

Annual Report

ANNUAL REPORT 2023 / 2024

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 2023/24 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. Council approved:
 - Three Request for Trials that provided employment to 65 inmates.
 - Five Industry Impact Statements that have provided ongoing employment to 70 inmates.

These approvals resulted in employment for inmates across five different industries including Furniture, Laundry, Print, Food Services and Engineering. This private sector work represents import replacement, supporting Australian local supply chains, and overflow work caused by industry labour shortages.

2. Key amendment to the CICC policy includes:

Policy Reference	Amendment
Clause 3 (iv) Appointment	Identification of responsibilities of Director Work Readiness and Director Business Engagement regarding WHS & IDC reporting.
Clause 5 (iii) Qualifications of Appointees	Change distribution of Code of Ethical Conduct document to an annual basis rather than on appointment only.
Clause 9 (i) and (iv) Detailed Role of Council	Annual reporting threshold value increased from \$100,000 to \$250,000. Inclusion of wording to note the increase does not apply to service type industries and is to be reviewed annually.

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. Additionally, Workplace Health and Safety Auditors were instituted at every correctional centre location.
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. There were no grievances raised by Unions, Members of Parliament, or members of the public during 2023/2024 in relation to Correctional Industries activities in the marketplace.

Steve Thorpe
Secretary
Correctional Industries Consultative Council

CICC 2023/24 Meeting Attendance Schedule	9/8/23 Mannus Correctional Centre	4/10/23 Cessnock Correctional Centre	8/12/23 Brush Farm CSNSW Academy	7/2/24 Lithgow Correctional Centre	10/4/24 Dillwynia Correctional Centre	5/6/24 Metropolitan Special Programs Centre
Luke Grant Corrective Services NSW (Chair)	✓	<i>Apology</i>	✓	✓	✓	✓
Leon Taylor Corrective Services NSW	✓	✓ <i>(A/Chair)</i>	<i>Apology</i>	-	-	-
Bernhard Ripperger Corrective Services NSW	-	-	✓	✓	<i>Apology</i>	<i>Apology</i>
Steve Thorpe Corrective Services Industries (Secretary)	✓	✓	✓	✓	✓	✓
Peter Gilchrist Business NSW	✓	✓	✓	✓	✓	<i>Apology</i>
Vanessa Seagrove Unions NSW	✓	✓	✓	<i>Apology</i>	✓	✓
Dayne Syron Unions NSW	<i>Apology</i>	✓	<i>Apology</i>	✓	✓	<i>Apology</i>
Clare Raffan Unions NSW <i>(Proxy for V. Seagrove)</i>	-	-	-	-	-	-
Tracey Freeman Australian Industry Group	✓	✓	✓	✓	✓	✓
Judith Henderson Community Representative	✓	✓	✓	✓	✓	✓
Julie Garland McLellan Community Representative	✓	✓	✓	<i>Apology</i>	✓	✓
Louisa Van Mal Corrective Services Industries (Observer)	✓	✓	✓	✓	✓	✓
Brent Maughan Corrective Services Industries (Observer)	✓	✓	✓	✓	✓	✓
Michael Pugsley MTC (Observer)	<i>Apology</i>	✓	✓	✓	✓	✓
Andrew Wilson Serco (Observer)	<i>Apology</i>	✓	✓	✓	<i>Apology</i>	<i>Represented by Liam Parry</i>
Donna Moulds GEO Group (Observer)	✓	✓	<i>Apology</i>	✓	✓	<i>Represented by Peter Holt</i>