

CORRECTIVE SERVICES — PERFORMANCE AND DEVELOPMENT SYSTEM

5782. Mr S.K. L'Estrange to the Minister for Emergency Services; Corrective Services:

I refer to Performance and Development System (PADS) reviews conducted by the Department of Justice – Corrective Services, and I ask:

- (a) Which members of staff (level and position), employed by Department of Justice – Corrective Services, are required to be assessed through a PADS review;
- (b) Which members of staff (level and position), employed by Department of Justice – Corrective Services, are not required to be assessed through a PADS review; and
- (c) In 2017–18 and in 2018–19 respectively, for each of the following prisons: Acacia Prison, Albany Regional Prison, Bandyup Women's Prison, Broome Regional Prison, Bunbury Regional Prison, Casuarina Prison, Eastern Goldfields Regional Prison, Greenough Regional Prison, Hakea Prison, Karnet Prison Farm, Melaleuca Remand and Reintegration Facility, Pardelup Prison Farm, Roebourne Regional Prison, West Kimberley Regional Prison, and Wooroloo Regional Prison:
 - (i) How many staff members worked at the prison under each category of staff (level and position) identified in (a);
 - (ii) How many of the staff members in (i) had their PADS completed and signed off by the senior authority (e.g. superintendent or other); and
 - (iii) How many of the staff members in (i) did not have their PADS completed and signed off by the senior authority (e.g. superintendent or other)?

Mr F.M. Logan replied:

- (a) All staff except as per (b) below
- (b) Staff engaged as casual or fixed term of employment of six months or less, and staff unavailable for assessment due to long term leave, or workers compensation.
- (c) The tables below show the data for both 2017/18 and 2018/19 for employees employed by the DoJ Corrective Services.

POA – Prison Officers Agreement.

PSGOGA – Public Service and Government Officers General Agreement.

Acacia Prison and Melaleuca Remand and Reintegration Facility are privately run prisons and the staff are not employees of the DoJ; therefore we are unable to provide data.

Number of Employees as at 30 June 2018 (2017/18)							
Location	Prison Officers (POA)	No. PADS Completed (POA)	% PADS Signed (POA)	Public Servants (PSGOGA)	No. PADS Signed (PSGOGA)	% PADS Signed (PSGOGA)	Total
Albany Regional Prison	207	201	98%	17	13	76%	224
Bandyup Women's Prison	138	132	96%	18	13	72%	156
Boronia	41	35	100%	7	7	100%	48
Broome Regional Prison	49	6	13%	7	2	29%	56
Bunbury Regional Prison	151	76	55%	16	6	38%	167
Casuarina Prison	398	244	77%	41	12	29%	439

Extract from Hansard
 [ASSEMBLY — Tuesday, 11 February 2020]
 p226b-228a
 Mr Sean L'Estrange; Hon Fran Logan

Eastern Goldfields Prison	141	117	86%	14	14	100%	155
Greenough Regional Prison	142	126	95%	13	6	46%	155
Hakea Prison	398	177	45%	63	21	33%	461
Karnet Prison Farm	135	123	92%	15	9	60%	150
Pardelup Prison Farm	40	40	100%	5	4	80%	45
Roebourne Regional Prison	83	76	94%	12	10	83%	95
Wandoo Rehabilitation Prison	49	45	92%	20	20	100%	69
West Kimberley Regional Prison	94	80	89%	11	1	9%	105
Wooroloo Prison Farm	148	129	90%	19	N/A	—	167
Grand Total	2214	1607	77%	278	138	50%	2492
Number of Employees as at 30 June 2019 (2018/19)							
Location	Prison Officers	No. PADS Completed POA	% PADS Signed POA	PSGOGA	No. PADS Signed Public Service	% PADS Signed Public Service	Total
Albany Regional Prison	216	167	79%	15	13	87%	231
Bandyup Women's Prison	139	119	95%	17	13	76%	156
Boronia	38	38	100%	8	7	88%	46
Broome Regional Prison	50	38	81%	8	6	75%	58
Bunbury Regional Prison	158	0	0%	16	0	0%	174
Casuarina Prison	414	168	48%	38	4	11%	452
Eastern Goldfields Prison	165	51	31%	17	15	88%	182
Greenough Regional Prison	153	124	91%	15	14	93%	168
Hakea Prison	402	5	1%	51	7	14%	453

Extract from *Hansard*
[ASSEMBLY — Tuesday, 11 February 2020]
p226b-228a
Mr Sean L'Estrange; Hon Fran Logan

Karnet Prison Farm	131	120	99%	15	8	53%	146
Pardelup Prison Farm	40	40	100%	7	4	57%	47
Roebourne Regional Prison	86	80	98%	13	12	92%	99
Wandoo Rehabilitation Prison	54	49	96%	22	5	23%	76
West Kimberley Regional Prison	90	83	98%	13	9	69%	103
Wooroloo Prison Farm	145	129	92%	20	N/A	—	165
Grand Total	2281	1211	57%	275	117	43%	2556

- (ii) A new employee development system is being developed for implementation across the Department. The Department is not able to provide the data on level and position as the documents are currently stored manually by supervisors.
- (iii) As above.