

# **CORRECTIONAL INDUSTRIES** **CONSULTATIVE COUNCIL OF NSW (CICC)**

## **ANNUAL REPORT 2022 / 2023**

The Correctional Industries Consultative Council of NSW (CICC) is an integral part of Correctional Industries in NSW.

The primary role of the Correctional Industries Consultative Council (CICC) is:

- To provide confidence to the community at large that the operations of correctional industries in NSW do not unreasonably impact upon other businesses in Australia and, in particular, jobs by ensuring Correctional Industries operating in the public and privately run correctional centres focus their business development activities on import replacement, self-sufficiency, emergency situations for Government Agencies and the private sector or where this is a known skilled shortage in a particular field or new work not performed by other Australian businesses.
- To monitor the operations of Correctional Industries to ensure that the work environment for all inmates meets contemporary expectations in relation to Workplace Health and Safety standards.
- To monitor, encourage and facilitate as far as practicable, inmates acquiring knowledge, skill and basic work competence which will improve their chances of finding employment when they are released back into the community and to encourage and facilitate, where practicable, the certification of inmate skills in accredited programs.
- To encourage, where practicable, post release job placement opportunities to inmates particularly within private sector businesses who utilise correctional industries for the production of products and services.

This was achieved in 2022/23 by monitoring and reporting upon the development and operation of Correctional Industries including the maintenance of an effective grievance handling mechanism.

Events which Council participated in during the year included:

1. The approval of five Requests for Trial that provided temporary employment of 110 inmates and the approval of one Industry Impact Statement resulting in the employment of 25 inmates. These opportunities related to import replacement and addressing a shortage of skilled labour particularly in the private sector where there has been increased demand for onshore work.

2. Key amendment to the CICC policy includes:

<b>Policy Reference</b>	<b>Amendment</b>
Section 1 Primary Role	Reference to 'appointed observers' added to recognise CICC approval to participate in meetings.
Section 2 Composition	Role titles updated (applied throughout policy).
Section 3 Appointment	Authority to nominate and approve private sector correctional industries Observers added.
Section 6 Frequency of Meetings	Quorum added and defined.
Section 9 vi) Detailed Role of Council	Deletion of references to Broadspectrum (applied throughout the policy).

3. Ongoing monitoring of basic education and vocational training opportunities and the number and type of traineeships provided to inmates.
4. Continued robust focus on Workplace Health and Safety (WHS) within CSI business units, by way of direct inspection and discussion with staff and inmates during visits to correctional centres and engaging with representatives of the Inmate Development Committee on WHS matters.
5. Continuing support of pilot programs that develop pre and post release employment programs and recognition of the good work by Corrections Industry & Capacity in developing a number of Memorandum's of Understanding with employers across a range of industry sectors, providing employment opportunities for inmates on release.
6. A total of one grievance was tabled during the reporting period. There were no additional grievances raised by Unions, Members of Parliament, or members of the public during 2022/2023 in relation to Correctional Industries activities in the marketplace.

Steve Thorpe  
Secretary  
**Correctional Industries Consultative Council**

<b>CICC 2022/23 Meeting Attendance Schedule</b>	<b>10/8/22 Shortland Correctional Centre</b>	<b>5/10/22 St. Heliers Correctional Centre</b>	<b>9/12/22 Brush Farm CSNSW Academy</b>	<b>8/2/23 John Morony Correctional Centre</b>	<b>5/4/23 Clarence Correctional Centre</b>	<b>7/6/23 Silverwater Womens Correctional Centre</b>
Luke Grant Corrective Services NSW (Chair)	✓	✓	✓	✓	<i>Apology</i>	<i>Apology</i>
Leon Taylor Corrective Services NSW	<i>Apology</i>	✓	✓	✓	✓ (A/Chair)	✓ (A/Chair)
Steve Thorpe Corrective Services Industries (Secretary)	✓	✓	✓	✓	✓	✓
Peter Gilchrist Business NSW	✓	✓	✓	✓	✓	✓
Vanessa Seagrove Unions NSW	✓	✓	✓	✓	✓	<i>Apology</i>
Ben Kruse Unions NSW	✓	Replaced by Dayne Syron	-	-	-	-
Dayne Syron Unions NSW	-	✓	✓	✓	✓	✓
Clare Raffan Unions NSW (Proxy for V. Seagrove / B. Kruse)	-	-	-	-	-	-
Tracey Freeman Australian Industry Group	✓	✓	✓	✓	✓	✓
Judith Henderson Community Representative	✓	✓	✓	✓	✓	✓
Julie Garland McLellan Community Representative	✓	✓	✓	✓	✓	✓
Louisa Van Mal Corrective Services Industries (Observer)	✓ <i>Represented by Neil Prout</i>	✓	<i>Apology</i>	✓	✓	✓
Brent Maughan Corrective Services Industries (Observer)	✓	✓	✓	✓	✓	✓
Michael Pugsley MTC (Observer)	-	-	-	✓ Brian Gurney	<i>Apology</i>	<i>Apology</i>
Andrew Wilson Serco (Observer)	-	-	-	✓	✓	✓
Donna Moulds GEO Group (Observer)	-	-	-	<i>Apology</i>	✓	✓

- represented by Proxy