

## Corrections Officer Development Pathway – Overview

The CODP initial learning programme is an 10 week programme followed by 40 weeks continued development at their sites in their roles to reach the requirements of the NZCOM level 3. The table below provides more detail on the overall schedule for the current CODP programme

	Month 1				Month 2				Month 3			Month 4	Month 5	Month 6	Months 7 – 12
Week	1	2	3	4	5	6	7	8	9	10	Weeks 11 - 21			Weeks 22 - 52	
	Site Induction	Ara Tika	Phase 2				Phase 3			Phase 5			Phase 6		
			<ul style="list-style-type: none"> <li>Safe practice</li> <li>C&amp;R and Tactical Communications sign off</li> </ul>				<ul style="list-style-type: none"> <li>On-the-job experience</li> <li>Supported by a buddy</li> <li>On-site assessment and sign off</li> </ul>			<ul style="list-style-type: none"> <li>Supported caseload</li> <li>Integrated assessment for NZCOM Level 3</li> </ul>			<ul style="list-style-type: none"> <li>Full caseload</li> <li>Integrated assessment for NZCOM Level 3</li> </ul>		

### Learning by phase

Site induction	CODP Phase 2 at National Learning Centre	CODP phase 3 at the learners home site
<ul style="list-style-type: none"> <li>Formal welcome on learner's home site</li> <li>Introduction to site and tour</li> <li>Complete IT/ESS/LMS access</li> <li>Address any outstanding onboarding activities</li> <li>Site security induction</li> <li>Meet teams and visit units at their site</li> <li>Site procedures</li> <li>Expectation discussions with leadership team</li> </ul>	<p><b>General subject areas</b></p> <ul style="list-style-type: none"> <li>Key legislation</li> <li>IOMS and other systems</li> <li>Notebooks</li> <li>Principles of report writing</li> <li>Misconducts</li> <li>SACRA</li> <li>File notes</li> <li>Suicide, self-harm and hostage awareness</li> <li>Case officer role</li> </ul> <p><b>Tactical awareness and practice areas</b></p> <ul style="list-style-type: none"> <li>Tactical options model and TEN-R</li> <li>De-escalation techniques</li> <li>Tactical communication (including assessment of the Tactical Communications Unit standard 27289)</li> <li>Tactical exit</li> <li>Handcuffs</li> <li>Control and restraint (including assessment of the C&amp;R unit standard 14623)</li> <li>Medical considerations of control and restraint</li> <li>Pepper spray</li> <li>Body worn cameras</li> <li>Stab resistant body armour</li> </ul> <p><b>Awareness AND practice subject areas</b></p> <ul style="list-style-type: none"> <li>First responding officer</li> <li>Right track</li> <li>Complaints</li> <li>The inspectorate</li> <li>PTAT and DASA</li> <li>Prisoner kiosk</li> <li>Human rights</li> <li>Integrity, manipulation and deception</li> <li>Escorts</li> </ul> <p><b>Other elements (delivered by external providers)</b></p> <ul style="list-style-type: none"> <li>Lock/Unlock</li> <li>Strip search</li> <li>Rub down search</li> <li>Hand-held body scanner (metal detector)</li> <li>Cell search</li> <li>Using high security hand cuffs and waist restraints for escorts</li> <li>Face-to-name check</li> <li>Radios</li> <li>prisoner cell and location check (PCLC)</li> <li>perimeter and facility search</li> <li>Fire and First Aid course</li> <li>Mental Health 101</li> </ul> <p><b>Methods of learning and assessment</b></p> <ul style="list-style-type: none"> <li>Facilitator-led presentation and discussions to build awareness</li> <li>Supported practice sessions with feedback from facilitators</li> <li>Individual learner resources including modules and workbooks</li> <li>Facilitator-led discussions to build awareness and understanding of legislative and practice requirements</li> <li>Guided system access e.g. using IOMS to understand to review risk assessment process</li> </ul>	<ul style="list-style-type: none"> <li>Progressively observe, support and perform alongside their colleagues on the unit</li> <li>Meet other teams and functions within the prison and region</li> <li>Receive feedback on understanding of their role, skills and practice</li> <li>Develop understanding of site differences</li> <li>Continually assessed on their skills, attitude and professionalism</li> <li>Signed off as operationally ready by the prison director</li> </ul> <p><b>Phase 5 and 6</b></p> <p>During phases 5 and 6, staff operate in a rostered environment and gradually work to achieving the outcomes of the NZCOM level 3. This includes assessment of:</p> <ul style="list-style-type: none"> <li>Maintaining personal safety</li> <li>Responding to incidents</li> <li>Maintaining security</li> <li>Identifying at-risk behaviours</li> <li>Managing personal wellness</li> </ul> <p><b>Methods of assessment</b></p> <ul style="list-style-type: none"> <li>Discussions with assessor</li> <li>Submission of evidence e.g. IOMS notes, emails, learner journal notes</li> <li>Observation of practice by assessor</li> <li>Verification from PCO</li> </ul>