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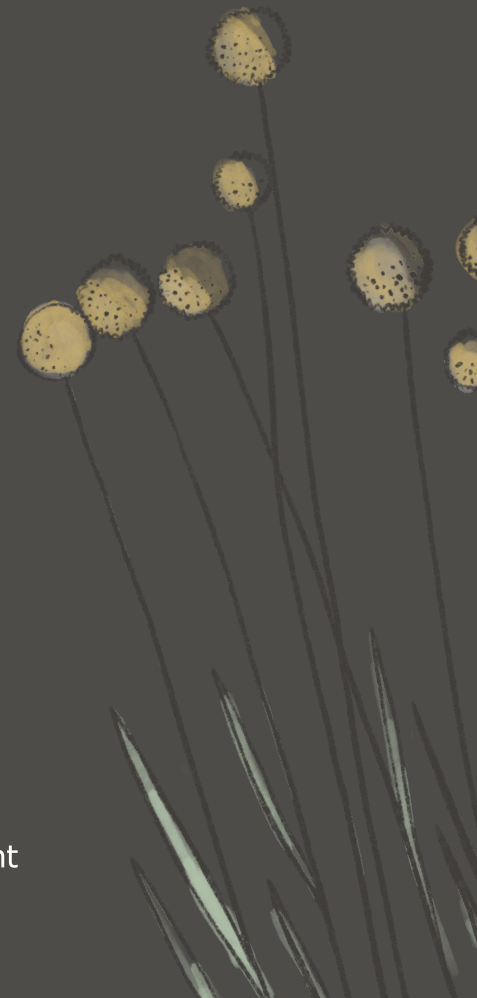
# Immediate change

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Recommendations to be implemented  
by 1 July 2024 (Phase 1) Progress Report

Government response to the Report of the  
Commission of Inquiry into the Tasmanian  
Government's Responses to Child Sexual  
Abuse in Institutional Settings

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## Immediate change: Recommendations to be implemented by 1 July 2024 (Phase 1) Progress Report

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## Introduction

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### About this report

*Immediate Change: Recommendations to be implemented by 1 July 2024 (Phase 1) Progress Report* (Progress Report) provides the first standalone implementation update on the Government Response to the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings (Commission of Inquiry).

The Commission of Inquiry handed down its report to the Governor of Tasmania, the Honourable Barbara Barker AC, on 31 August 2023. The Commission's report was tabled in the Tasmanian Parliament and publicly released on 26 September 2023. On 1 December 2023, the Government released its response to the report, *Keeping Children Safe and Rebuilding Trust* (Government Response), which accepted all 191 of the Commission's recommendations and set out agency responsibilities and timeframes for implementation.

### Phases of the Government Response

The Commission's Report recommended that implementation of its recommendations be divided into three phases: **Phase 1, by 1 July 2024, Phase 2, by 1 July 2026, and Phase 3, by 1 July 2029.**

The Commission also suggested an implementation phase for each recommendation, noting that the Government may need to negotiate some timeframes with the Child Safety Reform Implementation Monitor (see recommendation 22.1), and adapt reform efforts to changing circumstances while ensuring progress is transparent.<sup>1</sup>

## Overview: Recommendations for delivery by 1 July 2024

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The following 48 recommendations were identified in the Government Response for delivery by 1 July 2024, in broad alignment with suggested timeframes proposed by the Commission of Inquiry.<sup>2</sup> These represent the most immediate steps to prevent, identify and respond to child sexual abuse in Tasmania, and to set the foundations for longer-term reforms.

Work to implement these recommendations has been guided by six themes outlined in the Government Response, which were designed to set a collective focus for agencies to implement related recommendations in a consistent way. The themes will continue to guide the Government's work to implement recommendations, however the next phases of the government's response will be focused on the principles in *Change for Children: Tasmania's 10-year Strategy for upholding the rights of children by preventing, identifying and responding to child sexual abuse.*

Agencies have implemented all recommendations except where indicated below, noting that many recommendations will require ongoing activity to action to ensure the outcomes sought by the Commission are enduring and become embedded as standard policy and practice in the Tasmanian system. Agencies will continue to monitor the impacts of reforms, which will also be independently evaluated by the Child Safety Reform Implementation Monitor.

<sup>1</sup> Report of the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings, volume 1, page 78

<sup>2</sup> The Commission of Inquiry identified a total of 52 recommendations for delivery by 1 July 2024. The Government Response accepted this timeframe for 48 recommendations but moved five recommendations from Phase 1 to Phase 2 (6.13, 9.4, 12.4, 12.21, 21.10) and one from Phase 2 to Phase 1 (15.4). The reasons for these changes are outlined in detail in the Government Response.

## Recommendations for delivery by 1 July 2024

Rec #	Recommendation summary	Lead agency	Theme	What we have done
6.2	The Office of Safeguarding should focus primarily on safeguarding children in the education context, with a particular focus on prevention, risk identification, policy development and related workforce development.	Department for Children, Education and Young People	Prevention and protection	The Safeguarding in Schools Unit has been established within the Schools and Early Years Portfolio of the Department for Education Children, and Young People. The Unit is focused on safeguarding children and young people in the education context.
6.3	DECYP should make its child safeguarding policies publicly available and ensure it establishes a regular review process for these policies.	Department for Children, Education and Young People	Accountability and integrity	<p>Child safeguarding policies are publicly available on the Department for Education, Children and Young People's website at <a href="http://www.decyp.tas.gov.au/safe-children/safeguarding-children/">www.decyp.tas.gov.au/safe-children/safeguarding-children/</a></p> <p>The Department has established a regular policy review schedule to ensure policies are up to date and provide best-practice advice to workers, children and young people, and the community.</p>
6.4	DECYP should develop a separate professional conduct policy, with appropriate mechanisms to ensure compliance, for staff who have contact with children and young people in schools, which sets out expected standards of behaviour for volunteers, relief teachers, contractors and sub-contractors.	Department for Children, Education and Young People	Prevention and protection	The Department for Education, Children and Young People has drafted a professional conduct policy, with supporting conduct and behaviour standards for workers in schools, to put in place a clear structure and practice for safeguarding children and young people. The policy will apply to employees, relief teachers, volunteers, contractors and sub-contractors.

Rec #	Recommendation summary	Lead agency	Theme	What we have done
6.14	DECYP and the Teachers Registration Board should continue to advocate at a national level for an Automatic Mutual Recognition scheme which considers the risks to child safety and imposes measures to address these risks	Department for Children, Education and Young People; Teachers Registration Board	Prevention and protection	<p>The Department for Education, Children and Young People and the Teachers Registration Board will continue to advocate for a national approach that considers the risks to child safety and imposes measures to address these risks.</p> <p>Advocacy to ensure that the Automatic Mutual Recognition scheme considers risks to child safety will be ongoing through the relevant Ministerial Councils and Senior Officer Forums.</p>
9.1	The Tasmanian Government should provide one-off and increased ongoing funding for out of home care reforms.	Department for Children, Education and Young People	Prevention and protection	<p>● <i>This recommendation is in progress – expected delivery in September 2024.</i></p> <p>This recommendation will be considered in the 2024-25 Budget, which is due to be handed down on 12 September 2024.</p> <p>Project resources are being established to progress the significant body of work required to deliver the Commission of Inquiry’s recommendations related to Out of Home Care.</p>
9.30	Tasmania Police should more fully utilise the offences in sections 95 and 96 of the <i>Children, Young Persons and Their Families Act 1997</i> (the offences of harbouring or concealing a child and of inducing a child to be absent without lawful authority) to deter behaviour by adults that puts children in out of home care at risk of sexual abuse.	Department of Police, Fire and Emergency Management	Prevention and protection	<p>A training package in the use of sections 95 and 96 has been completed and is being delivered to all police officers who hold a supervisory role. This includes delivery through promotional and investigative courses. Use of the sections will be monitored ongoing to assess whether there are barriers to their use and continual improvement.</p>

Rec #	Recommendation summary	Lead agency	Theme	What we have done
12.10	DECYP should develop a separate professional conduct policy, with appropriate mechanisms to ensure compliance, for staff who have contact with young people in detention facilities and other residential youth justice facilities, which sets out expected standards of behaviour for volunteers, contractors and sub-contractors.	Department for Children, Education and Young People	Child safe cultures and awareness-raising	The Department for Education, Children and Young People has drafted a professional conduct policy, with supporting conduct and behaviour standards for workers at the Ashley Youth Detention Centre and in residential youth justice, to put in place a clear structure and practice for safeguarding children and young people. The policy will apply to employees, volunteers, contactors and sub-contractors.
12.23	DECYP should ensure young people in detention have ways to build and maintain connection with their family and community, including assistance to Aboriginal families or community members to enable them to visit the child or young person frequently.	Department for Children, Education and Young People	Child safe cultures and awareness-raising	<p>A new policy and procedure has been developed and implemented in relation to building and maintaining connections with family and community. This followed consultation with key stakeholders, including capturing the voice of children and young people currently in detention.</p> <p>The new policy and procedure provides for:</p> <ul style="list-style-type: none"> <li>– Increased financial assistance for families and Aboriginal (and other) community group members to visit children and young people in youth detention.</li> <li>– Clear direction to staff that visits and access to visits that are therapeutically important cannot be denied on the basis of behaviour.</li> <li>– Increased technology-facilitated access for children and young people in detention.</li> </ul>

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12.26	The Auditor-General should undertake an audit of the length of custodial stays at Ashley Youth Detention Centre to determine whether they align with sentencing orders.	Auditor-General	Accountability and integrity	The Auditor-General commenced this compliance audit in January 2024. Fieldwork was undertaken at Ashley Youth Detention Centre in April and May 2024. Subject to review of the draft report by audited agencies, responses and confirmation of the reported findings, the report will be finalised and tabled in the Tasmanian Parliament at a date to be confirmed.
12.37	The Ombudsman should develop written guidelines for its staff on managing complaints it receives containing allegations of child sexual abuse involving children in youth detention, other residential youth justice facilities or out of home care.	Ombudsman	Accountability and integrity	The Ombudsman has developed written guidelines to implement this recommendation.
15.1	DOH should develop and communicate a policy framework and implementation plan for reforms to improve responses to child sexual abuse in health services.	Department of Health	Accountability and integrity	<p>The Department of Health's <i>Child Safeguarding Reforms and Recommendations 2024-2029 Policy Framework and Implementation Plan</i> is publicly available on the Department of Health website.</p> <p>The Framework and Implementation Plan outline the background, context and details of the broader child safety reform and review environment within the Department, as well as capturing accountability, status and timeframes for implementation of all recommendations of the Commission and other child safety reviews.</p>

Rec #	Recommendation summary	Lead agency	Theme	What we have done
15.3	DOH should ensure its cultural improvement program embeds a safety culture in health services, including by providing progress reports to the Child Sexual Abuse Implementation Monitor on how principles have been translated into policy and practice.	Department of Health	Child safe cultures and awareness-raising	<p>Recognising that cultural change is a more than ten year process, the Department has made considerable progress in improving culture through the implementation of the One Health Culture Program and the specific actions undertaken to ensure child safety improvements.</p> <p>The One Health Culture Program acts as an umbrella program for all culture, leadership, non-clinical development and wellbeing-related initiatives.</p> <p>The One Health Culture Program is also rolling out leadership and management training to build the capacity of the Department’s leaders and managers and ensure they have the skills and tools required to effectively perform their roles, including their role in safeguarding children and young people, reporting and complaints management.</p>



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15.4	DOH should consider integrating features of the St Vincent's Ethos Program into the DOH cultural improvement program; and should ensure staff professional boundary breaches towards a child are always formally reported, responded to and recorded centrally for future reference.	Department of Health	Child safe cultures and awareness-raising	<p>The Department of Health has undertaken an analysis of St Vincent's Health Ethos program and identified any gaps between it, and the Department's One Health Culture Strategy.</p> <p>The Ethos Program was designed to build a culture of safety and respect, by fostering a culture of feedback, speaking up and reporting behaviours.</p> <p>The One Health Culture CARE Chats model is similar to the Ethos Program and provides a framework for assertive communication and creating a culture of accountability with compassion.</p> <p>Implementation of components of the Ethos Program will continue to be considered as part of the One Health Culture work.</p>
15.5	DOH should make leadership accountable for embedding child safety as a priority, including by a commitment to Tasmania's Child and Youth Safe Standards in leaders' role descriptions and performance agreements; and commitment to child safety in all staff role descriptions and performance agreements.	Department of Health	Accountability and integrity	<p>All Department of Health staff, including executives, now have child safety documented as an accountability in their statements of duty and, as they are updated, their performance agreements.</p> <p>Executive staff have also signed a shared statement of commitment to acknowledge collective and individual commitment to improving the way we work with children and young people.</p>

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15.7	DOH should establish a health services young people's advisory group.	Department of Health	Participation and empowerment	<p>The Department of Health established a Children and Young Persons Advisory Group in late 2023. The Group is made up of young Tasmanians aged 12-18 years and meets quarterly.</p> <p>Members are consulted on health issues affecting young Tasmanians, as well as involved in the co-designing of resources for health staff, children, and young people to support improved child safety and wellbeing in Departmental services.</p>
15.8	DOH should ensure consistent and age-appropriate information relating to child safety, patient rights and complaints processes are being provided to patients, in formats that meet community needs.	Department of Health	Participation and empowerment	<p>Resources have been developed for statewide use relating to child safeguarding and complaints management. These resources support patients and their families to report concerns or make complaints when they need to, as well as providing age suitable resources for children and young people to provide feedback.</p> <p>To support delivery of this recommendation a leaflet has also been created to provide patients and their families with relevant information regarding their rights in our services, how to report a concern or complaint (both internally and externally) and where they can seek further information or assistance.</p>

Rec #	Recommendation summary	Lead agency	Theme	What we have done
15.11	DOH should review and consolidate and develop consistent statewide policies, procedures and protocols relating to safeguarding children to reflect best practice and organisational changes, to be reviewed regularly and published on its website.	Department of Health	Prevention and protection	<p>A Child Safeguarding Policy Review project has been established, with stage one to deliver on recommendation 15.11 of the Commission Report.</p> <p>Stage one has ensured the review and update of key child safeguarding policy documents, identified other child related policies, and established a process for ensuring those policies are reviewed in line with the Tasmanian Child and Youth Safe Standards.</p> <p>The Project has also ensured that policy governance templates now include a statement requiring all policies relating to children and young people to be consistent with the Department's Child Safety and Wellbeing Policy.</p>
15.12	DOH should ensure there are up-to-date policies on mandatory and voluntary reporting obligations that are effectively communicated to staff. DOH should update the Tasmanian Health Service Protocol – Complaint or Concern about Health Professional Conduct and associated documents, including external reporting requirements, guidance on reporting concerns to a superior, and internal contacts for more information.	Department of Health	Prevention and protection	<p>Department of Health policies and protocols relating to mandatory and voluntary reporting have been reviewed and updated, including the Complaint or Concern about Health Professional Conduct Protocol.</p> <p>These mandatory and voluntary reporting obligations are also captured in the Department's mandatory child safeguarding training, that all DoH staff, volunteers and contractors are required to complete.</p>

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15.13	DOH should develop a separate professional conduct policy, with appropriate mechanisms to ensure compliance, for staff who have contact with children and young people in health services, which sets out expected standards of behaviour for volunteers, contractors and sub-contractors and includes other professional obligations of registered health practitioners and specific risk considerations. The professional conduct policy should be reinforced through professional development requirements.	Department of Health	Prevention and protection	<p>The Department of Health has developed a Professional Conduct Policy (PCP) aligned with the recommendations of the Commission of Inquiry. Key components of the PCP are backed up through the Department's mandatory child safeguarding training, that all Departmental staff, volunteers and contractors are required to complete.</p> <p>The PCP will continue to be refined through the implementation process and in alignment with whole of Government work in this space.</p>
15.14	DOH should update their Chaperone Policy to require the presence of an extra staff member during examinations or episodes of care where no family member or carer can be present.	Department of Health	Prevention and protection	<p>The Chaperone Policy (now known as the Support Person Policy) has been updated in line with the Commission's recommendation.</p> <p>The Policy continues to be refined and improved through the implementation process.</p>

Rec #	Recommendation summary	Lead agency	Theme	What we have done
15.16	DOH should develop a specific policy on responding to complaints and concerns about staff conduct, including a diagram to show complaints escalation, management and investigation pathways, associated governance and review, and roles and responsibilities of relevant bodies. DOH should make these available to health service users and the public.	Department of Health	Prevention and protection	<p>The Department of Health Statewide Complaints Management Framework and Policy have been developed and are publicly available on the Department of Health website.</p> <p>The Framework and Policy are complemented by the establishment of a Statewide Complaints Management Oversight Unit (SCMOU).</p> <p>The SCMOU is responsible for maintaining the Framework and providing oversight for serious or complex complaints. This includes acting as a centralised escalation point for allegations of serious performance issues or misconduct by staff.</p>
15.18	DOH should ensure open disclosure processes for patients who experience child sexual abuse in health services and their families and carers, including trauma-informed pathways, facilitating appropriate notifications, and making available appropriate supports.	Department of Health	Workforce expertise and capability	<p>The Department of Health has reviewed and updated its Open Disclosure Policy, which is supported by open disclosure and trauma-informed training currently available and being rolled out across the State.</p>

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15.20	The Department of Health, Launceston General Hospital and Tasmania Police should make clear they will continue to assist known and as yet unknown victim survivors of child sexual abuse by James Griffin related to the hospital, including a nominated contact person. Communications should be informed by open disclosure principles; with warm referrals for victim-survivors, and their families and carers to trained child sexual abuse counsellors if desired.	Department of Health	Participation and empowerment	<p>The Department of Health is committed to continuing to support all victim survivors, known and as yet unknown.</p> <p>The Department has an Open Disclosure Policy, which is supported by open disclosure and trauma-informed training currently available and being rolled out across the State.</p>
16.9	The Tasmanian Government should introduce legislation to amend the <i>Criminal Code Act 1924</i> to update section 125A to replace references to 'maintaining a sexual relationship' to 'persistent sexual abuse of a child or young person'; expand the scope of section 124A to include indecent acts committed by a person in a position of authority; and to update section 125E so that an offence of failure by a person in authority to protect a child from a sexual offence does not apply to a person who was under the age of 18 at the time of the offence.	Department of Justice	Accountability and integrity	Reforms to implement this recommendation are contained within the Justice Miscellaneous (Commission of Inquiry) Bill 2024, which was introduced to the Tasmanian Parliament on 18 June 2024.

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16.11	The Tasmanian Government should simplify the <i>Evidence (Children and Special Witnesses) Act 2001</i> and provides special measures for adults who are complainants in child sexual abuse trials, such as a support person, give evidence at a separate special hearing and to be shielded from the view of the accused person in court; and should ensure appropriate funding for the courts, public defence counsel and the Office of the Director of Public Prosecutions to carry out this recommendation.	Department of Justice	Participation and empowerment	Reforms to implement the three specific legislative amendments listed in this recommendation are contained within the <i>Evidence (Children and Special Witnesses) Amendment Bill 2024</i> , which was introduced to the Tasmanian Parliament on 18 June 2024. The Commission also noted wider general issues with the Act regarding simplification and rationalisation, which will be progressed separately.
16.18	The Tasmanian Government should amend section 11A of the <i>Sentencing Act 1997</i> to remove consent of the victim as a mitigating factor in child sexual abuse offences where the sexual contact is with an adult.	Department of Justice	Accountability and integrity	Reforms to implement this recommendation are contained in the <i>Justice Miscellaneous (Commission of Inquiry) Bill 2024</i> , which was introduced to the Tasmanian Parliament on 18 June 2024.
16.19	The courts should be encouraged to consider using their powers to direct young people engaging in harmful sexual behaviours who are charged with a criminal offence to specialist therapeutic services.	Department of Justice	Prevention and protection	This recommendation has been implemented via updated procedural and administrative arrangements.

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17.3	The Attorney-General should issue guidelines to clarify the respective roles of the Solicitor-General and the new State Litigation Office, departmental secretaries, and other agency heads where Tasmanian government agencies are engaged in the conduct and settlement of civil litigation arising from allegations of child sexual abuse; and amend the Treasurer's Instruction relating to obtaining external legal advice.	Department of Justice	Accountability and integrity	Revised guidelines have been implemented by the Principals of Crown Law. Amendments to the Treasurers Instructions were not required due to the establishment of the State Litigation Office.
17.4	The Tasmanian Government should ensure individual victim-survivors of child sexual abuse who request an apology receive one. Proactive steps should also be taken to offer an apology to victim-survivors who make contact in relation to their abuse.	Department of Justice	Accountability and integrity	The Department of Justice has implemented a framework for Tasmanian Government Agencies to ensure that individual victim-survivors of child sexual abuse who request an apology receive one that is meaningful, sensitive and trauma-informed. The Justice Miscellaneous (Commission of Inquiry) Bill 2024 also includes amendments promoting key aspects of apologies.
17.5	The Tasmanian Government should amend the <i>Civil Liability Act 2002</i> to ensure that institutions can apologise in relation to child sexual abuse matters without compromising any legal defence in civil litigation.	Department of Justice	Accountability and integrity	Reforms to implement this recommendation are contained within the Justice Miscellaneous (Commission of Inquiry) Bill 2024, which was introduced to the Tasmanian Parliament on 18 June 2024.



Rec #	Recommendation summary	Lead agency	Theme	What we have done
18.2	All organisations engaging in child-related activities should voluntarily comply with the National Principles for Child Safe Organisations (as reflected in Tasmania’s Child and Youth Safe Standards) to the greatest extent possible, regardless of whether they are legislatively bound to do so or when their legislative obligations commence.	Office of the Independent Regulator	Child safe cultures and awareness-raising	The Office of the Independent Regulator (OIR) regulates and enforces compliance under the <i>Child and Youth Safe Organisations Act 2023</i> . A key part of the OIR’s functions focus on education and capability building within sectors that deliver services to children and young people. Under the Act, these organisations are required to implement the Child and Youth Safe Framework which includes the Child and Youth Safe Standards and the Reportable Conduct Scheme. However, in all engagements the OIR actively encourages all organisations whether required to or not, to implement the Child and Youth Safe Standards.
18.3	The Tasmanian Government should prescribe the Ombudsman as an entity in the <i>Child and Youth Safe Organisations Act 2023</i> to allow it to share information with the Regulator of the Child and Youth Safe Organisations Framework and other entities for the purposes of the Act.	Department of Justice	Collaboration and integration	Regulations to enable the Ombudsman to share information with the Independent Regulator for the purposes of the <i>Child and Youth Safe Organisations Act 2023</i> commenced on 1 January 2024.

Rec #	Recommendation summary	Lead agency	Theme	What we have done
18.4	<p>The Tasmanian Government should ensure the Independent Regulator and Deputy Independent Regulator functions, resourcing, and access to government-held information are embedded in the new Commission for Children and Young People (Recommendation 18.6).</p>	Department of Premier and Cabinet	Prevention and protection	<p>● <i>This recommendation is in progress – expected delivery in September 2024.</i></p> <p>See recommendation 18.6</p>
18.6	<p>The Tasmanian Government should establish a statutory Commission for Children and Young People including three key roles:</p> <ol style="list-style-type: none"> <li>1. Commissioner for Children and Young People</li> <li>2. Commissioner for Aboriginal Children and Young People</li> <li>3. Child Advocate (Deputy Commissioner).</li> </ol> <p>Amendments to the <i>Commissioner for Children and Young People Act 2016</i> to add additional functions and powers relating to oversight, monitoring and promoting the rights of children and young people in the youth justice and out of home care systems; administration of the Reportable Conduct Scheme and education, oversight and enforcement of Child and Youth Safe Standards.</p>	Department of Premier and Cabinet	Accountability and integrity	<p>● <i>This recommendation is in progress – expected delivery in September 2024.</i></p> <p>Work is underway on the legislative and administrative arrangements to establish the new Commission. A Bill to give effect to this recommendation is planned for introduction to the Tasmanian Parliament in September 2024. In the meantime, the statutory roles of the Commissioner for Children and Young People and the Independent Regulator (see recommendation 18.6) are in place and are actively working to advocate for and ensure the safety and safeguarding of children and young people in Tasmania.</p>

Rec #	Recommendation summary	Lead agency	Theme	What we have done
18.7	<p>The Tasmanian Government should ensure the process for appointing future Commissioners and Deputy Commissioners for Children and Young People reflects appropriate merit-based selection processes, with consideration of selection panel members (including a children’s selection panel, and Aboriginal representation for the Aboriginal Commissioner), and consultation processes prior to making a recommendation to the Governor for appointment.</p>	Department of Premier and Cabinet	Accountability and integrity	<b>The newly appointed Head of the State Service has committed to ensuring that all future Commissioners will be appointed via a full and open merit-based process.</b>
18.10	<p>The Integrity Commission and Ombudsman should develop a publicly available policy for complaints related to child sexual abuse which explains the circumstances in which complaints may be referred back to the agency that is the subject of the complaint for investigation.</p> <p>The Integrity Commission and Ombudsman should consult the complainant on the intended approach to handling the complaint, including referring the complaint back to the relevant agency.</p>	Integrity Commission and Ombudsman	Accountability and integrity	<b>The Integrity Commission and Ombudsman have progressed development of new complaints policies. The Integrity Commission’s complaints policy is available on its website.</b>

Rec #	Recommendation summary	Lead agency	Theme	What we have done
18.12	The Tasmanian Government should introduce legislation or regulations to provide statutory guidance to the Registrar of the Registration to Work with Vulnerable People Scheme on factors to be considered when conducting risk assessments in respect of applications for registration, suspension, or cancellation.	Department of Justice	Accountability and integrity	Reforms to implement this recommendation are contained within the Justice Miscellaneous (Commission of Inquiry) Bill 2024, which was introduced to the Tasmanian Parliament on 18 June 2024.
18.13	The Tasmanian Government should amend the appeals process for administrative reviews of Registration to Work with Vulnerable People (RWVP) decisions from the Magistrates Court to the Tasmanian Civil and Administrative Tribunal (TASCAT); this also requires TASCAT Tribunal members to have requisite expertise in dealing with RWVP-related matters.	Department of Justice	Accountability and integrity	<p>● <i>This recommendation is in progress – expected delivery in September 2024.</i></p> <p>A Bill to give effect to this recommendation is planned for introduction to the Tasmanian Parliament in September 2024.</p>

Rec #	Recommendation summary	Lead agency	Theme	What we have done
18.14	The Commission for Children and Young People, the Registrar of the Registration to Work with Vulnerable People Scheme, the Integrity Commission and the Ombudsman should work jointly to develop a user-friendly guide for the complaints process; this includes a child-friendly guide to be made available to the public and distributed through schools, out of home care, youth justice and health settings, and each agency's website.	The offices of the Commission for Children and Young People, the Independent Regulator, Registrar of the Registration to Work with Vulnerable People Scheme, the Integrity Commission and the Ombudsman	Participation and empowerment	A working group of representatives from the Offices of the Independent Regulator, Integrity Commission, Ombudsman, Registration to Work with Vulnerable People and the Commissioner for Children and Young People (CCYP) is working jointly to produce a guidebook to implement this recommendation. The guidebook will be user-friendly, suitable for children and young people, and made publicly available. The Department of Justice provides secretarial support to the working group, chaired by the CCYP.
19.1	The Tasmanian Government should develop a whole of government child sexual abuse reform strategy for preventing, identifying and responding to child sexual abuse (CSA), including CSA in institutions and harmful sexual behaviours. The strategy should include: considerations of the system Tasmania seeks to achieve, and achievement of outcomes; consultation processes, including for particular cohorts of vulnerable children; guiding principles; funding sources; governance, monitoring, review and evaluation arrangements. The Strategy should be supported by an Action Plan and Communications Plan.	Department of Premier and Cabinet	Collaboration and integration	The Tasmanian Government released <i>Change for Children</i> , Tasmania's first child sexual abuse reform strategy and action plan on the Keeping Children Safe website on 27 June 2024. Public consultation on <i>Change for Children</i> will be open for three months, until 30 September 2024.

Rec #	Recommendation summary	Lead agency	Theme	What we have done
19.2	The Tasmanian Government should develop a whole of government approach to professional development on responding to trauma within government and government funded services, as well as statutory bodies, that provide services to children and young people or adult victim-survivors of child sexual abuse.	Department of Premier and Cabinet	Prevention and protection	The State Service Management Office established a design team with representation from five lead agencies to work with them and its external partner on the development of a draft Trauma Informed Skills and Knowledge Framework. Preliminary consultation has occurred with key stakeholders to develop the draft Framework, with broader consultation from 1 July 2024 to ensure that the professional development response to trauma meets the needs of all stakeholders in delivery of services.
19.3	The Secretary of the Department of Premier and Cabinet, as Chair of the Secretaries Board, should be responsible for endorsing, overseeing, coordinating and reporting on the child sexual abuse reform strategy and action plan.	Department of Premier and Cabinet	Accountability and integrity	Governance arrangements have been established to ensure a coordinated approach to the implementation of the Commission's recommendations. The Secretary of the Department of Premier and Cabinet is the accountable officer for the Child Sexual Abuse Reform Strategy and Action Plan.
19.4	Relating to responsibilities for implementing the Strategy and Action Plan: the Premier should ensure Heads of Agencies' performance agreements reflect their responsibilities for reform within their portfolios; Heads of Agencies should ensure State Service executives are responsible; and statements of duties for relevant staff should refer to their responsibilities.	Department of Premier and Cabinet	Accountability and integrity	Heads of Agencies' Performance Agreements were amended to include specific reference to child and young person wellbeing as part of the Government's interim response to the Commission of Inquiry.

Rec #	Recommendation summary	Lead agency	Theme	What we have done
20.2	<p>All Heads of Agencies whose agencies provide services to children should develop a professional conduct policy, with appropriate mechanisms to ensure compliance, for employees that explains unacceptable behaviours and defines and prohibits child sexual abuse, grooming and boundary violations, consistent with the <i>Child and Youth Safe Organisations Act 2023</i>; and expected conduct standards for volunteers, contractors and subcontractors and other relevant adults. The policies should include consideration of professional boundaries and conflict of interest, guidance to identify inappropriate behaviours, reportable conduct, breach of professional standards and reporting, protections available to individuals making complaints or reports, response mechanisms for alleged policy breaches and penalties; with specific prohibitions regarding relationships between young people and people within positions of authority. The policies should be easily accessible and communicated through a range of mechanisms (including to the public) and form part of training.</p> <p>The Tasmanian Government should ensure a breach of a professional conduct policy is enforceable as a breach of the State Service Code of Conduct.</p>	Department of Premier and Cabinet	Child safe cultures and awareness-raising	<p>● <i>This recommendation is in progress.</i></p> <p>The State Service Management Office established a cross-agency working group and is working closely with all agencies that deliver services to children and young people to develop and implement professional conduct policies in line with this recommendation.</p> <p>This complements work to outline expected conduct standards for contractors, subcontractors and volunteers under recommendation 20.4.</p> <p>Agency policies have been developed for implementation and/or consultation. Any behaviour connected to employment relating to a child or vulnerable person for allegations of child sex abuse, grooming or a boundary violation if substantiated is a breach of the code of conduct. If allegations are made an employee is immediately suspended and a discipline process is commenced in accordance with Employment Direction No. 5 including an investigation and a determination as to a breach of the code of conduct and imposition of a sanction such as termination.</p> <p>The State Service Management Office will consider whether amendments to the State Service Act are also required to strengthen any parts of the code of conduct following a review being undertaken of all current children related matters.</p>

Rec #	Recommendation summary	Lead agency	Theme	What we have done
20.3	The Tasmanian Government should introduce legislation to ensure that where a finding is made that a State Service employee has committed reportable conduct under the Reportable Conduct Scheme, this also constitutes a breach of the State Service Code of Conduct under section 9 of the <i>State Service Act 2000</i> .	Department of Premier and Cabinet	Prevention and protection	The State Service Management Office has investigated options for giving effect to this recommendation. Subject to advice, this recommendation will be achieved via amendments to Employment Direction No. 5 so that the investigation for a Code of Conduct is the same as an investigation under the Reportable Conduct Scheme. Proposed changes have been drafted.
20.4	The Tasmanian Government should introduce legislation to ensure the provisions in the professional conduct policies apply to contractors, sub-contractors, volunteers and other adults who have contact with children.	Department of Premier and Cabinet	Accountability and integrity	<ul style="list-style-type: none"> <li>● <i>This recommendation is in progress.</i></li> </ul> <p>The State Service Management Office has established a cross-agency working group and is working with relevant agencies to ensure contractors, sub-contractors and other agents who provide services to Government comply with professional conduct policies (outlined in recommendations 20.2) in the delivery of services. Agencies who have contact with children have policies developed for implementation and/or consultation.</p> <p>Further legislative reform will form part of delivery for Phase 2.</p>



Rec #	Recommendation summary	Lead agency	Theme	What we have done
20.14	The Tasmanian Government should allocate funding for initiatives aimed at cultural change and awareness raising to promote a shared understanding and application of disciplinary processes across the State Service in a manner that ensures the safety and wellbeing of children at risk of child sexual abuse or related conduct.	Department of Premier and Cabinet	Child safe cultures and awareness-raising	Funding has been allocated to a broad range of cultural change activities including the development of a trauma-informed knowledge and skills framework (see recommendation 19.2), engagement of community engagement and change leads, system change training to support Strategy and Action Plan implementation and work to expand components of the Department of Health's OneHealth cultural change project to other agencies across the State Service (see also recommendation 15.3).

Rec #	Recommendation summary	Lead agency	Theme	What we have done
22.1	<p>The Tasmanian Government should introduce legislation to establish and fund an independent Child Sexual Abuse Reform Implementation Monitor, with provisions for:</p> <ul style="list-style-type: none"> <li>– the scope of the Implementation Monitor’s functions and independent evaluations to be undertaken, including establishing an evaluation framework, baseline data and ongoing data requirements, requirements to conduct periodic evaluations and make findings publicly available</li> <li>– the Tasmanian Government to protect the independence of the Independent Monitor</li> <li>– Reporting requirements of the Tasmanian Government to the Implementation Monitor</li> <li>– Key stakeholders for consultation by the Implementation Monitor.</li> </ul>	Department of Premier and Cabinet	Workforce expertise and capability	<b>The Tasmanian Parliament passed the Child Safety Reform Implementation Monitor Bill 2024 on 20 June 2024. The position of independent Child Sexual Abuse Reform Monitor will be advertised after the Bill receives Royal Assent.</b>



