

1.2 CORRECTIONAL INDUSTRY DEFINITION

1. Definition

Correctional Industry is provided through Correctional Centre service functions, a diverse range of commercially based business units trading as **Corrective Services Industries – CSI**, community employment and community projects.

i) Correctional Centre Services

Inmates carry out a wide range of service functions such as laundering, landscaping, building maintenance and construction.

Historically, a great deal of 'feather-bedding' has been allowed to occur in this area of inmate work. Many positions have not provided 'full-time' work responsibilities nor in many cases has an adequate degree of supervision been provided to ensure inmates are gainfully employed.

Similarly, there has been a reluctance to maximise inmate involvement in a range of functions. A clear example is the area of building maintenance and construction where despite outstanding examples of what can be achieved, resistance to inmate involvement, has occurred. Similar comment could be made in respect of effective correctional centre housekeeping.

Every effort is to be made to remedy this position. Positions of Manager, Centre Services & Employment have a clear responsibility to effectively co-ordinate and maximise the utilisation of inmate labour on service functions.

ii) Corrective Services Industries – CSI

CSI commercial based business units within Correctional Centres are structured through nine (9) business divisions, namely:

Engineering	Metal Products
Furniture	Timber Products and refurbishment of school furniture
Print	Printing Products
Textiles	Textile Products
Services	General Services
Agriculture	Agricultural Services
Private Sector	Private Sector Partnerships
Technology	Refurbishment of domestic appliances
Food Services	Daily inmate food requirements

Each business unit provides responsibilities to inmates, which replicate commercial operating expectations in relation to work performance including output, quality assurance and customer focus.

The business division concept has an important role in linking marketing strategies, which can successfully optimise the competing demands of Correctional Industry operation. Also the linking of each business unit through a business division structure provides a co-ordination of vocational pursuits to facilitate implementation of the inmate program pathways concept.

A range of Private Sector business units (PSBU) models are in operation under the auspices of **Corrective Services Industries** co-ordination and assistance. This concept has important implications in reducing public sector infrastructure and enabling corrections staff to concentrate on 'core functions'.

iii) Community Employment

A key component of inmate throughcare in preparation for release to the community is involvement in community employment activities (refer [section 1.9](#) - Community Employment) and specifically work release. Considerable research evidence exists which suggests that inmates who participate within the work release program have a significantly less rate of recidivism.

iv) Community Projects

There is little doubt that extensive, creative and effective work programs can be devised for inmates through community projects. Importantly these programs provide unique opportunities for inmate development whilst enhancing the public perception of Corrections and providing reparation to the community.

2. **Dimension**

The dimension of correctional industry programs is predicated upon levels of inmate employment identified through the annual CSI business plan. The overriding philosophic level seeks to implement, as a minimal level, the national performance indicator (set by the Productivity Commission) of 65% inmates actually employed as related to the correctional population. Monthly inmate employment status reports set out this information by each Correctional Centre.

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