



## CPSU / C.V Consultative Meeting Tuesday the 26<sup>th</sup> August 2008

### Present

J.Shuard	<b>DoJ</b>	K.Batt	<b>CPSU</b>
R. Wise	<b>DoJ</b>	M.Nestor	<b>CPSU</b>
D.Prideaux	<b>DoJ</b>	C.Kells	<b>CPSU</b>
D.McCormack	<b>DoJ</b>	G.Greaves	<b>CPSU</b>
C.Smythe	<b>DoJ</b>		
N.Harding	<b>DoJ</b>		
M.Gardner	<b>DoJ Health</b>		

### 1. Prisons Roster MOUs – Update

CV's representative S.Long raised concerns as to whether a workable roster could be designed for Loddon that would accommodate 9/76 and 9/80 together.

CV to set up a meeting by next week which is to include, M.Nestor, C.Kells and Loddons Local Group and CV to further discuss.

### 2. Consultative Structure

CPSU submitted minor changes to CV's IR amended draft.

CPSU require final agreed document prior to the PD annual meeting.

### 3. Prisoner Medication – Update

M.Gardner DoJ Health submitted the following;

Issue	Action
Review of medication management practices across all of the 13 correctional sites	<ul style="list-style-type: none"><li>Justice Health ( JH ) is currently undertaking a review of medication management practices across all of the 13 correctional sites</li></ul>
Crushing of medication for prisoners	<ul style="list-style-type: none"><li>JH identified after feedback from CPSU and PO staff, that POs were crushing medication for prisoners after hours at Barwon.</li><li>This is not an acceptable practice for non health professionals and not an approved practice by Justice Health</li><li>Director of JH directed this practice to cease</li><li>This practice ceased on Thursday the 21/08/08.</li></ul>
Nurse on call	<ul style="list-style-type: none"><li>JH developing a new policy for the provision of a Nurse phone triage (Nurse on call ) system for all PSH sites without 24/7 nursing staff ( Beechworth, Ararat, Loddon, Tarrengower, Barwon, Langi Kal Kal and Dhurringile)</li><li>Implementation of the new policy will require a comprehensive communication plan that JH are currently developing<ul style="list-style-type: none"><li>JH will be consulting with CV and PSH before the implementation of the policy</li><li>Approximately 2 months to fully implement this new policy across the system with full implementation by Nov 2008</li></ul></li></ul>
Standardisation of medication policy and practices	<ul style="list-style-type: none"><li>Implementation of a standardised medication policy and practices across all sites, including the standardisation of Webster pack</li></ul>

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Methodone	<ul style="list-style-type: none"><li>JH has directed an immediate change to the methodone medication practices at Barwon. .</li><li>The new system was introduced to be in line with health standards and other correctional sites on Thursday the 21/8/08</li></ul>
Nursing hours	<ul style="list-style-type: none"><li>PSH to implement two month trial of increased nursing hours at Barwon to ensure nursing coverage from 7 am to 7.30 pm</li><li>JH will evaluate the effectiveness of this trial after 6 weeks.</li></ul>
Prescribed hours for administration of medication	<ul style="list-style-type: none"><li>JH reviewing medication administration in order to implement standardised</li></ul>
Medication management	<ul style="list-style-type: none"><li>JH has undertaken an extensive review of the system of medication management and is committed to improving the system.</li></ul>

#### 4. Recreation Officers – Loddon, DPFC & Marngoneet

CPSU was provided with CV's response on the 3 remaining locations. CPSU was not satisfied with the documentation. CPSU suggested that as this had been unresolved for 3 months and that CV did not appear inclined to move their position, that the matter be referred to Commissioner Smith for discussion / decision. CV to give CPSU, their final position within 2 weeks.

#### 5. Operation Manager Classification.

As a response to 2 meetings between the states Operation Managers that the CPSU were asked to address. CPSU asked CV has there ever been a review of OM classification? CV conceded that after translation they had held a review. CV said that no OM was in the level 5 band but 2 OM's in the state were paid above level 4 when translated. CPSU are seeking the result of the review.

#### 6. Red / Blue Books.

Re recognition of Prior Learning, CV advised that DoJ have advertised for a trainer to oversee Cert 3 / 4 training. CV said that CPSU's request for a discussion with CV's Learning & Development unit would be arranged when DoJ's trainer is named. CV's P.Grant to notify CPSU and confirm. CPSU questioned the recognition of Interstate training in cert 3 / 4 re the status of National recognition. CV said whilst accepting interstate cert 3 / 4, interstate applicants were still required to do Victorian training due to procedural differences in Victorian Prisons. CV said they would welcome a proposal from CPSU. CPSU will further discuss with CV after result on this topic at the next POAA meeting.

#### 7. SESG – Tactical Firearm Revue.

Report has been returned to Deputy Commissioner R.Wise for more context, it will then be forwarded back to EDPESC via the Commissioner J.Shuard for further evaluation.

#### 8. SESG - Alleged Terrorist Escort.

CPSU expressed concern that agreed outcomes from the review have not yet been implemented. CV said R.Wise would follow up. CV said S.Airde would provide final response in September. Re Work Safe PIN on training CV have sought further clarification from Work Safe.

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**9. SESG - Intel Relocation.**

CV has quotes and plans for the move but the ability to install Telecom lines to Intel standards is in doubt. CPSU said CV has not involved CPSU in any aspect of the move in line with EBA clause 9. CPSU request the involvement of the SESG Local Group in all future negotiations. CV is to involve C.Allen and R.Williams from CPSU SESG Local Group.

**10. Leave in Lieu, Recreation Leave and Sick Leave.**

CPSU tabled a document from MRC in which restrictions have been placed on the taking of leave that does not comply with, or have any basis in the EBA. CPSU said this is occurring at other locations as well. CV is attempting to manage their Leave obligations with restrictions that have no provision for such in the EBA. CV said D.Prideaux would follow up.

**11. Cell Extraction Data.**

CPSU have asked for standardised procedures to be employed prior to ERG / SESG attending cell extractions etc. CPSU have requested a return to Conflict Management Training for Officers and have, while acknowledging data already supplied, iterated their request for further data re Injuries related to cell extractions.

**12. ESOTAC Positions – Additional Staff numbers.**

CPSU raised the agreement with DOJ relating to Ararat's ESO facility and employment categories of staff.

As staff requirements for the ESO centre have increased again, some additional ongoing COG 2a positions for Ararat will be advertised shortly.

The reasoning behind these positions being COG 2a and assigned to the prison staffing compliment is to allow for a rotation policy that protects the health of staff working in the ESO facility. The Commissioner J.Shuard indicated that they were not intending to change this policy at this stage.

**13. Clause 9 Additional Beds – Surge Capacity.**

Discussions to take place at a local level at each affected location.

**14. Other Items.**

- **Master Plan**, CPSU asked for a further briefing on CV's master Plan and Budget Outcomes.
- **Electronic Performance Plans**, CPSU asked how and where information was held on Prison Officers Performance plans. CV said information was held by the private company IDEX in Sydney, but in defence said that the information was encrypted and only accessible by the company administrator.  
CPSU said they were never advised a private company, interstate would be holding Prison Officers information. CPSU further advised that they did not believe that this complied with the EBA and that further, CPSU had never agreed or accepted the EPP as had been claimed by CV. CPSU asked for further information and meetings with CV on the EPP.
- **CPSU** said it was reported that Beechworth Management was prepopulating the locations Performance Plans with tasks that alter work practice without a clause 9 issued in compliance with the EBA. CV said N.Harding would follow this up with Beechworth General Manager.
- **Casuals**, CPSU said it was reported Casuals were being hired in breach of the EBA as they were to be hired with an offer of a fixed term, prior to offering the fixed term position to existing Casuals. CPSU said that CV was straying from the MOU on Casuals.  
D.Prideaux to speak to General Managers.

**Meeting Closed.**

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