



## Building a successful career



••• GEO's 2009 Employee of the Year, Jim Sanders

In 1997 Jim Sanders was a content bricklayer with a secure job in a stable industry.

But then he saw an advertisement for employment as a correctional officer at Fulham Correctional Centre. The job intrigued him and the position description he considered challenging. He thought he would give it a try.

Thirteen years later Jim knows he made the right decision and it has just been underlined by his selection as GEO's Employee of the Year for 2009.

"Jim's efforts have clearly demonstrated that the *GEO Builds Better Lives* guiding principles of service, innovation, relationships, integrity, people and community can be incorporated into everything we do," said executive general manager of human resources, Pierre Langford.

Throughout his career at GEO, Jim has held a number of roles that have enabled him to develop his skills. Starting as a correctional officer, he progressed to correctional supervisor and during the past few years has used this experience to develop into a skilled trainer, coach and mentor to other officers.

He says there are many facets of his role that he could describe as being the best part of his job but confirms the interaction with staff and prisoners are the most rewarding.

"Taking time to provide structure and guidance to inmates encourages an improvement in prisoner attitude and definitely adds value to their lives," he said.

"On the other hand, while you hope the best for an inmate for whom you have responsibility, it is extremely disappointing to see them return

to prison when they have worked so hard in programs to improve their lives."

When asked his age, Jim laughed and said "a young 47-year-old with lots of life and energy!"

Jim loves Australian Rules football but was not prepared to say what team he supports (which suggests it was near the bottom of the ladder!).

A proud father of four football-loving boys, Chris 17, Brad 15, Matt 12 and Nick 8, Jim appreciates the opportunity to watch as many games as he can.

Jim receives a \$4000 travel gift card, \$1000 spending money and two weeks special leave as Employee of the Year (see page 3 for details of the other finalists in the 2009 GEO Employee of the Year award).



## MD's Desk

Each year GEO elects an Employee of the Year and it is with great pleasure and pride that I can report that Jim Sanders from Fulham has achieved this ultimate company accolade.

Like many of our officers, Jim entered corrections as a career change, looking for new experiences and challenges. Jim's dedication and excellence encapsulates our company's commitment to 'build better lives' and GEO and Fulham are fortunate to have Jim on our team.

Our congratulations are also extended to the other 2009 Employee of the Year finalists. To be nominated as one of four finalists from over 1500 employees is a great achievement. This honour goes to Arthur Gorrie's food services manager Andrew Keys, June's correctional supervisor intelligence Jason White and Melbourne Custody Centre court security officer Sharyn Keogh-Davies. Each has excelled in their area of responsibility and their achievements demonstrate how providing exceptional service and innovation is present throughout the company.

Parklea continues its transition and the pace of change has settled now that the handover period has ended and the centre is operating at full capacity. We are pleased to have secured Peter Ma'a as general manager. Peter joins us from Corrective Services NSW and we wish him all the best in his new and challenging role.

You may recall that we were waiting for the results of the Victorian Justice Health Services tender, which of course involves Pacific Shores Healthcare (PSH). The customer decided not to continue the tender process. This means it is business as usual with PSH continuing to provide its services across the Victorian prison system. GEO is currently negotiating extensions to the PSH contract.

On the new business front, GEO is finalising its tender for the management of the Auckland Central Remand Prison/Mount Eden complex. Many of you will know that we operated Auckland Central Remand Prison between 2000 and 2005 before the government prohibited private management of the facility. The tender result is expected later this year.

The New Zealand government has also commenced market sounding in relation to a new prison in south Auckland, with the intention that it will be designed, built, financed, managed and maintained by a private operator. The process is likely to go to tender in the second quarter of 2011.

**Pieter Bezuidenhout**  
Managing Director

## Holiday work makes a career

A working holiday 23 years ago for Samoan born New Zealander Peter Ma'a has culminated with his appointment as general manager of the Parklea Correctional Centre.

Back in 1987 friends working in corrections encouraged Peter to join them and earn some money before returning to Otago to finish university. He never went back.

Now, after an outstanding career with Corrective Services New South Wales, Peter, like Parklea, has made the transition from the public sector to private management.



• • • Peter Ma'a is the general manager of Parklea Correctional Centre.

After only a few weeks in charge he confidently faces a variety of challenges supported by "a wonderful team".

"Management largely consists of GEO employees from other centres, while the majority of officers are new," Peter said.

"As a result the officers are receiving extensive on the job training.

"Having many inexperienced staff has its drawbacks but it gives us the opportunity of introducing them to the GEO culture and encouraging a rewarding work ethic.

"The private sector offers a range of different challenges and I am looking forward to grappling with them," he said.

Married with five children, Peter was previously at the Long Bay Correctional Complex where, for three years, he was general manager of the metropolitan special programs centre which manages therapeutic programs for violent offenders, sex offenders, inmates with self-harm or addiction issues as well as inmates with physical or intellectual disabilities.

## A Pacific welcome

The Pacific Island ethnic groups at Parklea Correctional Centre recently came together to promote their culture and to informally welcome new general manager Peter Ma'a.

Apart from the inmates' participation, guests enjoyed the performance of visitor groups from the Cook Islands and Tongan communities.

A song from staff, followed by a Samoan dance and a haka from inmates welcomed everyone. There were further dances from the Cook Island visitors as guests enjoyed Maori cuisine.

The successful event was organised by GEO cultural officer Pita Tagituimua.

"It was particularly pleasing to see the staff, inmates and community groups come together to participate in the performances," she said.

"This was an outstanding example of GEO's theme: *'Learning to respect diversity. Many cultures, one people.'* in practice."

Since GEO took over the management of Parklea there has been a strong emphasis on introducing the company's cultural programs. In 2010, the centre has celebrated Australia Day, Chinese New Year, Polynesian Day, NAIDOC Week and Ramadan.



• • • Celebrating cultural diversity.



••• The finalists in the 2009 GEO Employee of the Year (from left) — Andrew Keys, Jason White, Jim Sanders and Sharyn Keogh-Davies.

## Employees share top awards

GEO's 2009 Employee of the Year, Jim Sanders, shared the spoils of victory with three impressive colleagues at a special function held at head office in Sydney.

The four finalists — selected from more than 1000 employees — were praised by The GEO Group Australia managing director Pieter Bezuidenhout and members of the GEO executive team for the significant contribution they made to GEO throughout the year.

Amongst the finalists was Andrew Keys, Arthur Gorrie's food services manager. Andrew was acknowledged for his 'best practice' kitchen management and his 'out of the box' thinking, which has earned the respect of prisoners, colleagues and external agencies.

June correctional supervisor intelligence Jason

White was another finalist. He was nominated for his diligence, innovation and leadership. Jason was recognised on numerous occasions in 2009 for his outstanding performances, exemplary searching technique and results following the seizure of contraband.

Melbourne Custody Centre court security officer Sharyn Keogh-Davies was also praised. In her nomination Sharyn was described as "an outstanding employee with a calm, consistent and methodical approach to her role". It also said she was "a positive role model whose personnel file is highlighted by a number of letters of appreciation".

Each finalist in the 2009 GEO Employee of the Year received an interstate trip with a partner and \$500 spending money.

## Prizes for new artistic talent

The GEO Group Australia is again staging a Christmas card design competition open to children and grandchildren of GEO employees throughout the country. The best design or designs, as judged by a panel of festive judges, will be used to print The GEO Group Australia Christmas card for 2010. Split into two categories, the competition is open to children aged 5-10 years in one section and 11-16 in the other. Individual prizes of \$100 will be awarded to a finalist in each category from each centre. Entries close on Monday 1 November 2010.

Christmas Card Competition details: The competition is only open to children and grandchildren of The GEO Group Australia employees. The design must be a Christmas or festive season design. Entry must be A4 size and produced by hand (ie computer generated designs will not be accepted) in any medium (ie pencil, paint, crayon, etc). There are two sections of the competition: a junior section for children aged 5-10 and a senior section for 11-16 year-olds. Individual prizes of \$100 will be awarded to a finalist from each category in each GEO centre. The GEO Christmas card may be printed from one or more of the winning entries. Entries may be displayed at each centre during the Christmas period. Entries will remain the property of The GEO Group Australia and may be reproduced by GEO in any format it chooses. Closing date for entries is Monday 1 November 2010. Please ensure entries include the name and age of the child as well as the related GEO employee and the centre. Entries are to be submitted to the HR manager at each centre and forwarded to our Christmas Card Competition coordinator, Lisa Shan, at head office by the closing date. The judges' decision is final and no correspondence will be entered into.



••• Jacinta Malacco, aged 8, won the 2009 GEO Group Australia Christmas card competition.

## 500 eucalypts provide koala fodder



••• From left: Arthur Gorrie general manager Greg Howden, Queensland Corrective Services executive director, custodial operations Lidia Pennington and Julie Atwood, MP for Mt Ommaney.

Inmates at Arthur Gorrie Correctional Centre have taken another step in their mission to help save the koala.

Representatives of Lone Pine Koala Sanctuary recently attended the centre as Julie Atwood, the Queensland MP for Mt Ommaney, planted the last of 500 eucalyptus saplings at the facility.

Inmates will nurture the saplings for the next 12 months after which the trees will be harvested biannually. The fodder will be used to feed the resident koalas at Lone Pine Koala Sanctuary and others that are injured and brought to the sanctuary for care.

Sanctuary curator Jacqui Brumm said that increased urbanization meant that in a matter of only a few years koala numbers would be critically low.

"This project means that we can have access to a stable supply of food for the koalas," she said.

At the planting of the 500th sapling ceremony a prisoner participating in the project said that he was proud to be involved.

"It is a way of giving back to the community and being involved in animal conservation," he said.

## IN BRIEF



••• *The Brisbane Broncos at Arthur Gorrie.*

### Learning from the Broncos

Members of the Brisbane Broncos National Rugby League team visited Arthur Gorrie recently and provided inmates with the chance to meet their sporting heroes.

Poor weather meant a planned training session became a discussion about community expectations of NRL players and their position as role models.

In a lively session the Broncos drew comparisons to behaviour expected by a rugby club, a corrections centre and the general public.

Prison services manager Sue Noordink was extremely happy with the response from inmates and said the Broncos were keen to visit the centre regularly as part of the club's community awareness program.

"It is a way of promoting healthy outcomes through sport as inmates become aware of the behavioral benefits of being involved in team activities," she said.



••• *From left: Irene Perkins with Faren, Esther Dekkers (Friday) and Myrone Girdler (Farley).*

### Farewell to the pups

Fulham Correctional Centre recently held a graduation ceremony of a different kind, following the completion of the Pups in Prison program.

Labrador pups Friday, Farley and Faren won the hearts of their inmate dog handlers along with a multitude of correctional staff, children and community members with whom they came in contact during their training and outings.

The graduating pups return to Assistance Dogs Australia for further intensive training before finding homes with wheelchair bound individuals in order to enhance their quality of life and provide greater independence.

### Sweet allure

Junee inmates recently enjoyed some mouth-watering treats courtesy of food technology students from Cootamundra's Sacred Heart Central School.

The array of slices and biscuits was the result of the link between Junee and the Christian support group Kairos.

Cootamundra is 40 kilometres from Junee and members of Kairos regularly provide short courses to inmates to support Junee's rehabilitation programs.

The baked treats from the school's food technology course are donated by the school and given by Kairos instructors to inmates who are encouraged to use them as 'peace offerings' with fellow inmates.

An international organisation, Kairos assists inmates throughout Australia with rehabilitation programs and also their families with support.



••• *From left: Danielle Foster and Margaret Philpott are all smiles before losing their locks.*

### Hair for oxygen

Two Junee Correctional Centre employees have given their hair to raise money for oxygen.

Danielle Foster and Margaret Philpott lost their locks to raise more than \$4000 for the Riverina's Regional Oxygen Bank.

The funds were generated from friends, Junee families, inmates and the local community with inmates contributing an impressive \$1300.

Danielle lost her long ponytail, which was sold to a wig manufacturer, while Margaret had her head shaved at Junee along with six women from the Regional Oxygen Bank, including the chair Marilyn Bragg.

More than 300 people in the Riverina are oxygen dependent. The Regional Oxygen Bank aims to buy 10 portable oxygen concentrators.

The units are more than \$4000 each and the centre's effort allowed the organisers to place a down payment on a unit to be used by infants.

### Native grass success

Staff from Arthur Gorrie and their families recently got their hands dirty again to further their involvement with the greening of Brisbane.

After planting more than 800 trees at the Wolston Creek Bushcare site last year, the team returned

with more than 1000 seedlings and a host of willing hands. On this occasion it was native grasses that were being planted.

Arthur Gorrie employees and inmates are working together to help the Brisbane City Council achieve its aim of planting two million trees throughout the city by 2012.

So far more than 5000 seedlings have been propagated and nurtured by inmates and donated to the council's Habitat Brisbane program.

### Grown in the Gorrie garden

Arthur Gorrie isn't anywhere near being self-sufficient from the construction of a new vegetable garden, but it's heading in the right direction.

As part of the centre's industries program a vegetable patch was developed last year and now 25 inmates are learning gardening skills through hands-on experience and watching gardening shows on television.

Finance and administration manager Lisa Boase is the 'gardening consultant' at Arthur Gorrie.

"The inmates are very keen. If they see something on one of the TV gardening shows they want to try and grow it," she said.

"I purchase the seedlings and they undertake the propagation, composting, planting and maintenance."

The vegetables and herbs produced are used in the centre's kitchen.

"We are also teaching inmates healthy ways to cook the vegetables to enhance their cooking skills following their release," Lisa said.

### Artistic talent on display

The Hotham Unit at Fulham Correctional Centre recently held an exhibition of prisoners' art works.

The popularity of this event, now in its third year, is steadily growing with prisoners being given the opportunity to showcase their creative talents. This year's exhibition received entries in craft, leatherwork, art and screen-printing.

The prize money from winning entries in all categories is donated to the charity of the prisoner's choice.

One of the standout pieces was a model 'Tiger Moth' aeroplane constructed from 2000 matchsticks.



••• *A model 'Tiger Moth' constructed from matchsticks.*