



Portfolio of internal & External Affairs

HALF YEAR REPORT

**01 JULY 2012 –
31 DECEMBER 2012**

Background

The Prison Department's fundamental purpose is improving public safety. We are responsible for managing some of Cayman's most challenging people. At any given point in time we manage, on average, 200 offenders.

The purpose of the Department is to improve public safety and contribute to the maintenance of a just society by:

- assisting in the rehabilitation of offenders and their reintegration into the community through the provision of programmes and other interventions;
- ensuring that the custodial sentences imposed by the courts and the are administered in a safe, secure, humane and effective manner;
- providing for corrections facilities to be operated in accordance with the penal code of the Cayman Islands that are based, amongst other matters, on the United Nations Minimum Standard Rules for the Treatment of Prisoners;
- providing information to the courts and the Parole Board to assist them in decision-making.

In meeting this purpose, we observe the following principles:

- maintaining public safety
- taking account of the cultural background, ethnicity and language of offenders
- providing access where appropriate to restorative justice
- recognising and involving offenders' families
- ensuring fair treatment of offenders
- providing access to rehabilitative and reintegrative support
- encouraging and supporting contact between offenders and their families where appropriate.

Programmes

Education, Vocational & Job Training

HMCIPS offers a variety of programs for inmates to acquire literacy and marketable skills to help them obtain employment after release. Offered are literacy classes, English as a Second Language, parenting classes, employability skills, wellness education, adult continuing education, library services, and instruction in leisure-time activities.

Occupational and vocational training programs are based on the needs of the inmates, general labor market conditions, and institution labor force needs. An important component is on-the-job training, which inmates receive through institution job assignments and work in Prison Industries. The Prison also facilitates post-secondary education in vocational and occupationally

oriented areas. Some traditional college courses are available along with distance learning program at all levels, but inmates are responsible for funding this coursework.

Parenting classes help inmates develop appropriate skills during incarceration. Recreation and wellness activities encourage healthy life styles and habits. Institution libraries carry a variety of fiction and nonfiction books, magazines, newspapers, and reference materials. Inmates also have access to legal materials to conduct legal research and prepare legal documents.

Religious Programs

The Chaplain schedules religious services and meeting times for inmates of many faiths. Religious programs are led or supervised by the chaplain, community spiritual leaders, and community volunteers.

The Chaplain oversees inmate self-improvement forums such as scripture study and religious workshops, and provides pastoral care, spiritual guidance, and counseling.

Mental Health Treatment & Counseling

HMCIPS will be providing a full range of mental health treatment through staff psychologists and counselors. These staff will be in post by May 2013.

The Psychologist and counsellor will be available for formal counseling and treatment on an individual or group basis. Services available through the institution are enhanced by partner agencies providing.

Female Offenders

HMCIPS also provides female offenders with appropriate programs and services to meet their physical, social, and psychological needs. This year, for example, we have adopted and implemented a new designation and classification system for female offenders to account for the fact that female offenders are less likely to be violent or attempt escape.

Legislative changes

There have been no Legislative Changes in the Period

Policies and procedures

Basic, Care & Segregation Policy was implemented.

New Mission & Vision Statement was introduced giving a greater focus on rehabilitation.

Action Plan was created for the implementation of recommendations made by three reports that were carried out on the Department.

HR activities

During the period, the department has seen the following staff movements:

- Retirement of One Unit Manager
- Resignation of One Prison Officer
- Retirement of Director of Prisons
- Retirement of One Prison Officer
- Retirement of One Cook
- Recruitment of One Cook
- Non-contract renewal of Chartered Forensic Psychologist

New job descriptions for Unified staff were introduced and revised pay scales were implemented.

Special projects

The department has utilized prisoner labour to continue with the construction of the Vocational Training Centre and the erection of the external perimeter fence.

Leadership & Management Training is being offered to Managers & Supervisors, this is being conducted by UCCI.

The Foreign & Commonwealth Office funded two staff members to attend the National Control & Restraint Centre in the UK in order for them to be recertified as National Instructors.

One staff member attended a Computer Repair Course in order for him to be able to deliver the training to prisoners.

Inter-agency collaboration

Discussions were held in regard to reaching a resource sharing MoU with DCR as a way forward to enhance the partnership.

Police K-9 handler and dog assisted with searches around the Estate.

The Prison Department has been actively providing meals and other resources for the Cubans.

Financial performance

As at the 31st December 2012, the department was showing an underspend in personnel costs of \$259,292 and an overspend in Supplies & Consumables of \$345,087. This overspend is largely as a result of Prisoners medical costs, food and Utilities.