

PROGRESS REPORT MAY – AUGUST 2024

INDEPENDENT REVIEW *into the actions taken in response to the information and concerns raised by the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings*

FINAL

P Woolcott, Independent Reviewer

CONFIDENTIAL

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1 CONTEXT AND INTRODUCTION

Following a groundswell of community concerns in 2019-2020 over child sexual abuse in Tasmanian Government institutions, the Tasmanian Government led by Premier Gutwein recommended the establishment of a Commission of Inquiry on 23 November 2020.

The Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings was established by Order of the Governor on 15 March 2021. The Commission of Inquiry finalised its 3000-page report containing 191 recommendations and this was released in September 2023.

The Government accepted all the recommendations in the COI report and Premier Rockliff announced two further reviews including an *'Independent Review into the actions taken in response to the information and concerns raised by the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings'*.

Peter Woolcott AO, the former Australian Public Service Commissioner was appointed by Premier Rockliff to lead the Independent Review in December 2023. Peter Woolcott formally commenced the review in mid-February 2024.

2 TERMS OF REFERENCE AND SCOPE OF THE REVIEW

2.1 Objectives of the Review

The Independent Review (Review) was commissioned on the basis of a 'Terms of Reference' which outlined the scope of the review, process considerations, time-frames and reporting requirements.

The Terms of Reference underscored that the final report of the Review will be made available to Parliament, and that three monthly progress reports should be provided in the meantime. This progress report forms the second of these three-monthly updates since the commencement of the Review in mid-February 2024 and covers the period of early May to late August 2024.

The Review's scope encompasses the actions taken by **all government agencies** and **relevant state authorities including Tasmania Police** in response to *information and concerns raised by the Commission of Inquiry* about Tasmanian State Service employees and officers.

Based upon the Terms of Reference and following consultations with key stakeholders the Review has identified the following key objectives:

1. Examine and analyse the chronology and response to the concerns and information raised by the COI in its final report about Tasmanian State Service employees and officers to review the:
 - a. efficacy of decisions and actions, with respect to the assessment of seriousness of harm and non-compliance with policy, employment frameworks or legislation
 - b. timeliness in which concerns, and information were considered and acted upon by government agencies or other relevant state authorities
 - c. the timeliness and accuracy of any referrals made by relevant state authorities to relevant regulatory, integrity or law enforcement bodies during the COI hearings and upon publication of the Final Report.
2. Examine and analyse the policy and legislative framework relevant to matters of misconduct within the Tasmanian State Service.
3. Examine and analyse the reporting requirements of government agencies and relevant authorities as it relates to information and concerns raised by the COI.
4. Make recommendations in relation to policy, legislative and operational changes to improve the system for responding to information and concerns about the conduct of Tasmanian State Service employees and officers.

5. Make recommendations in relation to any other systemic and cultural enablers that will ensure that the Tasmanian State Service is well equipped both now and into the future to ensure the safety and protection of children in its care.

The Review is committed to providing reassurance to the Tasmanian Government, Parliament and the public that all necessary and appropriate action has been undertaken by the Tasmanian State Service to address issues of concern and information raised by the COI. The review is also future focused, and analysis of previous events is undertaken with the intention of identifying areas of improvement across a range of themes including the legal/regulatory environment, policies, and procedures as well as cultural settings and enablers.

2.2 Coverage of the Review

In its first progress report the Review had identified its initial scope as including nine state service agencies and authorities. This was based upon an assessment of the applicability of its Terms of Reference to 'government agencies, relevant state authorities and officers and employees', and its utilisation of definitions for these terms as set out in the State Services Act 2000 and the Police Services Act 2003 as relevant. At that time, the Review had also noted its intent to engage with other relevant regulatory and law enforcement agencies as identified in the COI report.

Having progressed such engagement and based upon further consideration of the Terms of Reference and analysis of the COI report and methodology, the Review has determined that its scope also includes the regulatory authorities that received referrals of matters of concern from the COI and other state agencies and who are central to addressing risks relating to child sexual abuse in government institutions. Therefore, the Review's scope also includes:

- The Teachers Registration Board
- The Registrar for Working with Vulnerable People

In addition to the above agencies and authorities the Review has also engaged with the following three organisations that are an integral part of the institutional fabric in relation to the wellbeing and safety of children in Tasmania:

- The Ombudsman
- The Commissioner for Children and Young People
- The Office of the Independent Regulator

3 CONDUCT OF THE REVIEW

The Review's first progress report had also identified a selection of mechanisms through which it expected to conduct its work. The report also outlined activity undertaken to date in relation to each of the mechanisms. While this section of the report provides an update in relation to the Review's activities between May-August 2024 it also outlines the Review's methodology including its interpretation of its purpose and the key principles guiding its conduct.

The Review has also developed a framework to analyse the chronology of actions undertaken by state service agencies and authorities in relation to all matters of concern and information considered by the COI. A high-level outline of this framework is also outlined in this progress update.

3.1 Purpose and Principles

While the objectives of the Review are identified in Section 2.1, its purpose, the principles guiding its conduct and the associated assumptions require further elucidation at this stage. This is particularly necessary given interest expressed from many stakeholders and because collectively these shape the methodology through which the Review is being conducted.

Consultations undertaken by the Review with the Premier, members of cabinet, parliamentarians and the community across Tasmania have identified a shared understanding of the purpose of the Review. Stakeholder views have highlighted an expectation that an independent review was necessary to uphold and maintain public confidence in the Tasmanian State Service's actions in relation to addressing all matters of concern and information considered by the COI.

Given these expectations, the Review has reflected on how it acquits its Terms of Reference in a manner that meets these expectations and delivers on its purpose of providing:

- **assurance** to the community that *all matters of concern and information* identified by the COI are being addressed by relevant state agencies and authorities and
- **recommendations on necessary improvements** to systemic and cultural settings in government institutions so as to safeguard the future of children in Tasmania

As a consequence, the Review feels it is appropriate to highlight the key principles that underpin its methodology. These are as follows:

- **Independence:** This principle primarily relates to ensuring that the Review makes an impartial and objective assessment of issues and that its recommendations are free from any biases. The application of this principle also requires the Review and the Reviewer to ensure that the conduct of the Review as evidenced by its processes, the materials and content that it examines, and analyses are devoid of any conflicts of interest. Such conflicts of interest may arise for example as the Reviewer engages with existing state service governance structures which is necessary to progress the Review but where those structures are also subject to the Review.
- **Transparency and Accountability:** The Review process should be transparent so that any definitions, frameworks and specific questions raised by the Reviewers should be made available publicly. The process and reports should also be open to scrutiny as without this the Review cannot deliver its purpose of providing independent assurance to the government and the community.
- **Confidentiality and Trust:** A robust Review relies on trust and this requires all parties to engage in the Review in a respectful and sensitive manner. A lack of trust can compromise a Review as it can discourage stakeholders from engaging with the Reviewer in an open and honest manner and without fear of reprisal and judgement. In a Review such as this, open and honest disclosure of information is also essential. Without this the Review's integrity can be compromised when the Review team lacks access to accurate and/or pertinent information that may provide insights to underlying problems and/or opportunities. In addition to trust, confidentiality is also essential to the conduct of the Review. Given the nature of information being made available to the Review, this is particularly important to ensure a fair and robust Review where the privacy of individuals, the internal deliberations of the Review team and the legal protections linked to certain information are upheld.
- **Comprehensiveness of the Evidence Base:** A Review such as this which is examining the actions undertaken by Tasmanian State Service agencies and authorities relies on being able to access the evidence base supporting both the identification of all matters of concern and information considered by the COI as well as the State Service response to these. Identifying the appropriate evidence base and reviewing that in line with the Terms of Reference underpins the rigour of the Review methodology. In alignment with other principles identified above, the rationale applied to searching for and examining the body of information and the quality of information on which recommendations are based should be clear and transparent. Restrictions that limit access to information in a way that compromises the integrity of the records as a whole can ultimately lead to flawed insights which compromises the effectiveness of the Review.
- **Relevance, Feasibility and Timeliness of Recommendations:** The end goal of any Review is to provide recommendations based upon a comprehensive evidence/information base, rigorous analysis, robust engagement with wide cross-section of stakeholders to map in their perspectives and views. The Review findings and recommendations should be relevant i.e. align directly to the Terms of Reference and scope of the Review, feasible i.e. the benefits, impacts and risks are clearly understood and timely i.e. they are delivered within a timeframe where they actually make a difference and therefore meet the purpose of the Review.

3.2 Research and Analysis

Noting the above principles and Terms of Reference the Review team is undertaking its own research and analysis to identify all matters of concern and information considered and raised by the COI both during the hearings and in its final report.

The Review has defined 'matters of concern and information' raised by the COI as including all 'matters of concern' that the COI conducted an inquiry into based upon the Order of its establishment and its Terms of Reference. This approach

is also consistent with the Commission of Inquiry Act 1995 Section 5(1) which outlines the functions of a Commission as *'conduct an inquiry into the matter in respect of which it is established and report to the Governor on that inquiry'*.

Consistent with the provisions of the Commissions of Inquiry Act 1995, the Review has defined information as information that was obtained by the Commission that *'relates, or may relate to a contravention of a law, or to evidence of a contravention of a law, of the State, the Commonwealth, another State or Territory'*.

For the purposes of clarity, the Review expects that its scope covers all matters of 'concern and/or information' reviewed by the COI during its hearings and in its final report.

Based upon the above definitions, the Review is committed to independently identifying and cataloguing all matters of concern and information considered by the COI through accessing a range of relevant records and materials.

Discussions to date with the COI and relevant parties have assisted the Review in establishing that:

- The Commission utilised multiple provisions within the COI Act available to it to deal with individual matters of concern and information
- Utilisation of a particular power or function of the COI Act 1995 does not represent a diminution and/or increment in risk associated with a matter of concern/information

As a consequence of this and other considerations the Review expects to develop a single consolidated list of all matters of concern and information considered by the COI regardless of the specific provisions of the COI Act that a matter may have been considered under. The Review expects that each matter of concern and information is being treated with due consideration by the relevant agency and authority based upon its mandate and functions as well as relevant legislation, policy and regulation. The Review expects to examine and assess the chronology of actions undertaken by agencies and authorities in relation all matters of concern and information known to them using a consistent framework as outlined below.

3.3 Framework to Assess Chronology of Actions

As noted elsewhere, the Review is tasked with examining and reporting on the following in relation to the chronology of actions followed by each agency to address matters of concern and information.

- **Efficacy of decisions and actions** including the assessment of seriousness of harm and compliance with the State Service Act and code of conduct and any relevant professional conduct standards
- **Timeliness of the response** in relation to when matters were considered and acted upon
- **Timeliness and accuracy of referrals** including compliance with relevant legislative and policy requirements

Collectively these attributes seek to test the integrity of the processes followed by each agency in considering and responding to matters of concern and information.

To ensure a consistent approach to analysing multiple chronologies the Review proposes to utilise the following framework which builds on international best practice.

Number	Dimension
1	Adherence to Legal and Procedural Standards
2	Fairness and Consistency
3	Transparency and Communication
4	Investigation Quality
5	Appeals Process
6	Record Keeping
7	Timeliness
8	Efficacy of Decisions and Actions

The Review expects to analyse each chronology using the above framework; each dimension of the framework is supported by a range of questions which will be outlined in the final report.

As outlined in its first progress report, to achieve its purpose and objectives, the Review has progressed its work through a range of mechanisms which are detailed below. Activity undertaken by the Review between May-August 2024 is outlined below.

3.4 Targeted 'Request for Information' issued to agencies and authorities

In line with its Terms of Reference the Review issued a formal 'Request for Information' to a range of agencies and authorities. A copy of this formal request for information is attached in Appendix 1. The Standard Request for Information pack consisted of four sections focused on the following matters:

- SECTION 1: Objective 1 (a-c) Chronology and Response to Concerns and Information raised by the Commission of Inquiry
- SECTION 2: Objectives 2 and 4 Policy, legislative and operational changes to improve frameworks relevant to matters of misconduct within the TSS and system for responding to information and concerns raised by the COI
- SECTION 3: Objective 3 Reporting requirements in relation to information and concerns raised by the COI
- SECTION 4: Objective 5 Systemic and cultural Enablers

Based upon the date of issue agencies and authorities were generally provided by a 6-8 week period to respond to the request. Agencies issued with a request on the 24th April through 2nd May 2024 were requested to provide a response to the material requested by the following dates:

- Response to Section 1 (questions on pages 4 and 5) by COB Wednesday 15th May 2024
- Response to detailed chronology requests and other sections by COB Friday 14th June 2024

Authorities issued with a request on the 21st May 24 and 3rd June 24 were requested to provide a response by the following dates:

- Response to Section 1 (questions on pages 4 and 5) and above by COB Friday 14th June 2024 by RWVP and 21st June 24 by TRB
- Response to detailed chronology requests and other sections by COB Monday 1st July 2024

Table 1 below outlines the responses received to date from agencies and authorities in relation to its request for information.

In addition to the standard Request for Information sent to each agency, the Review also requested additional specific information from certain agencies based upon its understanding of their engagement with the COI and their role and mandate in relation the handling of COI matters. A copy of the letter issued to agencies summarising this request is attached in Appendix 2.

Section 3.4.1 outlines the additional information requested from each agency, the date the request was issued and whether this has been received.

As stated previously, the Review will continue to request information from relevant agencies and authorities. Examination and analysis of the material provided will be supplemented by a continuing dialogue and will form a substantive part of the Review's final report.

The Review wishes to note that while it provided a two-stage deadline for receipt of information, in certain cases it extended this deadline at the request for the agency/authority.

Finally, with a view to full transparency Appendix 3 provides an index of a majority of the documents provided by agencies and authorities in relation the information request. Please note that for reasons of confidentiality this index does not include details of the material provided in response to Section 1. However, the Review wishes to note that it has received detailed responses from an overwhelming majority of the agencies in response to its request with the exceptions identified in Table1.

Table 1					
Standard Request for Information Section 1-4					
No.	Date Issued	Agency/Authority	Date provided by Agency/Authority - Section 1	Date provided by Agency/Authority - Section 2-4	Outstanding Responses
1	24 April 2024	Department for Education, Children and Young People	15 May 2024	14 June 2024	
2	24 April 2024	Department of Health	15 May 2024	27 June 2024 (and 1 August 2024 restricted information released post clearance)	
3	24 April 2024	Department of Natural Resources and Environment	15 May 2024	13 June 2024	
4	24 April 2024	Department of State Growth	4 June 2024	25 June 2024	
5	24 April 2024	Department of Treasury and Finance	10 May 2024	17 June 2024	
6	30 April 2024	Department of Justice	15 May 2024	16 June 2024	
7	30 April 2024	Department of Premier and Cabinet	17 May 2024	25 June 2024 29 Jul 2024	
8	2 May 2024	Department of Police, Fire and Emergency Management	15 May 2024 23 July 2024 - first tranche of chronologies received 24 July - attachments to chronologies received 12 August 2024 - preliminary response to S34A referrals received	6 August - Sections 2- 4 responses received	Detailed chronology regarding S34 A referrals yet to be received
9	13 May 2024	Integrity Commission	31 May 2024	20 June 2024	
10	21 May 2024	Registrar, Working with Vulnerable People	Yet to be provided	26 July 24-Brief outline with attached Policies only (as per details in section 3.4.1)	List of referrals and detailed chronology regarding S34 A referrals yet to be received and negotiation ongoing
11	3 June 2024	Teachers Registration Board	3 June 2024	2 July 2024 22 July 2024	
12	1 August 2024	Registrar, Working with Vulnerable People			Further correspondence from Review to RWVP

3.4.1 Details of Additional Information Requested from Agencies and Authorities

The Department of Premier and Cabinet was requested to provide the following additional material on 30th April 2024.

Unredacted copies of the following material/s:

- All transcripts and statements related to the Commission of Inquiry including those not available from the website
- Any contextual material related to the Commission of Inquiry not available on the website
- Phase 1 September 2023 report of the Joint Safety and Accountability Team which identifies 141 allegations of abuse and 34 alleged perpetrators within the commission's final report (as stated by the Premier on the 5th December 2023)
- List of people who the Commission of Inquiry was considering issuing a Section 18 notice to received by the Department in April 2023 (as stated by the Secretary DPAC on the 5th December 2023)
- Update in relation to the work of the Joint Safety and Accountability Team including timelines for completion and interim reports

The Department of Justice was requested to provide the following additional material by the Review on the 30 April 2024.

Unredacted copies of the following material/s:

- List and proposed timetable of the 54 proposed legislative reforms arising from and/or linked to the Commission of Inquiry report
- Copy of the email sent from the Commission of Inquiry to the State's lawyers on the 26th April 2023 at 6.30pm identifying the 17 individuals who were sent a Section 18 notice and five who the Commission was considering issuing a Section 18 notice to
- Phase 1 September 2023 report of the Joint Safety and Accountability Team which identifies 141 allegations of abuse and 34 alleged perpetrators within the commission's final report (as stated by the Premier on the 5th December 2023)
- List of Section 34 A referrals compiled by the Department from responses received to a request sent to all agencies and authorities by the Department
- List of all State Servants that the Department is aware of that had independent legal representation
- Follow up referrals made by the Department to agencies and authorities post identification of individuals from the Section 34 A referral list based upon its cross-checking

The Teachers Registration Board was requested to provide the following additional material by the Review on the

Unredacted copies of the following material/s:

- Detailed list including names and number of all referrals received by the Teachers Registration Board from the Commission of Inquiry
- Detailed list including names and number of all referrals received by the Teachers Registration Board from other agencies linked to the Commission of Inquiry
- Outline description of registration, licencing suspension and termination procedures and policies

The Review has received detailed responses to its request from the Department of Premier and Cabinet, Department of Justice and Teachers Registration Board.

The Review also requested the following additional material from the **Registrar for Working with Vulnerable People on the 21 May 2024**. While the Review has been provided with documents in relation to the 'Outline description of registration, licencing suspension and termination procedures and policies' it has not been provided with material related to matters (1) and (2) below.

Unredacted copies of the following material/s:

1. Detailed list including names and number of all referrals received by the Registrar from the Commission of Inquiry
2. Detailed list including names and number of all referrals received by the Registrar from other agencies linked to the Commission of Inquiry
3. Outline description of registration, licencing suspension and termination procedures and policies

3.5 Targeted Stakeholder Consultations

In addition to the Request for Information issued to agencies and authorities, the Review has continued to conduct monthly targeted stakeholder consultations in Hobart and Launceston. Stakeholder consultations have also been held online. These stakeholder consultations covered a range of themes of relevance to the Reviews Terms of Reference. The initial discussions have often been followed up by subsequent detailed conversations on a particular topic and a call for written submissions. The information received from these sessions will inform the deliberations of the Review as it progresses.

The table below provides details in relation to the stakeholder consultations held by the Review since the last Progress Report delivered in May 2024.*

Date	Location	Organisation	No. of Participants
23 April 2024	Online	Department of Health Tasmania	1
6 May 2024	Hobart	Community Organisation	1
6 May 2024	Hobart	Community Organisation	3
7 May 2024	Hobart	Integrity Commission	1
7 May 2024	Hobart	Union	1
7 May 2024	Hobart	Union	1
7 May 2024	Hobart	Consultant	1
8 May 2024	Hobart	Department of Premier and Cabinet	1
8 May 2024	Hobart	Tasmanian Member of Parliament	1
8 May 2024	Hobart	Tasmanian Member of Parliament & Staff	3
8 May 2024	Hobart	Union	1
8 May 2024	Hobart	Department of Education, Children and Young People	1
9 May 2024	Hobart	Department of Justice	2
9 May 2024	Hobart	Department Natural Resources and Environment	2
9 May 2024	Hobart	Office of the Commissioner for Children and Young People	3
9 May 2024	Hobart	Department of Health	5
10 May 2024	Hobart	Department of Premier and Cabinet	1
10 May 2024	Hobart	Department of Premier and Cabinet	1
10 May 2024	Hobart	Department of Education Children and Young People	2
16 May 2024	Hobart	Integrity Commission	1
21 May 2024	Hobart	Union	1
24 May 2024	Hobart	Consultant	1
24 May 2024	Hobart	Department Natural Resources and Environment (NRE)	1
24 May 2024	Hobart	Department of Justice	1

24 May 2024	Hobart	Department of Education, Children and Young People	1
24 May 2024	Online	Department of Police, Fire and Emergency Management	1
27 May 2024	Online	Department of Health	1
28 May 2024	Hobart	Department of Premier and Cabinet	2
28 May 2024	Hobart	Department of Justice	1
4 June 2024	Hobart	Confidential	1
5 June 2024	Hobart	Department of Premier and Cabinet	1
5 June 2024	Hobart	Department of Health	1
5 June 2024	Hobart	Office of the Commissioner for Children and Young People	1
6 June 2024	Hobart	Department of Premier and Cabinet	2
6 June 2024	Hobart	Australian Health Practitioners Regulatory Authority (AHPRA)	2
6 June 2024	Hobart	Department of Education, Children and Young People	3
17 June 2024	Melbourne	Confidential	1
19 June 2024	Hobart	Expert	2
19 June 2024	Hobart	Department of Premier and Cabinet	1
19 June 2024	Hobart	Consultant	1
20 June 2024	Hobart	Department of Premier and Cabinet	1
20 June 2024	Hobart	Department of Justice	1
20 June 2024	Hobart	Department of Justice	1
20 June 2024	Hobart	University	1
21 June 2024	Hobart	Department of Treasury and Finance	2
21 June 2024	Hobart	Tasmanian Legislative Council	1
21 June 2024	Hobart	Tasmanian Member of Parliament & Staff	2
21 June 2024	Hobart	Community Organisation	2
21 June 2024	Hobart	Department of Premier and Cabinet	1
21 June 2024	Hobart	Department of Premier and Cabinet	1
24 June 2024	Online	Department of Premier and Cabinet	1
25 June 2024	Online	Teacher's Registration Board	2
28 June 2024	Online	Department of Premier and Cabinet	2
10 July 2024	Hobart	Integrity Commission	1
10 July 2024	Hobart	Department of Health	1
10 July 2024	Hobart	Department of Premier and Cabinet	2
11 July 2024	Hobart	Union	2
11 July 2024	Hobart	Department of Police, Fire and Emergency Management	1
11 July 2024	Hobart	External expert	2
12 July 2024	Launceston	Department of Health	1
12 July 2024	Deloraine	Department of Children and Young People	3
30 July 2024	Hobart	Department of Police, Fire and Emergency Management	3
30 July 2024	Hobart	Community Organisation	1
30 July 2024	Hobart	Union	3
31 July 2024	Hobart	Independent Reviewer	2
31 July 2024	Hobart	Department of Premier and Cabinet	1
31 July 2024	Hobart	Department of Police, Fire and Emergency Management	1

31 July 2024	Hobart	Department of Justice	1
31 July 2024	Hobart	Department of Premier and Cabinet	1
31 July 2024	Hobart	Expert	1
1 August 2024	Hobart	Community Organisation	1
1 August 2024	Hobart	Community Organisation	1
8 August 2024	Hobart	Department of Justice	1
9 August 2024	Hobart	Department of Premier and Cabinet	1
12 August 2024	Hobart	Department Natural Resources and Environment	1
14 August 2024	Hobart	Integrity Commission	1
14 August 2024	Hobart	Department of Premier and Cabinet	1

*this does not reflect all conversations held by the Review but captures the principal conversations held by the Review

3.5.1 Weiss Review

The Review has also held initial discussions with Ms Regina Weiss who led the Weiss Review and has been appointed as an Independent Investigator on the 31st July 2024.

3.6 Targeted call for written submissions

As noted previously, in addition to stakeholder consultations the Review has also issued targeted calls for submissions to a range of organisations as outlined below. Written submissions have been requested on a wide range of topics discussed during consultations including, legislative, policy and procedural improvements, case studies on disciplinary and complaints matters, frameworks related to child safety protection and prevention, cultural barriers and enablers, accountability and governance matters.

The table below provides details in relation to the call for submissions issued by the Review and submissions received by the Review.

Targeted call for written submissions issued after 30 April 2024

Date of issue	Stakeholder Category
9 May 2024	Commissioner for Children and Young People
15 May 2024	Union
20 June 2024	Office of the Independent Regulator

Written submissions received after 30 April 2024

Date received	Stakeholder Category
7 May 2024	Union
15 May 2024	Commissioner for Children and Young People (several documents received)
3 June 2024	Union
8 July 2024	Office of the Independent Regulator

Submissions have also been invited from:

- Tasmanian Regional Aboriginal Communities Alliance (TRACA)
- Tasmanian Aboriginal Legal Service
- Tasmanian Aboriginal Centre

3.7 Submissions via confidential inbox

As of the 14 June 2024, the Review has received, via its confidential inbox, 5 submissions.

3.8 Meeting with Commissioners and Legal Representative

The Review team met with the legal representative representing the Commissioners during this period and is very grateful for the support provided by the representative in relation to its work.

3.9 Visit to Ashley Youth Detention Centre

On 12 July 2024, the Review team visited the Ashley Youth Detention Centre and toured the whole facility. The visit was facilitated by the Department of Education, Children and Young People. AYDC staff welcomed the Review team and provided a comprehensive tour and explanation of the ongoing cultural change initiatives and proposed facility renovations. During the visit the Review team was also able to speak briefly to children at the facility.

3.10 Children's Consultative Panel

Also on 12th July 2024, the Review team was invited to attend the Children's Consultative Panel in Launceston alongside the Premier and the Minister for Children and Youth. The panel was organised by the Commissioner for Children and Young People and provided a wonderful opportunity to engage a group of inspiring young leaders on their views and perspectives on how the Review could contribute to improving the safety and wellbeing of children in Tasmania. The Review team was grateful to be included in this event and the discussions provided much food for thought and hope for the future.

3.11 Employment Framework

In addition to its work on reviewing the chronology of actions undertaken by government agencies and authorities in relation to the matters of concern and information considered by the COI, the Review has also been working on identifying improvements to the employment framework in Tasmania. The Review has undertaken extensive consultations with unions, agencies and authorities and other stakeholders in relation to amendments to the following:

- State Service Act 2000
- Employment Direction 4: Procedure for Suspension of State Service Employee with or without pay
- Employment Direction 5: Procedure for Investigation and Determination of whether an employee has breached the Code of Conduct
- Employment Direction 6: Procedures for the Investigation and Determination of whether an employee is able to efficiently and effectively perform their duties;
- Employment Direction 26: Managing Performance in the State Service

The Review is aiming to provide updated drafts incorporating a range of possible amendments to these instruments as part of its final report.

3.12 Research

The Review is committed to being future focused and therefore is undertaking considerable research relevant to its Terms of Reference. This research includes literature reviews and reviews of policy and related documents provided by the State and well as those requested from other jurisdictions. The Review team is also speaking to external and academic experts to benefit from their insights, knowledge, and experience.

4. CONCLUSION

Since the commencement of the Review in February 2024, the Review has undertaken continuing and substantive consultation with relevant stakeholders to inform its work and identify the systemic and cultural barriers relating to child sexual abuse in Tasmanian institutions.

The Review's work will be informed by the feedback and insights shared by stakeholders, submissions provided to it, research accessed by it, site visits, future engagement sessions including with indigenous community organisations, as well as information provided to it by government agencies and authorities.

The Review is grateful for all the inputs and submissions it has received and particularly grateful to community service organisations who have represented the views of victim-survivors and shared their experiences.

Appendix 1: Standard Request for Information sent to agencies and authorities

**WOOLCOTT INDEPENDENT REVIEW
REQUEST FOR INFORMATION**

April 2024

CONFIDENTIAL – NOT FOR CIRCULATION

CONTEXT

The Tasmanian Government lead by the Premier of Tasmania the Hon. Jeremy Rockliff established an Independent Review in late 2023 into the *'actions taken in response to the information and concerns raised by the Commission of Inquiry (COI) into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings'*.

Terms of Reference for the review are attached as Appendix A.

The Review is being conducted by Peter Woolcott, AO the former Australian Public Service Commissioner with support from a small team.

The Review's scope encompasses the actions taken by **all government agencies** and **relevant state authorities including Tasmania Police** in response to *information and concerns raised by the Commission of Inquiry* about Tasmanian State Service employees and officers.

Based upon the Terms of Reference and following consultations with key stakeholders the Review has identified the following key objectives:

1. Examine and analyse the chronology and response to the concerns and information raised by the COI in its final report about Tasmanian State Service employees and officers to review the:
 - a. efficacy of decisions and actions, with respect to the assessment of seriousness of harm and non-compliance with policy, employment frameworks or legislation
 - b. timeliness¹ in which concerns, and information were considered and acted upon by government agencies or other relevant state authorities
 - c. the timeliness and accuracy of any referrals made by **relevant state authorities** to **relevant regulatory, integrity or law enforcement bodies** during the COI hearings and upon publication of the Final Report.
2. Examine and analyse the policy and legislative framework relevant to matters of misconduct within the Tasmanian State Service.
3. Examine and analyse based upon a clear overview the reporting requirements of government agencies and relevant authorities as it relates to information and concerns raised by the COI.
4. Make recommendations in relation to policy, legislative and operational changes to improve the system for responding to information and concerns about the conduct of Tasmanian State Service employees and officers.
5. Make recommendations in relation to any other systemic and cultural enablers that will ensure that the Tasmanian State Service is well equipped both now and into the future to ensure the safety and protection of children in its care.

The Review is committed to providing reassurance to the Tasmanian Government, Parliament and the public that all necessary and appropriate action has been undertaken by the TSS to address issues of concern and information raised by the COI. The review is future focused and analysis of previous events is undertaken with the intention of identifying areas of improvement across a range of themes including the legal/regulatory environment, policies and procedures as well as cultural settings and enablers.

The covering letter accompanying this document specifies the relevant information sought from the agency/authority. Agencies and authorities wishing to contribute to other Review objectives are welcome to do so.

The request for information is split into three separate sections with each section aligning to specific aspects of the Terms of Reference. 'Section 1-Chronology and Response to Concerns and Information raised by the Commission of Inquiry', will provide the factual information and data to undertake the

¹ As per ED5, timely means within a reasonable time-frame and free from unreasonable delay.

Review. Agencies and authorities are encouraged to respond to the Terms of Reference based upon their unique organisational context including emerging strategic and operational challenges and opportunities. The questions in Sections 2, 3 and 4 are intended as a guide only and we would welcome agencies to make their own submissions in relation to identifying challenges, gaps and therefore areas of improvement in relation to legislative, policy and procedural instruments as well as cultural improvements.

Please provide all submissions to:

Radha Thomas on radha.thomas@dpac.tas.gov.au

SECTION 1: Objective 1 (a-c) Chronology and Response to Concerns and Information raised by the Commission of Inquiry (COI)

This section requests information from agencies and relevant authorities about the decisions and actions they progressed in relation to the information and concerns raised by the Commission of Inquiry about Tasmanian State Service (TSS) employees and officers.

As the Review is specifically tasked with examining and analysing the chronology and response of decisions and actions in relation to matters of concern and information raised by the COI, each agency and authority is requested to complete the attached template for each matter of concern or information raised by the COI in relation to TSS employees and officers within its purview.

Agencies are requested to respond to the questions below; prior to completing the attached template on chronology of decisions and actions;

1. What is the total number of matters of concern and/or information related to employees and officers employed by the agency and/or authority identified in the COI Final Report? And separately during the hearings?
 - a. What is the total number of employees (headcount) associated with the matters of concern and/or information identified in the COI Final Report? And separately during the hearings?
2. What is the total number of COI Section, 18, 19 notices/findings and 34 A referrals related to its employees and officers that the agency is aware of? Total number of individuals associated with each referral? Please note that this total should be provided as follows:

COI Category	Number	Number
Section 18 Allegation of Misconduct	Number of Matters/Information	Number of Individuals
Section 19 Commission Finding	Number of Matters/Information	Number of Individuals
Section 34 A Communicate Information	Number of Matters/Information	Number of Individuals associated with referrals
	Total: add all three above	Total: add all three above

3. What is the total number of matters of concern and/or information related to employees and officers employed by the agency and/or authority identified through the agency/authority's own review of the COI report and/or associated documents? What is the associated headcount related to these matters of concern?
4. What is the total number of matters of concern and/or information related to employees and officers employed by the agency and/or authority that are under assessment by the agency and/or authority as of the 30th April 2024?
5. What is the total number of matters of concern and/or information related to employees and officers employed by the agency and/or authority where the initial assessment has been completed and separate to this what is the number where the agency has identified that no further action is necessary as of the 30th April 2024?
6. Please identify the types of employment offered within the agency/authority?

7. Please provide copies of any agency/authority relevant documents that outline procedures/policies in relation to the assessment/investigation/determination process for matters of concern and/or information relevant to the COI final report. This may include the following:
 - a. professional conduct policies or procedures relevant to the agency
 - b. outline of disciplinary processes including process flowcharts if available
 - c. outline of complaints processes including flowcharts if available

8. Please identify and share copies of any agency or authority specific standing orders made for the purposes of administration and management of the agency under section 34(2) of the State Services Act 2000.

TEMPLATE – CHRONOLOGY OF ACTIONS, DECISIONS AND REFERRALS

For each matter of concern or information in the COI Final Report please identify the following:

- **Name of Employee:**
- **Employee or other Identification Number/s:**
- **Nature of Employment:** *Please specify the type of employment for e.g. permanent, fixed-term, relief or other form of employment.*
- **Date of Update:** *please specify date (Current as of...). This may vary across matters as it is expected agencies with multiple matters may share information on chronology as it is completed.*
- **Final Determination or Current Status:** *please specify final determination (or current status) if any that has been reached and on what date.*

Please complete the following table in respect of above employee/officer outlining the chronology of actions, decisions and referrals commencing with the initial briefing, and concluding with an outline of current status.

In outlining the actions, please identify (i) the key decisions and (ii) key referrals within the chronology of activities and where appropriate the relevant policy, procedure on the basis of which further action and of referral was undertaken.

Agencies may wish to add additional rows to the table below as necessary.

Please attach copies of relevant minutes and determinations including correspondence as relevant in relation to decisions and referrals.

In providing a description of the actions please briefly outline any advice that has been received by the agency that has informed the relevant decision/action. Where such advice cannot be shared, please specify this, however please note that advice was received and the source of advice.

TABLE LISTING CHRONOLOGY OF ACTIONS, DECISIONS AND REFERRALS

DATE	SUMMARY OF ACTIONS, DECISIONS AND REFERRALS
<i>Example: 15 Nov 2022</i>	<p><i>Issues briefing to XXXX from YYYY informing the XXXX that the agency has a matter of concern or information potentially pertaining to an employee/officer contained within the COI Final Report.</i></p> <p><i>If the matter was raised earlier but also noted in the COI report please identify this.</i></p> <p><i>At the briefing XXXX was advised by YYYY that an assessment/alternative to determine..... 'a breach of code of conduct'was required.</i></p>
<i>Progress update: 15 Apr 2023</i>	<p><i>Meeting with AAAA to confirm</i></p> <p><i>Based upon advice received from AAAAdecision reached to 'describe the decision made'. This is consistent with the ED5/or other relevant procedure.</i></p>
<i>Current: Date</i>	<p><i>Sr. HR Manager currently liaising with DDDD to access materials includingthat are proving difficult to find due to lack of records. Or</i></p> <p><i>Determination reached with copy of minute. Or</i></p> <p><i>Referral made to a Regulatory Body or Legal Authority (identify the entity the referral was made to including the rationale) based upon specified materials.</i></p>
ADDITIONAL INFORMATION	
Assessment of Harm	<p><i>In outlining the chronology of actions/decisions please highlight the date/period during which the agency made an assessment of the seriousness of harm resulting from the incident/behaviour. What if any frameworks/definitions/policies were utilised to assess harm? Who undertook the assessment and what was the outcome?</i></p>
REFERRALS TO RELEVANT REGULATORY, INTEGRITY AND LAW ENFORCEMENT BODIES	
<p>For the matter identified above, please provide information on any referrals made to relevant regulatory, integrity or law enforcement bodies as per below:</p> <ul style="list-style-type: none"> • Name of the body to which the referral was made • Date decision to make a referral was made (including copies of minutes that confirm the decision) • Date of actual referral including copies of correspondence with the relevant body • Actions taken by your agency subsequent to the referral being made (e.g. did the agency continue its own disciplinary process?) • Has the matter concluded? What is the conclusion? 	

SECTION 2: Objectives 2 and 4 Policy, legislative and operational changes to improve the frameworks relevant to matters of misconduct within the TSS and system for responding to information and concerns raised by the COI.

Reflecting upon the chronology of actions and decisions provided for each matter of concern or information under consideration by each agency, and drawing on other exemplars please respond to the following questions:

- The Review's initial analysis has identified the following policy and legislative frameworks relevant to matters of misconduct in the TSS. Please identify any others the Review should consider including within its scope.
- **Legislation:**
 - State Service Act 2000 - in particular the provisions relating to the State Service Principles (s7), Power of the Employer (including referrals to other agencies s16), Head of State Service and delegations (s20 and s21)
 - Industrial Relations Act 1984-dispute resolution mechanisms (s29 and 30)
 - Child and Youth Safe Organisations Act 2023
 - Registration to Work with Vulnerable People Act 2013
 - Public Interest Disclosures Act 2002
 - Right to Information Act
- **Policy & Procedure:**
 - State Service Code of Conduct (s9)
 - Breaches of Code of Conduct (s10)
 - Employment Directions (ED4-procedure for suspension of employees, ED5-procedure for investigation and determination of whether an employee has breached code of conduct, ED6-procedure for investigation and determination of whether an employee is able to efficiently and effectively perform their duties and ED26-managing performance in state service)
 - State Service Regulations 2021-termination of employment for permanent staff (reg 29) and (reg 30-31)
 - Public Interest Disclosure Procedures (individual to each Department)
 - Professional Conduct policies
 - Any other policies or procedures specific to each agency
- Which existing legislative, policy and procedural frameworks were most relevant to the handling of potential breach of code of conduct issues within the agency?
- Was the framework, policy, procedure effective in supporting the management of potential breach of code of conduct issues?
- What were the key issues or difficulties faced by the agency in effectively managing the potential breach of code of conduct issue? Issues might include lack of definitional clarity, lack of guidance material, lack of direction and other forms of support in relation to management of incident, lack of resources or trained personnel, lack of records and evidence, limited access to concerned employee/officer for specific reasons or other reasons not listed here.
- What if any factors limited the timeliness and decisiveness of actions taken by the agency/authority? Such concerns might include lack of delegated authority, prioritisation issues, other day to day practices within the agency, reputational concerns and/or other issues not identified above.

- What actions/improvements has the agency undertaken or proposes to undertake to address any issues identified above? What changes would the agency/authority wish to propose to streamline processes and reduce delays in dealing with potential misconduct issues in the future?
- Based upon the information provided and subsequent reflections, which existing frameworks and legislative and policy/procedural instruments would benefit from improvements? Please identify the specific legislative, policy and procedural instruments and specify any improvements that would benefit the management of similar issues/matters of concern in the future?
- The agency may have found certain aspects/guidance in relation to the existing frameworks, legislation, policies and procedures very effective and therefore may wish to recommend that these are retained in any future versions. Please specify what these are?
- What if any recommendations/changes would the agency propose in relation to the application of the code of conduct to contractors, volunteers and other suppliers working on behalf of the agency?

SECTION 3: Objective 3 Reporting requirements in relation to information and concerns raised by the COI.

The Review aims to develop an overview of the reporting requirements of government agencies and relevant authorities as it relates to information and concerns raised by the COI with a view to recommending improvements as appropriate. Preliminary analysis identifies the following reporting schemes of relevance to this aspect of the Review.

- Child and Youth Safe Organisations Framework and Reportable Conduct Scheme
- Independent Regulator – oversight of framework and reporting and investigation provisions
- Registration to Work with Vulnerable People Act 2013 (provisions relating to reportable conduct)
- Routine Disclosures produced under the RTI Act
- Children Young Persons and Their Families Act 1997
- *Youth Justice Act 1997 (e.g. publishing Isolation procedures on DECYP website as recommended by COI, specify reporting requirements internal/external on use of force)*
- Criminal Code Act 1924 Tasmania
- Teachers Registration Act 2000
- *Health Practitioner Regulation National Law Act 2009*
- Mandatory reporting policies within agencies

We would welcome responses from agencies to the following aspects of the Review:

- Please identify any other agency or authority specific reporting requirement of relevance to the Review. Please provide copies of any relevant reports, the circulation or publication requirements, the frequency of reporting and required formats.
- Please identify which of the above reporting requirements is relevant/applicable to your agency?
- Please identify any challenges/issues the agency/authority faces in collating information/data to produce the report/s.
- Please outline any improvements you might wish to propose to the existing reporting requirements that are applicable to your agency.

SECTION 4: Objective 5 Systemic and Cultural Enablers

We would welcome responses from agencies to the following aspects of the Review:

- Has the agency/authority been subject to other reviews in relation to child safety in the last five years? Please share a copy of the review and any recommendations. Please also provide a status update.
- Does the agency have a cultural framework, strategy, policy or plan in place? Please share a copy of the relevant documents or if relevant the agency's approach to:
 - Promoting accountability and responsibility at all levels within its workforce
 - Promoting positive workplace values and behaviours. Please specify what these are and share copies of any relevant professional conduct policies/procedures.
 - Promoting the health, safety and wellbeing of its staff and its stakeholders and those it delivers services to.
- What are the key cultural barriers or enablers to improving child safety and preventing child sexual abuse based upon the remit of the agency?
- Please identify the key governance and executive forums/arrangements and reports within the agency/authority in relation to monitoring feedback on child safety issues and concerns. Please share relevant Terms of Reference for such forums.
- Please identify any consultative forums established by the agency in relation to child safety? As per above please outline the Terms of Reference and membership of such forums.
- Please outline any strategies/plans/initiatives that the agency has in place to identify, report, monitor and address unacceptable behaviour and improper conduct.
- Please identify any child safety training and professional development provided by the agency to its employees and officers. Please provide copies of any relevant materials including number of staff who have participated in such training and professional development over the last three years, any mandatory requirements imposed by the agency in employment contracts to complete training and development activities.
- Please identify any specific mechanisms, initiatives, policies or procedures, reports that encourage the sharing of feedback and reporting of concerns in relation to child sexual abuse and harmful sexual behaviours within the agency/authority.
- Does the agency/authority share best practice in relation to child safety strategies, policies, plans and initiatives with other agencies within Tasmania? Nationally? Internationally? If so with whom? Please outline any examples.
- Has the agency collaborated with other institutions/organisations in relation to improving child safety through understanding the expectations of key stakeholders and users of its services, analysing key patterns and trends including international and regulatory trends that may impact its services in the future? Please provide an outline of relevant initiatives or documents and what changes the agency has made or proposes to make to address the above?
- Please identify any other system and process changes that would improve child safety? These may include changes to information sharing between agencies, IT and records systems or other initiatives you believe the Review should prioritise.

Appendix 2: Copy of letter sent to Department of Justice in relation to additional material requested from them

Ms. Ginna Webster
Secretary
Department of Justice
Hobart
Tasmania

30th April 2024

Dear Ginna,

I am writing with reference to the Independent Review that I was commissioned to undertake by Premier Rockliff in December 2023.

Thank you for the opportunity to meet with you earlier this year. Following our discussion on the Terms of Reference for the Review, and our proposed approach to conducting the Review, please see attached a formal 'Request for Information' for your consideration and response.

The 'Request for Information' document aligns with the 'Terms of Reference' for the Review which are also attached for reference. The request identifies specific information required by the Review as well as key areas of input where the Department may wish to provide insights and perspectives on opportunities for improving current legislative, policy, operational and cultural settings. I would welcome responses to both as this will ensure the Review benefits from the Department's experience and expertise.

I look forward to further engagement as the Department prepares its submission.

As you are aware, there remains significant and intense community interest in the findings and outcomes from the Commission of Inquiry. The Review is committed to providing clarity and assurance to the Tasmanian Government, Parliament and community that all necessary and appropriate action has been taken to address matters of concern raised by the Commission of Inquiry. The Review's conceptual and analytical methodology therefore needs to be robust and rigorous, tackling ambiguity and addressing critical questions raised within various external forums since the conclusion of the Commission of Inquiry. I am committed to ensuring that the Review remains future focused and that its recommendations provide a practical pathway to achieving change.

The attached 'Request for Information' document mirrors the standard request issued to agencies and authorities across the State Service. In addition to this request, I understand the Department also holds additional material of interest to the Review. Specifically, I am requesting the Department to provide **unredacted** copies of the following material/s:

- List and proposed timetable of the 54 proposed legislative reforms arising from and/or linked to the Commission of Inquiry report
- Copy of the email sent from the Commission of Inquiry to the State's lawyers on the 26th April 2023 at 6.30pm identifying the 17 individuals who were sent a Section 18 notice and five who the Commission was considering issuing a Section 18 notice to
- Phase 1 September 2023 report of the Joint Safety and Accountability Team which identifies 141 allegations of abuse and 34 alleged perpetrators within the commission's final report (as stated by the Premier on the 5th December 2023)
- List of Section 34 A referrals compiled by the Department from responses received to a request sent to all agencies and authorities by the Department

- List of all State Servants that the Department is aware of that had independent legal representation
- Follow up referrals made by the Department to agencies and authorities post identification of individuals from the Section 34 A referral list based upon its cross-checking

I appreciate that responses to this information request require a Personal Information Protection exemption. I am grateful for the Department's support in securing this exemption in a timely manner which should enable the release of this information within the timeframes outlined below.

The Review is a priority for Premier Rockliff and I am keen to conclude the Review in a timely manner this year. Therefore, I propose a two-stage response timeline as outlined below:

- Response to Section 1 (questions on pages 4 and 5) by COB Wednesday 15th May 2024
- Response to detailed chronology requests and other sections by COB Friday 14th June 2024

Responses within the above timeframes will enable us to meet the aforementioned commitments, whilst providing further consultation opportunities, post our analysis of responses received and prior to finalising our interim and final reports.

I look forward to receiving your responses and my colleague Radha Thomas will be happy to respond to any detailed questions your team may have in relation to the request for information document.

With thanks for your consideration

Sincerely,

Peter Woolcott
Independent Reviewer

Enclosures: Terms of Reference and Request for Information

CC: Oliver Hinss, Director Commission of Inquiry Response Unit

Appendix 3: Index of Documents Received by the Review

No	Date received	Agency/Authority	Accompanying documents to submissions received from Agency/Authorities
1	14 June 2024	Department for Education, Children and Young People	Accountabilities-Toolkit
2	14 June 2024	Department for Education, Children and Young People	Behaviour-Standards-and-Code-of-Conduct-for-Chaplains-and-Student-Wellbeing-Services-in-Tasmanian-Government-Schools
3	14 June 2024	Department for Education, Children and Young People	child-sexual-abuse-awareness-training-2024
4	14 June 2024	Department for Education, Children and Young People	Communication Guide for Principals - Employee Subject to Child Sexual Abuse Allegations
5	14 June 2024	Department for Education, Children and Young People	Concern Notice
6	14 June 2024	Department for Education, Children and Young People	Conduct and Behaviour Standards for External NDIS Providers working in Government Schools
7	14 June 2024	Department for Education, Children and Young People	Department for Education, Children and Young People -Strategic-Plan-2024-2030
8	14 June 2024	Department for Education, Children and Young People	DoE Inquiry - Status update
9	14 June 2024	Department for Education, Children and Young People	Feel-Safe-Are-Safe-Our-Practice-Approach-DECYP
10	14 June 2024	Department for Education, Children and Young People	Flowchart-Harmful-sexual-behaviour
11	14 June 2024	Department for Education, Children and Young People	Mandatory Reporting Training 2023 PDF
12	14 June 2024	Department for Education, Children and Young People	mandatory-reporting-training-2024
13	14 June 2024	Department for Education, Children and Young People	Online-Child-Sexual-Abuse-Material-Response-flowchart-for-staff
14	14 June 2024	Department for Education, Children and Young People	Responding-to-incidents-disclosures-or-suspicious-of-child-sexual-abuse-by-a-current-Department-employee-or-volunteer
15	14 June 2024	Department for Education, Children and Young People	Responding-to-incidents-disclosures-or-suspicious-of-child-sexual-abuse-by-a-former-Department-employee
16	14 June 2024	Department for Education, Children and Young People	Responding-to-incidents-disclosures-or-suspicious-of-child-sexual-abuse-by-a-former-Department-employee
17	14 June 2024	Department for Education, Children and Young People	Volunteer-Code-of-Conduct-(Libraries-Tasmania)
18	27 June 2024	Department of Health	Management of Serious Complaint or Concern about Health Professional Conduct - DoH-wide - Protocol - 20240618 (1)
19	27 June 2024	Department of Health	NEW Grievance Resolution Policy
20	27 June 2024	Department of Health	NEW Preventing and Responding to Harassment and Sexual Harassment Guide
21	27 June 2024	Department of Health	NEW Professional Conduct Policy
22	27 June 2024	Department of Health	P16_000063_Workplace Behaviour and Performance - THS Statewide Policy - 20181101 - INTERIM AGREEMENT (JAN 2023)
23	27 June 2024	Department of Health	P16_000064_Workplace Behaviour - THS Statewide - Protocol - 20191231 -INTERIM AGREEMENT (JAN 2023)
24	27 June 2024	Department of Health	P16_000624_Grievance Resolution - THS Statewide - Protocol - 20191231 - INTERIM AGREEMENT (JAN 2023)
25	27 June 2024	Department of Health	P22_266_Child Safety and Wellbeing - DoH Wide - Policy – 20221001

26	27 June 2024	Department of Health	P22_294_Child Safety and Wellbeing - DoH Wide - Framework – 20220928
27	27 June 2024	Department of Health	P22_295_Child Safety and Wellbeing - Disclosure of Harm to Children and Young People - DoH Wide - Practice Advice – 20220928
28	27 June 2024	Department of Health	P22_328_DoH Complaint and Feedback Management - DoH Wide - Policy - 20230403 (3)
29	27 June 2024	Department of Health	P23_231_Statewide Complaints Management Framework - DoH Wide - Framework - 20230731 (1)
30	27 June 2024	Department of Health	P24_156_Management of Serious Complaint or Concern about Health Professional Conduct - DoH-wide - Protocol – 20240618
31	27 June 2024	Department of Health	P2012_0182-014_Bullying, Harassment and Discrimination Resolution - DoH Wide - Procedure - 20151001 - INTERIM AGREEMENT (DECEMBER 2022)
32	27 June 2024	Department of Health	P2012_0182-024_Grievance Management - DoH Wide - Procedure - 20140701- INTERIM AGREEMENT 9DECEMBER 2022)
33	27 June 2024	Department of Health	1. Internal Checklist - Child Sexual Abuse Allegations (002)
34	27 June 2024	Department of Health	1. Preliminary Assessment - ED5
35	27 June 2024	Department of Health	1. Suspension From Duties - Internal Guidelines
36	27 June 2024	Department of Health	1. Suspension from Duties with Pay and Stand Down - Internal Guideline
37	27 June 2024	Department of Health	Att 2 Memorandum of Understanding between the Department of Health and ~ Preventing and Responding to Child Sexual Abuse in Government Health Settings
38	27 June 2024	Department of Health	Att 3 2023-09-20 - Information Sharing MOU between Tas DoH and Ahpra
39	27 June 2024	Department of Health	Independent Child Safe Governance Review of the LGH and HR – Report
40	27 June 2024	Department of Health	LGH_community_recovery_initiative_-_co-chairs_final_report
41	27 June 2024	Department of Health	Policy Framework - Child Safeguarding Reforms and Recommendations 2024 2029
42	27 June 2024	Department of Health	Implementation Plan - Child Safeguarding Reforms and Recommendations 2024-2029
43	27 June 2024	Department of Health	One Health Culture Program Strategy - December 2022
44	27 June 2024	Department of Health	June 2024 - The Woolcott Review - One Health Culture Program Overview
45	27 June 2024	Department of Health	Minute - Secretary - Statement of Duties - Child Safe Organisation References - July 2023
46	27 June 2024	Department of Health	Child Safety and Wellbeing Framework - version 28 May 2024
47	27 June 2024	Department of Health	Child Safety and Wellbeing - DoH Wide - Policy
48	27 June 2024	Department of Health	Terms_of_Reference_-_Health_Executive
49	27 June 2024	Department of Health	Child Safety and Wellbeing Panel ToR - Updated 8 May 2024
50	27 June 2024	Department of Health	CYPAG - FINAL Terms of Reference
51	27 June 2024	Department of Health	4Child Safety and Wellbeing - Recognising the Signs of Harm to Children and Young People - DoH Wide - Practice Advice

52	27 June 2024	Department of Health	Child Safety and Wellbeing - Disclosure of Harm to Children and Young People - DoH Wide - Practice Advice
53	27 June 2024	Department of Health	Statewide Complaints Management Framework - DoH Wide – Framework
54	27 June 2024	Department of Health	Complaints Framework resources
55	27 June 2024	Department of Health	CSW Service - Report on AGFEST 2024
56	27 June 2024	Department of Health	My Say, Our Voices
57	15 May 2024	Department of Justice	Guidelines - Employees Working with Vulnerable People
58	15 May 2024	Department of Justice	Policy - Employees Working with Vulnerable People
59	15 May 2024	Department of Justice	Employment Direction 5
60	15 May 2024	Department of Justice	Employment Direction 4
61	15 May 2024	Department of Justice	Grievance Management Policy
62	15 May 2024	Department of Justice	Grievance Management Flowchart
63	15 May 2024	Department of Justice	Grievance Assessment Guide
64	15 May 2024	Department of Justice	A Step-by-Step Guide to Managing an Employee Grievance
65	15 May 2024	Department of Justice	Preventing and Responding to Sexual Harassment in the Workplace
66	15 May 2024	Department of Justice	Preventing and Responding to Discrimination, Harassment and Bullying in the Workplace
67	15 May 2024	Department of Justice	Draft Complaints Policy
68	15 May 2024	Department of Justice	Draft Complaints Procedures
69	15 May 2024	Department of Justice	Draft Complaints Policy - Frequently Asked Questions FAQs for Complainants
70	15 May 2024	Department of Justice	Draft Complaints Policy - Frequently Asked Questions FAQs for Staff
71	15 May 2024	Department of Justice	Consultation draft - Department of Justice Child Safety and Wellbeing Policy
72	15 May 2024	Department of Justice	Consultation draft - Child Safety and Wellbeing Procedures
73	15 May 2024	Department of Justice	Consultation draft - Reportable Conduct Scheme Poster
74	15 June 2024	Department of Justice	Fifth Annual Report and Action Plan 2023
75	15 June 2024	Department of Justice	Appendix A - Fifth Annual Report and Action Plan 2023
76	15 June 2024	Department of Justice	DoJ People Strategy
77	15 June 2024	Department of Justice	People Strategy Implementation Plan 2023-24
78	15 June 2024	Department of Justice	DoJ Diversity, Equity and Inclusion Strategy
79	15 June 2024	Department of Justice	DoJ Values and Supporting Documents
80	15 June 2024	Department of Justice	DoJ Ongoing Performance Development Policy and Guidelines
81	15 June 2024	Department of Justice	DoJ SES Accountabilities and Responsibilities (draft for pilot)
82	15 June 2024	Department of Justice	WHS Policy
83	15 June 2024	Department of Justice	Family Violence Policy

84	15 June 2024	Department of Justice	Wellbeing Support Program
85	15 June 2024	Department of Justice	Employee Assistance Program
86	15 June 2024	Department of Justice	Mental Health and Wellbeing Policy
87	15 June 2024	Department of Justice	Commission of Inquiry COI Response and Implementation Steering Committee - Terms of Reference
88	15 June 2024	Department of Justice	ToR - COI Legislative Program Steering Committee
89	15 June 2024	Department of Justice	ToR - CYSOF Pilot Group
90	15 June 2024	Department of Justice	Child Safety and Wellbeing Policy
91	15 June 2024	Department of Justice	Child Safety and Wellbeing Procedures
92	15 June 2024	Department of Justice	ED5
93	15 June 2024	Department of Justice	Report a concern webform
94	15 June 2024	Department of Justice	Child and Youth Friendly Complaint Form
95	15 June 2024	Department of Justice	Information session presentation May 2024
96	15 June 2024	Department of Justice	Child safety and wellbeing information session Q&A
97	15 June 2024	Department of Justice	Reportable Conduct Fact Sheet – Grooming
98	15 June 2024	Department of Justice	Reportable Conduct Fact-Sheet - Physical Violence
99	15 June 2024	Department of Justice	Reportable Conduct Fact Sheet - Relevant Offences
100	15 June 2024	Department of Justice	Reportable Conduct Fact Sheet - Sexual offences and sexual misconduct
101	15 June 2024	Department of Justice	Reportable Conduct Fact Sheet - Significant emotional or psychological harm
102	15 June 2024	Department of Justice	Reportable Conduct Fact Sheet - Significant neglect
103	13 June 2024	Department of Natural Resources and Environment	NRE Tas response to Sections 2 and 4 - including Attachment - June 2024
104	13 June 2024	Department of Natural Resources and Environment	Letter from the Secretary of the Department of Natural Resources and Environment Tasmania
105	6 August 2024	Department of Police, Fire and Emergency Management	DI Guidelines – 2023
106	6 August 2024	Department of Police, Fire and Emergency Management	Diversity and Inclusion Policy Statement
107	6 August 2024	Department of Police, Fire and Emergency Management	ATFS Volunteer Code of Conduct Process
108	6 August 2024	Department of Police, Fire and Emergency Management	Volunteer D&I fact sheet 1
109	6 August 2024	Department of Police, Fire and Emergency Management	Volunteer D&I fact sheet 2
110	6 August 2024	Department of Police, Fire and Emergency Management	Volunteer D&I fact sheet 3

111	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 7 July 2023 – Minutes
112	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 3 August 2023 – Minutes
113	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 7 September 2023 – Minutes
114	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 15 September 2023 – Minutes
115	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 19 September 2023 – Minutes
116	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 22 September 2023 - Minutes
117	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 29 September 2023 – Minutes
118	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 5 October 2023 – Minutes
119	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 13 October 2023 – Minutes
120	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 20 October 2023 – Minutes
121	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 2 November 2023 – Minutes
122	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 10 November 2023 – Minutes
123	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 7 December 2023 – Minutes
124	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 14 December 2023 – Minutes
125	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 21 December 2023 – Minutes
126	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 11 January 2024 – Minutes
127	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 19 January 2024 – Minutes
128	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 9 February 2024 – Minutes
129	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 23 February 2024 – Minutes
130	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 1 March 2024 – Minutes
131	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 8 March 2024 – Minutes
132	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 22 March 2024 – Minutes
133	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 5 April 2024 – Minutes
134	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 12 April 2024 – Minutes
135	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 15 April 2024 – Minutes
136	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 19 April 2024 – Minutes
137	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 1 May 2024 – Minutes

138	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 3 May 2024 – Minutes
139	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 10 May 2024 – Minutes
140	12 June 2024	Department of Premier and Cabinet	CYSW Subcommittee - 17 May 2024 – Minutes
141	12 June 2024	Department of Premier and Cabinet	01 - Opening statement
142	12 June 2024	Department of Premier and Cabinet	02 - Response - overview and next steps (Department of Premier and Cabinet brief)
143	12 June 2024	Department of Premier and Cabinet	3.a - Establishment of the Child Sexual Abuse Adult Victim-Survivor Advisory Group
144	12 June 2024	Department of Premier and Cabinet	3.a Attachment 1 Terms of Reference - Victim-Survivor Advisory Group
145	12 June 2024	Department of Premier and Cabinet	3.b - Co-design of an Engagement Strategy for the development of the Child Sexual Abuse Reform Strategy
146	12 June 2024	Department of Premier and Cabinet	04 - Timelines and milestones (Department of Premier and Cabinet brief)
147	12 June 2024	Department of Premier and Cabinet	05 - Response - Governance, leadership and accountability (19.3-5) (Department of Premier and Cabinet brief)
148	12 June 2024	Department of Premier and Cabinet	06 - Response - Child Sexual Abuse Reform Implementation Monitor (Rec 22.1)
149	12 June 2024	Department of Premier and Cabinet	7 - COI Overview (history, background, cost) (Department of Premier and Cabinet brief)
150	12 June 2024	Department of Premier and Cabinet	08 - COI Budget and Funding (Department of Premier and Cabinet brief)
151	12 June 2024	Department of Premier and Cabinet	10 - Responding to and investigating complaints and concerns
152	12 June 2024	Department of Premier and Cabinet	12 - Independent Reviews - Woolcott and Blake (Department of Premier and Cabinet brief)
153	12 June 2024	Department of Premier and Cabinet	16 - State Service disciplinary processes - including staff suspensions) (Department of Premier and Cabinet brief)
154	12 June 2024	Department of Premier and Cabinet	25 - Commissioner for Children and Young People - reappointment (Department of Premier and Cabinet brief)
155	12 June 2024	Department of Premier and Cabinet	28 - Commission for Children and Young People - Process for establishing
156	12 June 2024	Department of Premier and Cabinet	31 - Cultural Change (Department of Premier and Cabinet brief)
157	12 June 2024	Department of Premier and Cabinet	32 - Human Resource Management System (HRIS development - Department of Premier and Cabinet brief)
158	12 June 2024	Department of Premier and Cabinet	33 - Improving information sharing and cross-agency coordination, prevention and protection (19.6-8) (Department of Premier and Cabinet brief)
159	12 June 2024	Department of Premier and Cabinet	35 - Aboriginal Children - (9.14-15) (previous DECYP, DPAC briefs 4.3 and 4.4)
160	12 June 2024	Department of Premier and Cabinet	36 - Child and Youth Safe Organisations Framework (18.01, 18.4-5, 18.6-9) (Department of Premier and Cabinet brief)
161	12 June 2024	Department of Premier and Cabinet	37 - Improving Therapeutic Services (21.1-7) (Department of Premier and Cabinet brief)
162	12 June 2024	Department of Premier and Cabinet	38 - Harmful sexual behaviours (21.8-21.10) (Department of Premier and Cabinet brief)
163	12 June 2024	Department of Premier and Cabinet	39 - Trauma-informed practice
164	12 June 2024	Department of Premier and Cabinet	42 - Actions by Agency (previously 2.1 and 2.3)

165	12 June 2024	Department of Premier and Cabinet	45 - Support for (a) Victim survivors (b) State Service (c) MP and electorate offices (DoJ Department of Premier and Cabinet brief)
166	12 June 2024	Department of Premier and Cabinet	Attachment 1 - Keeping Children Safe - Revised Governance Model
167	12 June 2024	Department of Premier and Cabinet	Attachment 1 COI 2023-24 Budget allocation
168	12 June 2024	Department of Premier and Cabinet	Attachment 1 - Commission of Inquiry - Interim Response Report - as at 30 November 2023
169	12 June 2024	Department of Premier and Cabinet	Attachment 1 - Final_Independent_Audit_Terms_of_Reference
170	12 June 2024	Department of Premier and Cabinet	Attachment 2 - Allocation principles for COI funding
171	12 June 2024	Department of Premier and Cabinet	Attachment 2 - Final_Independent_Assessment_Terms_of_Reference
172	12 June 2024	Department of Premier and Cabinet	Attachment 3 Commission of Inquiry Supplementary Appropriation 2023-24
173	12 June 2024	Department of Premier and Cabinet	11. Routine-disclosure-as-at-1-December-2023
174	12 June 2024	Department of Premier and Cabinet	12. Routine-disclosure-as-at-18-January-2024
175	12 June 2024	Department of Premier and Cabinet	13. Routine-disclosure-as-at-20-February-2024
176	12 June 2024	Department of Premier and Cabinet	14. Routine-disclosure-as-at-20-March-2024
177	12 June 2024	Department of Premier and Cabinet	15. Routine-Disclosure-as-at-20-May-2024
178	12 June 2024	Department of Premier and Cabinet	16. Report-of-Agency-assessments-of-COI-matters-by-Head-of-Agency_updated-as-at-20-December-_Total-only
179	12 June 2024	Department of Premier and Cabinet	17. Routine-Disclosure-additional-information-as-at-23-May-2024
180	12 June 2024	Department of Premier and Cabinet	18. Routine-Disclosure-Suspensions-Child-Sexual-Abuse-22-December-2023
181	12 June 2024	Department of Premier and Cabinet	19. Routine-Disclosure-Suspensions-Child-Sexual-Abuse-12-January-2024
182	12 June 2024	Department of Premier and Cabinet	20. Routine-Disclosure-Suspensions-Child-Sexual-Abuse-2-February-2024
183	12 June 2024	Department of Premier and Cabinet	Complaints and grievance management policy
184	12 June 2024	Department of Premier and Cabinet	Department of Premier and Cabinet-Public-Interest-Disclosure-Procedures-2021-version
185	12 June 2024	Department of Premier and Cabinet	Guide-to-managing-misconduct-in-the-tasmanian-public-sector-september-2023
186	12 June 2024	Department of Premier and Cabinet	Employment-Direction-No-5-Procedures-for-th~n-and-Determination-of-Whether-an-Employee-has-Breached- ~ Conduct
187	12 June 2024	Department of Premier and Cabinet	Complaint and Grievance Resolution Policy
188	12 June 2024	Department of Premier and Cabinet	Grievance Resolution Flowchart
189	12 June 2024	Department of Premier and Cabinet	Complaint and Grievance Resolution Procedure and Guideline
190	12 June 2024	Department of Premier and Cabinet	38. Tasmanian-Child-and-Youth-Wellbeing-Framework
191	12 June 2024	Department of Premier and Cabinet	SFSK-Action-Plan-2021-2023

192	12 June 2024	Department of Premier and Cabinet	Family-and-Sexual-Violence-Action-Plan-2022-27
193	12 June 2024	Department of Premier and Cabinet	Routine-Disclosure-Suspensions-Child-Sexual-Abuse-2-May-2024
194	12 June 2024	Department of Premier and Cabinet	IGB - OTS - Suspensions of State Servants due to allegations of Child Sexual Abuse (Routine Disclosure)
195	12 June 2024	Department of Premier and Cabinet	Annual Routine Disclosure as at 30 September 2023
196	12 June 2024	Department of Premier and Cabinet	Consultation Draft - a Change for Children Strategy
197	12 June 2024	Department of Premier and Cabinet	Terms of Reference - Child and Youth Safety and Wellbeing Steering Committee
198	12 June 2024	Department of Premier and Cabinet	Information-sheet-Framework-overview-July-2023
199	12 June 2024	Department of Premier and Cabinet	Taskforce Lead Working Group - Terms of Reference
200	12 June 2024	Department of Premier and Cabinet	Information-sheet-Reportable-Conduct-July-2023
201	12 June 2024	Department of Premier and Cabinet	Information-sheet-The-Child-and-Youth-Safe-Standards-July-2023
202	12 June 2024	Department of Premier and Cabinet	The-Child-and-Youth-Safe-Standards-poster-1
203	12 June 2024	Department of Premier and Cabinet	Statement of Commitment
204	12 June 2024	Department of Premier and Cabinet	WERS 2023 Statement of Intent
205	12 June 2024	Department of Premier and Cabinet	Workplace behaviour policy
206	12 June 2024	Department of Premier and Cabinet	Terms of Reference - Secretaries Board
207	12 June 2024	Department of Premier and Cabinet	Performance Agreement Template - June
208	12 June 2024	Department of Premier and Cabinet	Information-sheet-The-Reportable-Conduct-Scheme-July-2023
209	12 June 2024	Department of Premier and Cabinet	Information-sheet-The-Independent-Regulator-July-2023
210	25 June 2024	Department of State Growth	Attachment 2 Resolving Workplace Behaviour Issues Policy and Procedure 2023 v4.0 - 11 December 2023
211	25 June 2024	Department of State Growth	Attachment 3 Investigating serious or complex issues fact sheet
212	25 June 2024	Department of State Growth	Child and Youth Safety and Wellbeing Policy - v1.0 - 1 Jan 2024 (2)
213	25 June 2024	Department of State Growth	Corporate Plan 2023-26
214	25 June 2024	Department of State Growth	Diversity, Equity and Inclusion Action Plan 2023
215	25 June 2024	Department of State Growth	Mentally Healthy Workplace Policy - v4.0 22 May 2023
216	25 June 2024	Department of State Growth	myWellbeing Action Plan 2023-24 (1)
217	25 June 2024	Department of State Growth	Reporting and Investigating Reportable Conduct Policy and Procedure - v1.0 1 Jan 2024 (2)
218	25 June 2024	Department of State Growth	Tasmanian Institute of Sport Child Safeguarding Policy and Procedure - September 2023

219	25 June 2024	Department of State Growth	Work Health, Safety and Wellbeing Policy - v 3.0 21 December 2021
220	25 June 2024	Department of State Growth	Resolving Workplace Behaviour Issues Policy and Procedure 2023 v4.0 - 11 December 2023
221	25 June 2024	Department of State Growth	Investigating serious or complex issues fact sheet
222	25 June 2024	Department of State Growth	Child and Youth Safety and Wellbeing Policy - v1.0 - 1 Jan 2024 (2)
223	25 June 2024	Department of State Growth	Corporate Plan 2023-26
224	25 June 2024	Department of State Growth	Diversity, Equity and Inclusion Action Plan 2023
225	25 June 2024	Department of State Growth	Mentally Healthy Workplace Policy - v4.0 22 May 2023
226	25 June 2024	Department of State Growth	myWellbeing Action Plan 2023-24 (1)
227	25 June 2024	Department of State Growth	Reporting and Investigating Reportable Conduct Policy and Procedure - v1.0 1 Jan 2024 (2)
228	25 June 2024	Department of State Growth	Tasmanian Institute of Sport Child Safeguarding Policy and Procedure - September 2023
229	25 June 2024	Department of State Growth	Work Health, Safety and Wellbeing Policy - v 3.0 21 December 2021
230	17 June 2024	Department of Treasury and Finance	Workplace Behaviour Policy
231	17 June 2024	Department of Treasury and Finance	Work Health and Safety Management System Overview
232	17 June 2024	Department of Treasury and Finance	Work Health, Safety and Wellbeing Policy
233	17 June 2024	Department of Treasury and Finance	Internal Complaint Resolution Process
234	20 June 2024	Integrity Commission	Woolcott Review – Integrity Commission submission #1 – Index of documentation provided
235	20 June 2024	Integrity Commission	Minister administering the State Service Act 2000 v Eade [2024] TASICFB 5
236	20 June 2024	Integrity Commission	Letter to Amanda Russell - Clarity of Practices, Procedures and Standards No. 5
237	20 June 2024	Integrity Commission	WA PSC Discipline - Former Employees
238	20 June 2024	Integrity Commission	Integrity Commission submission No. 3 to Woolcott Review - 20 June 2024
239	11 April 2024	Integrity Commission	our submissions to the Department of Premier and Cabinet concerning <i>Employment Direction No. 5</i>
240	11 April 2024	Integrity Commission	our submissions to the <i>Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings</i> (the COI)
241	11 April 2024	Integrity Commission	reports from the 3-year and 5-year independent reviews of the <i>Integrity Commission Act 2009</i> , and the government responses to those reviews
242	11 April 2024	Integrity Commission	the investigation report, <i>An Own-Motion Investigation into the Management of Misconduct in the Tasmanian Public Sector</i> – this is also on our website at www.integrity.tas.gov.au/__data/assets/pdf_file/0006/472920/Integrity-Commission_Report-3-of-2017_Own-motion-investigation-into-management-of-misconduct-in-the-Tasmanian-public-sector.pdf , and

243	11 April 2024	Integrity Commission	the Guide to Managing Misconduct in the Tasmanian Public Sector, published by the Integrity Commission - also on website including in separate factsheets: www.integrity.tas.gov.au/investigating/managing-misconduct .
244	31 May 2024	Integrity Commission	2016 001523 Policy - Personnel - Workplace conduct - April 2023 - CURRENT
245	31 May 2024	Integrity Commission	2021 000020 Policy - Strategic Management - Statement of values and conduct - April 2023 - CURRENT
246	31 May 2024	Integrity Commission	2023 005001 Policy - Personnel - Conflict of Interest - January 2024 - CURRENT
247	31 May 2024	Integrity Commission	Integrity Commission submission No. 2 to Woolcott Review - 31 May 2024
248	26 July 2024	Registrar, Working with Vulnerable People	Attachment A - The-Risk-Assessment-Process
249	26 July 2024	Registrar, Working with Vulnerable People	Attachment B - RWVP Practice Guide Draft
250	26 July 2024	Registrar, Working with Vulnerable People	Attachment C: Reports Risks and Recommendations RWVP J Baxter v 26
251	26 July 2024	Registrar, Working with Vulnerable People	Attachment D: RWVP Baxter Report Implementation
252	2 July 2024 22 July	Teachers Registration Board	TRB - Applying for Registration Policy
253	2 July 2024 22 July	Teachers Registration Board	TRB - Complaints Against Teachers and LAT Holders Policy
254	2 July 2024 22 July	Teachers Registration Board	TRB - Determining Good Character and Fitness to Teach
255	2 July 2024 22 July	Teachers Registration Board	TRB - Mutual-Recognition Policy
256	2 July 2024 22 July	Teachers Registration Board	TRB - Public Interest in a Matter Going to Inquiry Policy