**Prison Behaviour Management through IEP in Queensland Correctional Facilities**

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**A comprehensive review of the Incentives and Earned Privileges Scheme in Queensland Correctional Facilities**

### Research Questions

- Does the QCS model of IEP improve prison behaviour?
- Does IEP help QCS achieve its corrective discourse?

### Methods

- Data has been collected through face-to-face and phone interviews with Prisoner Inspectors
- Nomothetic causal explanations from literature will be compared with in-depth idiographic claims from interview participant accounts to explain the impact of IEP in the Queensland Corrective Services context

### Literature

- “High use of privilege removal by staff is associated with poor staff/prisoner relations”
- “IEP should be seen as distinct from punishment and discipline.”
- “Persuasion is more effective than force”
- “Concepts of unfairness are linked to collective disorder within prisons”
- “Prisoner/ staff relations need to interact with incentives”
- “A renewed commitment to a fair distribution of privileges is essential”

### Interview Findings

- We constantly see managers use it as a way of taking things away from prisoners and not encouraging the incentives side of it.”
- “There's no clear picture... you only know what will happen if you do something wrong.”
- “It becomes very much like a zoo keeper... you only interact when you’re controlling their movements”
- “QCS is recruiting people who are just not inspired or wanting to make a difference”

### Proposed Solutions

- An IEP model that is tailored to each prisoner and location → Behaviour management in the future is about understanding the root cause of prisoner behaviour → Recruiting staff who are interested in rehabilitation and engagement of prisoners → Providing incentives that are important to prisoners (e.g. phone cards, human contact)

### Themes identified in Literature

- Staff Prisoner Relationships
- Prison culture
- Prison overcrowding
- IEP Limitations

### Themes identified by Inspectors

- Prison Overcrowding and Management Limitations
- Staff and Prisoner Interactions and Prison Staff Culture

### Informing our Proposals

- Target management issues
- While prison overcrowding is outside the control of IEP, how can IEP be improved as a more workable model

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“IEP has the ability to increase communication between staff if it is dispensed appropriately. Educators, sentence review and planning processes can benefit from IEP participant history files…”

Liebling (2016)