

Minister for Children and Youth  
Minister for Community Services  
Minister for Aboriginal Affairs

Level 5 4 Salamanca Place HOBART TAS 7000 Australia  
GPO Box 123 HOBART TAS 7001 Australia  
Ph: +61 3 6165 7670  
Email: [minister.jaensch@dpac.tas.gov.au](mailto:minister.jaensch@dpac.tas.gov.au)



13 September 2024

Hon Ruth Forrest MLC  
Chair  
Joint Sessional Committee  
Commission of Inquiry Recommendations Scrutiny Committee

Dear Chair

Re: Recommendations made in the Final Report of the Commission of Inquiry

Thank you for your correspondence of 2 September 2024. In response to the matters taken on notice at the hearing:

1. Of the 12 State Service employees who have been suspended from duty for greater than 365 days as a result of allegations of child abuse, how many are AYDC staff?

I am advised there are 9 employees assigned duties at AYDC who have been suspended from duty for greater than 365 days.

2. On p.7 of the Routine Disclosure document tabled at the hearing, in the table on assessment and actions taken by Heads of Agency in relation to matters referred to in the COI report of State Service employees (alleged non-perpetrators), detailing Action taken/final outcomes, there are 9 Youth Justice and Child Safety employees in the category 'No further actions based on assessment or ED5 determination'

- a. Are these the same 9 Youth Justice and Child Safety employees that appear in the table on p.6 of the report who, as an outcome of the Head of Agency Assessment it was found 'No reasonable ground to believe a breach of the Code of Conduct occurred'?

Yes.

- b. How many, if any, of these 9 are AYDC staff?

Two.

- c. How many of these 9 have returned to work?

In respect of the nine, I am advised that:

- Of the two employees relating to AYDC referred to in b. above, one is subject to a current investigation and is suspended from the workplace and one was subject to an assessment by a Head of Agency with the outcome of no further

action as there were not reasonable grounds to believe a breach of the Code of Conduct occurred and remained in the workplace.

- Seven relate to Child Safety matters, where the Head of Agency assessed seven case file reviews with the outcome of no further action as there were not reasonable grounds to believe a breach of the Code of Conduct occurred and any current employees who were only identified through the case file reviews remained in the workplace.
3. On p.9 of the Routine Disclosure document tabled at the hearing, in the table relating to State Service employees suspended as a result of an allegation/s of child sexual abuse, detailing Action taken/final outcomes, there are 32 State Service employees in the category 'No breach determined from preliminary assessment or ED5 process complete and returned to duty' –

- a. how many, if any, of these 32 are AYDC staff?

Three.

4. On p.9 of the Routine Disclosure document tabled at the hearing, in the table relating to State Service employees suspended as a result of an allegation/s of child sexual abuse, detailing Action taken/final outcomes, of the 4 State Service employees in the category 'Would have been terminated (due to breach being determined) but for resignation or contract ending' –

- a. How many, if any, of these are AYDC staff?

None.

5. If an allegation of child sexual abuse is made against a State Service employee who is on workers compensation leave, does that employee transfer to being suspended while investigations are undertaken, or do they remain on workers comp while investigations are undertaken? Would a State Service employee in that circumstance be included in the Routine Disclosure numbers?

I am advised that the fact that an employee may be on workers compensation is not a barrier to the commencement of an employment investigation. An employee who is absent on workers compensation can be suspended. Any decision as to whether to suspend an employee with pay if they are already absent on workers compensation is made on a case-by-case basis.

Yes, if an employee is subject to an investigation they are included in the Routine Disclosure numbers.

6. How many AYDC staff who have been cleared to return to work at AYDC, have subsequently had further allegations made about them and been suspended again?

None.

7. How many of the pseudonym-referenced, alleged perpetrator AYDC staff in the COI Report have been subject to an ED5 investigation since the COI Report was published?

Three.

- a. Please detail the current status/action taken/final outcomes of any pseudonym-referenced, alleged perpetrator AYDC staff in the COI Report who have been subject to an ED5 investigation since the COI Report was published.

I am advised that the three remain subject to ongoing ED5 investigations. The oversight of these investigations is with the Shared Capability and Centralised Investigations unit within the State Service Management Office.

- b. If any pseudonym-referenced, alleged perpetrator AYDC staff in the COI Report have had no breach determined under an ED5 investigation since the COI Report was published, how many have returned to work at AYDC?

None.

- c. Have any pseudonym-referenced, alleged perpetrator AYDC staff in the COI Report who may have been cleared under an ED5 investigation since the COI Report was published, subsequently had further allegations made about them?

Not applicable.

8. Please provide retention rates for State Service case workers for the following time periods: FY 20, FY 21, FY 22, FY23 and FY24.

The data below represents overall FTE level retention rates. To undertake that at an individual level would require significant analysis, taking into account that part of the data set is in Department of Health records and it would also be necessary to factor in normal planned retirements.

The table below outlines the number of AHP classified employees by paid FTE and head count shown by team and classification level. These employees are the main 'case workers' in the Advice Referral Line and Child Safety.

Team or Area	2020 FTE	2020 Headcount	2021 FTE	2021 Headcount	2022 FTE	2022 Headcount	2023 FTE	2023 Headcount	2024 FTE	2024 Headcount	FTE Variance 2020 to 2024	Headcount Variance 2020 to 2024
<b>Advice and Referral Line (ARL)</b>												
AHP Level 1-2	29.77	33	26.80	29	22.70	25	22.53	26	20.04	22	-9.73	-11
AHP Level 3	5.26	6	8.82	10	11.89	13	12.42	14	15.92	17	10.66	11
<b>Advice and Referral Line Total</b>	<b>35.03</b>	<b>39</b>	<b>35.62</b>	<b>39</b>	<b>34.59</b>	<b>38</b>	<b>34.95</b>	<b>40</b>	<b>35.96</b>	<b>39</b>	<b>0.93</b>	<b>0</b>
<b>Child Safety Service</b>												
AHP Level 1-2	125.70	136	115.64	125	115.08	123	111.39	121	95.19	101	-30.51	-35.00
AHP Level 3	11.90	13	15.29	17	16.30	18	24.90	25	32.30	34	20.40	21.00
<b>Child Safety Service Total</b>	<b>137.60</b>	<b>149</b>	<b>130.93</b>	<b>142</b>	<b>131.38</b>	<b>141</b>	<b>136.29</b>	<b>146</b>	<b>127.49</b>	<b>135</b>	<b>-10.11</b>	<b>-14.00</b>
<b>Total</b>	<b>172.63</b>	<b>188</b>	<b>166.55</b>	<b>181</b>	<b>165.97</b>	<b>179</b>	<b>171.24</b>	<b>186</b>	<b>163.45</b>	<b>174</b>	<b>-9.18</b>	<b>-14</b>

The increase in AHP Level 3 reflects additional positions involving Practice Leaders, Liaison Officers, Family Engagement and Court Coordinators. The reduction in AHP Level 1-2 positions reflects vacancies, together with employees on extended leave without pay, but there has been no reduction in actual positions. The current recruitment campaign has attracted significant interest and an aim will be to fill all vacancies.

A written update on the progress of the remaining recommendations (from Recommendation 12.6) will also be provided.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'R. Jaensch', written over a faint circular stamp.

Hon Roger Jaensch MP  
**Minister for Children and Youth**