

We write to inform you about the outcome from the recent OS&P Community Corrections Model Working Group, which included members from Community Corrections and representatives from the Services and Programs areas. These were very fruitful discussions, and we would like to thank everyone who attended for their well-considered input and openness.

***What will the community model look like?***

1. Psychologist, Senior Psychologist, SAPO and SAPTL roles will be embedded into the larger community corrections offices and report to the current 11/12 Office Manager. These staff will be dedicated to delivering services and programs to people managed on community-based orders and will work within community corrections offices only.
1. Psychologists, Senior Psychologists, SAPOs and SAPTLs will provide smaller community offices with services.

***Why has this model been chosen?***

1. The Towards 2030 Strategic Plan includes the One Team key priority. This priority is about building a culture of strong interdisciplinary teams comprising individual experts who each contribute to delivering a transformative experience for every person in our care.
2. These interdisciplinary teams will include specific disciplines such as community corrections officers, Community Engagement and Cultural Officers, SAPOs, SAPTLs, psychologists, case managers, team leaders and other specialist roles to harmonise delivery of multiple services as a coordinated coherent whole.
3. Embedding Psychologists, Senior Psychologists, SAPOs and SAPTLs into an interdisciplinary community corrections team means they can contribute equally as specialised professionals towards the holistic support and delivery of services to offenders.

***I am a SAPO, SAPTL, Psychologist or Senior Psychologist who currently works in both community and custodial locations. How will I know my future work arrangements?***

1. An expression of interest process will be undertaken to enable staff to nominate where they would like to work. This will be supported by bulk recruitment to fill current vacancies once existing staff have been placed in roles. More details will follow in the coming weeks.
2. Once the structure is settled, we will encourage staff wishing to move between community and custodial settings to follow a formal application process. This could also be included in your Professional Development Plan as an activity for yourself.

***If some SAPO, SAPTL, Psychologist and Senior Psychologist roles are being moved from correctional centres to community corrections offices, does this mean these services in correctional centres will be reduced?***

1. At present we are doing detailed analysis on the services requirements both within the correctional centres and community corrections offices. This will be matched with appropriate staffing to deliver the same level of services, as at present, while budgeting for future growth of offender numbers.

***I am a Psychologist / Senior Psychologist and I already work in the community. Will I be made to return to a correctional centre role?***

1. The intention is for staff currently located in the community to remain in community roles. Discussions will be had with individuals where their role is split between Community and Custody to ensure best fit in a location.

***If I am working in the community as a SAPO, SAPTL, Psychologist or Senior Psychologist, will I lose the skills or ability to move back into a correctional centre role or vice-versa?***

1. Professional development is an important part of the One Team model – we are committed to ensure all staff maintain and build on their professional skills to support career development. Regardless of where you work, you will belong to a professional community of practice. The Correctional Practice Directorate will ensure your professional skills are maintained and developed while the Offender Transformation Directorate set the standards and frameworks for program delivery. Further details of the role of the Correctional Practice and Offender Transformation directorates will follow in the coming weeks.

***I am a Community Corrections officer – does this mean nothing changes for me?***

1. The Towards 2030 Strategic plan is about improving the way we work to achieve our priorities.
2. SAPOs, SAPTLs, Psychologists and Senior Psychologists will no longer be a service provider to the community corrections office but will be part of your integrated team.
3. An integrated community corrections team will provide you with opportunities to do things differently. We are building a new way of working. Once the structural changes have taken place, your new team can then work collectively on a new identity and new delivery models using the richness and diversity of your collective experiences.
4. The Strategy, Planning and Policy directorate will communicate more details about this process in the coming weeks.

This brings to a close the OS&P Community Corrections Model Working Group to define our delivery model – we are now moving into operationalising this model.

Regional forums will be held via MS Teams in the coming weeks for discussion, ideas and sharing of details as they become available. Your input and feedback, at these forums, will continue to be important.

If you have questions, ideas or suggestions please send them to:

[OSPLeadership@justice.nsw.gov.au](mailto:OSPLeadership@justice.nsw.gov.au) for our consideration.