the existing Administration building of the Prison- to create new car parking facilities.

The existing Ron Barwick medium security facility will be demolished towards the middle of the year. A new temporary pedestrian footpath will be formed from the East Derwent Highway to the Prison to

allow safe pedestrian access during the construction phase and will be completed later in the project.

To enable the Prison Service and the contractors to carry out their respective roles effectively, separate building and prison operational zones will be created at the site.

Design issues

Work is currently underway on the detailed design for the new facilities. The secure prison buildings will generally be constructed from a mix of in-situ reinforced concrete, pre-cast concrete panels and reinforced block work.

Accommodation for prisoners with physical disabilities

Each accommodation block will have cells that can accommodate prisoners with physical disabilities. In blocks where two such cells are provided, one will be fitted out for right hand side access and one for left hand side access.

Catering for prisoners

Food for prisoners in the new men's prisons will be delivered to the accommodation blocks by trolleys. Breakfast and lunch will be pre-packed meals. A hot meal will be served in the evenings. The women's prison will continue to produce its own meals.

Bus services

The feasibility of having one or two regular scheduled Metro Bus services per day travelling via the prison site is being investigated in order to improve access for those travelling on public transport.

Staff dining facilities

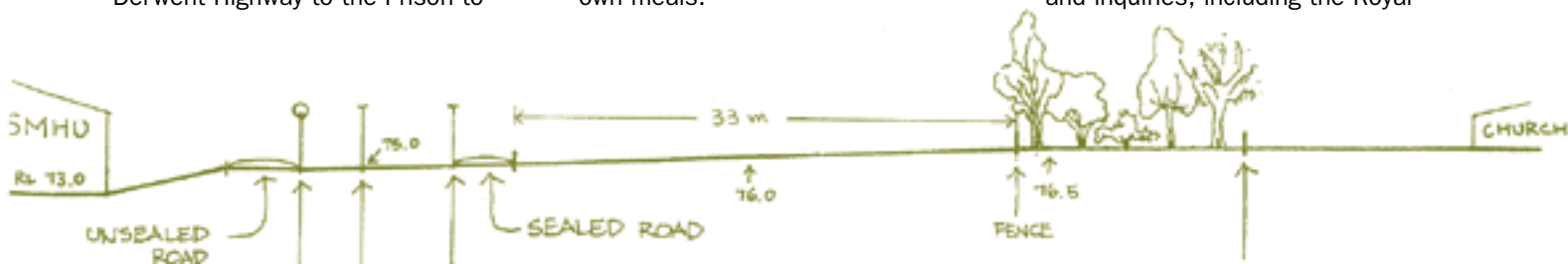
The staff dining facility in the new men's prison will cater for 45 people at any one sitting. Staff will be able to bring their own meals into this facility which will be located outside the most secure area and in a non-prisoner zone of the new buildings.

Prisoner accommodation units

Male medium security prisoners will be housed in units of both six and eight beds per unit. These units will be predominantly self-managing.

Mainstream maximum security accommodation will be two-storey 26 bed units. As noted in earlier information sheets a number of specialist maximum security units will also be built to provide the opportunity to assess prisoner needs, manage behaviour, deal with the need for detention and provide crisis support for prisoners.

All larger prisoner accommodation units will include 'buddy cells' as recommended by various reports and inquiries, including the Royal





Reducing Re-offending Project

This project is being managed by Liz Little in the Department of Justice. The aim is to develop an integrated offender management system across all parts of the justice system. The system will be based on a common assessment process.

Preliminary work has involved researching best practice literature in use in other countries and states. The project involves identifying the level of risk of prisoners re-offending and then identifying which programs can be offered to address these risks.

The project has a number of components including:

- developing and implementing programs aimed at reducing re-offending for high priority groups (e.g. sex offenders, offenders charged with violent crimes, young offenders, diversion programs for drug users);
- developing monitoring and evaluation mechanisms to assess the value of programs offered; and
- workforce planning to increase the level of expertise in Tasmania in reducing re-offending and enhancing community safety.

For further information about the Reducing Re-offending Project contact:

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Commission into Aboriginal Deaths in Custody.

Women's Prison redevelopment

The new women's prison facility will operate as a separate, relatively self-contained complex. It will include the present site of the women's prison and the present training facility, and will be built in two stages with work beginning later this year.

The first stage of the women's prison redevelopment will involve the construction of a new maximum security block, redevelopment of the existing training cottage to provide for a seven bed mother/baby unit, (which will also include an accessible unit for a woman with a disability) and the construction of a new security fence. The early works program will include the creation of separate vehicle and pedestrian access.

The second stage will involve the demolition of some parts of the existing women's prison facility and redevelopment of other components. The re-developed section will house administration, stores, health facilities and multi-purpose program rooms. Prisoners will be re-located to

temporary accommodation within the women's facility during this period.

Visits facilities

The new visits facility in the men's prison complex will be able to accommodate up to 40 people at a time for visits. Visits will be programmed over five days of the week and will include weekends.

Education and programs spaces

As well as a central education and programs building in the men's prison there will be smaller group program and interview rooms located within the maximum security accommodation blocks in the new prison. This will enable some programs to be conducted within the accommodation units, thus reducing the need for mass movement of prisoners across the complex and enabling the delivery of programs to specific groups of prisoners.

For further information please contact

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The Organisation Development Program is developing the approach to be used by the Tasmanian Prison Service over the next two years to improve organisational performance and promote a smooth transition to the new and redeveloped facilities.

The Program includes a number of individual projects. These are being undertaken in a coordinated manner and involve the development of:

- an industrial relations strategy
- a new custodial operating model
- a human resource strategy
- a communication plan
- a transition plan

The projects are being undertaken by a range of experienced personnel:

GINNA WEBSTER Program Manager, Organisation Development and Project Manager for Transitional Planning

SANDI TRAJDOS Project Manager, Custodial Operation Model

GARY HANCL Project Manager, Human Resource Strategy

JIM EVANS Project Manager, Industrial Relations Strategy

ANDREA DAVIE Project Manager, Communication Plan

MARLENE HALL Administration Assistant, Organisation Development Program

Industrial Relations Project

This project involves a review of the current industrial relations environment of the Prison Service to determine the type of award structures required for the future, appropriate communication methods with employee representatives and

protocols to support a positive workplace environment.

The Tasmanian Correctional Officers' Association (TCOA) and Community and Public Sector Union (CPSU) have both been asked to nominate representatives to work on the individual Project teams.

Custodial operating model

This project is developing specific custodial operating models for all inmate facilities on the Risdon site, including both the Men's and Women's Prison.

The planning process and endorsed models will cover security, use of new technology, inmate management principles, inmate employment, education and programs, accommodation, staffing requirements and the provision of essential services.

A draft custodial operating model for the Women's Maximum Security Unit has been developed, in consultation with relevant staff. Further consultation with other Prison Service staff is currently underway and relevant external groups will be asked for input once this has been completed. The model will be subject to expert external evaluation.

Work on the operating models for the other facilities will continue over the next two-three months. This will be followed by another round of consultation.

Human resource strategy

The human resource strategy has a focus on the requirements of the

new prison facilities as well as more long-term strategies. It includes development of a framework for human resource policies, addressing the professional development needs of staff, integration of a relevant and effective performance management system, recommendations for an appropriate custodial structure and a structure for succession planning. It will also involve the development of a comprehensive human resource policy manual.

Communication plan

This project involves reviewing the current communication processes of the Prison Service to determine the most appropriate information flow to internal and external stakeholders, how the community understands the role of the Prison Service, the training needs of all staff in regard to media and public awareness and protocols required to improve communication processes in the future.

Transition plan

This project supports the move to the new redeveloped prison facilities by managing decommissioning processes (e.g. Ron Barwick medium security unit), developing commissioning plans, focussing on the functioning and security of the prison during the building phase and implementing the endorsed custodial operating models for all facilities.

This project also includes recruitment, training and deployment of staff, preparing inmates for the move and ensuring legislation and associated protocols have been amended or developed.



Jim Ovens (Program Manager – PIRP) and Ginna Webster (Program Manager, Organisation Development and Transition Planning – Prison Service) briefing Community and Public Sector Union (CPSU) representatives Angela Bradshaw and Mathew Johnston about the new facilities.

Future newsletters will provide an update on each of these Projects. For further information about the Organisation Development Program, contact:

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Department of Health and Human Services



Tasmania

DEPARTMENT of
HEALTH and
HUMAN SERVICES

Two of the facilities on the Risdon Prison site will be managed by the Department of Health and Human Services. These facilities are the new Correctional Health Centre and the Secure Mental Health Unit (SMHU).

The Secure Mental Health Unit (SMHU)

The new Secure Mental Health Unit will bring the treatment of prisoners with mental illness into the twenty-first century and will benefit the whole Tasmanian community. People with a mental illness are ill and need to be professionally treated in an appropriate health setting. This unit has been developed in response to the findings of an inquest and Ombudsman's Report following five deaths in custody at Risdon Prison in 1999 and 2000. It is in the best interest of all Tasmanians that prisoners with mental illness are treated before they are released from prison, and this is not possible in a prison environment. Effective treatment has been shown overseas and interstate to reduce the risk of prisoners re-offending on release from prison. The new unit will be similar to other units operating interstate and overseas.

The SMHU will be at the southern end of the Risdon Prison site and located some distance from the prison complex. The facility will have a separate access road and parking facilities. People coming to the SMHU will not have to pass through the admission gates to the prison.

The detailed designs for the SMHU are currently being finalised. Input to these has been sought from stakeholders. The SMHU will be the first of the PIRP Stage C buildings at the Risdon site to be completed. It will be operational in late 2005.

Patients at the unit will include prisoners and people on remand with mental illnesses who require specialist inpatient treatment, and those found not guilty by reason of

insanity. In exceptional circumstances, non-offenders aged over 18 years with severe mental illnesses resulting in significant risk to themselves or others, who are not able to be managed effectively elsewhere, will be treated at the SMHU. Young offenders with mental illnesses who are unable to be treated at Ashley Youth Detention Centre will also be able to be treated at the new unit.

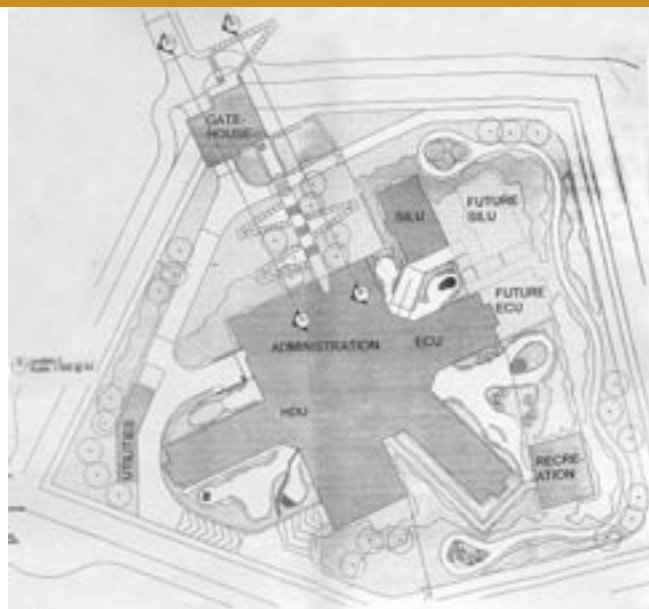
Someone with an intellectual disability would not be admitted to the unit directly from the community. Furthermore, people who have behaviour management issues resulting from their intellectual disability would be managed by the Prison Service, in some instances through specialist units such as Crisis Support, Behaviour Management or Needs Assessment units.

The SMHU will have a multi-disciplinary staff team which includes a Clinical Director, Nurses with appropriate clinical backgrounds, Psychologist, Social Worker and Occupational Therapist. A number of strategies for recruiting staff have been developed as part of the overall SMHU operating model.

An operating model for the SMHU has been developed. The SMHU project team are working towards the commissioning of the unit. Changes in the treatment of prisoners with mental illness at Risdon Prison are taking place within the existing facilities in order to prepare for the transition to the new unit.

The Correctional Health Centre

The Health Centre within the new prison complex will have a total of six inpatient beds. Outreach health services will also be provided to the



prison community from the Health Centre. Custodial officers will be on duty at all times in this centre.

Medication for medium security prisoners will be dispensed through a central dispensing facility located alongside the new education centre in the centre of the prison complex.

A two-bed ward with an exercise area opening from it will facilitate the provision of inpatient health services to women prisoners within this unit.

An operational plan for the Correctional Health Centre is currently being developed. This plan will include a framework for the linkages between Department of Justice and Department of Health and Human Services staff.

For further information about the CORRECTIONAL HEALTH CENTRE contact:

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For further information about the SECURE MENTAL HEALTH UNIT contact:

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