

15 October 2018

POVB bulletin 15 October 2018

Use of Force

The POVB State Executive met with Commissioner Severin on 2 October 2018 in reference to an internal review being conducted on Use of Force processes and procedures. POVB members would be aware this has come about due to the ICAC investigation. CSNSW has decided to do its own internal review and also address the ICAC recommendations.

Commissioner Severin has assured the POVB Executive that the review is in no way going to water down the Use of Force policy and there will be no changes to the legislation.

The terms of reference were given to us in regards to the review and CSNSW has agreed to continue to communicate with us throughout the review process.

The review will be broken up into six areas:

- » Use of Force in custodial environment
- » IAT and their deployment
- » IAT in benchmarking and UOF reviews
- » Communication and the culture
- » Implementation of training after the outcomes of the findings
- » Ongoing review process.

We will continue to update members on the consultation process throughout the review.

Benchmarking

There have been meetings in the following centres for the SCO/FM ROCI:

- » Bathurst
- » Lithgow
- » Silverwater Women's
- » Dillwynia
- » Dawn De Loas
- » OMPPCC
- » Oberon
- » Berrima

We have a meeting next week at Kirkconnell to address any issue but so far, the process has been extremely beneficial to alleviate any confusion and this process will definitely help these centres in the implementation phase of benchmarking.

Emu Plains

Emu Plains benchmarking document has been signed off by the Commissioner and it is for the 12-hour shifts with 1 x eight-hour post.

HR addressed staff, giving them options to relocate if they cannot work 12-hour shifts. Those staff who do not wish to work the 12-hour shifts due to family or personal reasons have until 21 October 2018 to apply for vacancies in the metro region. The POVB Executive will continue to support staff at EPCC as it has been an extremely difficult time for members.

This centre has also moved a motion asking for a risk assessment to be completed on 'one out' posts as they have concerns of vexatious complaints by inmates on staff regarding inappropriate relations.



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Emu Plains CC has several posts that are 'one out', and once we the risk assessment are completed we will look at doing the same in other centres that have similar issues.

HR – POVB / CSNSW Recruitment Process Update

A POVB Bulletin was sent out to members on Wednesday, 26 September 2018, calling for all Casual COs who feel they have been overlooked for ongoing (permanent – full time) roles, to send the POVB Executive an email outlining your job application history. We received a large number of emails from our members, compiled a list and forwarded that list onto HR.

The POVB Executive met with HR Executives on Thursday, 11 October 2018, from both Justice and CSNSW to ensure everyone on the list we presented is considered for the vacant ongoing positions. We also want to gain an understanding of the strategy adopted by HR so that we can support our Members by giving accurate advice.

HR advised that the EOI processes (Casual to Ongoing) that were advertised in February to April 2018, have the majority of members' names on the list we provided and are still active in the pool. It advised that the majority of those staff will be selected for ongoing roles over the coming months.

We have requested that HR advise us of the small number of staff on the list we supplied, that did not apply for the EOI in February to April. We will contact those members and give advice on their options.

Casual COs who did not apply for the EOI or those who rolled out of the Academy from April onwards will be given an opportunity to apply to a similar EOI process in February 2019.

Transfer lists were also discussed. HR said it expects another round of transfer to be activated in February 2019.

HR and the POVB are also in consultation regarding the following draft documents; Policy & Guidelines: Casual & Temporary Correctional Officers, Higher Commencing Salary on Employment as an Ongoing Custodial Correctional Officer and Q&A: Custodial Correctional Officer Operational Workforce Planning.

We will continue to send out updates and support members throughout the HR consultation process.

Cyclic Rostering – Leave

If any centre is having trouble with members getting leave approved due to being on shifts, please let a member of the Executive know if the issue cannot be rectified locally. It is clear in the business rules that if a member has made the effort to swap and cannot get any takers and the 10 per cent has not been filled, the leave must be honoured.

Assault Committee – WH&S

A reminder to all members and delegates that assault committee/WH&S committees must meet three-to-five days after the assault. This is now in policy in COPP under WH&S Governance.



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If anyone has any issues with this not happening in their centre or location please let a member of the Executive know ASAP.

Trial – Body Worn Cameras

A trial will commence in several centres in the coming months with Body Worn Cameras. The trial will be with IAT staff and any wing that has been approved to be part of the trial. There has been an email set up for staff who are part of the trial to email any issues that they are having so they can be addressed in a timely manner. This email should have been provided to the staff. If it hasn't please let us know.

We ask that when emailing the issue please CC either Jason or Nicole into the email also so we can keep abreast of the issues that may be occurring with trial and the use of the cameras.

Training is expected to commence in coming weeks. We will update members as the trial progresses.

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