



Rehabilitation Policy

— *Semper Restituens* —

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FOREWORD



Commissioner of Corrections

The duty of all Fiji Corrections Service (FCS) personnel is a noble call to win the hearts and minds of those under our care. Our mission of restoring lives is at the core of our duty.

The work of rehabilitation is a mammoth undertaking since the dawn of this paradigm shift, moving from punitive containment to corrective rehabilitation, which is now exercised in all our Correction Centres. The genesis of this Rehabilitation Policy for the FCS has been birthed from our numerous visits abroad to capture and design treatment programs to meet the needs and demands to suit the Fijian context. Similarly, a lot of brainstorming and analytical thought have been provided for the promulgation of this new Rehabilitation Policy.

This Policy has been designed to target the treatment of the offending behaviours behind the cause of these criminal activities. Similarly, we have designed this Policy to ensure that all those that come under our care get treated accordingly. We will strive to ensure that no convicted prisoner leaves our care without receiving some form of treatment to ensure successful reintegration.

It is imperative, as you will note in this Policy, the need for a whole of nation effort in our rehabilitation work. We at FCS cannot do this alone. The community at large, family, friends, relatives, the private and public sector all have a part to play in the successful reintegration of any convicted prisoner. Our rehabilitation efforts within FCS will all come to nought should acceptance from our communities fails. The keys to the second prison is held by all in our communities hence the earnest need for them to be engaged in this rehabilitation process to allow successful reintegration.

I commend the volunteers, support expert organisations, non-government organisations, government ministries, religious groups and the team at FCS who will be playing a crucial role in the delivery of the Rehabilitation Policy. This document must become a reality on the ground hence the development of this new Policy to ensure we deliver our work in a synchronised manner, efficiently and effectively by living no prisoner untreated prior to being discharged.

I commend this Rehabilitation Policy to you all. Vinaka.

F.B. KEAN
Commander
Commissioner

INTRODUCTION

The Fiji Corrections Service (FCS) has modified the Rehabilitation Policy to focus on the offenders. The framework has been put together to meet the Commissioner's intent of establishing the best application and sustainable rehabilitation approach that will continue to effectively address recidivism and re-offending.

The FCS motto: *Semper Restituens* - Always Rehabilitation forms a central part of this Rehabilitation Policy. Rehabilitation is the central goal and the heart of the FCS - Changing lives and Changing Hearts. Rehabilitation in FCS has been modified to a process of nurturing and re-building the individuals to be better citizens and contribute positively to the economy of the nation. An important aspect to this Policy is the decentralizing of rehabilitation programs and allowing all FCS Personnel to take ownership.

Prison classification is another important aspect to its implementation. This is a way of assessing inmates' risks that balances security requirements with program needs. The newly admitted inmates that enter Receiving Centres in Fiji are categorized according to their offences before suitable programs are recommended for their treatment.

The establishment of the Nasinu Vocational Centre, the Pre Release Centre for Through Care program and the recognition of the FCS Training Academy by the Fiji Higher Education Commission are some important milestones for the Fiji Corrections Service. Certain offences have recently increase in their crime rates and innovative programs have been identified to address the nature of their offending behaviours such as the intensive Sexual Offences programs, the short sentence inmates program, the aggressive programs tailored for recidivists and Drug offenders programs.

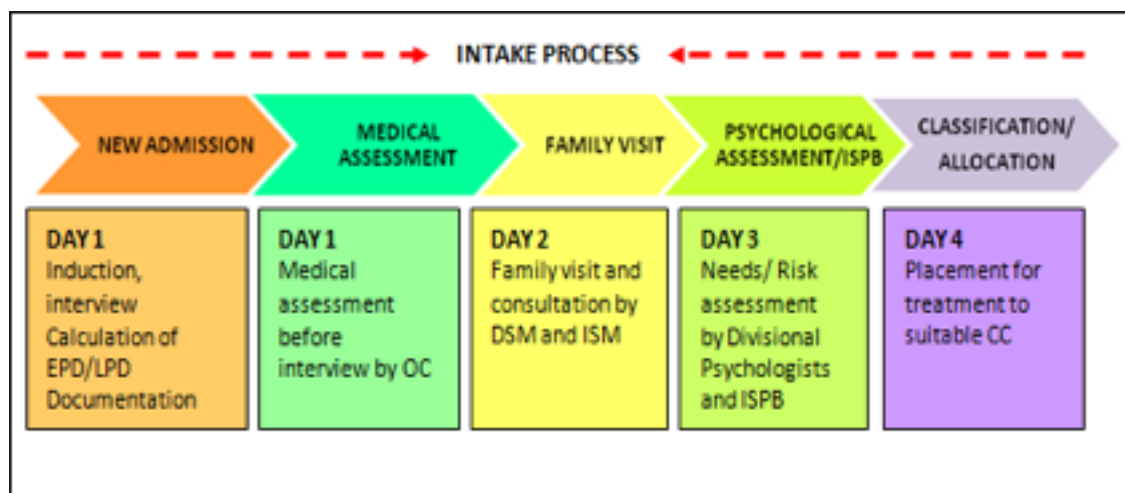
A key feature of successful crime prevention strategies is the attention to the social reintegration of offenders into the community and the development of interventions designed to reduce the levels of recidivism. These interventions represent a wide array of efforts by the FCS, often in collaboration with community agencies and organizations.

The formulation of the CARE Committee through the Yellow Ribbon Symposiums with Corporate Bodies paved the way for FCS in the implementation of the Through Care concept towards the rehabilitation of offenders. This Policy Framework is a living document and will be reviewed as and when required to ensure its relevancy to the rehabilitation environment.

REHABILITATION FRAMEWORK

The Rehabilitation Framework allows special and robust programmes for short termers who are serving less than 12 months sentence. While in prison, the short time available often means there is little opportunity to adequately address their needs with limited access to offending behaviour programmes, education and up-skilling. The Framework is structured to instil discipline, address offending behaviour and enhance knowledge and skills for employment opportunities and to prepare inmates for successful integration into the community.

ENTRY PHASE PROCESS MODEL



THE INTAKE PROCESS

a. New Admission Process

i. All convicted inmates admitted to any Correction Institution or Receiving Centres after being sentenced by any sentencing court must go through the formal Admission Procedures as stipulated in the Corrections Act. The main Receiving Centres are Lautoka Correction Centre, Suva Correction Centre and Labasa Correction Centre.

ii. The seven Receiving Centres are Suva Correction Centre, Lautoka Correction Centre, Suva Women's Correction Centres, Lautoka Women's Correction Centre, Levuka Correction Centre, Labasa Correction Centre and the Taveuni Correction Centre.

iii. Day 1: All convicted prisoners received at small Receiving Centres must be immediately transferred to their main receiving centres for administration purposes.

iv. Inmates are issued with prison kits supplied by the storeman followed by actual registration conducted by the Reception Officer. This include personal interview, documentation of personal details, cash and valuables, calculation of sentence, taking of fingerprints and photographs, recording of offence(s) and previous conviction, and inventory of the prisoner's personal items.

b. Medical Assessment

i. **Day 1:** Inmates will be interviewed by correctional and medical staff. The interviews assist correctional staff to determine what category the prisoner is and which prison and location is most suitable for the inmates needs.

ii. Nurses and Medical Orderlies will assess the inmates' health concerns thoroughly and provide medication if necessary through the consultation of the Medical Officer. Inmates should let the nurse or the Medical Orderlies know if they are experiencing drug or alcohol withdrawal issues or if they are currently on medication. This is an opportunity for the inmates' to raise any health care issue about them. Nurses are to arrange for the inmate to see the Medical Officer if they have health concerns. Proper entry of medical assessment and records shall be entered in the inmate's Medical Card. In case where inmates are admitted with any physical injuries, the Officer In Charge needs to verify from the escorting Officers or from the convicting authority whether the inmate has been referred for medical treatment. If the inmate has not been medically treated, the escorting officer should be directed to refer the inmate to hospital and return with the Commitment Warrant.

iii. Inmates will then be interviewed by the Institution Officer In Charge accompanied by their personal files. The Officers In Charge will re-check the inmates Earliest Possible date of Discharge (EPD) and the Latest Possible date of Discharge (LPD) and endorse the Commitment Warrants and files.

c. Family visit

i. **Day 2:** In addition to the information gathered by the Reception Officers on Day 1, the Officers In Charge will ensure that a family visit is conducted to substantiate the information provided by the inmates and to collate other information that may contribute to the cause of their committing the crime. This will help the FCS to plan an intervention programmes to treat the inmates offending behaviour during their incarceration that can produce positive results during the preparation for their release and their reintegration back into the community. In case where inmates' place of residence is located in remote areas, immediate family members residing closer to the receiving centres may be contacted for such visits. The Divisional and Institution Sergeant Majors will be responsible for such visits.

d. Psychological assessment and Institution Sentence Planning Board

i. **Day 3:** The FCS Psychologists and Counsellors will assess the inmate using the Comprehensive Assessment Form to identify the needs and risks of inmates. The assessment process covers the holistic aspects of the individual deployment including their family background, educational history, previous convictions, health and mental history, history of social behaviour, personality pattern, social cognition and associates employment history, leisure and recreation, substance use, financial status background and outcome of family visitation.

ii. The Risk and Need Assessment findings will help to identify inmate's needs that will be addressed in therapeutic treatment programs, provide findings and recommendations to the Institution Sentence Planning Board (ISPB) and chart an Initial Personal Route Map (IPRM) by the ISPB. This is to address inmates' behavioural needs, properly and accurately allocate inmates to suitable institution and identify the level of probability of re-offending.

iii. The ISPB will conduct its meeting once all the information about the inmates have been collated. The ISPB will be comprised of the Divisional Supervisor, the Divisional Psychologist, a representative from the inmate’s religion, parents or guardian and a community mentor.

iv. The findings of the Risk and Needs Assessment, Inmates Interview and outcome of family visits will be verified through the family consultation reports discussed during the ISPB meeting. The outcome of the ISPB meeting will determine the appropriate treatment plan for the inmates from In-Care to Through Care.

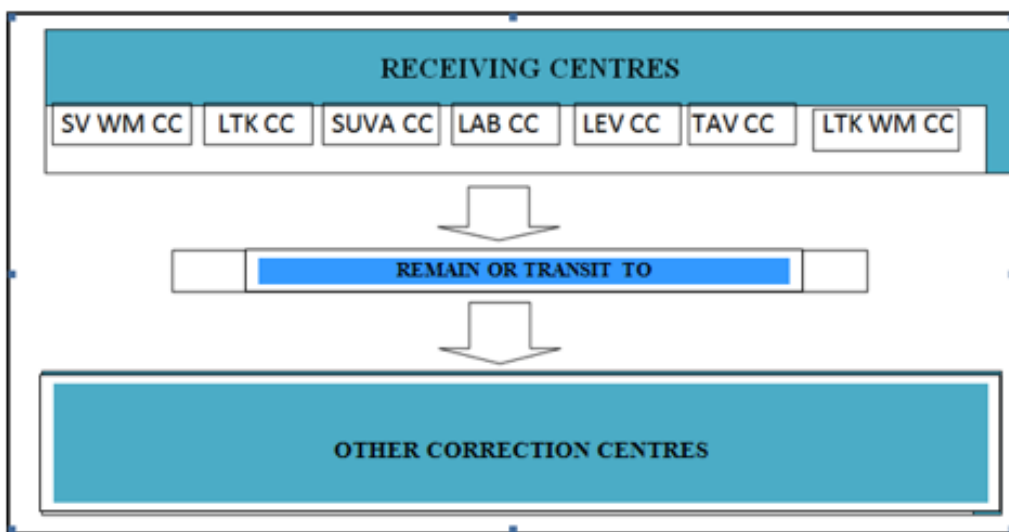
e. Classification and Allocation

i. Day 4: For male inmates, all sexual offenders and recidivists will be allocated to the Maximum Correction Centre to undergo treatment programmes. Short termers will remain in their respective Receiving Centers.

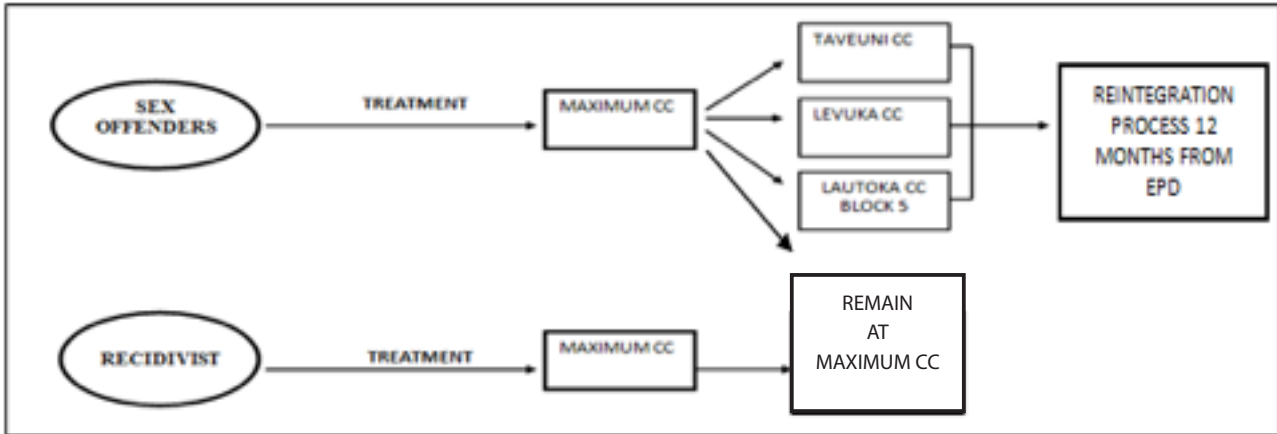
ii. The Classification and Allocation Board in its meeting will recommend to the Commissioner the placement of medium and long serving inmates to their right Classified Centres. The inmates age, length of sentence, nature of the offence committed and any other reasons arise from their psychological assessment will be taken into consideration.

CLASSIFICATION PROCESS

The Classification and Allocation Board in its meeting will recommend to the Commissioner the placement of medium and long serving inmates to their right Classified Centres. The inmates age, length of sentence, nature of the offence committed and any other reasons arise from their psychological assessment will be taken into consideration.



The classification of inmates upon their admission to the seven Receiving Centres is illustrated below:



DISCIPLINARY DEVELOPMENT - ALL CORRECTION CENTRES

Disciplinary development programme aims to allow inmates to:

- a. Inculcate in them self discipline;
- b. Create insight and awareness of their offending behaviour;
- c. Enhance motivation to change; and
- d. Prepare themselves for further intensive program.

The programme is mandatory for all inmates in all Correction Centres. All inmates except for those on medical grounds as far as basic foot drills are concerned. The Spiritual empowerment and basic foot drill will continue throughout their time in prison. The disciplinary development programmes is tabulated below:

SN	PROGRAM	DURATION	PROVIDERS
1.	BASIC FOOT DRILL	ONGOING	Barrack Commanders
2.	SPIRITUAL COUNSELLING (INDIVIDUAL)	ONGOING	FCS Chaplaincy Service
3.	ALPHA	20 HRS	Officer In Charge FCS Chaplaincy Service
4.	TRUE IDENTITY	40 HRS	CIV Filipe Vadrawale - Medium And Maximum CC CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC PCO Serai Vakawale - Women's CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratukonadi - Minimum CC And PRC
5.	CULTURE	20 HRS	Officer In Charge Second In Command Duty Officers Barrack Commanders
6.	SOLOMON PROVERBS	30 DAYS	Officers In Charge Supervisors FCS Chaplain - Central Eastern Division Pastor Tuiloma Dakuitoga - Southern Division

7. BEHAVIOURAL ENHANCEMENT/ EDUCATIONAL AND UP-SKILLING

Behavioural Enhancement programmes normally take three to six months. It is a follow-up programme from their disciplinary development that focuses on moulding the inmates' character and exposing them to the moral principles in life. The programmes aim to address the individual offending behaviour, according to findings derived from their needs and risks assessments and programmes are also tailor made to target inmates' offences committed.

REHABILITATION PROGRAMMES

The following rehabilitation programme shall be conducted in all the Correction Centres for short termers and according to the inmates offence(s) committed:

a. Short Termers

The programmes for Short Termers are as follows:

SN	PROGRAM	DURATION	PROVIDERS
1	BASIC FOOT DRILLS	INDEFINITE	Barrack Commanders
2	SPIRITUAL COUNSELLING (INDIVIDUAL)	INDEFINITE	FCS Chaplain - Central Eastern Division Pastor Paula Vakavosaki - Western Division Rev Inia Bavai - Labasa CC Rev Usaia Duidomo - Taveuni CC
3	ALPHA	20 HRS	Officer In Charge FCS Chaplaincy Service
4	TRUE IDENTITY	40 HRS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC PCO Serai Vakawale - Women's CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division
5	CULTURE	20 HRS	Officer In Charge Second In Command Duty Officers Barrack Commanders
6	SOLOMON'S P ROVERBS	30 DAYS	Officers In Charge - Western and Northern Division FCS Chaplain - Central Eastern Division Pastor Tuiloma Dakuitoga - Southern Division
7	SYCAMORE TREE	5 DAYS	Officers In Charge FCS Chaplain
8	CHARACTER GUIDANCE COUNSELLING	1 HOUR	Officers In Charge Second In Command Duty Officers Barrack Commanders

b. Mandatory programmes for all convicted inmates is tabulated as follows:

SEX OFFENCE

SN	PROGRAMME TITLE	CRIMINOGENIC NEED	SPECIFIC TARGET	DELIVERY METHOD	DURATION	PROVIDERS (ORGANIZATION)
1	TRUE IDENTITY	SEX OFFENCE: - RAPE - INCEST - DEFILEMENT - SEXUAL ASSAULT - SEXUAL ABDUCTION - SEXUAL ARRESTMENT - CHILD PORNOGRAPHY - INDECENT EXPOSURE	HIGH RISK MALE	PSYCHOLOGICAL EDUCATIONAL	40 HOURS	CIV Filipe Vadrawale - Maximum CC
2	COGNITIVE SKILLS			MAINTENANCE	40 HOURS	CIV Filipe Vadrawale - Maximum CC
3	ABUSE PROGRAM			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Elenani Vuru - Maximum CC CIV Varanise Ratukonadi - Maximum CC
4	SYCAMORE TREE			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Elenani Vuru - Maximum CC PCO Serai Vakawale - Maximum CC
5	VICTIM EMPATHY			MAINTENANCE	20 HOURS	CIV Elenani Vuru - Maximum CC CIV Varanise Ratukonadi - Maximum CC
6	COGNITIVE RESTRUCTURING			PSYCHOLOGICAL THERAPY	40 HOURS	CIV Elenani Vuru - Maximum CC CIV Filipe Vadrawale - Maximum CC
7	GROUP SPIRITUAL THERAPY			SPIRITUAL	20 HOURS	Pastor Tuiloma Dakuitoga - Maximum CC
8	RESTORATIVE JUSTICE			MAINTENANCE	80 HOURS (1MONTH)	Pacific Center for Peace Building CIV Elenani Vuru - Maximum CC
9	TRAUMA HEALING STEP OUT STEP FREE			MAINTENANCE	6 MONTHS FROM EPD	Mr Peter Schultz - Maximum CC
10	SOLOMON'S PROVERBS			SPIRITUAL	20 HOURS	Pastor Tuiloma Dakuitoga - Maximum CC
11	FINANCIAL LITERACY			PSYCHO EDUCATION	10 HOURS	CIV Aporosa Toroca - Maxim um CC

LONG TERMERS - VIOLENT OFFENCE

SN	PROGRAMME TITLE	CRIMINOGENIC NEED	SPECIFIC TARGET	DELIVERY METHOD	DURATION	PROVIDERS (ORGANIZATION)
1	TRUE IDENTITY	VIOLENT OFFENDER VIOLENT OFFENCE: - AGGRAVATED ROBBERY - ROBBERY - BURGLARY - CRIMINAL INTIMIDATION - ASSAULT - ASSAULT CAUSING ACTUAL BODILY HARM - INDECENT ASSAULT - DAMAGING PROPERTY - MURDER - MANSLAUGHTER - MUTINY - TREASON - ARSON	HIGH RISK MALE	PSYCHOLOGICAL EDUCATIONAL	40 HOURS	CIV Jimaima Rokotagane - Western Division CIV Veni Cakau - Suva CC PCO Serai Vakawale - Women's CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratukonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/ Medium
2	COGNITIVE RESTRUCTURING			PSYCHOLOGICAL EDUCATIONAL	40 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC PCO Serai Vakawale - Women's CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratukonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
3	COGNITIVE SELF-CHANGE			PSYCHOLOGICAL EDUCATIONAL	20 HOURS	CIV Varanise Ratukonadi - Southern Division CIV Alisi Tamaibeka - Western Division CIV Aisea Rainima - Northern Division CIV Veni Cakau - Women's CC CIV Filipe Vadrawale - Suva CC CIV Ana Boila - Nasinu CC
4	VIOLENT OFFENDERS THERAPEUTIC PROGRAM			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Varanise Ratukonadi - Southern Division CIV Alisi Tamaibeka - Western Division CIV Aisea Rainima - Northern Division CIV Veni Cakau - Suva CC and Women's CC CIV Filipe Vadrawale - Suva CC
5	VIOLENCE OFFENDER INTERVENTION PROGRAM			PSYCHOLOGICAL EDUCATIONAL	20 HOURS	CIV Varanise Ratukonadi - Southern Division CIV Alisi Tamaibeka - Western Division CIV Aisea Rainima - Northern Division CIV Veni Cakau - Women's CC CIV Filipe Vadrawale - Suva CC
6	GROUP SPIRITUAL THERAPY			SPIRITUAL	20 HOURS	FCS Chaplain - Suva CC, Nasinu CC and Women's CC Pastor Tuiloma Daukuitoga - Southern Division Officer In Charge - Western Division, Levuka CC
7	SOLOMON'S PROVERBS			SPIRITUAL	20 HOURS	FCS Chaplain - Central Eastern Division Pastor Tuiloma Dakuitoga - Southern Division Pastor Paula Vakavosaki - Western Division Rev Inia Bavai - Labasa CC Rev Usaia Duidomo - Taveuni CC
8	FINANCIAL LITERACY			PSYCHOLOGICAL EDUCATIONAL	10 HOURS	CIV Harish Chand - Western Division CIV Sheik Hussain - Labasa CC CIV Aporosa Toroca - Central Eastern and Southern Division

SHORT & LONG TERMERS - ANGER MANAGEMENT PROGRAMS

SN	PROGRAMME TITLE	CRIMINOGENIC NEED	SPECIFIC TARGET	DELIVERY METHOD	DURATION	PROVIDERS (ORGANIZATION)
1	TRUE IDENTITY	ANGER GENERAL OFFENDING	MEDIUM RISK MALE	PSYCHOLOGICAL EDUCATIONAL	40 HOURS	CIV Jimaima Rokotagane - Western Division CIV Veni Cakau - Suva CC PCO Serai Vakawale - Women's CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratukonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/ Medium
2	COGNITIVE RESTRUCTURING			PSYCHOLOGICAL THERAPY	40 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC PCO Serai Vakawale - Women's CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratukonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
3	MANAGING EMOTIONS			PSYCHOLOGICAL EDUCATIONAL	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC PCO Serai Vakawale - Women's CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratukonadi - Minimum CC and PRC CIV Filipe Vadrawale - Maximum CC and Medium CC
4	GROUP SPIRITUAL THERAPY			SPIRITUAL	20 HOURS	FCS Chaplain - Central Eastern Pastor Tuiloma Dakuitoga - Southern Division Pastor Paula Vakavosaki - Western Division Rev Inia Mavai - Labasa CC Rev Usaia Duidomo - Taveuni CC Pastor Paula Vakavosaki - Western Division
5	MUSIC THERAPY			PSYCHOLOGICAL THERAPY	20 HOURS	CCO Anare Vula
6	STEP OUT STEP FREE			PSYCHOLOGICAL THERAPY	20 HOURS	Mr Peter Schultz - All Divisions
7	SOLOMON'S PROVERBS			SPIRITUAL	20 HOURS	FCS Chaplain - Central Eastern Division Pastor Tuiloma Dakuitoga - Southern Division Pastor Paula Vakavosaki - Western Division Rev Inia Bavai - Labasa CC Rev Usaia Duidomo - Taveuni CC
8	FINANCIAL LITERACY			PSYCHOLOGICAL EDUCATIONAL	10 HOURS	CIV Harish Chand - Western Division CIV Sheik Hussain - Labasa CC CIV Veni Cakau - Central Eastern Division CIV Aporosa Toroca - Central Eastern and Southern Division

SHORT TERMERS: 12 MONTHS - DOMESTIC VIOLENCE

SN	PROGRAMME TITLE	CRIMINOGENIC NEED	SPECIFIC TARGET	DELIVERY METHOD	DURATION	PROVIDERS (ORGANIZATION)
1	TRUE IDENTITY	DOMESTIC VIOLENCE DOMESTIC VIOLENCE OFFENCE: COMMON ASSAULT ANNOYING DVRO ASSAULT	MEDIUM RISK MALE	PSYCHOLOGICAL EDUCATIONAL	40 HOURS	CIV Jimaima Rokotagane - Western Division CIV Veni Cakau - Suva CC PCO Serai Vakawale - Women's CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise RatuKonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/ Medium
2	COGNITIVE RESTRUCTURING			PSYCHOLOGICAL THERAPY	40 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC PCO Serai Vakawale - Women's CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise RatuKonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
3	ABUSE PROGRAM			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC PCO Serai Vakawale - Women's CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise RatuKonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
4	ANGER MANAGEMENT			PSYCHOLOGICAL THERAPY	20 HOURS	FCS Chaplain - Central Eastern Pastor Tuiloma Dakuitoga - Southern Division Pastor Paula Vakavosaki - Western Division Rev Inia Mavai - Labasa CC Rev Usaia Duidomo - Taveuni CC Pastor Paula Vakavosaki - Western Division
5	THINK FIRST			PSYCHOLOGICAL THERAPY	40 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise RatuKonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
6	FAMILY THERAPY			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise RatuKonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
7	GROUP COUNSELLING			SPIRITUAL	20 HOURS	FCS Chaplain - Central Eastern Pastor Tuiloma Dakuitoga - Southern Division Pastor Paula Vakavosaki - Western Division Rev Inia Mavai - Labasa CC Rev Usaia Duidomo - Taveuni CC
8	ENDING FAMILY			PSYCHOLOGICAL EDUCATIONAL	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise RatuKonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
9	VIOLENCE PROGRAM			MAINTENANCE	40 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise RatuKonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
10	GROUP PSYCHOLOGICAL THERAPY			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise RatuKonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
11	MUSIC THERAPY			PSYCHOLOGICAL THERAPY	20 HOURS	FCS Director Music
12	STEP OUT STEP FREE			MOTIVATIONAL	20 HOURS	Mr Peter Schultz - All Divisions
13	SOLOMON'S PROVERBS			SPIRITUAL	20 HOURS	FCS Chaplain - Central Eastern Division Pastor Tuiloma Dakuitoga - Southern Division Pastor Paula Vakavosaki - Western Division Rev Inia Bavai - Labasa CC Rev Usaia Duidomo - Taveuni CC
14	FINANCIAL LITERACY			PSYCHOLOGICAL EDUCATIONAL	10 HOURS	CIV Harish Chand - Western Division CIV Sheik Hussain - Labasa CC CIV Veni Cakau - Central Eastern Division CIV Aporosa Toroca - Central Eastern and Southern Division

SHORT TERMERS: 12 MONTHS - General Offence (Male Cognitive Skills Programs)

SN	PROGRAMME TITLE	CRIMINOGENIC NEED	SPECIFIC TARGET	DELIVERY METHOD	DURATION	PROVIDERS (ORGANIZATION)
1	TRUE IDENTITY	GENERAL OFFENDING GENERAL OFFENCE: - THEFT - OBTAINING FINANCIAL ADVANTAGE BY DECEPTION - OBTAINING PROPERTY BY DECEPTION - MAINTENANCE - OBTAINING FINANCIAL ADVANTAGE - ARSON - ATTEMPTED ARSON - ABUSE OF OFFICE - MONEY LAUNDERING - HUMAN TRAFFICKING - CYBER CRIME	MEDIUM RISK DENIER	PSYCHOLOGICAL EDUCATIONAL	40 HOURS	CIV Jimaima Rokotagane - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratuakonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/ Medium
2	ACTIVE LISTENING • CLARIFYING • SUMMARIZING • PARAPHRASING • QUESTIONING			PSYCHOLOGICAL EDUCATIONAL	16 HOURS (2 DAYS)	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratuakonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
3	PROBLEM SOLVING SKILLS			PSYCHOLOGICAL EDUCATIONAL	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratuakonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
4	SOLUTION FOCUSED			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratuakonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
5	GROUP COUNSELING (SPIRITUAL)			SPIRITUAL PSYCHOLOGICAL	20 HOURS	FCS Chaplain - Central Eastern Pastor Tuiloma Dakuitoga - Southern Division Pastor Paula Vakavosaki - Western Division Rev Inia Mavai - Labasa CC Rev Usaia Duidomo - Taveuni CC Pastor Paula Vakavosaki - Western Division
6	GROUP PSYCHOLOGICAL THERAPY			THERAPY MAINTENANCE	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratuakonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
7	SOLOMON'S PROVERBS			SPIRITUAL	20 HOURS	FCS Chaplain - Central Eastern Pastor Tuiloma Dakuitoga - Southern Division Pastor Paula Vakavosaki - Western Division Rev Inia Mavai - Labasa CC Rev Usaia Duidomo - Taveuni CC
8	FINANCIAL LITERACY			PSYCHOLOGICAL EDUCATIONAL	10 HOURS	CIV Harish Chand - Western Division CIV Sheik Hussain - Northern Division CIV Veni Cakau - Central Eastern Division CIV Aporosa Toroca - Southern Division

SHORT TERMERS: 12 MONTHS - General Offence (Alcohol and Substance Use Programs)

SN	PROGRAMME TITLE	CRIMINOGENIC NEED	SPECIFIC TARGET	DELIVERY METHOD	DURATION	PROVIDERS (ORGANIZATION)
1	TRUE IDENTITY	ALCOHOL AND SUBSTANCE USE GENERAL OFFENDING OFFENCE: - DRUNK & DISORDERLY - FOUND IN POSSESSION OF ILLICIT DRUGS - UNLAWFUL CULTIVATION OF ILLICIT DRUGS - SUBSTANCE ABUSE	MEDIUM RISK	PSYCHOLOGICAL EDUCATIONAL	40 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratukonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
2	ALCOHOL & SUBSTANCE ABUSE			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratukonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
3	PSYCHO-EDUCATION			PSYCHOLOGICAL EDUCATIONAL	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratukonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
4	GROUP COUNSELING (SPIRITUAL)			SPIRITUAL	20 HOURS	FCS Chaplain - Central Eastern Pastor Tuiloma Dakuitoga - Southern Division Pastor Paula Vakavosaki - Western Division Rev Inia Mavai - Labasa CC Rev Usaia Duidomo - Taveuni CC Pastor Paula Vakavosaki - Western Division
5	GROUP COUNSELING			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC CIV Ana Boila - Nasinu CC CIV Aisea Rainima - Northern Division CIV Varanise Ratukonadi - Minimum CC/PRC CIV Filipe Vadrawale - Maximum CC/Medium CC
6	STEP OUT STEP FREE			MAINTENANCE	20 HOURS	Mr Peter Schultz - All Divisions
7	SOLOMON'S PROVERBS			SPIRITUAL	20 HOURS	FCS Chaplain - Central Eastern Pastor Tuiloma Dakuitoga - Southern Division Pastor Paula Vakavosaki - Western Division Rev Inia Mavai - Labasa CC Rev Usaia Duidomo - Taveuni CC
8	FINANCIAL LITERACY			PSYCHOLOGICAL EDUCATIONAL	10 HOURS	CIV Harish Chand - Western Division CIV Sheik Hussain - Northern Division CIV Veni Cakau - Central Eastern Division CIV Aporosa Toroca - Southern Division

SHORT & LONG TERMERS - Female Offender Programs

SN	PROGRAMME TITLE	CRIMINOGENIC NEED	SPECIFIC TARGET	DELIVERY METHOD	DURATION	PROVIDERS (ORGANIZATION)
1	COGNITIVE SELF-CHANGE	GENERAL OFFENDING GENERAL OFFENCE: - THEFT - OBTAINING FINANCIAL ADVANTAGE BY DECEPTION - OBTAINING PROPERTY BY DECEPTION - MAINTENANCE - OBTAINING FINANCIAL ADVANTAGE - ARSON - ATTEMPTED ARSON - ABUSE OF OFFICE - MONEY LAUNDERING - HUMAN TRAFFICKING - CYBER CRIME - DOMESTIC TRAFFICKING IN CHILDREN	HIGH RISK MODERATE DENIER LOW RISK	MOTIVATIONAL	40 HOURS	CIV Alisi Tamaibeka - Lautoka Women's CC CIV Veni Cakau - Suva Women's CC Pastor Sisaro Tiko - Suva Women's CC
2	TRAUMA HEALING			PSYCHOLOGICAL EDUCATIONAL	20 HOURS	Mr Peter Schultz - All Divisions
3	ANGER MANAGEMENT			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Alisi Tamaibeka - Lautoka Women's CC CIV Veni Cakau - Suva Women's CC Pastor Sisaro Tiko - Suva Women's CC
4	ALCOHOL & SUBSTANCE ABUSE			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC
5	COGNITIVE RESTRUCTURING			PSYCHOLOGICAL EDUCATIONAL	20 HOURS	CIV Alisi Tamaibeka - Western Division CIV Veni Cakau - Suva CC
6	MINDFUL COMMUNICATION			PSYCHOLOGICAL THERAPY	20 HOURS	Pacific Centre for Peacebuilding
7	RESTORATIVE JUSTICE			MAINTENANCE	80 HOURS	Pacific Centre for Peacebuilding
8	TRUE IDENTITY			MAINTENANCE	40 HOURS	CIV Alisi Tamaibeka - Lautoka Women's CC CIV Veni Cakau - Suva Women's CC
9	ALPHA			PSYCHOLOGICAL EDUCATIONAL	20 HOURS	FCS Chaplain - Suva Women's CC Pastor Paula Vakavosaki - Lautoka Women's CC
10	SOLUTION FOCUSED THERAPY			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Alisi Tamaibeka - Lautoka Women's CC CIV Veni Cakau - Suva Women's CC
11	GROUP SPIRITUAL THERAPY			SPIRITUAL	20 HOURS	FCS Chaplain - Central Eastern Pastor Paula Vakavosaki - Western Division
12	CULTURE			SPIRITUAL	20 HOURS	Officers In Charge Second In Command Duty Officers Barrack Commanders
13	MUSIC THERAPY			MOTIVATIONAL	20 HOURS	CCO Anare Vula
14	STEP OUT STEP FREE			MAINTENANCE	20 HOURS	Mr Peter Schultz - All Divisions
15	SOLOMON'S PROVERBS			SPIRITUAL	20 HOURS	FCS Chaplain - Central Eastern Pastor Paula Vakavosaki - Western Division
16	FINANCIAL LITERACY			PSYCHOLOGICAL EDUCATIONAL	10 HOURS	CIV Harish Chand - Western Division CIV Aporosa Toroca - Southern Division

SHORT & LONG TERMERS - Female & Male Recidivists (Habitual Offenders)

SN	PROGRAMME TITLE	CRIMINOGENIC NEED	SPECIFIC TARGET	DELIVERY METHOD	DURATION	PROVIDERS (ORGANIZATION)
1	COGNITIVE RE-STRUCTURING	GENERAL OFFENDING HABITUAL OFFENDERS	HIGH RISK MODERATE DENIER LOW RISK	PSYCHOLOGICAL EDUCATIONAL	40 HOURS	CIV Filipe Vadrawale - Maximum CC CIV Alisi Tamaibeka - Lautoka Women's PCO Serai Vakawale - Women's CC
2	ALCOHOL & SUB-STANCE ABUSE			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Filipe Vadrawale - Maximum CC CIV Alisi Tamaibeka - Lautoka Women's PCO Serai Vakawale - Women's CC
3	PROBLEM SOLVING			PSYCHOLOGICAL EDUCATIONAL	20 HOURS	CIV Varanise Ratuconadi CIV Alisi Tamaibeka - Lautoka Women's PCO Serai Vakawale - Women's CC
4	SOLUTION FOCUS			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Varanise Ratuconadi CIV Alisi Tamaibeka - Lautoka Women's PCO Serai Vakawale - Women's CC
5	LIFE AND SOCIAL SKILLS ENHANCEMENT			PSYCHOLOGICAL THERAPY	20 HOURS	Pacific Centre for Peacebuilding
6	ANGER MANAGEMENT			PSYCHOLOGICAL THERAPY	20 HOURS	CIV Varanise Ratuconadi CIV Veni Cakau - Women's CC
7	ACTIVE LISTENING			PSYCHOLOGICAL THERAPY	20 HOURS	Pacific Centre for Peacebuilding
8	MINDFUL COMMUNICATION			PSYCHOLOGICAL THERAPY	20 HOURS	Pacific Centre for Peacebuilding
9	SOLOMON'S PROVERBS			SPIRITUAL	20 HOURS	Pastor Tuiloma Dakuitoga
10	FINANCIAL LITERACY			PSYCHOLOGICAL EDUCATIONAL	10 HOURS	CIV Harish Chand - Western Division CIV Aporosa Toroca - Southern Division

EDUCATIONAL AND VOCATIONAL PROGRAMMES

The conditions of entry for education and vocational programmes is as follows:

- a. The entry phase is mandatory to all inmates;
- b. Offence Focus Treatment - Programme providers to facilitate and provide evaluation report of their respective treatment programs;
- c. All divisional psychologist and counsellors are to provide pre and post evaluation report of inmates on each particular treatment, measuring the change, the impact of the treatment programme and recommending whether the inmate is suitable for educational and vocational programmes; and
- d. If the post evaluation report indicates inmates breach of discipline, non-performance and non behavioural change then the inmate will be disqualified from progressing to educational and vocational stages. However the inmate has to go through similar or another treatment programme recommended by the psychologist.

Criteria for Small Business Unit - Upskilling Programme

SN	SBU PROGRAM	CRITERIA	PROJECT OUTPUT
1	POULTRY, FARMING AND PIGGERY	<ol style="list-style-type: none"> i. Completed treatment programme ii. Identified previous and known skills iii. Inmates from rural and available lands to utilize skills iv. Medium and long termers v. Must be a first offender vi. Medically and physically fit vii. Interest to the programme 	<ol style="list-style-type: none"> i. To continue with the program in order to earn descent living while they are discharged ii. Source of living iii. Address financial constrains iv. Enable self-reliance
2	TAILORING, ART & CRAFT	<ol style="list-style-type: none"> i. Completed treatment programme ii. Identified previous and known skills iii. Medium and long-termers iv. Must be first offender v. Medically and physically fit vi. Interest to the programme 	<ol style="list-style-type: none"> i. To continue with the program in order to earn descent living while they are discharged ii. Source of living iii. Address financial constrains iv. Enable self-reliance v. Peer Tutor
3	BAKERY	<ol style="list-style-type: none"> i. Completed treatment programme ii. Identified previous and known skills iii. Medium and long-termers iv. Must be first offender v. Medically and physically fit vi. Interest to the programme 	<ol style="list-style-type: none"> i. To continue with the program in order to earn descent living while they are discharged ii. Source of living iii. Address financial constrains iv. Enable self-reliance v. Peer Tutor
4	JOINERY	<ol style="list-style-type: none"> i. Completed treatment programme ii. Identified previous and known skills iii. Inmates from rural and available lands to utilize skills iv. Medium and long termers v. Must be a first offender vi. Medically and physically fit vii. Interest to the programme 	<ol style="list-style-type: none"> i. To continue with the program in order to earn descent living while they are discharged ii. Source of living iii. Address financial constrains iv. Enable self-reliance v. Peer Tutor

Criteria for Small Business Unit - Upskilling Programme

The Educational and Vocational Programmes for Nasinu Vocational Centre is tabulated as follows:

SN	EDUCATIONAL & VOCATIONAL PROGRAMME	CRITERIA	PROJECT OUTPUT
1	MUSIC	<ul style="list-style-type: none"> i. Completed literacy and numeracy programme ii. Completed treatment programme iii. Identified previous musical and singing known skills iv. Expression of interest v. Medium termers 	<ul style="list-style-type: none"> i. Source of living ii. Enable self-reliance iii. Maintained discipline iv. Regulate emotions v. Increase coordination
2	AUTOMOTIVE ENGINEERING	<ul style="list-style-type: none"> i. Completed literacy and numeracy programme ii. Completed treatment programme iii. Identified previous and known skills iv. Medium and long-termers 	<ul style="list-style-type: none"> i. Employment opportunities ii. Bridging course at tertiary institutions iii. Source of decent living iv. Enable self-reliance v. Peer Tutor
3	PLUMBING	<ul style="list-style-type: none"> i. Completed literacy and numeracy programme ii. Completed treatment programme iii. Identified previous and known skills iv. Medium and long-termers 	<ul style="list-style-type: none"> i. Employment opportunities ii. Bridging course at tertiary institutions iii. Source of decent living iv. Enable self-reliance v. Peer Tutor
4	REFRIGERATION AND AIR CONDITIONING	<ul style="list-style-type: none"> i. Completed literacy and numeracy programme ii. Completed treatment programme iii. Identified previous and known skills iv. Medium and long-termers 	<ul style="list-style-type: none"> i. Employment opportunities ii. Bridging course at tertiary institutions iii. Source of decent living iv. Enable self-reliance v. Peer Tutor
5	WELDING AND FABRICATION;	<ul style="list-style-type: none"> i. Completed literacy and numeracy programme ii. Completed treatment programme iii. Identified previous and known skills iv. Medium and long-termers 	<ul style="list-style-type: none"> i. Employment opportunities ii. Bridging course at tertiary institutions iii. Source of decent living iv. Enable self-reliance v. Peer Tutor
6	TILAPIA FISH FARMING, ANIMAL HUSBANDRY AND FARMING	<ul style="list-style-type: none"> i. Completed literacy and numeracy programme ii. Completed treatment programme iii. Identified previous and known skills iv. Available land for sustainable post release programme v. Medium and long-termers 	<ul style="list-style-type: none"> i. To continue with the program in order to earn descent living while they are discharged ii. Source of living iii. Address financial constrains iv. Enable self-reliance v. Peer Tutor
DISCIPLINARY ENHANCEMENT & VOCATIONAL PROGRAMME			
7	VOCATIONAL TRAINING - MONFORT BOYS TOWN;	<ul style="list-style-type: none"> i. Form 6 pass ii. Must be twelve months from EPD when they complete the BRC Disciplinary Enhancement Programme iii. No breach of discipline iv. Completed treatment programme v. Identified previous and known skills vi. Medically and physically fit to go through the BRC Disciplinary Enhancement Programme 	<ul style="list-style-type: none"> i. Employment opportunities ii. Continuation of studies at tertiary institutions iii. Source of decent living iv. Enable self-reliance v. Peer Tutor

Upskilling Programme for Female Inmates

Upskilling Programme for female Inmates is tabulated as follows:

SN	EDUCATIONAL & VOCATIONAL PROGRAMME	CRITERIA	PROVIDER	PROJECTED OUTPUT
1	TAILORING, ART & CRAFT	i. Completed treatment programme ii. Identified previous and known skills iii. Medium and long-termers	Salvation Army	i. Provide employment opportunities
2	ENVIRONMENTAL BEAUTIFICATION		Women in development	ii. Enhance capacity for Self-reliance
3	PASTRY AND BAKING;		OC Lautoka WCC	iii. Entrepreneurship for small business
4	MAT WEAVING;		SALVATION ARMY	iv. Enhance creativity
5	KNITTING		Prison Fellowship	
6	FLOWER ARRANGEMENT		Salvation Army	
7	SCREEN PRINTING;			
SUPPLEMENTARY REHABILITATION PROGRAMME - FEMALE INMATES				
8	MUSIC & DANCE	i. Completed treatment programme ii. Identified previous and known skills Medium and Long-Termers	Art & Hope USP Oceania Centre for Music, Arts & Dance	i. Regulate emotions
9	HAIR DRESSING		Art & Hope	ii. Increase coordination
10	BODY MASSAGE		Art & Hope	iii. Enhance self-confidence
11	VISUAL ARTS		Art & Hope	v. Provide employment opportunities
12	SKIN CARE AND STAGE MAKE UP		Art & Hope	vi. Enhance capacity for Self-reliance
13	FLORAL ART		Art & Hope	vii. Entrepreneurship for small business
14	MANICURE & PEDICURE		Art & Hope	viii. Enhance creativity
15	FABRIC PAINTING		Art & Hope	
16	HORTICULTURE		Art & Hope	
17	SEWING, SCREEN PRINTING, JEWELLERY MAKING		Blooming Inside	

THROUGH CARE COMMUNITY PROGRAMME

The Community programme serves to provide inmates opportunities to adapt to society and also enforces positive reintegration through restoring relationship with the community. The assimilation process encourages the sustainability of the programmes undertaken by inmates in prison and the community involvement in assisting inmates in the transition process. The establishment of the Provincial Councils CARE Committee and the Yellow Ribbon Programmes are designed to support the completion of the cycle of reintegration.

EARLY RELEASE

The Commissioner may release inmates to serve the remaining portion of their sentence in the community to provide opportunities aimed at rehabilitation and equipping them to lead productive life upon their release to the community.

a. Types of Early Release

Early Release programmes shall aim to assist in the rehabilitation of inmates and shall provide opportunities for inmates to re-enter society by:

- i. Community Work;
- ii. Employment;
- iii. Education; and
- iv. Job Placement

b. Early release Criteria

The criteria for early release are as follow:

- i. Low security classification;
- ii. Serving 12 months or less from EPD;
- iii. Accepted by an Education Institution to undertake appropriate education or instruction; and
- iv. Accepted by an Employer to undertake paid employment.

c. Short-Term Release

Short term release includes the release of inmates for any period not exceeding 14 days and weekend release. Inmates may apply for short-term release under the following circumstances:

- i. For compassionate reasons;
- iii. To attend to urgent family matters;
- iv. To be released into the care and supervision of a traditional chief or other community leader to facilitate reintegration into a village or community; and
- v. To facilitate a visit to family members;

d. Short term release criteria

Inmates applying for short-term release must meet the following criteria:

- i. The inmate must possess a low security rating;
- ii. The inmate must be serving the last 12 months of his/ her sentence; and
- iii. The inmate will have demonstrated a good work behavior and prison work.

e. Job Placements

The inmates can be eligible for short term release on Job Placement and are allowed to work outside the prison in the morning and return to prison in the evening. This serves to provide prisoners with opportunities to adapt to society without having problems with employment opportunity after release. The scheme will assist

in the inmates' exposure and utilization of learned skills.

f. Criteria for Job Placement

Inmates applying for Job Placement must meet the following criteria;

- i. The inmate shall have a low security classification;
- ii. The inmate has 12 months or less sentence to be served;
- iii. Good behaviour and general work output;
- iv. No pending cases;
- v. No non-parole term;
- vi. Medically, mentally and physically fit;
- vii. Availability of work place;
- viii. Positive family support;
- ix. Successfully completed Phase 1 to Phase 3 program;
- x. Matching skills acquired for employment;
- xi. Must have gone through the ISPB and family consultation;
- xii. Recommendation by the Psychologist; and
- xiii. Recommendation by the Divisional Allocation Board

g. Solesolevaki Programme

The Solesolevaki programme focuses on inmates who have available mataqali or leased land. They will be assisted under the Poverty Alleviation Funds(PAP). The Divisional Supervisors are required to conduct their monitoring visits on monthly basis and submit After Activity Report to the Commissioner. During the monitoring visit, the Divisional Supervisors are to conduct assessment on the progress of the solesolevaki programme, the possibility of the programme advancement to commercial level.

h. Criteria for Solesolevaki Programme

The criteria for inmates eligible for the Solesolevaki programme must include the following:

- i. Have available land;
- ii. Native and lease landowners;
- iii. Good behaviour and general work output;
- iv. No pending case in Court;
- v. 24 months sentence to be served;
- vi. Completed treatment programme; and
- vii. Supervisors and Officer in Charge should ensure that consultation process with the family, church and the community is carried out before the commencement of the Solesolevaki programme.

i. Projected Output

The projected output for Solesolevaki Programme is outline as follows:

- i. To continue with the program in order to earn descent living while they are discharged
- ii. Source of living
- iii. Address financial constrains
- iv. Enable self-reliance
- v. Enhance social integration with the community
- vi. Discourage candidates from resorting to criminal activities
- vii. Promote self-discipline and regimental lifestyle

CARE NETWORK - THROUGH CARE SYMPOSIUM CONCEPT

The CARE Network is the first formal structure that brings together key Government Agencies, Faith-Based Organizations, relevant Stakeholders, families and the Vanua to promote seamless in-care to aftercare support for ex-offenders. It promotes engagement of the community in rehabilitation, coordinate member agencies' activities in support for ex-offenders and develop innovative rehabilitative initiatives. The model can only be sustainable when there is continuity and consistency in the monitoring and supervision of MOU with corporate entities. The proper facilitation of the reintegration process will also be determined by the acceptance of the Vanua. The understanding with key stakeholders works to support the collaborative work and support of ex-offenders for their successful reintegration into the community.

Faith based Symposium

The FCS will organize an Annual Faith Based Symposium to collaborate with Spiritual leaders to discuss practical ways of addressing social issues in their communities, stigma on ex-offenders and support that faith based organisations can render to their own convicted members. This approach is aimed at reducing recidivism. The approach in engaging Faith Based organization is based on our findings that majority of the prison population are members of the Faith Based organization.

Targeting faith based organisations will allow the various religious denominations and leaders to discuss proactive measures on how to reduce crime through church consultations and conferences.

Projected Output

The projected output for Care Network Programme is outline as follows:

- a. Provide integrated support for the successful reintegration of ex-offenders;
- b. Reduce re-offending rate;
- c. Inculcate self-responsibility;
- d. Provide sustainability of in-care programmes for successful through-care; and
- e. Enhance social and religious integration with the community and the church

Employment Expo

The Fiji Corrections Service will organize an Annual Employment Expo which aims to showcase and market inmates' skills sets to prospective employers and corporate stakeholders. Most ex-offenders find it hard to make an honest living because of the stigma associated with their imprisonment. Some found applying for jobs stressful ordeal despite doing everything they could to rehabilitate and make themselves employable. Through the conduct of Employment Expo, the FCS will contribute to the job market in exposing the skill sets that the inmates have.

The Employment Expo will allow the securing of job placements and full time employment of inmates while still serving their sentence. It will also allow the inmates to become part of the mainstream society. Inmates become changed individuals with better chances of employment after their release from prison and most importantly can be trusted by society and especially their loved ones. The up-skilling rehabilitation program allows the inmates to reactivate known skills or to learn new ones and identify future plans for their future so that they can survive on their own and also get back into the routine of living a normal life.

SOW A SEED

The Sow a Seed programme assist in the delivery of holistic rehabilitation approach to ensure life goals and real changes are attained. Through the mentorship program volunteers can help inmates who are currently incarcerated for further education, skills and trade training.

Candidates of the Sow a Seed programme shall be identified by the Divisional Supervisors and Officers in Charge. The Divisional Sergeant Majors and Institutional Sergeant Majors must conduct home visits to confirm inmates who are underprivileged and lack the support from their families to ensure that they qualify for the selection into the programme. The Officer In Charge shall ensure the efficient running of the Sow a Seed programme including the inmates and mentors full attendance to the mentoring programme.

Sow a Seed Mentors

All interested Mentors must be hired on a voluntary basis and provide their expression of interest to the Commissioner.

Criteria for Sow A Seed Mentors

The criteria for the selection of Sow A Seed Mentors are as follows:

- a. Must be a citizen of Fiji;
- b. Must have the interest in providing the service on voluntary basis;
- c. Must have some knowledge and experience in the field of mentoring;
- d. Responsiveness to the needs of mentees;
- e. Must have background of good rapport skills with people;

Criteria for Sow A Seed Programme

The following criteria must be followed to assess and select Sow a Seed candidates:

- a. Convicted inmates between the age of 17 – 20 years;
- b. Has been neglected without any visitations from families or relatives;
- c. Has the endeavor to lead successful lives after incarceration;
- d. Completed all the treatment rehabilitation programmes;
- e. Has good work output;
- f. Must have the desire to change and interest to the programme;

Projected Output

The projected output for Sow A Seed Programme is outline as follows:

- a. Promote inmates self satisfaction and self esteem;
- b. Provide education and employment opportunity;
- c. Reinforces change;
- d. Building relationship; and
- e. Enhance social integration with the community

Conditions for Mentors

All mentors are to adhere to the following conditions during their term of mentoring:

- a. Decent attire is encouraged at all times.
- b. Must not receive anything from Sow a Seed candidate;
- c. Must attend to any activity that will assist the candidate in his in care and out care programme;
- d. Not make phone calls to his family /any other or mail out a letter; and
- e. Encourage the candidate to address challenging issues, discuss problems

APPENDIX I

Behavioural Enhancement Programme

The following treatment programmes will be provided to address the inmates criminal offending behaviours:

a. The Cognitive Restructuring

The Cognitive Restructuring programme comes under cognitive behavioural therapy, discipline and it focuses mostly on restructuring of the mind. Cognitive restructuring is a useful technique for understanding unhappy feelings and moods and for challenging the sometimes-wrong “automatic beliefs” that can lie behind them. As such, you can use it to reframe the unnecessary negative thinking that we all experience from time to time. Bad moods are unpleasant, they can reduce the quality of individual performance, and undermine individual relationships with others. Cognitive restructuring helps you to change the negative or distorted thinking that often lies behind these moods. As such, it helps you approach situations in a more positive frame of mind.

b. Anger Management

Anger management is a psycho-therapeutic program for anger prevention and control. It has been described as deploying anger successfully. Anger is frequently a result of frustration, or of feeling blocked or thwarted from something the subject feels is important. While there are many different ways a class might be led, in general, anger management classes aims to teach people the skills they need to regulate their emotions and calm themselves down. The cognitive behavioral approach to anger management involves teaching participants how to recognize the warning signs when their anger is on the rise. Relaxation strategies and calming techniques (behavioral changes) will be taught. Inmates will be also be taught how to change the thoughts that fuel their anger (cognitive changes).

c. Sycamore Tree

The treatment of sexual offenders focuses on enhancement of self esteem and self control. The standard tool, Static 99R help in the offenders’ categorisation. The faith based programme elaborates about crime victim. It also talks about the effects of crime, the harm it causes and how to make amends.

d. Alcohol and Substance Abuse

The Alcohol and Substance Abuse programme focuses on the treatment of drug and substance abuse to avoid criminal behaviour and cope with challenging and stressful situations without using drugs and /or alcohol. The treatment programmes also provide inmates with an opportunity to deal with their addiction and recognize the role that substance abuse have played in their criminal behaviour.

e. True Identity

The programme focuses on the individual biological and psychological identity of and individual. The language inmates speaks shows their true identity. The program allows the inmates to know who they are, their responsibility and their role in the community. A psychological identity relates to self-image (one’s mental model of oneself), self-esteem, and individuality.

f. Recidivists Programme

Recidivists normally face problems with their resettlement in the community when released. As a result they fall into their old habits and ends up in prison within their two years follow up period. Therefore, the inmates’ reintegration programme targets the dynamic risk factors associated with their reoffending behaviour and focuses on their specific challenges contributing to their criminogenic needs.

g. Restorative Justice

Restorative justice is an approach to justice in which the response to a crime is to organize a facilitated dialogue or meeting between the parties involved, including the victim and the offender, and sometimes with representatives of a wider community present as well. The programme repairs the harm caused by crime. When victims,

offenders and community members meet to decide on a way forward, the results can be transformational. It emphasizes accountability and making amends.

h. Step Out Step Free

Step Out Step Free programme is spiritual therapeutic in nature and focuses on enhancement of self esteem and self control. The program is self-confrontational, faith based and structured to encourage a readiness to change and personal growth. It allows inmates to explore connection of their faith they passed in their lives. It targets specific life issues when they step out of prison.

i. Mindful Communication

The programme involves learning effective principles and successful communications with the use of listening skills and non judgmental approach.. The programme covers the basics of communication practice, and is specifically designed for participants to reduce the stress associated with interpersonal differences and conflict, find creative and effective tools to handle behavioral issues, learn ways to build stronger relationships with others, develop skills to create more trust, cooperation and collaboration and hear the genuine concerns and real needs of others regardless of how they're speaking to you. Through mindful communication, participants will discover and modify unproductive habitual patterns of behavior to become happier and more productive.

j. Problem Solving

The program helps the inmates to understand the process of finding solutions to difficult or complex issues. Problem solving also include mathematical or systematic operations and can be a gauge of an individual's critical thinking skills. Problem solving is at the core of human development. It is the methods we use to understand what is happening in our environment, identify things we want to change and then figure out the things that need to be done to create the desired outcome. Each step in the problem-solving process employs skills and methods that contribute to the overall effectiveness of influencing change and determine the level of problem complexity that can be addressed.

k. Victim Empathy

Victim Empathy is understanding how the offence has affected everyone, especially the victim. It is a common component in the treatment of sexual offenders. Sexual offenders are thought to have victim empathy when he has a cognitive and emotional understanding of the experience of the victim of his sexual offense. Most sex offender treatment programs devote significant time to developing victim empathy. Victim empathy programme prepare inmates for Restorative Justice dialogue.

l. Fatherhood and Motherhood

Fatherhood and Motherhood programs engage participants in conversations and introspective activities designed to help them acknowledge their need to change certain behaviours and enhance key life skills. The program helps the inmates to meet their goals. The program enhances relationship skills. It also offers participants the opportunity to gain a deeper understanding of the importance of responsible fatherhood and its values and beliefs. There is an immediate need to bring men back to strengthening families— they are the greatest untapped resource. Fathers are the solution to the problems that communities face and must take the leading role in keeping their families together.

APPENDIX II

Type of Therapeutic Programs

Psychological Therapy - Therapeutic interventions that addresses the emotional and cognitive aspects of the individual to ensure a sustainable element of therapeutic, emotional and cognitive change.

Maintenance - Treatment program that sets and maintains a consistent approach to addressing the needs and the offending behaviour.

Psycho-education- Therapeutic interventions that facilitate psychological enlightenment with the notion to educate the individual and facilitate awareness.

Motivational - Ensures sustenance and consistency of goals, actions and change is maintained.

Spiritual - Generally addressing and re-looking at the fundamental principles of the individual belief system and re-aligning self to core beliefs.

GLOSSARY

ISM – Institutional Sergeant Major

SBU - Small Business Unit

ISPB - Institutional Sentence Planning Board

BRC - Basic Recruit Course

EPD - Earliest Possible Date of Discharge

MOU - Memorandum of Understanding



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