

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Mrs Lambley to the Minister for Territory Families:

Alice Springs Youth Detention Centre

1. What is the staffing complement of the Alice Springs Youth Detention Centre?

ANSWER:

1 x SAO1 Manager Youth Justice Operations – Superintendent
1 x AO7 Assistant Manager/Deputy Superintendent
4 x AO6 Team Leaders
6 x AO5 Senior Youth Workers
19 x AO4 Youth Justice Officers
2 x AO3 Youth Justice Officers
1 x AO3 Visitor Reception / Administrative Assistant

2. How many full-time positions does the Alice Springs Youth Detention Centre employ?

ANSWER:

Territory Families has an establishment of 48 full-time positions at the Alice Springs Youth Detention Centre (ASYDC).

3. How many job vacancies within the Alice Springs Youth Detention Centre were there at:

ANSWER:

1st January 2018	– 3 vacant positions
1st February 2018	– 2 vacant positions
1st March 2018	– 2 vacant positions
1st April 2018	– 3 vacant positions
1st May 2018	– 2 vacant positions
1st June 2018	– 12 vacant positions
1st July 2018	– 15 vacant positions
1st August 2018	– 14 vacant positions
1st September 2018	– 14 vacant positions
1st October 2018	– 13 vacant positions
1st November 2018	– 3 vacant positions
1st December 2018	– 4 vacant positions

An increase in establishment of Full Time Equivalent (FTE) positions as of 1 June 2018, led to the increase in vacant positions while recruitment and training was undertaken.

4. How many private contract workers were employed by the Alice Springs Youth Detention Centre at:

ANSWER:

Private contract workers were not directly employed by Territory Families; they were engaged through Talice Security Services.

1st January 2018	- Nil
1st February 2018	- Nil
1st March 2018	- Nil
1st April 2018	- Nil
1st May 2018	- Nil
1st June 2018	- Nil
1st July 2018	- 1 contract worker Guard engaged x 3 shifts
1st August 2018	- 1 contract worker Guard engaged x 5 shifts
1st September 2018	- 1 contract worker Guard engaged x 2 shifts
1st October 2018	- 1 contract worker Guard engaged x 6 shifts
1st November 2018	- 1 contract worker Guard engaged x 6 shifts
1st December 2018	- 1 contract worker Guard engaged x 10 shifts

Since 1 December 2018, numbers of private contract workers have significantly decreased.

5. What private security contractors provide a service to the Alice Springs Youth Detention Centre, as at 1st December 2018?

ANSWER:

Talice Security Services, Alice Springs.

6. What is the cost of private security contracts for the Alice Springs Youth Detention Centre in 2018?

ANSWER:

Up to 30 November 2018, a total of \$663,330.72 was spent on security guarding services in ASYDC.

7. What training do the private security officers have in working with youth in detention?

ANSWER

The primary role of Talice workers is to provide facility security support to Youth Justice Officers (YJO). Talice workers are required to complete an induction briefing and reference document before approval is provided to work in the ASYDC. This includes a briefing from the Superintendent and Deputy Superintendent which includes training on radio, emergency procedures, and key control and on relevant policies and procedures in the Youth Detention Centre.

Talice Security Guards have mandatory security licences, crowd control, first aid, Working with Children Clearance and a Police Criminal History Check.

8. What training do the youth detention workers have in security work?

ANSWER:

Cert IV in Youth Justice is a mandatory qualification for the YJO role.

The Certificate includes security models in the youth detention centre context. Many of the staff come from security officer backgrounds including Immigration Detention Centre backgrounds or from Detention Officer roles in Corrections or Youth Justice in other jurisdictions.

Staff that do not have the Cert IV undergo pre-service training which includes security modules, and are enrolled in the Cert IV in Youth Justice to be completed in their first year of service.

9. What training has been undertaken for staff at the Alice Springs Youth Detention Centre in 2018?

Please provide a list of all training?

ANSWER:

The training outlined below is in addition to the mandatory requirement that all staff have completed Cert 1V in Youth Justice by the end of their first year of employment.

Training	Date
Wellbeing and Self-Care Australia Childhood Foundation	8 March 2018
Wellbeing and Self-Care – Managers Australia Childhood Foundation	9 March 2018
FASD Prudence Walker	16 April 2018
Problem Sexualised Behaviours Child Australia	17 April 2018
Restorative Practice	18 - 20 April 2018
Restorative Practice	15 - 17 May 2018
Youth Justice Induction Course 1/2018 DRW	9 July 2018 – 3 August 2018
Youth Justice Induction Course 2/2018 ASP	24 September 2018 – 19 October 2018
Youth Justice Induction Course 3/2018 DRW	29 October 2018 – 2 November 2018
Youth Justice Induction Course 4/2018 DRW	12 November 2018 – 7 December 2018

10. How many security incidents have been in the Alice Springs Youth Detention Centre in 2018?

ANSWER:

There have been 7 detainee disturbances and 2 escape incidents (in the earlier part of 2018).

11. How many staff have been injured in the Alice Springs Youth Detention Centre in 2018?

ANSWER:

There have been 20 incidents in the ASYDC where staff have incurred injuries in 2018. Injuries can be very minor to more severe.

12. How are youth detention workers recruited to the Alice Springs Youth Detention Centre?

ANSWER:

Youth detention workers are recruited based on merit selection, linked to the selection criteria on the Position Description. Recruitment processes are advertised Australia-wide.

13. What measures are taken to ensure the safety and security of all staff of the Alice Springs Youth Detention Centre?

ANSWER:

Territory Families takes the safety and security of staff seriously. Staff are provided with training opportunities throughout the year. In 2019 all staff will be fully trained in Maybo conflict resolution and physical intervention, with ASYDC staff trained to deliver training in an ongoing capacity and as staff are recruited. Territory Families have put in place an accommodation cap of 18 young people (15 male and 3 female) at the Centre. When capacity is reached, young people are transferred to DDYDC.

Territory Families have held three bulk AO4 YJO recruitment rounds in 2018 to recruit to capacity within the ASYDC. Additionally, four DDYDC YJOs at a time are currently being seconded to ASYDC for one to two week shifts. This has significantly reduced the requirement for Talice Security to provide services at the Centre. This will continue through until ASYDC has recruited to establishment.

The Centre Cycle Program has recently been implemented in ASYDC. The Centre Cycle Program is aimed at young people in ASYDC having accountability for their behaviour and coincides with the accommodation entitlements in the Centre. The DDYDC Centre Cycle Program has seen a significant reduction in staff assaults and serious incidents.

A YJO has been appointed on a six month secondment to the Education and Training Unit, Territory Families to align training, and develop training tools and workbooks. In addition, toolbox training is being developed in key management, situational awareness, de-escalation, escorts, and security responses. Practical scenario exercises for YJOs to participate in as training episodes are also in development.

Policies and procedures are in place which require YJOs to complete Workplace Health and Safety incident reports, and to report instances of assaults within the Centre to the Northern Territory Police as well as safety and security concerns to Youth Justice Senior Executive.