NEW SOUTH WALES
PRISON AIDS PROJECT
AUSTRALIA

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# INDEX

<table>
<thead>
<tr>
<th>TOPIC</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTRODUCTION</td>
<td>2</td>
</tr>
<tr>
<td>BACKGROUND</td>
<td>3</td>
</tr>
<tr>
<td>RATIONALE</td>
<td>3</td>
</tr>
<tr>
<td>OUTLINE</td>
<td>2</td>
</tr>
<tr>
<td>GOALS/OBJECTIVES</td>
<td>4</td>
</tr>
<tr>
<td>STRATEGIES</td>
<td>5</td>
</tr>
<tr>
<td>PROGRAMME STRUCTURE</td>
<td>7</td>
</tr>
<tr>
<td>PROGRAMME DESCRIPTIONS</td>
<td>9</td>
</tr>
<tr>
<td>PERFORMANCE INDICATORS</td>
<td>15</td>
</tr>
<tr>
<td>FUTURE DIRECTIONS</td>
<td>16</td>
</tr>
</tbody>
</table>
NEW SOUTH WALES PRISON AIDS EDUCATION PROJECT

PROGRESS REPORT - 10 APRIL, 1990

INTRODUCTION:

The aims of the Prison AIDS Project are to prevent the spread of the HIV/AIDS virus in the New South Wales population and to ensure that those prisoners who are already HIV positive, are treated with the care that they would receive in the community.

These aims are to be achieved through the development of Self Management skills in two areas:

1. The Department needs the knowledge, staff skills, infrastructure and policies to manage the AIDS issue in all its stages of evolution;

2. The inmates need to have the knowledge, skills, attitudes and means to avoid infection.

Because the AIDS issue confronts traditional beliefs and values about sex, death, drug abuse and prisoner management, the major task for the project is to help the Department (staff and prisoners) to chart a difficult and emotionally charged 'change process'. It is this task to which all project strategies are applied.

Once that change has occurred, the purpose of the project i.e. SELF MANAGEMENT will have been achieved.

OUTLINE:

The project has been in existence for approximately three years and is divided into three implementation phases:

PHASE 1: EVOLUTION - the negotiation for sufficient funds, resources and the development of a usable infrastructure
(1987-1988)

PHASE 2: EDUCATION & TRAINING - the skilling of key staff and prisoners and the adoption of humane policies
(1989-1990)

PHASE 3: INTEGRATION - the building into the Departmental structure of key training programmes, policies and management strategies required to manage the AIDS issue in the long term
(1990-1991)

Educational Strategies underpin all phases of implementation.
BACKGROUND:

The New South Wales prison system has a prisoner population of 5,000 on any one day and 15,000 flow through in one year. There are 25 institutions scattered throughout the State with a total staff component of 3,000 officers. Each institution is a self contained unit with its own culture, beliefs and traditions. The Departmental policy is to devolve all management decisions to the institutions themselves.

Seventy per cent of the prisoners are incarcerated for drug or drug related charges. Prison Officers are on the whole, poorly paid and poorly educated. They are conservative in their attitudes and resentful of privileges being given to prisoners.

Although compulsory testing will commence probably in July, 1990, figures on the number of HIV positive prisoners in the N.S.W. prison system are not yet available.

PROJECT RATIONALE:

The overall purpose is Self Management and all strategies are aimed at supporting this aim.

The prison education programme is based on the premise that information given on its own does not change behaviour or attitudes. The prison system is made up of two self sufficient, highly developed, hierarchial and hard to access groups - the officers and the prisoners. These two groups are antagonistic to one another, administratively interwoven and driven by an unpredictable political agenda.

For an AIDS education programme to succeed in the long term, the system has to be targeted as a whole. An infrastructure needs to be set up so that both officers and prisoners are administratively able and personally willing to take part in the education process. Without this attention to the underlying structure, and without the direct involvement of the target groups AIDS education will always be superficial and shortlived.

Prisoners are more likely to change behaviour and attitudes if they are able to "own" part in the development and delivery of the programmes.

Long-term success is also more likely to occur if the educational programmes fit in with and use the traditions and cultures already established in the system.

Medical information delivered by community based medical experts has more credibility with both staff and prisoners.
PROJECT GOAL


OBJECTIVES:

1. TO RAISE THE LEVELS OF AWARENESS IN STAFF AND PRISONERS IN REGARD TO COMPREHENSIVE, UP TO DATE AIDS INFORMATION.

2. TO SET UP A PERMANENT INFRA-STRUCTURE WHEREBY BOTH STAFF AND PRISONERS ARE ABLE TO TAKE PART AND ARE REWARDED FOR CONTRIBUTIONS TO THE EDUCATIVE PROCESS.

3. TO ENABLE PRISONERS TO OBTAIN THE SKILLS AND ATTITUDES NEEDS TO AVOID INFECTION.

4. TO PROVIDE STAFF WITH THE SKILLS AND ATTITUDES NEEDED TO PROPERLY MANAGE PROBLEMS ARISING FROM THE PRESENCE OF THE AIDS VIRUS AMONGST THE INMATE POPULATION.
STRATEGIES

OBJECTIVE 1:

- The implementation of regular AIDS information sessions for staff.
- The implementation of regular AIDS information sessions for prisoners.

OBJECTIVE 2:

- The establishment of a programme structure into which all elements of AIDS Education (staff and prisoners) are integrated.
- The establishment of staff and inmate AIDS Action Committees.

OBJECTIVE 3:

- The implementation of prisoners peer support programmes.
- The establishment of staff and prisoner AIDS Action Committees in each institution.

OBJECTIVE 4:

- The implementation of skills based programmes for officers.
- The development of multi-disciplinary gaol health teams in each institution.
PROJECT STRUCTURE:

The project commenced the first phase in 1987 with one officer, no funding and no resources.

PHASE I:

The educational programme was aimed at raising general awareness, planning and evaluating an educational programme and negotiating policies such as:

- Occupational Health and Safety procedures for AIDS and Hepatitis B;
- Departmental commitment to ongoing education for all staff and prisoners;
- Access to cleaning materials such as bleach;
- Integration of HIV positive prisoners into the mainstream prisoner population;
- And sufficient staff to run a comprehensive, high profile, statewide education and training programme.

In essence, Phase 1 achieved the permission and wherewithal to embark on a comprehensive skills based programme.

PHASE 2 commenced in mid 1989 after the following staff had been allocated:

5 FULL-TIME STAFF

Manager
Project Assistant
3 Regional Co-ordinators

3 PART-TIME STAFF

1 Librarian
1 Regional Co-ordinator
1 Medical Consultant

25 VOLUNTEER STAFF
(25 institutions)

Head Office
Head Office
Metropolitan, North, West,

(3 days per week)
(3 days per week)
(7 hours per week)

(Custodial Officers
Programme Organisers in each
Institution)
PROGRAMME STRUCTURE

These staff ensure that the following educational structure is implemented in each of the 25 institutions in the system.

Information Sessions for Staff

Information Sessions for Prisoners

AIDS Action Committee for Staff and Prisoners

Officer Seeding Programme Academy

Prisoner Peer Education (CEIDA)

(The volunteer custodial programme organisers co-ordinate the AIDS Education Programme in the institution.

This structure allows for the implementation of the following one-off projects involving the employment of eight staff on short term contract.

PRISONER EDUCATION PROGRAMME (contracted to CEIDA)

3 Educators (1 year - due for completion in September 1990)
(24 programmes completed so far)

OFFICER SEEDING PROGRAMME (located at the Officer Academy)

1 Staff Trainer (6 months - trials to be completed by June, 1990)
NATIONAL CLEARING HOUSE (located at Departmental Library)

1 Liaison Officer
1 Librarian
1 Clerical Assistant
(6 months - due for completion October 1990)

EVALUATION STUDY OF NEEDS OF HIV POSITIVE PRISONERS
(Research Division)

1 Research Officer (6 months - due for completion October, 1990)

CUSTODIAL OFFICER UNION INFORMATION PROGRAMME (Head Office 3 months)

1 Custodial Officer on 3 months secondment
1 Medical Consultant on contract
(due for completion July, 1990)

STRATEGIES - Description

Information Sessions raise the level of awareness amongst staff and prisoners and provide the groundwork and commitment to the more complex skills based training courses.

AIDS ACTION COMMITTEES allow staff and prisoners active involvement in the educational process and practical experience in self management strategies.

SKILLS BASED COURSES - Peer Education, Officer Seeding, Gaol Health Teams, Train the Trainer Workshop ensure that staff manage the AIDS issue effectively and prisoners are able and willing to avoid infection.

ROLE OF PROJECT STAFF

The Regional Co-ordinators ensure that the educational structure is implemented and maintained in each institution. Once they are implemented, the co-ordinators' role is to resource and guide until the institutions become self managing.

The Peer Educators provide (4 day) skills based programmes aimed at building up a well trained support structure as an integral part of the prisoner population. They are on contract from the Centre for the education and information on Drug and Alcohol (CEIDA).
The Staff Trainer provided AIDS Information Sessions in primary training and staff officer training and is developing the AIDS Management Officer Seeding Programme aimed at providing key officers with the skills to manage AIDS related problems.

The Librarian ensures that AIDS in prison information and research is collated and disseminated to all institutions. National Clearinghouse staff will extend this to all prison systems in Australia.

Volunteer Custodial Programme Organisers provide the crucial link between the Prison AIDS Project Strategies and the Gaol Administration.

The Medical Consultants provide the expertise needed to ensure that the lectures and information are medically accurate and credible.

PROGRAMME DESCRIPTIONS:

- **Officer Seeding Programme**: 3 day skills based programme aimed at giving wardens/custodial officers the skills to manage problems surrounding the AIDS issue. "Seeding" means that in the initial stages, key influential officers will be selected and trained and then placed in the officer population.

- **Prisoner Peer Education Programme**: 4 days in leisure skills based programmes aimed at training prisoners to educate and support fellow prisoners.

- **Custodial Officer Union Information Programme**: with the change of Union policy from segregation to integration, the Union have agreed for a Union Representative to accompany a medical doctor to lecture to rank and file officers on how to deal with HIV positive prisoners in the prisoner population.

- **National Clearing House**: The New South Wales prison system is setting up an information dissemination unit to ensure all prison systems in Australia receive information on

1. AIDS in Prison Educational Material;
2. AIDS in Prison Research (Australian/International);
3. AIDS Research.

*End of text.*
STRUCTURE (continuing education)

1. **Information Sessions** for staff and prisoners are now run on a regular basis in every institution with a special emphasis on Staff Sessions over the last three months.

### Information Sessions

<table>
<thead>
<tr>
<th>Month</th>
<th>Staff Sessions</th>
<th>Prisoner Sessions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sep</td>
<td>12</td>
<td>8</td>
</tr>
<tr>
<td>Oct</td>
<td>18</td>
<td>10</td>
</tr>
<tr>
<td>Nov</td>
<td>14</td>
<td>9</td>
</tr>
<tr>
<td>Dec</td>
<td>15</td>
<td>9</td>
</tr>
<tr>
<td>Jan</td>
<td>16</td>
<td>10</td>
</tr>
<tr>
<td>Feb</td>
<td>17</td>
<td>8</td>
</tr>
</tbody>
</table>

*September 1989 – February 1990*

- No. of Staff Sessions: 112
- No. of Prisoner Sessions: 89
AIDS Action Committees are established in every institution are run on a fortnightly basis.

September 1989 - February 1990 (Sample)

No. of meetings held 192
No. of educational strategies developed 213
The following give an example of the type and range of the educational strategies developed by the institutions:

- Video Productions
- T-Shirt Design/Production
- Fun Runs
- Information Sessions
- Poster Competitions
- Brochures
- Logo Competition
- Workplace Kits
- Reception Show Bags
- Newspaper Articles
- 2 SER Tapes Distributed
- Information Stall
- Making Meeting Work Course
- Concerts
- Theatre Restaurant Evening
- Xmas Parties

- Touch Football Competition
- Puppet Show Workshop
- Reception Programmes
- Plays, Written/Produced
- Quiz Competitions
- Guest Lecturers
- Std Workshop
- Pamphlet Distribution
- Newsletters
- Pre-Release Information Sessions
- Low Literacy Pamphlet
- Gaolwize Comics
- Song Written/Rec.
- Publicity for PIP
- Continuum Gam

![Education Strategies Chart]

**Education Strategies**

<table>
<thead>
<tr>
<th>Month</th>
<th>Number Completed</th>
</tr>
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<tbody>
<tr>
<td>Sep</td>
<td>50</td>
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<tr>
<td>Oct</td>
<td>60</td>
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<tr>
<td>Nov</td>
<td>40</td>
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<tr>
<td>Dec</td>
<td>30</td>
</tr>
<tr>
<td>Jan</td>
<td>70</td>
</tr>
<tr>
<td>Feb</td>
<td>50</td>
</tr>
</tbody>
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**Months 89-90**

- EDUCATION STRATEGIES COMPLETED
- EDUCATION STRATEGIES IN PROCESS
Gaolwize Comic and Information Kit was developed and distributed in 1989-90.

The comic has been in distribution for eight months with the Information Kit for four months. The evaluation conducted by Streetwise indicates that the comic appears to have been particularly successful with good distribution throughout the N.S.W. prison system and very high recall rates and scores on the Corrective Services AIDS test. The Information Kit, consisting of games and puzzles is used by the Peer Educators as an educational tool.

**PEER EDUCATION PROGRAMME**

Programmes completed June 1989 - March 1990 21

Programmes planned April 1990 - September 1990 24

(includes programmes specially for women, aborigines and developmentally delayed prisoners).

The Peer Education Programme is an integral part of the Prison AIDS Project. Its success with staff and prisoners alike is due to the professionalism of the CEIDA Educators and the excellent facilitation of the programmes into the gaols by the Regional Programme Organisers.

**PEER SUPPORT PROGRAMMES COMPLETED**

![Graph showing the number of participants in peer support programmes from September to February 1990.](image-url)
OFFICER SEEDING PROGRAMME

2 Trial Programmes scheduled for 23 April and 3 May

Information Sessions delivered in every primary training programme since January 1989.

UNION INFORMATION PROGRAMME – INTEGRATION

A Custodial Officer is to commence three month secondment on 17 April. Drs. David Sutherland and Peter Bruce contracted on a sessional basis to accompany officer to every institution in order to explain the integration policy.

CUSTODIAL PROGRAMME ORGANISORS WORKSHOPS have been run in every region and will be repeated every six months.

NATIONAL CLEARING HOUSE

Contract signed and project to commence on 30 April, 1990 staff are currently being employed.
PERFORMANCE INDICATORS

POLICY CHANGES

Integration/Segregation

The Department and the Union have changed their policies of segregation of HIV positive inmates to integration.

Availability of Bleach

Once banned, prisoners now have access to bleach tablets through the Prison Medical Service.

Information on Needle Cleaning for Intravenous Drug Use

Now permitted as a comprehensive and integrated part of the education programme.

Education

1. Prisoners are permitted and paid to attend Peer Education Programmes.

2. Overtime provided for Officers to attend:
   - Custodial Programme Organisers Workshop
   and
   - Officer Seeding Programme Trial Programmes.

3. Gaolwize comic developed by prisoners AIDS Action Committee has been accepted for distribution.
FUTURE DIRECTIONS

OBJECTIVES: 1) Completion of Phase 2 (Education and Training)

Mid 1990 - Dec.1991

2) Integration of strategies into mainstream activities

Tasks for Objective I:

- Institutions through custodial programme organisers, AIDS Action Committees and Peer Educators continue to develop education strategies.

- 40 Peer Education Programmes to be completed by September, 1990.

- Peer Education Train the Trainer Workshop developed and made available to gaol professionals.

- National Peer Education Training Manual and Workshop developed and implemented.

- Officer Seeding Programme implemented once per month for 12 months. Goal - 180 Officers.

- Occupational Health and Safety Video produced and distributed.

- Prisoner Management Manual developed for staff officers.

PREPARATIONS FOR COMPULSORY TESTING PROGRAMME:

- Assistance to Prison Medical Service (P.M.S.) in the training and development of Gaol Health Teams (for pre and post test counselling).

- Development of a HIV Management Course for Prison Nursing Staff.

- Peer Education, Officer Seeding Programme and the Union Information on integration are all aimed at providing and managing the HIV positive prisoner in the mainstream prisoner population.

- Establishment of a 3 month voluntary "Lifestyles Programme" for HIV positive prisoners.

Tasks for Objective 2 - (Integration)

- Assist P.M.S. in training gaol health teams

- Assist Occupational Health and Safety Unit implement procedures.
- Develop and run training programme for Gaol Health Workers.
- Develop an AIDS Management Training Manual for Staff Officers.
- Build Staff Training Courses into Officer Academy timetable.

CORPORATE SPONSORSHIP:
In order to increase the likelihood that educational strategies put forward by the AIDS Action Committees are developed and to give publicity to the prisoners' efforts, sponsorship is being sought in the private sector. At the moment, one company - Smith, Klyne and French, the makers of Hep. B. vaccine - has agreed to donate $5,000 for the development of a puppet show outlining the AIDS prevention message for the developmentally delayed prisoner.

A range of private companies are to be targeted during 1990 and 1991.
## Budget

The AIDS Project has four funding sources:

1. Department of Corrective Services (D.C.S.)
2. Department of Health (D.H.)
4. Community Sponsorship (Priv.Sect.)

The Annual Budget is as follows:

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>D.C.S. (3 salaries and $44,000)</td>
<td>$164,000 p.a.</td>
</tr>
<tr>
<td>D.H. (continuing education)</td>
<td>$250,000 p.a.</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$414,000 p.a.</strong></td>
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Budget - One Off Projects = $360,750
## ONE OFF PROJECTS

<table>
<thead>
<tr>
<th>Project</th>
<th>D.H. (202,000)</th>
<th>D.C.S. (29,000)</th>
<th>COMM. Total (23,000)</th>
<th>CORP. SPON. Total (10,000)</th>
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<tr>
<td>Peer Education (1 year)</td>
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<tr>
<td>Officer Seeding Programme (6 months)</td>
<td>29,000</td>
<td>3,000</td>
<td>O.H.S. video planned</td>
<td></td>
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<tr>
<td>Evaluation Programme (6 months)</td>
<td>23,000</td>
<td></td>
<td></td>
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<tr>
<td>Union Programme (3 months)</td>
<td></td>
<td>Officer 10,000</td>
<td>14,000 (Medical Con)</td>
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<tr>
<td>National Clearing House (6 months)</td>
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<tr>
<td>Puppet Show (development &amp; production) (2 months)</td>
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<tr>
<td><strong>TOTAL BUDGET - SHORT TERM</strong> = $360,750</td>
<td>$254,000</td>
<td>$24,000</td>
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