

## **EXECUTIVE SUMMARY**

### **Brisbane Youth Detention Centre**

### **June Quarter 2012**

The statutory inspection of the Brisbane Youth Detention Centre (BYDC) occurred from 18-20 June 2012. The primary focus area was the implementation of the recommendations from an Organisational Health Review of BYDC, by private consultants, Psycare Corporate, in 2011. The Organisational Health Review was commissioned by the Department of Communities after the membership of the two main unions, i.e. the Australian Workers Union and the Together Union, raised industrial action in relation to management issues at the Brisbane Youth Detention Centre in September 2011. Monitoring the recommendations from the Organisational Health Review was a Director-General approved recommendation from the former Department of Communities in the September 2011 inspection report.

The scope of the Organisational Health Review included a range of issues such as: staff and manager's views of leadership, interpersonal relationships, morale, culture, change processes safety and team dynamics.

The Inspectors identified from the current inspection that progress had been made in implementing the recommendations of the Organisational Health Review, and ongoing monitoring will occur by the Inspectorate.

The secondary focus area of the inspection was the increased use of paid overtime for operational staff. This area was inspected as it had been previously identified during the September 2011 inspection of BYDC that paid overtime had increased from March – September 2009 from 6,003 hours to 19,299 hours in March – September 2011.

Inspectors had concerns that the continual requirement for staff to work additional shifts above their rostered shifts had the potential to impact on the provision of services to young people in custody and the safety and wellbeing of staff as they are at risk of becoming fatigued.

Inspectors identified that paid overtime is still considerably high at BYDC and consider that there are several strategies that could be immediately implemented to reduce the overtime, such as improved oversight around the process of requesting and approving paid overtime. Consideration of releasing the staff roster at least two weeks prior to shifts commencing (currently the roster is released on the Friday prior to the shifts commencing on the Monday).

The Brisbane Childrens Court Cells were also inspected as the court cells are administered by staff from the Brisbane Youth Detention Centre. In March 2012 the Inspectors identified that there was limited privacy available for young people who use the toilet at the court cells. A recommendation was made in the report to provide some form of privacy for the young people. At the time of the June inspection the privacy issue still remained, however, on the 12 July 2012, the Acting Operations

Manager provided advice to the Inspectorate that a privacy curtain would be placed across the window of the toilet to provide a young person with a degree of privacy. The Acting Manager Operations also advised that a formal direction would be provided to staff advising them to ensure that young people are to have privacy and dignity in line with community expectations when using the toilet.

The Inspectors had no additional concerns with the management of the court cells.