



LEGISLATIVE COUNCIL

SESSION OF 2019

(SECOND SESSION OF THE FORTY-NINTH PARLIAMENT)

NOTICES OF MOTION AND ORDERS OF THE DAY

No. 39

WEDNESDAY, 30 OCTOBER 2019

(At 11.00 o'clock am)

NOTICES OF QUESTION

4 Ms *Forrest* to ask the Honourable the Leader of the Government — With regard the latest available data on Tasmania's employment statistics on a trend and original basis:-

- (1) What is the current gender pay gap for Tasmanian women?
- (2) What are the current employment figures for Tasmania, broken down by full time, part time and casual employees listed by sex?
- (3)
 - (a) How many Tasmanians are unemployed reported by sex; and
 - (b) how many are long-term unemployed, reported by sex?
- (4) How many Tasmanians are currently underemployed reported by sex?
- (5) What are the current Tasmanian participation rates reported by sex?
- (6) What is the breakdown of Tasmanians employed in reported income brackets by sex.

(asked 6.08.19)

5 Ms *Forrest* to ask the Honourable the Leader of the Government — With regard to the economic cost of family violence in Tasmania:

- (1)
 - (a) What is the cost of health care related to treating women who are subject to family violence; and
 - (b) what is the cost of health care related to treating men who are subject to family violence?
- (2) What is the cost of provision of, and access to, justice for women impacted by family violence?
- (3)
 - (a) What is the cost of the provision of, and access to, justice for men as perpetrators of family violence; and
 - (b) what is the cost of the provision of, and access to, justice for men impacted by family violence?
- (4)
 - (a) What is the economic and social cost of time away from education for women, as a result of family violence; and
 - (b) what is the economic and social cost of time away from education for men, as a result of family violence?
- (5)
 - (a) What is the cost of the provision of shelter for women resulting from family violence; and
 - (b) what is the cost of the provision of shelter for men resulting from family violence?
- (6)
 - (a) What is the level of unmet demand for shelter for women resulting from family violence; and

- (b) what is the level of unmet demand for shelter for men resulting from family violence?
- (7) (a) What is the current cost, in dollar terms and percentage terms of Tasmania's GSP to treat or deal with the outcomes of family violence; and
- (b) what is the current cost, in dollar terms and percentage terms of Tasmania's GSP to prevent family violence?

(asked 6.08.19)

11 Ms *Forrest* to ask the Honourable the Leader of the Government — With regard to the Tasmanian Prison Service—

- (1) (a) What is the most recent assessment of the average daily cost for each male prisoner;
- (b) what is the most recent assessment of the average daily cost for each female prisoner; and
- (c) who was responsible for undertaking these assessments?
- (2) (a) What cost assessments are available for the average daily cost for each prisoner annually over the five years prior to the most recent assessment for male and female prisoners listed separately; and
- (b) who was responsible for undertaking these assessments?
- (3) (a) What areas/level of security is the prison divided into to house male prisoners whilst incarcerated; and
- (b) female prisoners whilst incarcerated?
- (4) What is the designed capacity of each area/level of security of the prison listed separately by;
 - (a) Area/level of security; and
 - (b) gender?
- (5) What has been the prison occupancy level on 1 July in each of the last 5 years in each area of the prison, listed separately by;
 - (a) Area/level of security; and
 - (b) gender?
- (6) What is the total number of prisoners who have been released in the last five years listed on an annual basis?
 - (a) How many male prisoners have been released on remission each year for the last five years; and
 - (b) what has been the length of those remissions individually?
- (7) (a) How many female prisoners have been released on remission each year for the last five years; and
- (b) what has been the length of those remissions individually?
- (8) (a) How many male prisoners who have been released on remission, have reoffended and been sentenced to further custodial sentences in the last five years; and
- (b) how many female prisoners who have been released on remission, have reoffended and been sentenced to further custodial sentences in the last five years?
- (9) (a) How many male prisoners who have been released on remission, have not reoffended in the last five years; and
- (b) how many female prisoners who have been released on remission, have not reoffended in the last five years?
- (10) (a) How many male prisoners who have been released without remission have reoffended and been sentenced to further custodial sentences in the last five years; and

- (b) how many female prisoners who have been released without remission have reoffended and been sentenced to further custodial sentences in the last five years?
 - (11) (a) How many male prisoners who have been released without remission have not reoffended in the last five years; and
 - (b) how many female prisoners who have been released without remission have not reoffended in the last five years?
 - (12) (a) How many male prisoners who have been released on parole, have reoffended and been sentenced to further custodial sentences in the last five years; and
 - (b) how many female prisoners who have been released on parole, have reoffended and been sentenced to further custodial sentences in the last five years?
 - (13) (a) How many male prisoners who have been released on parole, have not reoffended in the last five years; and
 - (b) how many female prisoners who have been released on parole, have not reoffended in the last five years?
 - (14) (a) How many male prisoners who have been released without parole have not reoffended in the last five years; and
 - (b) how many female prisoners who have been released without parole have not reoffended in the last five years?
 - (15) (a) How many male prisoners who have been released without parole have reoffended and been sentenced to further custodial sentences in the last five years; and
 - (b) how many female prisoners who have been released without parole have reoffended and been sentenced to further custodial sentences in the last five years?
 - (16) What are the annual rates of overtime worked by custodial officers over the last five years listed annually by hours and cost?
 - (17) What are the annual rates of sick leave taken by custodial officers over the last five years listed annually by hours and cost?
- (asked 17.09.19)

14 Ms Webb to ask the Honourable the Leader of the Government— With regard to the current Gambling Support Program Strategic Framework 2014-19 (the Framework):

- (1) What evaluation occurred of the impact and effectiveness of the Framework?
- (2) If evaluation was conducted, what did this evaluation indicate in terms of the effectiveness of the Framework in -
 - (a) Preventing gambling harm;
 - (b) reducing gambling harm; and
 - (c) ameliorating gambling harm?
- (3) What measures and indicators (other than general prevalence studies conducted as part of the Social and Economic Impact Studies) are used to gauge the impact of gambling support programs?
- (4) Under the Framework, what proportion of (a) funding and (b) activity, was directed to the prevention of problem gambling?
- (5) Under the Framework, what proportion of (a) funding and (b) activity, was directed to support services for people with a gambling problem?

Noting that the Gambling Support Program Strategic Framework 2014-19 (page 5) states that gambling support services reported 71.2 per cent of people seeking support experienced issues related to Electronic Gaming Machines (EGMs) in the period 2013–14:—

- (6) What is the latest data on the proportion of those seeking help from gambling support services in Tasmania affected by a problem with gambling on (a) EGMs and (b) other forms of gambling?
- (7)
 - (a) If that data is not currently collected by the gambling support services when between 2013-14 and the present did gambling support services stop collecting data on the issues experienced by people seeking support;
 - (b) who made the decision to stop collecting that data through gambling support services; and
 - (c) what was the evidence base and rationale for ceasing to collect that data?
- (8) If that statement from page 5 of the Framework was drawn from a source other than data collected by gambling support services, what was that data source?
- (9) If those statements are based on a data source other than data collected by gambling support services:-
 - (a) What is the latest data from that source on the proportion of those seeking help from gambling support services in Tasmania affected by a problem with gambling on EGMs; and
 - (b) on other forms of gambling?
- (10) Noting that the Framework (page 5) states that clients of gambling support services are *likely to experience issues stemming from the use of EGMs, particularly within their local hotel/club-*
 - (a) What was the data source that informed this statement;
 - (b) does the most recent data available continue to support that statement;
 - (c) if the most recent data does not support that statement, what has replaced an issue with EGMs in their local hotel/club as the form of gambling most likely to be experienced by clients of gambling support services;
 - (d) what is the latest data on the venue-type most likely to be used for gambling on EGMs by those seeking help from gambling support services in Tasmania;
 - (e) if current data is not available, when between 2013-14 and the present did this data stop being collected;
 - (f) who made the decision to stop collecting this data; and
 - (g) what was the evidence base and rationale for ceasing to collect this data?

(asked 19.09.19)

15 Ms Webb to ask the Honourable the Leader of the Government —

With regard to the Gambling Support Program Strategic Framework 2020-2023 (the Framework):

- (1) What is the expected date of release of the Framework?
- (2) What form of consultation was conducted to inform its development?
- (3) Which stakeholders were involved in the consultation?
- (4) What sources of evidence and/or research informed its development?
- (5) Which data and findings from the latest Social and Economic Impact Study (SEIS) specifically informed the planning, funding and provision of service under the Framework?
- (6) What proportion of (a) funding and (b) activity, will be directed to the prevention of problem gambling?

- (7) What proportion of (a) funding and (b) activity, will be directed to support services for people with a gambling problem?

(asked 19.09.19)

16 Ms Webb to ask the Honourable the Leader of the Government — With regard to the material produced in the Gambling Support Program multimedia campaigns of the past five years—

- (1) Noting that gambling addiction is now recognised as a diagnosable mental health condition in the Diagnostic and Statistical Manual of Mental Disorders 5 (DSM 5), does the Government:
- (a) Consider it appropriate to clearly label products that contain a risk of addiction;
- (b) accept the definition of gambling addiction as a health disorder in the DSM 5; and
- (c) consider EGMs in their specific design to be a product that can trigger a gambling addiction disorder?
- (2) (a) Does the word *addiction* appear on any of the material produced in the Gambling Support Program multimedia campaigns;
- (b) if so, does any of that material explicitly identify gambling as having a risk of addiction; and
- (c) if not, noting that other public education campaigns such as the QUIT campaign explicitly discuss addiction, why not public education campaigns in Tasmania relating to gambling and EGMs?
- (3) What key messaging has been used in the Government funded primary prevention public education campaigns on gambling and EGMs over the past five years?

(asked 19.09.19)

17 Ms Webb to ask the Honourable the Leader of the Government — Noting the *Know Your Odds* multimedia campaign, a key part of the State Government's Gambling Support Program has a website, which appears to have been down for at least the whole of September 2019, and a Facebook page hasn't posted since 11 July 2019 —

- (1) In the twelve months through to today's date, for how many days was the *Know Your Odds* website accessible to the public?
- (2) (a) Is the *Know Your Odds* Facebook page continuing to be operated;
- (b) if not, why is it no longer operational; and
- (c) who made the decision to cease operation?
- (3) If operational, what frequency of posting is specified in its social media plan?

(asked 19.09.19)

18 Ms Webb to ask the Honourable the Leader of the Government —

- (1) How many current Housing Tasmania tenants are National Disability Insurance Scheme (NDIS) participants?
- (2) (a) How many Housing Tasmania tenants requested accessibility or disability modifications to their current accommodation in each of the years from 2014-15 to 2018-19;
- (b) how many of these requests resulted in modifications being made to the tenant's property;
- (c) how many of these requests were made by a current Housing Tasmania tenant who was also an NDIS participant; and
- (d) of the requests made by tenants who were also NDIS participants, how many resulted in modifications being made?
- (3) (a) Under Housing Tasmania policy, what process, other than tenant request, could initiate or trigger accessibility or disability modifications to be made to Housing Tasmania properties; and

- (b) in how many instances have accessibility or disability modifications been made to Housing Tasmania properties as a result of a process other than tenant request in each of the years from 2014-15 to 2018-19?
- (4) (a) How many Housing Tasmania properties have had accessibility or disability modifications made which were self-financed by the tenant in each of the years from 2014-15 to 2018-19; and
 - (b) in how many instances were these self-financed modifications made by a tenant who was also a NDIS participant?
- (5) (a) In how many instances were tenants required to remove accessibility or disability modifications they had made to the property when exiting a Housing Tasmania lease in each of the years from 2014-15 to 2018-19;
 - (b) in how many of these instances were tenants moving to another Housing Tasmania property; and
 - (c) in how many of these instances was the tenant also an NDIS participant?
- (6) (a) How many Housing Tasmania tenants have requested to be moved from one Housing Tasmania property to another due to escalating accessibility or disability needs in each of the years from 2014-15 to 2018-19;
 - (b) how many requests were made by a tenant who was also an NDIS participant;
 - (c) how many requests made resulted in a move from one Housing Tasmania property to another; and
 - (d) where a tenant moved to another Housing Tasmania property due to escalating accessibility or disability needs, in how many instances were modifications made to the property into which the tenant was moving

(asked 16.10.19)

19 Ms Forrest to ask the Honourable Leader of the Government —

For each one of the State's 23 public hospitals, listed separately, please provide the following data for the financial years 2017-2018 and 2018-2019:

- (1) The average numbers of FTE's for:
 - (a) salaried medical practitioners;
 - (b) nurses;
 - (c) diagnostic and allied health professionals;
 - (d) administrative and clerical staff; and
 - (e) domestic staff;
- (2) The average bed occupancy rates for each hospital for each of these periods; and
- (3) The number of patient days for each hospital, for each of these periods.

(asked 29.10.19)

ORDERS OF THE DAY

- 1** Genetically Modified Organisms Control Amendment Bill 2019 (No. 33): Third reading.
- 2** Legal Profession Amendment (Validation) Bill 2019 (No. 34): Third reading.
- 3** Public Works Committee Amendment Bill 2019 (No. 32): Second reading.
- 4** Magistrates Court (Criminal and General Division) Bill 2019 (No. 27): Adjourned debate (Ms Rattray) on the Question proposed on 19 September 2019 – That the Bill be now read the Second time.
- 5** Magistrates Court (Criminal and General Division) (Consequential Amendments) Bill 2019 (No. 28): Adjourned debate (Mrs Hiscutt) on the Question proposed on 19 September 2019 – That the Bill be now read the Second time.

- 6 Restraint Orders Bill 2019 (No. 29): Adjourned debate (Ms Rattray) on the Question proposed on 19 September 2019 – That the Bill be now read the Second time.
- 7 Justice Legislation Amendment (Organisational Liability for Child Abuse) Bill 2019 (No. 36): Second reading.
- 8 Burial and Cremation Bill 2019 (No. 42): Second reading.
- 9 Disposal of Uncollected Goods Bill 2019 (No. 16): Second reading.
- 10 Place Names Bill 2019 (No. 38): Second reading.
- 11 Consideration of the following Message from the House of Assembly —

“MR PRESIDENT,

The House of Assembly having agreed to the following Resolution, begs now to transmit the same to the Legislative Council, and to request its concurrence therein —

Resolved, —

The the the House of Assembly refers to the House Committee the matter of non-Government Members’ access to ‘Parliamentary Counsel’ and that the matters pertaining to the location within Parliament House and access arrangements to the Parliamentary Counsel be a matter to be determined by the Committee and reported to both Houses

House of Assembly, 31 July 2019

SUE HICKEY, *Speaker*”.

- 12 Sentencing Amendment (Assaults on Off-Duty Police) Bill 2018 (No. 6): Second reading.
- 13 Public Health Amendment (Prevention of Sale of Smoking Products to Under-Age Persons) Bill 2018 (No. 45): Adjourned Debate (Mr Dean) on the Question proposed on 6 August 2019 – That the Bill be now read the Second time. (*Private Member’s Bill*)
- 14 Partition Bill 2019 (No. 2): Second reading.

TUESDAY, 5 NOVEMBER 2019

ORDER OF THE DAY

- 1 Marine-Related Incidents (MARPOL Implementation) (No.37): Second reading.

NOTICES OF MOTION

- 1 Mr *Dean* to move — That the Energy in Tasmania Report 2016-17 be considered and noted.
- 2 Mr *Dean* to move — That the Report of the Integrity Commission No. 4 of 2017: An investigation into allegations of misconduct in the Fox Free Taskforce and Fox Eradication Program, be considered and noted.
- 3 Mr *Willie* to move — That the Legislative Council —
 - (1) Notes that Tasmania’s 12 month average youth unemployment rate is 14.9%, more than double Tasmania’s overall unemployment rate of 6.6%;
 - (2) Acknowledges there are youth unemployment hotspots across Tasmania’s regions with the 12 month average for Greater Hobart at 16.2% and the West/North-West at 15.8%, ranking as the 10th and 12th worst areas for youth unemployment in the nation;
 - (3) Acknowledges the recent announcement of 130 job losses at Vodafone in Hobart will disproportionately affect young people;
 - (4) Acknowledges that young people who are currently unemployed are at risk of becoming long term unemployed or leaving the state for opportunities elsewhere;

- (5) Notes with concern that Tasmania has an annual net migration loss of 580 people in the 15-24 demographic;
- (6) Notes that more needs to be done to connect the education system with labour market demands;
- (7) Notes that despite youth unemployment being a major problem for many years, there is no policy framework for solving this problem; and
- (8) Calls on the State Government to acknowledge the importance of immediate action to combat youth unemployment and initiate a youth jobs taskforce.

4 Mrs *Hiscutt* to move — That the Council approve, in accordance with subsections 11(7) and 12(4) of the *Public Account Act 1986*, additional Recurrent Services and Works and Services expenditure in 2018-19 for the purposes detailed in the Section 19 Return for the June Quarter 2019.

D.T. PEARCE, *Clerk of the Council*.

PAPERS ISSUED

LEGISLATIVE COUNCIL

Notice Paper No. 38
Paper No. 21
Bill Nos. 48 & 50

SUMMARY OF BILLS

Read First Time

Bill No. 6 of 2018	Sentencing Amendment (Assaults on Off-Duty Police).
Bill No. 2	Partition (<i>pro forma</i>).
Bill No. 16	Disposal of Uncollected Goods.
Bill No. 32	Public Works Committee Amendment.
Bill No. 36	Justice Legislation Amendment (Organisational Liability for Child Abuse).
Bill No. 37	Marine-Related Incidents (MARPOL Implementation)
Bill No. 38	Place Names.
Bill No. 42	Burial and Cremation.

Second Reading Debate Adjourned

Bill No. 45 of 2018	Public Health Amendment (Prevention of Sale of Smoking Products to Under-Age Persons).
Bill No. 27	Magistrates Court (Criminal and General Division).
Bill No. 28	Magistrates Court (Criminal and General Division) (Consequential Amendments).
Bill No. 29	Restraint Orders.

Awaiting Third Reading

Bill No. 33	Genetically Modified Organisms Control Amendment.
Bill No. 34	Legal Professional Amendment (Validation).

Agreed to by Both Houses

Bill No. 15 of 2018	Corrections Amendment (Prisoner Remission) (<i>Act No.32 of 2019</i>).
Bill No. 40 of 2018	Gas Industry (<i>Act No.1 of 2019</i>).
Bill No. 41 of 2018	Gas Safety (<i>Act No.2 of 2019</i>).
Bill No. 42 of 2018	Gas (Consequential Amendments) (<i>Act No.3 of 2019</i>).
Bill No. 43 of 2018	Mental Health Amendment (<i>Act No.8 of 2019</i>).
Bill No. 47 of 2018	Justice and Related Legislation (Marriage Amendments) (<i>Act No.7 of 2019</i>).
Bill No. 51 of 2018	Security and Investigations Agents Amendment (<i>Act No.9 of 2019</i>).
Bill No. 52 of 2018	Supreme Court Civil Procedure Amendment (<i>Act No.14 of 2019</i>).
Bill No. 57 of 2018	Energy Co-ordination and Planning Amendment (<i>Act No.4 of 2019</i>).
Bill No. 58 of 2018	Community, Health, Human Services and Related Legislation (Miscellaneous Amendments) (<i>Act No.13 of 2019</i>).
Bill No. 59 of 2018	Land Acquisition Amendment (<i>Act No.31 of 2019</i>).
Bill No. 60 of 2018	Litter Amendment (<i>Act No.30 of 2019</i>).
Bill No. 61 of 2018	Forest Practices Amendment (<i>Act No.25 of 2019</i>).
Bill No. 63 of 2018	Criminal Code and Related Legislation Amendment (Child Abuse) (<i>Act No.29 of 2019</i>).
Bill No. 64 of 2018	Electricity Supply Industry Restructuring (Savings and Transitional Provisions) Amendment (<i>Act No.24 of 2019</i>).
Bill No. 65 of 2018	Registration to Work with Vulnerable People Amendment (<i>Act No.18 of 2019</i>).

Bill No. 66 of 2018	Short Stay Accommodation (<i>Act No.12 of 2019</i>).
Bill No. 3	Electoral Amendment (<i>Act No.5 of 2019</i>).
Bill No. 4	Motor Accidents (Liabilities and Compensation) Amendment (<i>Act No.6 of 2019</i>).
Bill No. 5	Criminal Code Amendment (Bullying) (<i>Act No.34 of 2019</i>).
Bill No. 6	Fruit and Nut Industry (Research, Development and Extension Trust Fund) Repeal (<i>Act No.35 of 2019</i>).
Bill No. 7	Workers Rehabilitation and Compensation Amendment (Presumption as to Cause of Disease) (<i>Act No.11 of 2019</i>).
Bill No. 9	Consolidated Fund Appropriation (Supplementary Appropriation for 2018-19) (<i>Act No.10 of 2019</i>).
Bill No. 10	Disability Services Amendment (<i>Act No.17 of 2019</i>).
Bill No. 11	Greater Hobart (<i>Act No.21 of 2019</i>).
Bill No. 12	Health Miscellaneous Amendments (<i>Act No.15 of 2019</i>).
Bill No. 14	Right to Information Amendment (Applications for Review) (<i>Act No.26 of 2019</i>).
Bill No. 15	Biosecurity (<i>Act No.22 of 2019</i>).
Bill No. 17	Local Government (Highways) Amendment (<i>Act No.28 of 2019</i>).
Bill No. 19	Vehicle and Traffic Amendment.
Bill No. 20	Workers Rehabilitation and Compensation Amendment (<i>Act No.23 of 2019</i>).
Bill No. 21	Appropriation Bill (No. 1) (<i>Act No.19 of 2019</i>).
Bill No. 22	Appropriation Bill (No. 2) (<i>Act No.20 of 2019</i>).
Bill No. 23	Government Procurement Review (International Free Trade Agreements) (<i>Act No.27 of 2019</i>).
Bill No. 24	First Home Owner Grant Amendment (<i>Act No.16 of 2019</i>).
Bill No. 25	Roads and Jetties Amendment (Validation).
Bill No. 26	Roads and Jetties Amendment (Works in Highways).
Bill No. 30	Civil Liability Amendment (<i>Act No.33 of 2019</i>).
Bill No. 31	Historic Cultural Heritage Amendment (<i>Act No.36 of 2019</i>).

STANDING COMMITTEES AND MEMBERS

Committee of Privileges: Mr *Dean*, Mr *Farrell* (The President), Mr *Finch*, Ms *Forrest* (Chair of Committees) and Mrs *Hiscutt*.
Standing Orders Committee: The President (Mr *Farrell*), The Chair of Committees (Ms *Forrest*), Mrs *Hiscutt*, Ms *Ratray* and Mr *Valentine*.

Parliamentary Standing Committee on Public Works (Joint): Ms *Ratray* and Mr *Valentine*.

Parliamentary Standing Committee on Subordinate Legislation (Joint): Ms *Forrest*, Ms *Ratray* and Ms *Webb*.

Parliamentary Standing Committee of Public Accounts (Joint): Mr *Dean*, Ms *Forrest* and Mr *Willie*.

Parliamentary Standing Committee on Integrity (Joint): Ms *Armitage*, Mr *Dean* and Mr *Valentine*.

SESSIONAL COMMITTEES AND MEMBERS

House Committee (Joint): The President (Mr *Farrell*), Ms *Forrest*, Mrs *Hiscutt*

Library Committee (Joint): Ms *Armitage*, Mr *Farrell*, Mr *Finch*, Ms *Forrest*, Ms *Ratray* and Mr *Valentine*.

Government Administration A: Mr *Finch*, Ms *Forrest*, Mr *Gaffney*, Ms *Lovell*, Mr *Valentine* and Ms *Webb*.

- Horizontal Fiscal Equalisation System
- Finfish Farming in Tasmania

Government Administration B: Ms *Armitage*, Mr *Armstrong*, Mr *Dean*, Ms *Howlett*, Ms *Ratray*, Ms *Siejka* and Mr *Willie*.

SELECT COMMITTEES AND MEMBERS

Short Stay Accommodation in Tasmania: Ms *Armitage*, Mr *Armstrong*, Ms *Ratray*, Mr *Valentine* and Mr *Willie*.

AFL in Tasmania: Mr *Armstrong*, Mr *Dean*, Mr *Finch*, Ms *Howlett* and Ms *Siejka*.

Production of Documents: Mr *Dean*, Ms *Forrest*, Ms *Howlett*, Ms *Webb* and Mr *Willie*.

Greater Hobart Traffic: Mr *Armstrong*, Ms *Howlett*, Ms *Siejka*, Mr *Valentine* and Ms *Webb*.

Government Businesses Scrutiny Committee A: Mr *Finch*, Ms *Forrest*, Mr *Gaffney*, Ms *Lovell*, Mr *Valentine* and Ms *Webb*.

Government Businesses Scrutiny Committee B: Ms *Armitage*, Mr *Armstrong*, Mr *Dean*, Ms *Howlett*, Ms *Ratray*, Ms *Siejka* and Mr *Willie*