Communities and Justice

www.dcj.nsw.gov.au

NSW GOVERNMENT

2022–23 Annual Report

Volume 1 – Performance and activities

Acknowledgement of Country

The Department of Communities and Justice (DCJ) pays respects to all Traditional Owners and Custodians throughout NSW.

We extend our respects to all Elders past and present including all Stolen Generations members and their descendants.

We celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to lands and waters across NSW.

We recognise the important role that families and communities play in providing children with a sense of safety, belonging and resilience.

We extend this acknowledgment to all Aboriginal and Torres Strait Islander peoples that are employed within DCJ and recognise the unique and vital contributions they provide in keeping mobs safe.

Letter to the Ministers

The Hon. Jihad Dib
Minister for Youth Justice
Parliament House
Sydney NSW 2000

The Hon. Kate Washington
Minister for Families and Communities,
and Disability Inclusion
Parliament House
Sydney NSW 2000

The Hon. Michael Daley
Attorney General
Parliament House
Sydney NSW 2000

The Hon. Rose Jackson
Minister for Housing, and Homelessness
Parliament House
Sydney NSW 2000

The Hon. Anoulack Chanthivong
Minister for Corrections
Parliament House
Sydney NSW 2000

The Hon. David Harris
Minister for Veterans
Parliament House
Sydney NSW 2000

The Hon. Jodie Harrison
Minister for Seniors, and Prevention of
Domestic Violence and Sexual Assault
Parliament House
Sydney NSW 2000

Dear Ministers

I am pleased to submit the *Department of Communities and Justice Annual Report 2022–23* for presentation to the NSW Parliament.

Annual Reporting requirements were previously prescribed under the *Annual Reports (Departments) Act 1985* and *Annual Reports (Statutory Bodies) Act 1984* (Annual reporting Acts) and their associated regulations. As part of the staged implementation of the *Government Sector Finance Act 2018* (GSF Act), annual reporting requirements here replace those in the Annual Reporting Acts from 1 July 2023. Hence, this report was prepared in accordance with the GSF Act.

After the report is presented to Parliament, it will be available for public access on the Department of Communities and Justice website at **dcj.nsw.gov.au**

Yours sincerely,

Michael Tidball
Secretary

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About this report

The Department of Communities and Justice Annual Report details the operations and financial performance of the department for 2022–23 in accordance with the requirements of the provisions of the *Government Sector Finance Act 2018* and the NSW Treasury Policy and Guidelines — Annual Reporting Requirements TPG23-10.

This report, **Volume 1: Performance and activities report** is one of two volumes of the Department of Communities and Justice Annual Report. Volume 1 reviews and reports on activities and performance for the department.

Volume 2: Audited financial statements is published separately and contains Department of Communities and Justice consolidated financial statements, including:

- Department of Communities and Justice (Parent Financial Report)
- John Williams Memorial Charitable Trust.

After they are presented to NSW Parliament, both volumes of this report will be available for public access on the Department of Communities and Justice website at **dcj.nsw.gov.au**

Secretary's message

It's my pleasure to introduce the 2022–23 Annual Report for the NSW Department of Communities and Justice (DCJ).

At DCJ, we work with individuals, families and communities across NSW — supporting and empowering them to realise their potential. Our achievements are a testament to the dedication of our people and the resilience and courage of the communities we serve.

DCJ oversees the largest and busiest justice system in Australia, ensuring NSW remains a safe, just and vibrant place to live.

We have led landmark legislative reforms, including a new offence for coercive control, which strengthens our responses to abusive and controlling patterns of behaviour in intimate partner relationships.

Corrective Services NSW launched a new strategic plan – Towards 2030. It sets out our vision to provide a world class correctional service that contributes to making the community safer and supports people to change their lives for the better.

A new Drug Court in Dubbo opened, providing alternative sentencing options that focus on addressing a person's drug dependency.

This year, we began delivering the DCJ Aboriginal Strategy and continued improving our systems to better meet the needs of Aboriginal people, communities and organisations.

We partnered with Aboriginal organisations and communities through the Aboriginal Homelessness Sector Growth Project to design and deliver four new homelessness services.

We improved and expanded our work with courts which actively involves Aboriginal Elders and Respected Persons. This included expanding Circle Sentencing to Broken Hill, Batemans Bay and Wagga Wagga and opening the first regional Youth Koori Court in Dubbo.

DCJ's commitment to the safety and wellbeing of children and families, and building strong, resilient communities, saw us deliver a number of key initiatives.

Our work to support families early, keeping them together and safe, led to a significant reduction in the number of children and young people re-reported at risk of significant harm.

We led legislative changes in response to the Family is Culture review. Changes will ensure children, young people, parents and family members are involved in decision-making and that Aboriginal community representatives are involved in the design and delivery of services.

To better support young people leaving care, we introduced Your Choice Your Future, which includes an allowance to help cover the costs of accommodation and other essentials.

Our new Disaster Welfare function was established with permanent regional teams, increasing our ability to prepare for, and respond to, disasters at a state and local level.

Our work at DCJ is varied and far reaching. This is just a snapshot of our successes this year. I look forward to building on our achievements and focusing on new priorities to continue serving the people of NSW.

Michael Tidball
Secretary

Overview

1

1.1 Who we are and what we do

The Department of Communities and Justice (DCJ) is the lead agency in the Communities and Justice Portfolio (formerly "Stronger Communities Cluster").

We aim to achieve a safe, just, and inclusive New South Wales (NSW) by operating an effective legal system; increasing access to social and affordable housing; protecting children and families; addressing domestic and family violence; promoting public safety; reducing reoffending; and supporting community harmony and social cohesion.

We work with the community, our non-government partners and other agencies to improve outcomes for:

- people experiencing or who have experienced domestic and family violence
- people who have experienced sexual assault
- young people and adults in contact with the justice system
- people experiencing or at risk of homelessness and people in need of safe and affordable housing
- vulnerable children and young people
- people with disability
- Aboriginal people, who are overrepresented across all our services
- people from culturally and linguistically diverse backgrounds.

We support our frontline to remain engaged, improve our connectedness across directorates to support clients holistically and to secure a sustainable workforce to meet demand. This includes continuing to build and modernise in the domains of **digital, infrastructure** and **workforce**. Our improvement efforts and workforce building ensures that we are fit for purpose into the mid-21st century.

1.2 Our structure

In 2022–23, the Communities and Justice Portfolio included DCJ and other entities.

DCJ is made up of:

Department of Communities and Justice

- Child Protection and Permanency, District and Youth Justice Services
- Corporate Services
- Corrective Services NSW
- Courts, Tribunals and Service Delivery
- Housing, Disability, District Services and Disaster Welfare
- Law Reform and Legal Services
- Strategy, Policy and Commissioning
- Transforming Aboriginal Outcomes

1.2.1 Other entities

The following entity is also in the Communities and Justice Portfolio in 2022–23 and is reported on in the Department of Communities and Justice Annual Report:

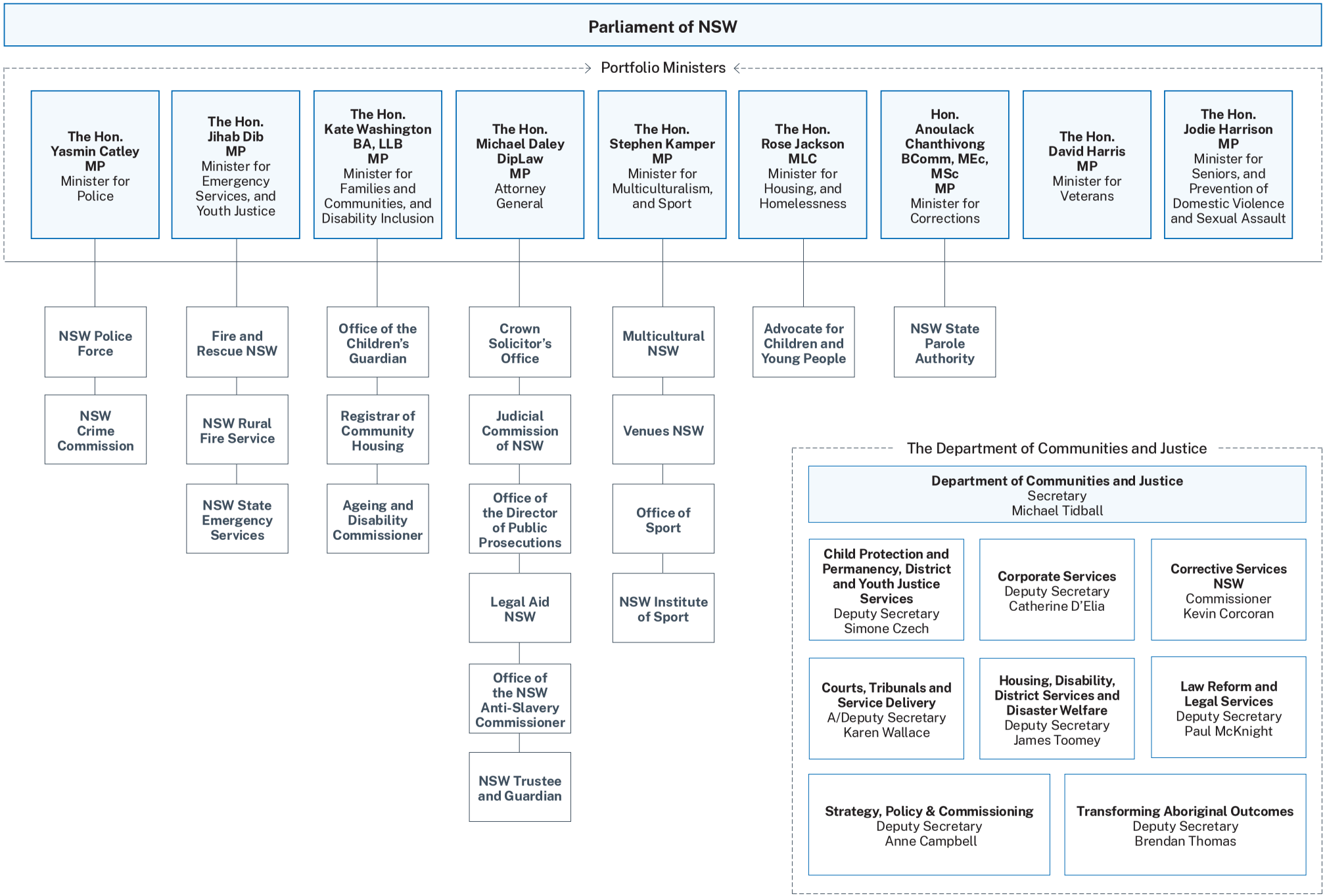
- **John Williams Memorial Charitable Trust**, a trust which provides respite and care accommodation for children with disability (financial statements only).

1.2.2 Organisational chart

There have been a number of changes to the structure of the Communities and Justice Portfolio throughout 2022–23, including:

- Office of Sport transferring from the Enterprise, Investment and Trade Portfolio to the Communities and Justice Portfolio
- Venues NSW transferring from the Enterprise, Investment and Trade Portfolio to the Communities and Justice Portfolio
- abolition of Resilience NSW.

As at 30 June 2023, the Communities and Justice Portfolio was structured as reflected in the following organisation chart.


Parliament of NSW
Portfolio Ministers
The Hon. Yasmin Catley MP Minister for Police
The Hon. Jihab Dib MP Minister for Emergency Services, and Youth Justice
The Hon. Kate Washington BA, LLB MP Minister for Families and Communities, and Disability Inclusion
The Hon. Michael Daley DipLaw MP Attorney General
The Hon. Stephen Kamper MP Minister for Multiculturalism, and Sport
The Hon. Rose Jackson MLC Minister for Housing, and Homelessness
Hon. Anoulack Chanthivong BComm, MEc, MSc MP Minister for Corrections
The Hon. David Harris MP Minister for Veterans
The Hon. Jodie Harrison MP Minister for Seniors, and Prevention of Domestic Violence and Sexual Assault
NSW Police Force
NSW Crime Commission
Fire and Rescue NSW
NSW Rural Fire Service
NSW State Emergency Services
Office of the Children's Guardian
Registrar of Community Housing
Ageing and Disability Commissioner
Crown Solicitor's Office
Judicial Commission of NSW
Office of the Director of Public Prosecutions
Legal Aid NSW
Office of the NSW Anti-Slavery Commissioner
NSW Trustee and Guardian
Multicultural NSW
Venues NSW
Office of Sport
NSW Institute of Sport
Advocate for Children and Young People
NSW State Parole Authority
The Department of Communities and Justice
Department of Communities and Justice
Secretary
Michael Tidball
Child Protection and Permanency, District and Youth Justice Services
Deputy Secretary
Simone Czech
Corporate Services
Deputy Secretary
Catherine D'Elia
Corrective Services NSW
Commissioner
Kevin Corcoran
Courts, Tribunals and Service Delivery
A/Deputy Secretary
Karen Wallace
Housing, Disability, District Services and Disaster Welfare
Deputy Secretary
James Toomey
Law Reform and Legal Services
Deputy Secretary
Paul McKnight
Strategy, Policy & Commissioning
Deputy Secretary
Anne Campbell
Transforming Aboriginal Outcomes
Deputy Secretary
Brendan Thomas

1.3 Members of the executive team

In 2022–23, the executive team comprised of the following members

Michael Tidball
Secretary
Department of Communities and Justice
BSW, MMgt, PG Dip GB, FAICD

Catherine D'Elia
Deputy Secretary
Corporate Services
BA (Intl Rel), MEd

James Toomey
Deputy Secretary Housing, Disability and District Services and Disaster Welfare
MSc (Social Work), MBA, GAICD

Simone Czech
Deputy Secretary
Child Protection and Permanency, District and Youth Justice Services
BA (Psych), MA (Pub Admin)

Paul McKnight
Deputy Secretary
Law Reform and Legal Services
BA (Economics), LLB, LLM, EMPA

Anne Campbell
Deputy Secretary
Strategy, Policy and Commissioning
BA, BSW, MPubAdmin

Karen Wallace
Acting Deputy Secretary
Courts, Tribunals and Service Delivery
BBus, MBA

Kevin Corcoran PSM
Commissioner
Corrective Services NSW

Brendan Thomas
Deputy Secretary
Transforming Aboriginal Outcomes
BA (Politics)

Strategy

2

2.1 Our service delivery areas

Our service delivery areas describe the areas of work where public resources are being spent, and the goals that the NSW Government is seeking to achieve for its citizens. This allows us to keep the people of NSW at the centre of our investment decision-making.

We are focused on delivering high quality, people-centred courts, tribunal, and client services that are responsive to the needs of the diverse community we serve. We provide services that facilitate access to justice and dispute resolution, and support the judiciary, in a safe and secure environment.

We are dedicated to supporting the Communities and Justice Portfolio, Ministers, and the broader government sector in driving legal and policy changes that will deliver positive outcomes for the people of NSW.

We are on an ambitious journey to fundamentally transform the way we work with and for Aboriginal families and communities. We are determined to deliver substantive whole-of-systems reform in alignment with the National Agreement on Closing the Gap.

We are building on existing strengths of families and communities so that across NSW, Aboriginal families grow safe and strong. To achieve this vision, we have identified three core reform principles that will be applied to all our work:

- **Aboriginal families are at the centre of everything we do:**

  The voices, experiences and priorities of Aboriginal families and their communities will be at the forefront of how we work. We will place Aboriginal families at the heart of how we design services, how we structure our funding, and how we measure our success.

- **Aboriginal culture drives everything:**

  An understanding and respect for Aboriginal cultural practices, values, approaches, diversity, and knowledge will underpin our system and our ways of working. We will reform our systems through Aboriginal lenses, so our approaches are culturally centred, and reflect and promote the significance of culture and its centrality to improved outcomes.

- **We share authority so all decisions about Aboriginal people are made by Aboriginal people:**

  Sharing authority in decision-making is a key component of self-determination. We will implement structural reforms that embed ways to share authority in decision-making with families and communities. This will ensure that no decisions about Aboriginal people are made without Aboriginal people, at individual or enterprise level.

Aboriginal overrepresentation in our service systems is the most pressing concern of our agency. The program of work needed to improve this is significant and wide ranging. The way of working articulated in the *National Agreement on Closing the Gap* — in close partnership with Aboriginal communities — challenges government to share decision-making responsibility in new ways.

Reduce Adult Reoffending

We have a clear vision for delivering a world class correctional service that contributes to making the community safer and enables people to change their lives for the better. To meet this vision, we have created a multifaceted plan that includes robust and innovative strategies.

Our plan is built on the following framework:

- **One Team:**

  Working together as one team, including increased community participation, to reduce reoffending.

- **Supporting Staff:**

  Developing a capable, professional, respectful and safe workforce that reflects the community it serves.

- **Enhanced Case Management:**

  Providing offenders with end-to-end case management to support them to break their cycle of reoffending and successfully reintegrate back into the community.

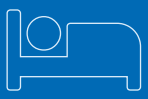
- **Closing the Gap:**

  Reducing the overrepresentation of Aboriginal and Torres Strait Islander peoples in custody.

- **Reduce Unnatural Deaths:**

  Reducing the number of unnatural deaths in custody towards zero.

Responding to Homelessness



Growing Social and Affordable Housing

We are committed to assisting people who are unable to access or maintain appropriate housing services. A key focus for our department is the need for coordinating a system-wide response that addresses the root causes of homelessness and focuses on prevention and early intervention.

We utilise temporary accommodation as a pathway for vulnerable clients while they find a longer-term housing solution. We work across the government and community housing sector to identify and develop more permanent housing options for clients.

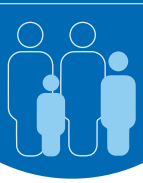
In collaboration with the broader government sector, we have rolled out a regional exercise program to help strengthen understanding of staff roles in evacuation centres.

A state level team has been established and trained to manage a geographically large and sustained disaster from a welfare perspective.

We aim to expand and develop a more proactive and interagency approach to support people experiencing homelessness, to transition to the most effective medium-term housing solution.

Preventing and reducing homelessness is a focus for DCJ. We are delivering a range of programs and initiatives to address the needs of people who are at risk of or experiencing homelessness. Evaluations of these programs are in progress to inform future homelessness policies and services.

Supporting Children and Families



We are focused on working towards all people and communities in NSW being free of domestic, family and sexual violence. The NSW Women's Safety Commissioner provides leadership and oversight of whole-of-government policy and programs and provides advice and support on cross-sector and whole-of-government reform.

Achieving permanency for children remains one of our primary objectives. We are strongly committed to making decisions about children's case plan goals in a timelier way. Comprehensive and targeted work is underway to increase:

- placement stability as a key factor in preventing escalation of need and intensity for children in care
- prevention and early intervention in child protection services, as well as increase family preservation and permanency
- rates of restoration of children in care back to family where safe to do so.

We are focused on driving operational improvements to:

- enable more children to live safely at home with their families
- support the safe restoration of children home to their families, or to another permanency option if restoration is not possible
- achieve placement stability for children in out-of-home care
- ensure the most cost-effective support is available to children to achieve outcomes across the child protection and out-of-home care system.

Supporting Young Offenders

Our focus is to continue working closely with a larger network of community and government agencies to provide more non-custodial responses. This approach recognises that no single organisation can effectively address the issues that contribute to young people's engagement in antisocial or criminal behaviour.

A collective, whole-of-government approach, in partnership with communities is needed to effectively break the offending cycle.

Youth Justice NSW is committed to securing consistent, long-term investment in a strong, effective service system with the right capability and service mix.

We are focused on delivering high quality services that are inclusive of people with disability and considers the linguistic, religious and cultural diversity of the people in contact with our services.

This means services will be fully accessible and culturally responsive to meet the needs of individuals with disability and our diverse communities, from established communities to new and emerging groups. We are focused on embedding:

- disability inclusion within core business operations through the *DCJ Disability Inclusion Action Plan 2020–2024*, and affirm the principles set out in the *Disability Inclusion Act 2014*
- multicultural planning within core business operations through the DCJ Multicultural Plan, and affirm the principles set out in the *Multicultural NSW Act 2000*.

2.1.1 Other service delivery areas

In addition to the service delivery areas that we led in 2022–23, we also contributed to the following. Our progress and contributions to these service delivery areas are included in *Part 3 Operations and performance.*

2.1.2 Our people

We are committed to creating a respectful, safe and inclusive workplace, where everyone's contribution and differences are valued. We want to build a workforce that is reflective of the communities that we work in, one in which everyone is respected and enabled to fully contribute. This enables diverse thinking which improves outcomes for the people that we serve.

We will continue to build on our existing people and workforce strategies, supported by the *DCJ Aboriginal Employment Strategy (see Part 3.1 Improving outcomes for Aboriginal people and communities)*, the *DCJ Disability Inclusion Action Plan (see Part 4.3.6 Disability Inclusion Action Plan)* and the *DCJ Inclusion Strategy*.

We will also continue to embed strategies through our *DCJ Multicultural Plan*, that embraces cultural and linguistic diversity as an asset and a source of pride for our workforce.

By focusing on developing inclusive leadership capabilities, investing in our people and building a diverse workforce that reflects our communities, we will be in a better position to:

- increase employee engagement for our employees from diverse backgrounds,
- increase the percentage of our workforce with disability, and
- improve our service delivery to our clients, inmates and offenders and their families.

2.1.3 DCJ Enterprise ICT, Information and Cyber Strategies

DCJ is constantly collecting and evaluating data to inform internal processes and service delivery. We have developed an information management strategy, which covers the years to 2023–24. This strategy addresses the entire lifecycle of corporate data to support operational processes and evidence-based decision-making, with a focus on information management needs and enabling information technologies.

A key consideration of DCJ's Information Management Strategy is to enable better service delivery to improve outcomes for the people of NSW and improve our information and data governance. This includes having consistent and effective controls over the sensitive information we capture and maintain.

We continue to successfully implement the Enterprise ICT, Information and Cyber Strategies. These strategies have provided the foundational building blocks to improve our approach to ICT across DCJ, including:

- enabling data-driven insights for evidence-based decision-making and better outcomes
- improving our information and data governance
- supporting the transformation of service delivery
- delivering flexibility for our workforce
- accelerating access to digital services
- protecting DCJ's information in a high risk and rapidly changing threat landscape
- continually improving DCJ Cyber Security posture and meet state and federal regulatory compliance.

We have commenced the development of the *2024–2028 Enterprise, Cyber Security, and Information Management* ICT Strategies. These strategies will further focus on modernising ICT Infrastructure and Digital Services required to work productively, efficiently and enable effective service delivery.

These strategies are aligned with key risks around cyber security and information management. Greater investment is planned over the next few years to continue to address these risks.

2.2 Premier's Charter Letter Priorities

After the 2023 Election, the Premier, the Hon. Chris Minns MP, wrote to all portfolio Ministers and specified the priorities and reforms to be delivered within each Ministerial Portfolio.

As part of these Charter Letters, the Government has identified key priorities as:

- invest in those who look after us — our essential workers;
- address the rising cost of living;
- ensure public-owned assets remain in public hands; and
- address the energy crisis.

These letters included detail of budget management, cabinet practice and the relevant election commitments for each Ministerial Portfolio.

These election commitments form part of our strategic priorities over the next four years.

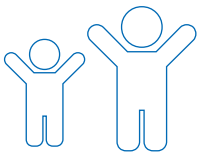
2.2.1 Election commitments

As part of the 2023 NSW Election, the incoming government made several election policy commitments and DCJ is supporting the NSW Government's progress against these.

The key election commitments that we are working towards include:

NSW Housing Fund

$15 million to create a fund to be used for various housing and rental-related measures, particularly regional youth homelessness.



Grace's Place

$5 million to Grace's Place, a trauma centre that provides tailored 24-hour support to children and young adults.

Multicultural Domestic and Family Violence Centre

Over $4 million to establish a new specialist multicultural domestic and family violence centre in Southwest Sydney that aims to increase safety of migrant and refugee women.

Secure Jobs and Funding Certainty for Community Services

We will establish a Taskforce to introduce longer-term funding arrangements for key community service providers and engage the sector on the development of a new funding framework and jobs compact, as well as establishing a whole-of-government prequalification process.

The Premier's Charter Letters to each Minister detail that updates will be sought on the status of DCJ's election commitments. Periodic reporting around the implementation and monitoring of the Charter Letter Priorities and election commitments will occur. We will actively incorporate these into our governance and reporting frameworks.

2.3 Closing the Gap

The NSW Government has committed to the National Agreement on Closing the Gap. This new approach in shared governance and partnership with Aboriginal people, recognises that we need to work differently to overcome entrenched inequality and improve long-term outcomes. The 10-year National Agreement on Closing the Gap commenced in July 2020 and reflects a genuine partnership between all Australian governments and the Coalition of Aboriginal and Torres Strait Islander Peak Organisations.

NSW has committed to five areas of Priority Reform which all agencies are responsible for delivering. These reforms aim to transform the way governments work with Aboriginal people and communities, focusing on the principles of self-determination:

- **Priority Reform 1:** Strengthen and establish formal partnerships and shared decision-making structures with Aboriginal and Torres Strait Islander communities.
- **Priority Reform 2:** Build the Aboriginal and Torres Strait Islander community-controlled sector.
- **Priority Reform 3:** Transform government organisations so they are culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander people.
- **Priority Reform 4:** Improve collection, access, management and use of data and information to enable Aboriginal and Torres Strait Islander communities to make informed decisions.
- **Priority Reform 5 (NSW only):** Support employment, business growth and economic prosperity for Aboriginal and Torres Strait Islander people.

The National Agreement on Closing the Gap also sets out socio-economic targets across areas that have an impact on life outcomes for Aboriginal and Torres Strait Islander people. These targets are the key measures that governments are publicly accountable for achieving. DCJ is the lead government agency for four of the socio-economic targets:

- **Target 10:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent.
- **Target 11:** By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people in detention by 30 per cent.
- **Target 12:** By 2031, reduce the rate of overrepresentation of Aboriginal and Torres Strait Islander children (0–17 years old) in out-of-home care by 45 per cent.
- **Target 13:** By 2031, reduce the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children by at least 50 per cent, as we progress towards zero.

We also contribute to the achievement of the following target, which is led by the Department of Planning and Environment:

- **Target 9:** By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to 88 per cent.

2.4 Common Clients

We are in the process of redesigning and transforming our systems to work more effectively in partnership with families and communities to drive strengths based, human centred design solutions to entrenched problems, including inter-generational disadvantage and trauma. This Common Clients program has been established to recognise the significant overlap of DCJ clients accessing multiple services, including Aboriginal families and people with disabilities.

Common clients are those individuals and family groups who have multiple interactions, often over extended periods, with DCJ service systems including care and protection, housing, courts and justice, where current single agency responses have not been effective.

Further analysis will identify additional target locations across NSW that have high numbers of common clients.

2.5 Other 2022–23 Priorities

As part of our reporting in 2022–23, DCJ had a number of performance priorities and metrics that we delivered against in the financial year. The 2022–23 progress against these priorities is reflected under the indicators in the relevant service delivery area performance *(see Part 3 Operations and performance)*.

Growing social and affordable housing and responding to homelessness

- Reduce street homelessness across NSW by 50 per cent by 2025.

Reduce adult reoffending

- Reduce adult reoffending following release from prison by five per cent by 2023.

Supporting children and families

- Decrease the proportion of children and young people re-reported at risk of significant harm by 20 per cent by 2023.
- Double the number of children in safe and permanent homes by 2023 for children in, or at risk of entering, out-of-home care.
- Reduce the number of domestic violence reoffenders by 25 per cent by 2023.

Operations and performance

3

3.1 Improving outcomes for Aboriginal people and communities

The National Agreement on Closing the Gap sets the foundation for the transformative work we must do as a government agency to meet the needs and aspirations of Aboriginal families and communities.

To improve outcomes for Aboriginal people and families, we need to invest in and prioritise solutions that are Aboriginal-led, firmly grounded in culture, and focused on family strengthening and community connection.

Ensuring Aboriginal families and culture are at the centre of everything we do will be our strategic approach to delivering these ambitious Priority Reforms. All policies, initiatives, programs and practices will embrace and incorporate Aboriginal ways of knowing, being and doing. We will work in genuine partnership with Aboriginal stakeholders and communities at every point to make this a reality across all of our systems.

3.1.1 Closing the Gap commitments

Outcome indicators	Target	Progress in 2022–23
Target 10: By 2031, reduce the rate of Aboriginal and Torres Strait Islander adults held in incarceration by at least 15 per cent	1,589 per 100,000	As at 30 June 2023, the Aboriginal prison population was 3,633. This was an increase of 52 persons since 30 June 2022. This number exceeds pre-COVID levels and is the highest number since the start of the pandemic. This growth is driven by increases in: Aboriginal people being proceeded against by NSW Police; the volume of Aboriginal people being refused bail; bail breaches established in court; and resulting increases in the remand population. The Target 10 program of work includes strategies to address these issues, focusing on five areas: prevention and diversion from arrest; reducing avoidable remand and increasing compliance with bail; community-based sentencing and safe completion of sentences; completion of orders and reduced breaches; reducing returns to prison.
Target 11: By 2031, reduce the rate of Aboriginal and Torres Strait Islander young people in detention by 30 per cent.	15.7 per 10,000	As at 30 June 2023, the Aboriginal youth detention population was 103. This is an increase of 3 young people since 30 June 2022. We are presently on track to meet this target. As with the adult population, the youth detention population fell as a result of the COVID-19 pandemic, and the Aboriginal youth detention population has now returned to pre-COVID levels. Increases in the detention population have been driven by similar factors as those affecting adults: increases in the volume proceeded against by police; increases in bail refusals; and increases in bail breaches and revocations. The vast majority of Aboriginal young people in detention are on remand. The Target 11 program of work is also focused on addressing the drivers of contact with the justice system to reduce the number of young Aboriginal people in detention.

Outcome indicators	Target	Progress in 2022–23
Target 12: By 2031, reduce the rate of overrepresentation of Aboriginal and Torres Strait Islander children (0–17 years old) in out-of-home care by 45 per cent	33.1 per 1,000 at June 2031	The rate of Aboriginal children in out-of-home care per 1,000 population continued to decline from 57.3, as at 30 June 2022, to 55.7 in June 2023[1]. The number of Aboriginal children in out-of-home care is 6,563 as at 30 June 2023. This is 98 less Aboriginal children in out-of-home care than 30 June 2022. The 2022–23 data indicates that there has been a lower number of Aboriginal children entering out-of-home care (1,027) than exiting out-of-home care (1,055). This target remains challenging despite a trend of incremental improvement in performance since the baseline year. New strategies continue to be implemented under the Target 12 program of work across child protection and out-of-home care to better support Aboriginal children and young people, and their families and communities, and to prevent children from escalating through our systems.
Target 13: By 2031, reduce the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children by at least 50 per cent, as progress towards zero	5 per cent	The number of domestic assault incidents against Aboriginal women and children for the 12 months to 30 June 2023 was 5,059[2]. Performance against this indicator continues to be challenging due to the many complex factors that contribute to and influence domestic and family violence. Domestic and family violence continues to be a key driver of contact across all our systems. Work is continuing on a dedicated NSW Aboriginal Family and Sexual Violence Plan to support NSW's commitments under the National Plan to End Violence Against Women and their Children 2022–2032. The work program will include a range of initiatives to prevent and respond to family, domestic and sexual violence and is being built around key action areas of self-determination, early intervention and prevention, and recovery and healing.
Target 9*: By 2031, increase the proportion of Aboriginal and Torres Strait Islander people living in appropriately sized (not overcrowded) housing to 88 per cent	88 per cent	This measure is based on the Australian Bureau of Statistics Census data, which was last released in 2021. NSW is performing well against this target with 2021 Census data showing the percentage in NSW is 87.5 per cent. For NSW this is an improvement on the 2016 baseline performance, which was 85.9 per cent. A Housing and Homelessness Work Plan has been developed to drive and the monitor efforts to support Target 9 within DCJ. The Work Plan includes 16 change levers and 36 initiatives. **Led by the Department of Planning and Environment*

1 We use the Australian Bureau of Statistics (ABS) 3238.0 Estimates and Projections, Aboriginal and Torres Strait Islander Australians, 2006 to 2031 (22 July 2021 Release) to calculate the rate of Aboriginal children in out-of-home care (OOHC). This method of calculation follows the national reporting methods used in the Closing the Gap target website and Report on Government Services (RoGS). The ABS may revise the Aboriginal population estimates and projections after the 2023 DCJ Annual Report is published which may lead to different rates than what will be provided in RoGS (not due for release till early 2024) and other national reporting products.

2 In NSW, information about the Aboriginality status of victims and offenders in the criminal justice system is often based on information recorded by NSW Police when crimes come to their attention. Prior to 2022, the proportion of people with an 'unknown' Aboriginality status in police data was around 20 per cent for many offences. This compromised the usefulness of this data. In response to this data quality issue, in January 2022, NSW Police implemented a significant reform making it mandatory for officers to ask most victims and offenders a question about their Aboriginal identification. This has significantly improved the quality of Aboriginal identification in police data. The proportion of people with an 'unknown' Aboriginality has fallen to below 5 per cent, however, there has been a corresponding jump in people recorded as 'Aboriginal'. Without context, this can give the inaccurate appearance of a rapid increase in Aboriginal victimisation and offending. It also means that raw data from 2022 and into the future is not comparable with data from years 2021 and earlier. As a result, BOCSAR has implemented a measure of derived Aboriginality for victims of crime recorded by the NSW Police. This will allow a consistent time series for this indicator. Accordingly, for 2022–23, BOCSAR has reset the baseline for Target 13 using the updated data series.

DCJ is committed to working in partnership with Aboriginal organisations and communities to improve our services and programs and achieve meaningful, permanent outcomes that improve the lives of Aboriginal people. In order to achieve this vision, we have developed an Aboriginal Strategy for DCJ with the following strategic priorities. We are working to embed this Aboriginal Strategy across DCJ.

3.1.2 Strategic priority 1: Aboriginal people have a say in all decisions that affect them

We are committed to structural reforms that support ways to share decision-making with families and communities. Shared decision-making is an important step toward self-determination.

2022–23 Achievements towards meeting this strategic priority

- Face-to-face **Aboriginal community and stakeholder consultations** on increasing the participation of Elders and Respected Persons in court procedures to provide advice and cultural expertise. These consultations have been held on reform opportunities in the criminal justice system including bail and remand, community-based sentencing, and community involvement in discretionary decision-making. Consultations were held in Moree, Kempsey, Armidale, Newcastle, Mt Druitt and Wagga Wagga.
- The first operational year of the **Walama List**, a pilot sentencing procedure available for eligible Aboriginal and Torres Strait Islander persons with matters before the NSW District Court. Elders and Respected Persons provide advice, and cultural expertise to the Walama List Judge and offenders go through an intensive and lengthy therapeutic process that aims to provide the support required to address offending behaviour (see *Part 3.4 Reduce adult reoffending* for further information).
- The expansion of the **Circle Sentencing Program** from 12 to 20 Local Courts in high-priority locations is underway. The program promotes the sharing of responsibility between the community and the criminal justice system to address the causes of offending and to actively involve the community in identifying solutions and appropriate sentencing (see *Part 3.4 Reduce adult reoffending* for further information).
- The **Youth Koori Court** was expanded to Dubbo in March 2023, providing more opportunities for Aboriginal young people to engage with Elders and Respected Persons in their community, caseworkers, and service providers who will support them to address the underlying risk factors contributing to their involvement with the criminal justice system (see *Part 3.2 Accessing justice and legal services* for further information).

3.1.3 Strategic priority 2: Aboriginal organisations are partners in providing the solutions for their communities

Self-determination cannot be achieved without transferring authority and resources to Aboriginal community-controlled organisations (ACCOs), which are often better placed to understand and meet the specific and cultural needs of the communities they serve. We will prioritise supporting sector development, and work to provide funding certainty and flexibility so that Aboriginal organisations are able to do their best work.

2022–23 Achievements towards meeting this Strategic Priority

- Corrective Services NSW (CSNSW), commenced work to co-design and test a **place-based model of care**, centred around ACCOs in the design and delivery of the model (see *Part 3.4 Reduce adult reoffending* for further information).
- We are partnering with the Coalition of Aboriginal Peak Organisations and other Aboriginal stakeholders to develop a dedicated **NSW Aboriginal Family and Sexual Violence Plan**. Initiatives will prioritise cultural safety and trauma informed responses for Aboriginal families, including responses for men who use violence (see *Part 3.6 Supporting young offenders* for further information).
- Transforming Aboriginal Outcomes division (TAO) developed a **Housing and Homelessness Work Plan** to drive and monitor performance against Closing the Gap Target 9. Consultations were held with the Aboriginal Housing Office (AHO), Land and Housing Corporation (LAHC) leaders, operations and frontline Aboriginal staff, and Aboriginal and non-Aboriginal Peaks (see *Part 3.3 Growing social and affordable housing and responding to homelessness* for further information).

3.1.4 Strategic priority 3: Aboriginal staff and clients feel safe when working or interacting with DCJ

To work in true partnership with Aboriginal people and communities, DCJ needs to strengthen cultural safety by promoting cultural values, eliminating racism and fostering a diverse and inclusive workforce that reflects the communities we serve.

2022–23 Achievements towards meeting this Strategic Priority

- We have continued to implement a broad range of initiatives and programs under the **Aboriginal Employment Strategy 2021–2025**. This strategy aims to increase the representation of Aboriginal people across all divisions, salary bands and work locations, improve career development opportunities and retention, and build a culturally capable and inclusive workforce (see *Part 3.7 Thriving and inclusive communities* for further information).
- We established the **DCJ Racism Taskforce**, and developed a *DCJ Anti Racism Strategy*, which outlines four focus areas and thirteen actions to eliminate racism within DCJ.
- In October 2022, AbSec was contracted to deliver the **Strong Families, Our Way: NSW Aboriginal Child and Family Self-Determination Project** to establish and support the operation of a strong and sustainable network of Aboriginal Community Controlled Mechanisms. These will work to ensure that local casework practices and care provided is culturally appropriate and meets the needs of Aboriginal children and their families (see *Part 3.6 Supporting children and families* for more information).
- **Safeguarding Decision-Making Panels** are being introduced in 2023 to provide greater oversight and consistency in decision-making for Aboriginal children and young people where it may no longer be safe for them to stay at home. This new process will be rolled out across NSW. It aims to ensure that all decisions are informed by diverse cultural perspectives and are made in consultation with Aboriginal practitioners and senior practice leaders.

3.1.5 Strategic priority 4: Aboriginal people have access to the same information as DCJ to help them make their own decisions, and understand ours

We need to be fully accountable for our performance in improving outcomes for Aboriginal people. This includes sharing data and information with Aboriginal communities and organisations in ways that support community-led decision-making and holding us to account.

2022–23 Achievements towards meeting this Strategic Priority

- DCJ is working on information sharing processes to enable Aboriginal-led oversight and monitoring of the Aboriginal child and family service system, including through Aboriginal Community Controlled Mechanisms (see *Part 3.6 Supporting children and families* for further information).
- The **Pathways of Care Longitudinal Study (POCLS)** established an Aboriginal Governance Working Group Panel to better engage Aboriginal community members and stakeholders as equal research partners. Ten grants of $30,000 each were also awarded for Aboriginal-led or partnered research to increase the evidence base on achieving better outcomes for Aboriginal children and young people in out-of-home care.
- We continued implementing the **Family is Culture** recommendations. This included progressing the Knowledge Review due for release in October 2023, the out-of-home care Aboriginal data gap analysis and the design of new performance measures that will be publicly reported (see *Part 3.6 Supporting children and families* for more information on Family is Culture Implementation).
- NSW Bureau of Crime Statistics and Research is working alongside the Aboriginal Legal Service in NSW and the ACT, and Youth Justice NSW to explore **Aboriginal and Torres Strait Islander Data Sovereignty and Governance** in the justice sector.

3.1.6 Strategic priority 5: DCJ builds on the strengths, aspirations and resilience of Aboriginal people, families and communities so they do not become involved in our systems

To succeed in our vision that all Aboriginal families are safe and strong, we need to connect families with the right support at the right time. Prevention and early intervention programs are key to supporting families, minimising contact with our services and preventing escalation through our systems. If people do come into contact with our systems, we will work with community to identify local solutions and provide pathways to divert and return people safely to their communities.

2022–23 Achievements towards meeting this Strategic Priority

There has been expansion and enhancement of Aboriginal Child and Family Centres increasing from nine to fifteen state-wide. These centres provide quality early childhood education, care and integrated health and family services to Aboriginal children, families and communities.

- In July 2022, $9.8 million over four years was allocated to expand **Justice Reinvestment** initiatives in NSW, as a part of the NSW Government's response to the Special Commission of Inquiry into the Drug 'Ice' (see *Part 3.4 Reduce adult reoffending* for further information).
- The expansion of court diversion program, **Magistrates Early Referral into Treatment (MERIT)**, was announced in September 2022. Drug and alcohol treatment is now available at 29 additional NSW Local Courts. Nine existing courts can accept new referrals for people needing alcohol treatment (see *Part 3.9 Policing* for further information).
- CSNSW is developing **Homestretch**, a throughcare program to provide holistic, individualised and consistent support for all offenders including Aboriginal offenders to reintegrate into the community. A pilot is being developed to support an identified cohort through their journey from custody to community by ensuring the appropriate criminogenic programs, education and vocational training are provided to prepare for release. Long-term support will be provided to offenders and their families including housing, employment, and wrap-around service support.

3.2 Accessing justice and legal services

We provide efficient and effective access to justice and legal services, which are critical to maintaining community confidence in the justice system. We resolve criminal and civil matters by funding legal services, the administration of courts and tribunals and targeted services for victims and vulnerable citizens.

3.2.1 Our 2022–23 Performance Indicators

Outcome indicator	Target	2022–23 Actual	Progress in 2022–23
Timely finalisation of domestic violence cases			
Percentage of domestic violence related criminal offences finalised in the Local Court within three months of the first court appearance	61 per cent by 2022–23	45 per cent (Jun 2023)	Performance against this indicator remains challenging. Domestic violence matters make up a significant proportion of defended hearings in the Local Court (more than 33 per cent) and these matters were more significantly affected by the interruption caused to the Court's operation during COVID-19. It is expected that performance against this indicator will improve in the long-term.
Time to finalise criminal matters			
Percentage of District Court criminal cases finalised within 12 months	75 per cent	74 per cent (Jun 2023)	Performance against this indicator is stable, with performance of 74.4 per cent against a target of 75.0 per cent.
Percentage of District Court criminal cases finalised within 24 months	95 per cent	94 per cent (Jun 2023)	This indicator is currently stable; however, performance may decline slightly over the next 12 months while the backlog of older, deferred jury trials are finalised.
Percentage of Local Court criminal cases finalised within six months	92 per cent	78 per cent (Jun 2023)	Performance against this indicator remains challenging, with performance of 78.3 per cent against a target of 92.0 per cent. Criminal case finalisations in the Local Court have been adversely affected by interruption to the Court's operations during COVID-19. The Local Court is making considerable effort to reduce the COVID-19 backlog and is considering appropriate measures in consultation with partner agencies and stakeholders. Historical growth in the number and complexity of criminal lodgements was already leading to increases in time to justice and Local Court capacity was fully utilised prior to COVID-19. Performance against this indicator is expected to be steady over the next 12 months.
Percentage of Local Court criminal cases finalised within 12 months	98 per cent	93 per cent (Jun 2023)	This target remains challenging in line with the commentary above. While the median time to justice is stabilising, it is unlikely that Local Court performance will improve against this target in the short to medium-term.

Outcome indicator	Target	2022–23 Actual	Progress in 2022–23
Time to finalise civil matters			
Percentage of NSW Civil and Administrative Tribunal (NCAT) cases finalised within six months	95 per cent	95 per cent (Jun 2023)	Performance is considered stable. However, the Guardianship Division's pending caseload has risen significantly in recent years, to over 2,000 pending matters. This continued growth may start to impact the time to finalisation.

3.2.2 Initiatives to support Aboriginal clients and communities

Youth Koori Court

The Youth Koori Court is part of the Children's Court and deals with Aboriginal and Torres Strait Islander young people aged 10 to 17 at the time of the offence who have pleaded guilty or been found guilty of a criminal offence.

The Youth Koori Court has been available to eligible Aboriginal young people in the Parramatta Children's Court since February 2015 and the Surry Hills Children's Court since February 2019.

In July 2022, the NSW Government announced an investment of $5.8 million over four years to expand the Youth Koori Court to Dubbo. This included additional funding for the Aboriginal Legal Service, Legal Aid NSW, and for the appointment of a dedicated Children's Court Magistrate to oversee all three Youth Koori Court sites. The Youth Koori Court became available at Dubbo from March 2023.

The Youth Koori Court process is designed to be more engaging and culturally relevant for young participants and aims to connect the young people to support services in their community. The Youth Koori Court differs from the standard court process in several ways:

- The Youth Koori Court follows a six-stage process that is characterised by a high level of collaboration between the Youth Koori Court magistrate and all stakeholders. It has a strong focus on ensuring that the young person is an active player in identifying and addressing their needs as well as the risk factors contributing to their offending behaviour.
- Accompanied by a lawyer, the young person sits at the bar table and talks about their offending. Other people at the bar table include Community Panel Members (who are Elders or Respected People from the local Aboriginal and Torres Strait Islander community), the magistrate, a police prosecutor and a range of others that may include family and supporters, a Caseworker Coordinator, a Youth Justice Officer and staff from relevant support services.
- An Action and Support plan is developed and implemented to address the young person's needs and underlying risk factors (i.e., homelessness, mental health, drug and alcohol issues, disengagement from education). This is supported by a caseworker and nominated Aboriginal and Torres Strait Islander Elders or Respected Persons.

Walama List

Walama List is a pilot sentencing procedure available for eligible Aboriginal and Torres Strait Islander persons with matters before the NSW District Court, aiming to reduce reoffending, increase community safety and reduce the overrepresentation of Aboriginal people in the justice system.

Elders and Respected persons provide advice, and cultural expertise to the Walama List Judge and offenders go through an intensive and lengthy therapeutic process to address their offending behaviour.

There are currently 50 participants in the program, with 14 participants having graduated from the program since its commencement in February 2022. A randomised controlled trial of the Walama List Pilot has started and will take a number of years to reach the required number of participants. A process evaluation is still in the scoping stages.

3.2.3 Supporting our programs

District Court

In recent years, the District Court has benefitted from investment in additional judges and legislative changes that have reduced demand and increased efficiency. Prior to the COVID-19 pandemic, this additional capacity was being used by the District Court to reduce the pending trial caseload.

Over time, it is expected that the District Court will be able to return to pre-COVID numbers of pending trials. In 2022–23 additional temporary resources were provided to increase the District Court's capacity to reduce the pending trial caseload, following the suspension of jury trials throughout the COVID-19 pandemic.

Good case management practices, innovation (including the use of technology) and the adoption of COVID-safe measures allowed the jurisdiction to meet demand throughout the year. This included government investment in court renovations, rapid antigen testing and equipment to allow trials to proceed during the pandemic.

The *District Court Amendment Bill 2022* was also proclaimed by the NSW Parliament in November 2022, resulting in an increase in the jurisdictional limits for civil and equity proceedings.

Local Court

The Local Court is recovering from the impacts of COVID-19 and is making considerable effort to reduce the pending caseload. In the 12 months to June 2023, there has been challenging performance around the proportion of Local Court defendants with matters finalised within six months of their first appearance (78.3 per cent) and Local Court finalisations within 12 months (92.6 per cent).

Victims Services

Victims Services provide access to counselling and financial assistance for victims of violent crime in NSW under the Victims Support Scheme. Victims Services promotes the Charter of Victims Rights and delivers related programs.

For further information about the Victims Support Scheme, refer to *Part 4.2.4 Report of the Commissioner of Victims Rights* of this volume.

NSW Civil and Administrative Tribunal

The NSW Civil and Administrative Tribunal (NCAT) deals with a range of matters, including:

- tenancy issues and home building works
- decisions on guardianship
- administrative review of government decisions
- professional discipline
- anti-discrimination matters.

NCAT is focused on being accessible and responsive to the needs of all its users and aims to resolve real issues in proceedings justly, quickly and with as little formality as possible.

During 2022–23, 95.4 per cent of NCAT cases were resolved within six months, exceeding the target of 95 per cent. However, NCAT has seen growth in the Guardianship Division, which has resulted in a significant increase in pending caseload with 2,000 matters currently pending.

Performance against this indicator has remained relatively stable despite the impact of the COVID-19 pandemic. This was achieved through NCAT moving to conducting most of its hearings remotely through videoconferencing and telephone. In 2022–23, NCAT continued to conduct almost all hearings by telephone or videoconference.

3.2.4 Our other achievements

Asset Management and major capital works

Infrastructure and Assets is responsible for the administration of major and minor construction projects, and the maintenance of owned and leased property portfolios.

In 2022–23, DCJ assisted in the delivery of the following capital work achievements:

- Albury courthouse upgrade
- Digital Courts reform program
- Dust diseases tribunal of NSW Digital expansion
- Sustaining critical infrastructure program.

In 2023–24, DCJ plans to start or continue work on:

- Drug Court expansion
- Expansion of the audio-visual link facilities
- Removal of prison cell ligature points
- Improving Local Court capacity
- Prison bed capacity program.

Please refer to *Part 6.3 Major works in progress* for a full list of major works in progress, including the cost of those works to date and the estimated dates of completion and details of any significant delays, cancellations, or cost overruns in major works.

Expansion of specialist courts to Dubbo

In addition to the expansion of the Youth Koori Court to Dubbo in March 2023, we have also expanded access to the specialist Drug Court to the Dubbo community.

Drug Court

The Drug Court program is a joint justice and health intervention aimed at reducing drug dependency and reducing offending. It is proven to be more effective at reducing crime. The intensive rehabilitation provided costs less than sending people to prison and assists participants with housing, income stability, education, employment, relationship, and parenting supports.

In June 2021, the NSW Government announced $27.9 million over four years to expand the Drug Court to Dubbo, as well as funding to support ongoing program delivery. This is in addition to an earlier $3.6 million funding to upgrade Dubbo Courthouse, including purpose-built facilities for the Drug Court. Further funding was announced in September 2022 to support Aboriginal program participants, including establishing a brokerage fund and a dedicated Aboriginal Casework Co-ordinator based in Dubbo.

DCJ worked collaboratively with NSW Health and local community stakeholders to deliver the expansion. Dubbo Drug Court commenced operations following a ceremonial opening sitting on 20 February 2023. The funding provided permits the Court to sit two days per week in Dubbo, creating an opportunity for up to 80 eligible persons to undertake the program at any one time. Program numbers are anticipated to increase progressively over the first 12 to 18 months of program delivery.

Domestic, Family and Sexual Violence court matters

Court Appointed Questioners

Amendments prohibiting self-represented defendants from directly questioning complainants in domestic violence proceedings, or related apprehended violence order proceedings, were made to the *Criminal Procedure Act 1986* commenced on 1 September 2021. Since these amendments, defendant's questions have been relayed in-person by a court appointed questioner (CAQ). Where in-person is not possible, the CAQ can appear remotely to the court room via audio visual link.

In December 2022, a dedicated DCJ CAQ team was established, consisting of five trained staff. The team is centrally based at Parramatta.

Since December 2022, the funded hybrid model utilises the dedicated CAQ team, along with Justices of the Peace (JPs).

Consent reforms

In November 2021, the NSW Parliament passed the *Crimes Legislation Amendment (Sexual Consent Reforms) Act 2021*, with reforms commencing on 1 June 2022. The reforms introduced a new subdivision in the *Crimes Act 1900* that governs consent. This also included a new subdivision in the *Criminal Procedure Act 1986*, that contains jury directions to address common misconceptions about consent and sexual offending. Responses to the consent law reforms have generally been positive and there is broad public support for the reforms.

The operation of the reforms is being monitored by DCJ prior to the report on training on the consent reforms by justice agencies (which must be tabled by 1 December 2024), and a statutory review on the operation of the reforms generally (which must commence between 1 June 2025 and 1 December 2025).

Further, the NSW Government awaits the findings of the BOCSAR intensive research project on the experiences of adult sexual assault victim/survivors in the criminal justice system, due to be released in late 2023.

Coercive control

In November 2022, the NSW Parliament passed the *Crimes Legislation Amendment (Coercive Control) Act 2022* (the Coercive Control Act). The Coercive Control Act introduced a new offence of coercive control in current and former intimate partner relationships, which applies when an adult engages in a 'course of conduct' of abusive behaviour that is intended to coerce or control the other person. The Coercive Control Act also provides a definition of 'domestic abuse' for the *Crimes (Domestic and Personal Violence) Act 2007*.

The Coercive Control Act also requires that an Implementation and Evaluation Taskforce be formed to advise the Attorney General on a range of issues. This includes training and education, precise commencement dates for the coercive control reforms, and consultation with stakeholders, particularly with sector-specific Reference Groups. This commenced in December 2022 and the Taskforce first met in the same month.

The Taskforce is required to provide a report to the Attorney General on its main purposes every six months until the offence of coercive control commences, and annually thereafter. The first report of the Taskforce was tabled in Parliament on 21 June 2023.

Fit for purpose technology to support our workforce

Information and Digital Services is responsible for the support, maintenance and refresh of enterprise wide technology to support our workforce. In 2022–23, improvements in technology for our staff has helped to increase productivity and enable our frontline workforce.

Improvements this financial year include:

- End User Computing upgrades to laptops and printers;
- improvements to network infrastructure to improve speed and introduce wireless connectivity; and
- expansion of Audio Visual Link facilities.

3.3 Growing social and affordable housing and responding to homelessness

We provide assistance to people who are unable to access or maintain appropriate housing, including homelessness services. Our work under this outcome supports the initiative of reducing homelessness.

Increased costs of living, difficult housing market conditions and rental affordability issues, as well as natural disasters across NSW, have increased demand for social and low-cost housing. We are acting on a number of fronts to address the housing and rental crisis. Our focus is on growing the supply of social and affordable housing across NSW and preventing and reducing experiences of homelessness.

We are continuing to work with the Federal Government and community housing providers to deliver NSW's share of the 50,000 social and affordable dwellings that are to be built over five years under the Housing Australia Future Fund and National Housing Accord. NSW has also been allocated $610 million from the Commonwealth Social Housing Accelerator Payment to rapidly fund additional social housing in the next two years, so more people have safe and secure housing.

In addition, we are creating Homes NSW, which will be responsible for homelessness, and social and affordable housing. From February 2024, Homes NSW will streamline the existing agencies and departmental groups, bring social housing construction, maintenance and tenant management under one roof and set ambitious targets for more new and refurbished social and affordable homes.

We have a range of programs and initiatives to prevent and reduce homelessness. These include, Housing First approaches, crisis and transitional accommodation, assertive outreach, sustaining at risk tenancies, risk screening and supports in schools, and building new social housing. We want to build on these approaches and look at new and innovative ways to address homelessness and rebuild the state's social housing system. We are developing strategic policies that will set a new way forward.

3.3.1 Our 2022–23 Performance Indicators

Outcome indicator	Target	2022–23 Actual	Progress in 2022–23
Reduce street homelessness across NSW by 50 per cent by 2025			
Number of homeless persons in NSW living in improvised dwellings, tents, or sleeping out	1,294 by Jun 2025	963 (Aug 2021: ABS Census)	The Australian Bureau of Statistics Census is the key metric for this outcome indicator. Given the COVID-19 public health measures in place at the time, the 2021 Census data is unlikely to be an accurate reflection of the extent or trend in street homelessness. Based on the February 2023 Street count, this target is at risk of not being met by 2025. The February 2023 annual street count result indicated an increase in street sleeping across NSW, with 1,623 people counted sleeping rough.

Outcome indicator	Target	2022–23 Actual	Progress in 2022–23
People are supported to move to housing independence so social housing is available for people who need it most			
Proportion of tenants successfully transitioning out of social housing annually	9.2 per cent by Jun 2023	9.0 per cent	We have not met the target of 9.2 per cent by 2022–23. After consecutive declines since the baseline year, the proportion of tenants successfully transitioning out of social housing continued to fall from 10.5 per cent in 2021–22 to 9.0 per cent in 2022–23. Increased costs of living, difficult housing market conditions, rental affordability issues and natural disasters across NSW have increased demand for social and low-cost housing and present challenges for tenants to successfully transition from social housing.
Proportion of social housing applicants each year who are diverted from social housing to the private rental market not returning for further assistance 12 months later	80 per cent by Jun 2023	81 per cent	We have remained above the target of 80 per cent by 2022–23. This indicator showed an improvement from 79 per cent in 2021–22 to 81 per cent in 2022–23, but still lower than 83 per cent in 2020–21. There is a shortage of private rental housing for low to middle income households in the private rental sector across NSW. Further, fiscal pressures due to COVID-19 and interest rate rises have contributed to an increase in the overall cost of living for many households. These factors make it difficult for social housing applicants to access housing in the private rental market. We are working on identifying how medium-term private rental assistance products, including Rent Choice and Start Safely, might be adapted to continue to be able to support social housing applicants in the current market.

3.3.2 Initiatives to support Aboriginal clients and communities

Supporting Aboriginal people experiencing homelessness

An Aboriginal-led model as part of the Together Home Program is being implemented on the Central Coast. Clients are benefiting from access to the culturally safe and appropriate, complimentary support programs offered by Yerin Eleanor Duncan Aboriginal Health Services. This includes medical, dental, child and family, and wellbeing services.

Increasing the number of ACCOs delivering homelessness services

Approximately $12 million over three years has been committed to increase the number of ACCOs funded by DCJ to support Aboriginal people experiencing or at risk of homelessness in NSW.

The project prioritises service delivery to Aboriginal people by Aboriginal organisations. Funding is being targeted to three locations — Southern NSW, New England, and Western Sydney.

In 2022–23, DCJ worked collaboratively with six ACCOs to establish four new Aboriginal homelessness services. The services will provide early intervention support, crisis accommodation, and support for tenancies at risk.

Housing and Homelessness Work Plan

In mid-2022 to January 2023, TAO developed a Housing and Homelessness Work Plan (the Work Plan) to drive and the monitor efforts within DCJ. The plan is specifically aimed at supporting Closing the Gap Target 9 and stands alongside initiatives in the *NSW Closing the Gap Implementation Plan 2022–2024*.

Consultation to develop the Work Plan included DCJ, Aboriginal Housing Office, Land and Housing Corporation leaders, operations and frontline Aboriginal staff, and Aboriginal and non-Aboriginal Peaks.

The Work Plan includes 16 change levers and 36 initiatives, with initial efforts being focused on 11 priority initiatives. Of these:

- two are new initiatives for TAO,
- two are the existing DCJ Target 9 initiatives (the Aboriginal Wellbeing Project and the Mobility Research Project), and
- the remaining seven reflect initiatives aligned with other existing projects.

3.3.3 Supporting people to move to housing independence

We support those who are able to move to housing independence so that social housing is available to those who need it most.

During 2022–23, we provided 16,243 households with general Private Rental Assistance, an increase of 2.5 per cent from 2021–22 (15,842 households). This included Rentstart Bond Loan, Advance Rent, Rental Arrears, Private Rental Brokerage Service, Tenancy Facilitation, Bond Extra (formerly known as Tenancy Guarantee) and Rent Choice products.

Family Assist

Family Assist provides financial assistance to families with an identified housing need to access safe and affordable private rental accommodation. This housing stability supports restoration or preservation for children in, or at risk of being in, out-of-home care.

In 2022–23, we continued to deliver the Family Assist pilot for vulnerable families seeking preservation or restoration in Sydney, South East Sydney and Western NSW.

The Family Assist program supported 66 families in 2022–23.

Youth Development Scholarships program

Our Youth Development Scholarships program assists young people living in social housing and out-of-home care who are enrolled in education or training. The scholarships offer $1,000 grants to help with school expenses and secondary support services.

In the 2023 academic year, a total of 1,453 students received scholarships. Of these, 401 students identified as Aboriginal; 939 are new high school students and 514 are returning students in high school or in tertiary education.

Since 2017, more than 6,152 students have received scholarships, including 4,078 new students and 2,074 returning students.

The program has been extended to 2024–25.

3.3.4 Supporting liveable communities

Our Community Greening program is delivered across the state to work and support social housing tenants to create new and maintain existing greening initiatives by using vacant land and beautify common spaces. This is a long-term and successful partnership with the Botanic Gardens Trust. The program improves the health, wellbeing and social connections of social housing tenants and achieves positive outcomes by tackling isolation, improving social cohesion and increasing food security.

The program has been extended to 2024–25. A focus over the next two years will be to continue to build and refine the program, including recruitment of an additional Aboriginal position to broaden the program reach to Aboriginal communities and working closer with the Community Housing sector on place-making strategies.

3.3.5 Increasing the supply of social housing

Community Housing Innovation Fund

The Community Housing Innovation Fund is delivering more social and affordable housing in collaboration with community housing providers across NSW. The fund is a co-contribution model. It combines a NSW Government grant with the additional resources that providers are able to bring to new social housing supply projects such as debt, equity or land. The combined funding available for current Community Housing Innovation Fund-related programs is $152.5 million. As of June 2023, about 140 new homes were delivered under Community Housing Innovation Fund programs across NSW.

The community housing sector is on track to deliver more than 700 properties by 2025–26, providing long-term housing to approximately 1,250 people.

Community Housing Leasing Program

The Community Housing Leasing Program (CHLP) provided funding of $87.5 million in 2022–23 to registered community housing providers to head-lease 5,940 properties. These properties are leased from the private rental market for social housing. There was a further $4.8 million funding for just under 270 transitional housing properties.

The CHLP program also leases over 1,300 properties for clients who were sleeping rough, homeless or at risk of homelessness. These are part of a number of supported homelessness programs, including Together Home, Supported Transition and Engagement Program, Premiers Youth Initiative, Domestic Violence Response Enhancement and Youth Accommodation and Support.

Together Home Program

Together Home, the largest ever housing response dedicated to people experiencing street homelessness in NSW, continues to deliver positive outcomes since it commenced in July 2020.

The program is providing registered community housing providers with funding to provide housing to support hundreds of people sleeping rough across NSW. Included in the $177.5 million funding package is $72.5 million for around 250 new dwellings to facilitate client exits into long-term social housing. As of 30 June 2023, the program has delivered nearly 80 new homes. The Community Housing sector is on track to deliver over 250 new homes across NSW by 2025–26.

The program is delivered by Community Housing Providers as an extension to the Community Housing Leasing Program, in partnership with non-government support services. Over 1,000 clients have been offered housing and wrap around support over two years from the date they enter the program and a commitment to long-term housing when exiting the program.

As at 30 June 2023, there were 726 active program participants in secure housing and 803 (inclusive of the 726) people linked to wrap-around support; and 561 clients exited the program.

The National Rental Affordability Scheme

The National Rental Affordability Scheme is an Australian Government affordable housing initiative, delivered in partnership with state and territory governments, with 21 incentives expected to be delivered by 31 December 2023. To 30 June 2023, we have delivered 6,524 incentives, including 1,531 Studio and boarding house rooms, 3,455 apartments, 1,076 townhouses and 462 houses in both regional and Sydney metropolitan areas.

The Scheme aims to increase the supply of affordable housing to very low, low and moderate income households. Rents are 20 per cent to 25 per cent lower than market rents for a period of up to 10 years. As at 30 June 2023, NSW delivered 6,524 affordable housing dwellings under the scheme.

Social and Affordable Housing Fund Program

In 2022–23, The Social and Affordable Housing Fund program worked with registered community housing providers to deliver access to well located and quality homes.

In addition to providing access to these dwellings, the program offers access to services tailored to the individual needs of residents to empower them to lead more independent lives.

The NSW Government has invested over $1 billion in the Social and Affordable Housing Fund program, which is administered by the Treasurer. Funds are invested in markets by NSW Treasury Corporation to generate returns. These are then applied to Social and Affordable Housing Fund contract payment obligations.

Progress of the program includes:

- As at 30 June 2023, 3,272 of 3,486 dwellings have been delivered across NSW. A further 179 are under construction.
- Across the program, 1,149 social and affordable homes have been delivered in regional areas and 2,123 in metropolitan locations.
- All dwellings are expected to be delivered by the end of 2024.
- As at 30 June 2023 (latest resident data), there are 4,357 residents in Social and Affordable Housing Fund program dwellings. Of these residents, 2,272 are older people (aged 55 and over or 45 years and over for people that identify as Aboriginal or Torres Strait Islanders). 1,561 residents are older women.

3.3.6 Improving responses to homelessness

We delivered a number of homelessness services, programs and initiatives aimed at breaking the cycles of homelessness by balancing prevention and early intervention with crisis responses. These are described in more detail below.

Sustaining Tenancies in Social Housing Program

The Sustaining Tenancies in Social Housing Program provides client-centred wraparound support and community outreach to people living in social housing to address a range of issues placing their tenancy at risk. In 2022–23, we engaged 1,013 people to support them sustain their social housing tenancy.

Reintegration Housing Support Program

Since inception in July 2021 to June 2023, the Reintegration Housing Support Program has helped 127 people leaving custody who are at risk of homelessness to secure long-term housing. An additional 41 people have been supported into other types of accommodation. The program builds on existing support programs including Set to Go and the Inmate Early Assessment Scheme.

Universal Screening and Supports

Universal Screening and Supports is a prevention and early intervention pilot, screening all students in participating schools and delivering wrap-around support to students and their families to reduce their risk of homelessness. In the 2022 school term, 196 students accepted support across the two trial sites (Albury and Mount Druitt).

Homeless Youth Assistance Program

In 2022–23, we continued the reconfiguration of the Homeless Youth Assistance Program. The program is the primary homelessness response for unaccompanied children aged 12 to 15 years, who are at risk of or experiencing homelessness.

The reconfiguration will run until 30 June 2024, with the new Homeless Youth Assistance Program model fully implemented by July 2024. Districts delivering the new model will include:

- Central Coast
- Far West
- Illawarra Shoalhaven
- Mid North Coast
- Murrumbidgee
- South Western Sydney
- Nepean Blue Mountains
- Southern NSW
- Western NSW
- Western Sydney.

The reconfiguration aims to ensure the program effectively meets the needs of unaccompanied children aged 12 to 15 years accessing services.

Link2Home

Link2Home, our homelessness telephone referral service, supported 21,638 households and individuals experiencing homelessness with referrals to Specialist Homelessness Services.

The Inmate Early Assessment Scheme

The Inmate Early Assessment Scheme is a collaboration between social housing providers and CSNSW for clients who are being released from a correctional facility imminently. This program was implemented with a focus on the policies of reducing street homelessness and reducing reoffending.

3.3.7 Reducing rough sleeping

During 2022–23, there were 26,149 unique households assisted with Temporary Accommodation. Over this same time period, our assertive outreach services housed over 340 people who were sleeping rough into long-term accommodation.

The 2023 NSW street count, the government's fourth annual street count, was completed between 2 and 27 February 2023. We partnered with over 300 local organisations to plan and complete street counts in more than 350 towns and suburbs in 76 Local Government Areas across NSW. Partners included Specialist Homelessness Services, local councils and community housing providers, as well as Aboriginal organisations, local community groups, NSW Police and NSW Health.

During these street counts, 1,623 people were counted sleeping rough.

Our assertive outreach services undertook over 3,000 assertive outreach patrols in 64 local government areas and had over 4,900 engagements with people sleeping rough. The teams assisted more than 340 people sleeping rough into long-term accommodation.

The Mental Health In-Reach pilot has been established to support people who are rough sleeping, or at risk of rough sleeping, transition from mental health units into long-term stable accommodation. In 2022–23, 110 people have been supported in the program, of whom 24 have been housed.

Specialist Homelessness Services

We fund Specialist Homelessness Services across NSW to form a vital part of the service system supporting people who are homeless or at risk of homelessness. The service assists people who are homeless or at risk of homelessness, with over 200 specialist homelessness services across NSW that will help more than 70,000 people each year.

The people that this service supports includes women experiencing domestic and family violence, rough sleepers, young people leaving care, people with mental health issues and people living in unsafe conditions.

Specialist Homelessness Services work in partnership with social housing providers and other service providers, such as those delivering drug and alcohol, domestic violence and mental health programs. These collaborations between services help people at risk of becoming homeless to stay housed and those already homeless to find and keep a home.

We have commissioned an evaluation of the Specialist Homelessness Services program. The aim of the evaluation is to examine longer-term client and system-level outcomes and the costs and benefits associated with the program with the final report being delivered late 2023.

Stakeholder engagement will focus on a range of ways to include experience from the Homelessness Peaks and Specialist Homelessness Services as well as those with a lived experience of homelessness.

Family and Community Services Insights, Analysis and Research (FACSIAR) will undertake the unit costing for the program, which is expected to be finalised in late 2023. FACSIAR commenced surveying the sector in January 2023 and collecting data across the sector. Both the unit costing and evaluation will inform the approach for the Specialist Homelessness Services program from July 2024.

3.4 Reducing adult reoffending

We work to support adults in custody, both in correctional centres and in the community. This gives them the chance of a better future by reducing the risk of reoffending.

3.4.1 Our 2022–23 Performance Indicators

Outcome indicator	Target	2022–23 Actual	Progress in 2022–23
Proportion of adult offenders released from custody who have a new proven personal, property or serious drug offence in the 12 months following release	25.5 per cent by June 2023	27.8 per cent (March 2023)	Performance against this indicator is considered challenging. There has been a 0.5 percentage point increase in the average reoffending rate compared with June 2022. Prior to this, there were reductions in the reoffending rate over each of the 10 previous reporting periods.
Proportion of adult offenders receiving a supervised community sentence who have a new proven personal, property or serious drug offence within 12 months of sentence	10.5 per cent by June 2023	14.3 per cent (March 2023)	Performance against this indicator is considered challenging. There has been a 0.4 percentage point increase in the average reoffending rate compared with June 2022. In 2021–22, CSNSW had 80.8 per cent successful completion of community supervision orders compared to a completion rate of 68.8 per cent in 2018–19. This is likely due to the introduction of sentencing reform legislation in September 2018.
Aboriginal and Torres Strait Islander adults are not overrepresented in the criminal justice system (Number of Aboriginal adults in custody)	3,659 by June 2031	3,633 (June 2023)	This measure supports the monitoring of our progress in implementing Closing the Gap Socioeconomic Outcome 10. Though the performance against this indicator at June 2023 exceeds the target, it is still considered challenging. The total prison population remains considerably lower than prior to the COVID-19 pandemic, however, the Aboriginal population now exceeds pre-COVID levels, up 4.3 per cent since June 2019. CSNSW operates correctional centres but does not have influence over arrest rates or imprisonment decisions. However, the growth in the Aboriginal prison population over the last five years has been driven by such factors including a sustained increase in cases brought against Aboriginal people by NSW Police, an increase in the volume of Aboriginal people being refused bail, and an increase in bail breaches being established at court, and growth in the remand population.

3.4.2 Initiatives to support Aboriginal clients and communities

We continue to build and promote our cultural strengthening programs for Aboriginal people in custody. This encompasses a range of activities designed to increase cultural exposure, knowledge and community engagement for Aboriginal people in custody. This includes art, music, dance and language programs. It also involves building positive relationships with Aboriginal community organisations and local Elders.

Support for Aboriginal men and women by CSNSW includes:

- **St Heliers Correctional Centre** at Muswellbrook, which has expanded the range of traineeships and education programs available to Aboriginal and Torres Strait Islander people in custody. Since the retirement of Brewarrina and Ivanhoe Correctional Centres, a range of additional Aboriginal cultural programs have been implemented at St Heliers. This includes the Gundi Pathway program which assists Aboriginal men with reintegration through offender participation in real-world construction work that has a community focus. Through the building of Aboriginal housing and other structures, participants gain skills and support Aboriginal communities.
- **The Balund-a** (Tabulam), which is a residential diversionary program for Aboriginal men. It provides criminogenic interventions, cultural connections, and employment seeking assistance.
- **Aboriginal Reporting Centre** in Redfern, which was opened by Community Corrections. The centre aims to enhance compliance with supervised orders for Aboriginal people by providing a culturally safe and more accessible space to report for interviews.
- The **Girrawaa Program (Bathurst Correctional Centre)**, which is designed to assist Aboriginal and Torres Strait Islander people in custody to develop artistic skills. Inmates learn how to create an artistic portfolio, sell artwork and build careers as successful artists upon release.
- **Dubay Gunyah**, which is a partnership with the Aboriginal Housing Office, Tharawal Aboriginal Corporation and Marrin Weejali Aboriginal Corporation. The program supports Aboriginal women exiting custody who are at risk of homelessness with medium-term housing. It includes mentoring, job seeking and wrap-around services to assist with transition into stable long-term accommodation.
- **Yarning Circles**, which are being built in correctional centres across NSW to provide a culturally safe space for Aboriginal people in custody and staff to use for cultural programs, education, and special events. The local Aboriginal community is involved in the planning process at each location. People in custody obtain valuable vocational training while constructing the circles. 18 Yarning Circles for the use of people in custody and community Elders have been completed across the state since the project commenced, and another 20 locations are currently in the implementation or construction stages.
- **CSNSW Aboriginal Community Mentors**, is an initiative that creates connections and relationships with local Aboriginal communities. It also provides opportunities for Aboriginal people in custody to be mentored by Elders. The program plays a key role in encouraging Aboriginal people in custody to participate in education and other programs offered by CSNSW.

Other Commonwealth pilot programs

In 2022–23, we finalised pilot programs funded under the Commonwealth Indigenous Advancement Strategy for three employment-related projects for Aboriginal women, including:

- The **Gundanha Program** providing employment and vocational training for Aboriginal women in the building and construction industry at Wellington Correctional Centre. Participants also take part in the Cultural Strengthening Program Yinarr Walaay.
- The **Aboriginal Mothers Work Readiness Pilot Program** providing Aboriginal mothers in custody with tailored support through programs, employment experience and skills development. This includes programs and services that assist in enhancing family ties, building and maintaining positive parenting relationships, and reintegration back into community.
- The **Aboriginal Women's Employment and Training Hub** pilot providing employment and vocational training for Aboriginal women based at the Emu Plains Correctional Centre. The program is currently facilitated at Dillwynia Correctional Centre until Emu Plains Correctional Centre reopens.

Improving performance in Community Corrections for Aboriginal people and communities

In November 2022, Community Corrections hosted a second Aboriginal staff conference to work towards the Closing the Gap targets and discuss strategies to improve cultural safety and cohesion in the workplace. Approximately 80 participants attended the three-day conference, which included the then Minister for Corrections and the Deputy Secretary of the Transforming Aboriginal Outcomes Division as guest speakers.

Community Corrections has commenced strategies in five locations across NSW to build evidence about better engaging Aboriginal people on supervised orders to help improve our response to the Closing the Gap Targets.

In identified Community Corrections locations, culturally safe interview rooms have been established and Aboriginal murals, local Acknowledgement to Country plaques and Aboriginal artwork are being displayed.

Circle Sentencing expansion

Circle Sentencing is an alternative sentencing court for adult First Nations peoples who plead guilty or are found guilty in the Local Court. The Circle Sentencing program allows for input from the victim and offender, and directly involves Aboriginal people in the sentencing process. The goal is to empower Aboriginal communities through their involvement.

The aims of Circle Sentencing are to:

- include members of Aboriginal communities in the sentencing process
- increase the confidence of Aboriginal communities in the sentencing process
- reduce barriers between Aboriginal communities and the courts
- provide more appropriate sentencing options for Aboriginal offenders
- provide effective support to victims of offences by Aboriginal offenders
- provide for the greater participation of Aboriginal offenders and their victims in the sentencing process
- increase the awareness of Aboriginal offenders of the consequences of their offences on their victims and the Aboriginal communities to which they belong
- reduce recidivism in Aboriginal communities.

In 2022–23, Circle Sentencing was available in 14 communities, including Armidale, Nambucca, Kempsey, Wellington, Lismore and Bourke. From January to December 2022, 68 matters proceeded to Circle Sentencing (doubling from 2021).

DCJ received funding in September 2022 to expand Circle Sentencing to eight new locations: Broken Hill, Wagga Wagga, Batemans Bay, Wollongong, Campbelltown, Penrith, Downing Centre, and Waverley. Circle sentencing was introduced in both Wagga Wagga and Broken Hill in December 2022 and Batemans Bay in July 2023. These expansions are an opportunity for the program to be rolled out in Greater Sydney Courts — increasing access to more Aboriginal participants.

CSNSW Cultural Safety Framework

In 2022, the Aboriginal Strategy and Policy Unit invited a range of Aboriginal and Torres Strait Islander staff members to form a working group to develop a Cultural Safety Framework for CSNSW. The framework will aim to create a safe, inclusive, respectful and culturally competent work environment for all staff.

CSNSW Aboriginal Strategy 2023–2027

CSNSW are in the process of drafting a new offender focused strategy which aims to reduce the overrepresentation of Aboriginal people in custody and address key aspects of recidivism. The strategy will have key focus areas that target the unique and complex needs of Aboriginal men and women.

Co-designing a place-based model of care

As part of efforts to meet Closing the Gap Target 10, new and different models of care for Aboriginal women and men in custody and at risk of entering custody need to be considered. Continuing discussions with Aboriginal people are part of a genuine partnership with Aboriginal people and ACCOs to co-design a model of care that works. The model to be developed will provide a culturally safe, client-centred, trauma informed, holistic service for Aboriginal men and women as a diversion pathway, and as a pathway to reduce reoffending.

3.4.3 Breaking the cycle of reoffending

While we continue to make progress towards our reoffending targets, this work remains a significant challenge due to a range of factors. These factors include the complex issues that inmates may experience, and the impact of critical measures and initiatives undertaken during the COVID-19 pandemic.

We measure our progress on the Reduce Reoffending outcome which measures the proportion of adult offenders released from custody who have a new proven personal, property or serious drug offence in the 12 months following release.

The most recent data from the BOCSAR shows that the annual average reoffending rate for adults released from custody in the 12 months ending March 2023, who also have a new proven personal, property or serious drug offence within 12 months of exit is 27.8 per cent. This proportion equates to 2,385 of the 8,591 persons released from custody during this 12-month period.

Achievements addressing reoffending during the 12 month period to 30 June 2023 include:

- delivering programs to support higher-risk offenders
- expanding the roll out of digital tablets to more offenders in an increased number of correctional centres
- addressing complex child support issues for women in custody through the Co-located Child Protection initiative
- delivering dedicated training to staff working in prisons as part of creating a positive rehabilitative environment and culture within correctional centres
- delivering services and programs to higher-risk people serving shorter sentences in new specialised treatment hubs
- supporting people exiting custody into post release employment, in partnership with Industry.

It is critical that higher-risk offenders, including those serving shorter sentences, receive appropriate support to reintegrate into the community. Higher-risk offenders also benefit from education, employment and program opportunities to give them the best chance to avoid reoffending.

During 2022–23, we delivered an average of 107.5 hours of treatment to higher-risk offenders exiting prison. Interventions included offender behaviour change programs targeting criminogenic need, reintegration services, parenting and wellbeing programs and education.

The average program hours delivered to higher-risk Aboriginal and Torres Strait Islander offenders was 93.6 hours in 2022–23.

Improving supports for people with complex needs

We support people with complex needs to reduce their risk of reoffending by providing better programs and continuity of care. Our focus is on women who are parents, and people exiting prison who have a serious mental illness.

During 2022–23, we continued working in partnership with NSW Health to provide integrated services for people with serious mental illness under the Coordinated and Continuous Model of Care. As of 30 June 2023, 41 participants left custody with detailed multi-agency service linkage plans, with 85.4 per cent released to supervision by Community Corrections.

We also continued to support women in custody with matters relating to their children through the Child Protection Co-Located Case Worker initiative. Since commencing on 1 June 2020, the initiative has received over 1,693 referrals.

Supporting rehabilitation

Building a supportive prison environment promotes rehabilitation, successful reintegration on release and works to reduce the risk of reoffending. During 2022–23, we continued to focus on constructive interactions between staff members and people in custody. This included Five Minute Intervention, an evidence-based approach that uses everyday interactions between staff and people in custody in a positive and motivating way to support rehabilitation. Over 4,900 prison staff have been trained in the program since May 2020 (an increase of 1,300 prison staff in the last 12 months).

Transforming prisoner rehabilitation through digital technology

In 2020–21, CSNSW commenced the rollout of digital tablets across two publicly operated correctional centres. In 2022–23, we received $40.3 million to expand digital technology across our correctional centres, with tablets being provided to more than 10,913 inmates in 25 state operated correctional facilities. A further 1,190 tablets are available at the privately operated Clarence Correctional Centre. CSNSW is planning to roll out digital technology to a further two correctional centres by June 2024.

The expansion of in-cell tablet technology has enabled inmates to access programs, educational material, approved websites, and to make phone calls to loved ones until 10pm. Approved websites include ABC News, Aboriginal Health Services, Alcohol Drug Information Service, Justice Health and Forensic Mental Health Network.

We are also making increased use of digital technology to assist offenders that CSNSW manages in the community. During 2022–23, we delivered 82 online behaviour change programs (or 11,944 hours) to participants in the community. These programs address a range of offending behaviours, including domestic and family violence, and serious and repeat drink driving.

An inmate Learning Management System is under development which will enable inmates access to manage their own learning, education and support services journey. Access to additional learning opportunities will further support pathways to training, education and addressing offending behaviour.

The Remote Service Delivery Team

The Remote Service Delivery Team was established by Community Corrections in January 2021. The team provides remote supervision of suitable offenders to assist Community Corrections offices with resource pressures.

In 2022–23, the Remote Service Delivery Team assisted 32 Community Corrections locations. It also expanded its service delivery to include support to Community Corrections administrative teams and parole units.

Women's Diversion Pathway Program

The Women's Diversion Pathway Program uses provisions under the *Crimes (Administration of Sentences) Act 1999* to divert eligible women with dependent children and women who are pregnant, from the custodial environment. Strict eligibility and suitability requirements must be met for participants to enter the program. The program is delivered by CSNSW in partnership with the Community Restorative Centre.

Under the program, eligible mothers in prison are provided an opportunity to serve the remainder of their custodial sentence in the community on external leave. This enables mothers to reintegrate and reunite with children and their families sooner as well as accessing a range of community-based services.

Since August 2021, 12 mothers have engaged in the pilot program. As a result of the program, nine children remained in their mother's care while another 28 re established a connection with their mothers earlier than anticipated.

3.5 Supporting young offenders

Our work to support young people in custody is centred around supervising young offenders on community sentences and promoting young offenders' successful reintegration while on parole, including community-based interventions.

3.5.1 Our 2022–23 Performance Indicators

Outcome indicator	Target	2022–23 Actual	Progress in 2022–23
Number of young people each year who reoffend within 12 months of participation in a Youth Justice Conference or completion of a custodial order or sentence to a supervision order	930 by June 2023	788 (March 2023)	Performance against this indicator is currently exceeding the target. However, fluctuations are expected across future reporting periods. This is likely a result of fewer charges being issued while COVID-19 public health restrictions were in place. With the decreased impact of COVID-19, fluctuations in the reoffending rate are expected for upcoming reporting periods. Custodial reforms initiated at the end of 2020 are providing a greater focus on therapeutic service delivery models especially for those in medium and high-risk cohorts. This will deliver further improvements to the reoffending rate across the medium and long-term.
Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system (Number of Aboriginal young people in detention)	93 by June 2031	103 (June 2023)	Performance against this indicator is on track to meet the target. While overall the trend for youth detention has been decreasing, the decline has been considerably greater for non-Aboriginal young people compared to Aboriginal young people. Increases in the detention population have been driven by similar factors as those affecting adults. This includes increases in the volume proceeded against by police, increases in bail refusals, and increases in bail breaches and revocations. As at June 2023, 58.9 per cent of the youth detention population is Aboriginal. This is the highest proportion on record. Almost four in five Aboriginal young people in detention are on remand. The main offences contributing to this population are car theft, break and enter, and robbery.

3.5.2 Initiatives to support Aboriginal clients and communities

Youth on Track

Youth on Track is Youth Justice's key early intervention program for young people aged 10 to 17 years. Youth on Track identifies and works with young people at risk of long-term involvement in the criminal justice system. It provides case management and evidence-based behaviour and family interventions to target the underlying factors that contribute to offending.

The program operates in seven locations throughout NSW, including Blacktown, Riverina, Central West, Hunter and Mid North Coast areas, New England and in the Coffs Harbour and Clarence area.

During 2022–23, Youth on Track was delivered to 330 young people in total. The number of young people includes 118 (36 per cent) females and 203 (62 per cent) Aboriginal participants. This is an increase from 2021–22 where there were 84 young women (increase of 4 per cent) and 167 Aboriginal participants.

There have also been improvements in reducing participants' risk of offending. In 2021–22, participants that had been in the Youth on Track program for six months reduced their offending risk by 79 per cent. Aboriginal participants reduced their offending risk by 75 per cent. In 2022–23, this offending risk has remained stable at 74 per cent (74 per cent of Aboriginal participants).

The Youth on Track program is a core component of our strategy to achieving Closing the Gap measures — specifically Target 11. Around 60 per cent of the Youth on Track target group identify as Aboriginal and/or Torres Strait Islander.

The NSW Government announced $10.2 million in funding in March 2023 to continue the program through to 30 June 2025.

3.5.3 Supporting young offenders

Youth Justice NSW helps young people aged between 10 and 18 that have come into contact, or are at risk of coming into contact, with the criminal justice system. Youth Justice administers court imposed custodial and community supervised orders, as well as intervention programs to help prevent young people from offending.

We supervise and care for young offenders in the community and Youth Justice Centres. We also provide Youth Justice Conferences for young offenders referred to us by police or the courts.

Youth Justice services aim to help young people develop the knowledge, skills and behaviours to manage their lives effectively and reach their potential without further offending.

Youth Justice operates 34 community offices around NSW which provide supervision to young people on court mandated orders and coordination of community-based options, such as Youth Justice Conferencing.

Six Youth Justice Centres operate across regional and metropolitan NSW. Staff work proactively with young people to build rapport and positive relationships as the primary means of creating a safe environment.

In both community and custodial settings, evidence-based assessments and interventions are used to identify and address issues influencing offending behaviour and respond to the unique and specific needs of each young person.

Youth Justice Throughcare Model

The last few decades have seen considerable change in how Youth Justice services are delivered both in the community and in custody. There has been an increasing focus on rehabilitative and restorative outcomes, and therapeutic and trauma-informed environments.

At the heart of this change is a commitment to reducing youth crime and re-offending by embedding the principle of prevention and early intervention into decision-making and service delivery.

Youth Justice has implemented a range of reforms in custody and community and established a suite of programs targeting remand reduction, youth diversion and individualised support. This work aims to deliver better outcomes for young people across all stages of the criminal justice continuum. During 2022–23, we continued to intervene and support young offenders through a range of programs, including those detailed below.

Youth Justice Conferencing

Police and courts refer young people for Youth Justice Conferences when they have committed eligible offences that are too serious for warnings or cautions. Young people are also referred when they have exceeded the maximum number of cautions available to them.

Conferences bring young offenders, their families and supporters face-to-face with victims and police to discuss the crime and how people have been affected. Other experts and respected members of the community may also be invited to participate. Together, they agree on a suitable outcome. This can include an apology, reasonable reparation to victims, and steps to reconnect the young person with their community to help them desist from further offending.

In April 2023, Youth Justice marked 25 years of providing Youth Justice conferencing in NSW — marking a quarter of a century of this remarkable alternative sentencing option.

Reforms to the Youth Justice Conferencing policy and procedures have contributed to a sustained increase in outcome plan completion rates to 91 per cent in 2022–23 (93 per cent in 2021–22).

In 2022–23, 1,309 referrals were made to Youth Justice Conferencing, an improvement from the 1,333 referrals in 2021–22. There has also been an improvement in the number of outcome plans agreed to and completed — 843 outcome plans were agreed and 91 per cent completed in 2022–23 (850 outcome plans agreed and 93 per cent completed in 2021–22).

These statistics also align with our Outcome indicator measure — *Number of young people each year who reoffend within 12 months of participation in a Youth Justice Conference or completion of a custodial order or after being sentenced to a supervision order.* The strong indicator performance has exceeded the target ahead of the target milestone. This will deliver further improvements to the reoffending rate across the medium and long-term.

A Place to Go

In 2022–23, Youth Justice continued to support the A Place to Go program in Penrith for young people coming into contact with the criminal justice system. The program aims to improve supports and deliver better outcomes for young people to decrease the likelihood of reoffending. Referrals to A Place to Go more than doubled in 2022–23, demonstrating the demand and need for the program.

A Place to Go uses a young person's contact with police and/or the court as an opportunity to intervene early by linking them with appropriate supports and services. Young people provide informed consent to receive services and have their data collected for monitoring and evaluation purposes. This includes community supports and services, court liaison staff, cross-agency panels and dedicated short-term transitional accommodation.

The short-term transitional accommodation provides therapeutic and trauma-informed accommodation for young people who are unable to return home. It also provides after care support for up to 12 weeks to support young people to maintain their longer-term accommodation.

During the year, A Place to Go achieved:

- A total of 54 young people supported with intensive casework support. This means that 118 young people have been supported by the program since its commencement in November 2018.
- A further 522 young people on 624 occasions were supported by the Court Liaison Officer at the Parramatta Children's Court.

Bail and Accommodation Support Service

In July 2022, the Bail Assistance Line became the Bail and Accommodation Support Service (BASS).

The program continues to prioritise support for young people in police custody outside of normal business operating hours who cannot meet their bail conditions. Since July 2022, the BASS has created two new day worker roles — Service Coordinators — who assist with a broad range of services. This includes assisting young people in custody who have been granted bail by a Magistrate but cannot meet bail conditions that require suitable accommodation to be obtained (Section 28 Bail).

The two Service Coordinators also provide a range of services to Youth Justice through the 'Helping with Homelessness' portal, a resource for all Youth Justice staff to access to gain further information and real-time access to accommodation vacancies across the state. Service Coordinators are available to Youth Justice staff to advise on accommodation placements, respond to queries around bail conditions and oversee bail accommodation placements made in the community.

In early 2023, BASS undertook a tender process to bring new accommodation providers on board. Contracts with the new provider commenced in July 2023. This will enable new providers in areas not previously serviced to offer alternatives for young people, particularly those who reside in regional locations.

The BASS works to improve pathways into the broader Youth Specialist Homelessness Service system. It also strengthens Youth Justice engagement with NSW Police across the state and enables collaboration with our internal partners and external partners to reduce the number of young people subject to incidences of avoidable remand.

Both daytime Service Coordinators and after-hours staff (4pm-3am, 365 days a year) can offer support in locating a parent/guardian and/or locating and transporting the young person from the police station to suitable accommodation. It aims to help young people meet the conditions of their bail and to enable them to await their court date within the community, rather than a detention centre.

BASS works closely with stakeholders within the child protection and housing systems to identify suitable accommodation for young people.

In 2022–23, BASS diverted 110 homeless young people from a period of avoidable remand in Youth Justice custody (77 homeless young people in 2021–22).

In 2022–23, the program also offered NSW Police with alternatives to custody for 1,317 young people (1,086 in 2021–22). This includes 742 Aboriginal young people that BASS had attempted to divert from custody (640 Aboriginal young people in 2021–22).

On 41 occasions in 2022–23 under its Closing the Gap strategy, BASS was successful in diverting Aboriginal young people from custody.

Youth Justice continues to work with NSW Police to collaborate on opportunities to become involved earlier in the bail determination process and reduce the over-representation of Aboriginal young people in the justice system.

Reducing children on remand

Youth detention is closely associated with incarceration in adult life. Avoiding short-term remand can provide young people with a chance for a more positive future.

Youth Justice facilitates a multi-agency approach to improve support for young people at their initial contact with police, identify opportunities for diversion, and align police and court bail decision-making processes. It also links young people and their families to services and supports while on bail.

In the 12 months to June 2023, 64.5 per cent of those refused bail by police were later granted bail by the Court as they were not deemed as an unacceptable risk to the community (61.2 per cent in the 12 months to June 2022). In an average month in the three years to June 2023, 165 young people were detained for 24 hours or less (on average 84 non-Aboriginal and 77 Aboriginal young people).

From 2019–20 to 2022–23, the average length of stay on remand decreased from 16.6 days to 15.8 days (15.6 days in 2021–22). The median length of stay has remained stable at one day.

3.6 Supporting children and families

We support the safety and wellbeing of vulnerable children, young people and families. This work supports the initiatives to protect our most vulnerable children, increase permanency for children in out-of-home care, and to reduce domestic and family violence reoffending.

3.6.1 Our 2022–23 Performance Indicators

Outcome indicator	Target	2022–23 Actual	Progress in 2022–23
Number of people charged with a domestic violence assault who had an earlier domestic violence assault charge in the last 12 months	1,360 by 2023	2,115 (June 2023)	Performance for this indicator remains challenging due to an increase in the legal action rate for domestic and family violence assault which has led to an increase in the number of reported reoffenders. The target by December 2023 is to have 1,360 reoffenders representing a 25 per cent reduction on the 2015 baseline figure of 1,814. As at June 2023, there is a gap of 755 to the target. It is unlikely that the target of 1,360 reoffenders will be met.
Proportion of children and young people re-reported at risk of significant harm within 12 months of a closure of plan	32.3 per cent by 2023	32.8 per cent	While the target of 32.3 per cent has not been met, the re-report rate has improved over the last two years. The re-report rate has fallen steadily from 41.9 per cent in June 2021 to 32.8 per cent in June 2023. A number of strategies have been implemented in an attempt to mitigate the trend of rising ROSH reports in general and for the target cohort in particular.
Number of entries to out-of-home care	2,265	2,175	Performance against this indicator remains stable with the number of children entering out-of-home care consistently below the target of 2,265 entries. In 2022–23, the number of children entering out-of-home care increased by 6.4 per cent to 2,175 compared to the 2,045 children who entered in 2021–22. Prior to this, the number of children entering out-of-home care had declined from 2,406 in 2020–21. The NSW Government maintains significant investment in improving outcomes for children and families through early intervention to address vulnerability and reduce the risks of abuse and neglect in families before statutory intervention is needed. Once children and young people have come to the attention of statutory intervention, DCJ case workers and our non-government partners work intensively with families to help them make the changes needed to keep children safely at home.
Number of children and young people exiting out-of-home care to restoration, post exit restoration, guardianship or adoption	5,250 over 4 years	4,172 (July 2019 – June 2023)	Performance against this indicator remains challenging, with 4,172 children and young people reported as exiting out-of-home care to restoration, post exit restoration, guardianship or open adoption between July 2019 to June 2023. Despite an extensive program of work, the target of 5,250 exits to restoration, post exit restoration, guardianship or open adoption over four years to June 2023 has not been met. The Department of Communities and Justice is finalising a whole-of-agency Restoration Strategy to improve restoration of children from out-of-home care safely back to family.

Outcome indicator	Target	2022–23 Actual	Progress in 2022–23
Targeted Earlier Intervention (TEI)			
The proportion of individual TEI clients in the safety and wellbeing stream with positive net shifts in outcome	74 per cent by June 2023	74 per cent (June 2022)	Out of 16,530 individual clients who were fully assessed in the Safety and Wellbeing stream in 2021–22, 12,188 or 74 per cent had positive shifts in outcome. This reflects positive impacts on the TEI program on client outcomes. All service types delivered in the program in 2021–22 indicate an overall positive net shift in outcomes.
The proportion of individual TEI services provided where the client was satisfied with the TEI service	70 per cent by June 2023	70 per cent (June 2022)	Out of 37,779 satisfaction survey responses completed by TEI individual clients in 2021–22, 26,291 or 70 per cent conveyed that they were satisfied with the service provided. The client satisfaction score in the Targeted Earlier Intervention program relates to a client's perceptions of the responsiveness and value of the service received.
Aboriginal Outcomes			
Aboriginal and Torres Strait Islander children are not overrepresented in the child protection system (Aboriginal children aged 0–17 years in out-of-home care)	4,200 by June 2031	6,563	Entries into and exits from out-of-home care of Aboriginal children increased by around 10 per cent from 2018–19 to 2022–23 (1,027 entries and 1,055 exits in 2022–23). Over 70 per cent of exits are due to Aboriginal children and young people ageing out of care, moving, incarceration, or placement disruption. Exits to permanency through restoration, post exit restoration, guardianship or open adoption account for approximately 28 per cent of all exits for Aboriginal children. Of these, 39 per cent are exits into guardianship and around 56 per cent are children and young people restored to family. There is only a very small number of Aboriginal children exiting to open adoption[1]. Approximately 69 per cent of the Aboriginal children who exited to permanency in 2022–23 were placed with relative and Aboriginal kinship carers. The number of restorations of Aboriginal children and young people decreased by 18.8 per cent from 2018–19 to 2022–23 (from 202 to 164) and accounted for 16 per cent of all exits.
Aboriginal and Torres Strait Islander families and households are safe (Aboriginal women and children: number of domestic violence related assault victims reported to NSW police)	1,457 by June 2031	4,956 (March 2023)	This target remains challenging as the number of Aboriginal women and children recorded as victims of domestic assault continues to increase each year. It is unclear whether this recent increase reflects increased prevalence in the community or more reporting of these incidents. In January 2022, NSW Police made it mandatory for officers to ask victims and offenders a question about their Aboriginal identification. This significantly improved the quality of Aboriginal identification in police data. The proportion of people with an 'unknown' Aboriginality has fallen to below 5 per cent (from approximately 20 per cent), and there has been a corresponding jump in people recorded as 'Aboriginal'. Without context, this can appear to be a rapid increase in Aboriginal victimisation and offending. This also means that 2022 and future data is not comparable with data from years 2021 and earlier.

1 The Permanent Placement Principles set out the preferred order of placement for children who come into out-of-home care (OOHC): family preservation or restoration to parents, guardianship, open adoption and parental responsibility to the Minister. For Aboriginal children, open adoption is the least preferred option after all other options have been considered, including long-term parental responsibility to the Minister. Additional requirements must also be met under the *Adoption Act 2000* before an adoption order for an Aboriginal child can be made.

3.6.2 Supporting Aboriginal children and families

Reducing the overrepresentation of Aboriginal children and families in the child protection system is one of our core priorities. We work with the Aboriginal community-controlled sector, peak organisations and Aboriginal communities to identify gaps, and develop and implement programs and initiatives to improve outcomes for Aboriginal families. This work helps address the Closing the Gap target to reduce the rate of over representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent by 2031.

We continued increasing the number of Aboriginal service providers and sought to reduce the overrepresentation of Aboriginal children in out-of-home care by finding more permanent homes for those children in or at risk of entering out-of-home care.

To support Aboriginal children and families, we have been delivering against the following plans, programs and initiatives in 2022–23:

- **NSW Aboriginal Family and Sexual Violence Plan**

  We continue to work on a dedicated NSW Aboriginal Family and Sexual Violence Plan to support NSW's commitments under the *National Plan to End Violence Against Women and their Children 2022–2032*. The work program is being built around key action areas of self-determination, early intervention and prevention, and recovery and healing.

- **Implementation of Family is Culture**

  During 2022–23, we continued progressing the implementation of the Family is Culture recommendations. We have worked together with AbSec and ALS NSW/ACT and other stakeholders to fast-track some of the key recommendations that required legislative change. The *Family is Culture Bill* was drafted and introduced into the NSW Parliament in mid-October and became law on 25 November 2022.

  Implementation of the recommendations has been slower than anticipated, and there is community dissatisfaction with progress.

  Over the past year, we have implemented process improvements to support oversight and drive delivery, including more robust internal planning, reporting and governance systems. We have also worked, and continue to work, to strengthen our partnerships with Aboriginal peaks and stakeholders. Increasing our accountability to Aboriginal communities through transparent public reporting on our progress has been a key focus. Our first public report since 2021 is due to be released in late 2023.

- **Expansion of the Aboriginal Child and Family Centre (ACFC) program**

  Expansion of the ACFC program is a Brighter Beginnings Initiative and received additional capital and operating funding from Treasury. The existing ACFCs provide quality early childhood education, care and integrated health and family services to Aboriginal children, families and communities through a community hub model. ACFCs were also granted five-year contract extensions.

  A Capital Works Business Case was developed in 2022–23 to proceed with construction of six new centres between 2024 and 2027.

- **Culturally safe services and supports for Aboriginal women and children in Core and Cluster refuges**

  The Core and Cluster program aims to improve access to culturally safe services and supports for Aboriginal women and children. Specific funding will be provided for ACCOs through a targeted procurement approach.

  From the first two tranches of procurement in 2022, five refuge projects will be delivered by ACCOs. These new Aboriginal-led services will deliver accommodation and wrap-around supports that better meet the needs of Aboriginal women and children.

- **Aboriginal-led Commissioning**

  Aboriginal-led Commissioning is an innovative four-year initiative under Closing the Gap that recognises and supports the need to embed self-determination in Aboriginal service delivery to address outcomes for Aboriginal people.

  Following a two-stage tender process, AbSec was awarded the contract to be the lead ACCO for the initiative. AbSec will firstly develop a model for Aboriginal-led commissioning, partner with communities and government to identify two trial sites, and co-design services in the Aboriginal child and family area. AbSec will then trial the model by commissioning an ACCO to deliver the services in the trial sites. The services and the commissioning model will be designed so that it can be extended into other service sectors beyond the trial. This includes a more expansive approach to which services related to children and families are able to be commissioned as well as building out a model for Aboriginal-led commissioning.

- **Building the Aboriginal Community-Controlled Sector**

  The growth of service delivery by the Aboriginal community-controlled sector progresses priority reforms under Closing the Gap. It is considered a key pathway to supporting greater Aboriginal self-determination and economic development.

  This growth in ACCOs reflects targeted strategies across several programs to increase service offerings delivered by ACCOs, including specialist homelessness services, early intervention, permanency support, as well as initiatives arising from the Closing the Gap.

- **Aboriginal Out-of-Home Care (OOHC) transition project**

  As part of the Aboriginal out-of-home care transition, we refocussed on transferring case management of Aboriginal children and young people who cannot live at home with their families to ACCOs. Transferring case management for Aboriginal children and young people in out-of-home care to ACCO's will provide culturally safe care and support.

  DCJ implemented a number of strategies to increase the transfers, including new reporting and monitoring mechanisms, growth plans for the ACCOs and transition plans for the non-Aboriginal out-of-home care providers.

- **Aboriginal Case Management Policy (ACMP) implementation**

  The ACMP recognises the rights of Aboriginal families and Aboriginal communities in caring for their children, and the Aboriginal Case Management Rules and Practice Guidance set out how to involve Aboriginal children and families in decision-making, assessment, and case planning. In the past year DCJ focussed on full implementation of the ACMP in the Hunter Central Coast District. Full implementation of the state-wide rollout will continue to progress in stages. DCJ continues to work closely with Aboriginal peaks and key stakeholders to further define the core elements and principles in practice and develop a state-wide implementation plan.

  Information sessions have been held in every District for staff to prepare early intervention service providers to apply ACMP core principles in their service delivery. DCJ has begun engaging funded services to further consult on the approach to embed ACMP into practice. The ACMP Rules and Guidance resources have been published on the DCJ casework practice intranet site and are being updated to reflect the latest learnings and provide practical advice on applying the ACMP and its key enablers. New contracts for permanency support providers, which commenced 1 October 2022, provide strengthened expectations for working with Aboriginal children. This includes requirements to develop policies and processes in line with the ACMP and a focus on culturally sensitive and family led casework. ACMP training e-modules are available free online to all funded service providers.

  A key enabler of the ACMP is the establishment of a strong and sustainable network of Aboriginal Community Controlled mechanisms which will work to ensure that local casework practices are culturally appropriate and meets the needs of Aboriginal children and their families. AbSec has been funded to establish and support the operation of Aboriginal Community Controlled mechanisms or their equivalent across each of the 15 DCJ Districts through the *Strong Families, Our Way: NSW Aboriginal Child and Family Self-Determination Project*. AbSec and DCJ have agreed to fast-track the establishment of the Shoalhaven ACCM and use this as an operating model for other ACCMs in NSW.

  Other elements of the ACMP are being progressed through the introduction of active efforts into the Care Act and work to embed Aboriginal Family Led Decision-Making.

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3.6.3 Keeping people safe from domestic, family and sexual violence

In addition to the initiatives and programs included in the 2021–22 Annual Report, we have continued to deliver against our commitment to keep people safe from domestic, family and sexual violence. Some of our key programs are discussed below.

NSW Domestic and Family Violence Plan 2022–2027 and NSW Sexual Violence Plan 2022–2027

The NSW Government released the *NSW Domestic and Family Violence Plan 2022–2027* and the *NSW Sexual Violence Plan 2022–2027* (the Plans) in December 2022. The Plans set out the NSW Government's strategic direction and action to prevent and respond to domestic, family and sexual violence across NSW. The shared vision of both the Plans is that 'all people and communities in NSW are free from domestic, family and sexual violence', with achievement against five pillars: primary prevention, early intervention, response, recovery and healing, and system enablers.

The Plans build on achievements, gaps and opportunities for strengthening prevention and response to domestic, family and sexual violence in NSW. They emphasise primary prevention and actions addressing drivers and risk factors for violence at individual, relationship, community and societal levels.

The Plans have been developed to align with the National Plan to End Violence against Women and Children 2022–2032, released by the Commonwealth Government in October 2022. The National Plan sets out the national policy agenda to end violence against women in one generation.

Appointment of the NSW Women's Safety Commissioner

The inaugural NSW Women's Safety Commissioner, Dr. Hannah Tonkin, commenced on 6 February 2023. The Commissioner's role will provide expert advice to government, strengthen cross-government collaboration and advocate for continuing to improve women's safety in NSW.

Expansion of Safer Pathway

Safer Pathway is NSW's flagship program to support victim-survivors of domestic and family violence. It is a state-wide, multi-agency program that aims to provide a consistent, coordinated and collaborative cross-agency response to help secure the safety of victim-survivors and support their recovery. Each year, there are approximately 150,000 referrals into the program.

The 2022–23 NSW Budget included an investment of $43.6 million over four years to expand and enhance Safer Pathway. This included funding to deliver case management services to victim-survivors with complex needs, expand referral pathways, and improve the IT systems supporting Safer Pathway.

Staying Home Leaving Violence

We continued to expand the Staying Home Leaving Violence program following an investment of $32 million over four years in the 2021–22 NSW Budget.

Staying Home Leaving Violence provides trauma-informed, intensive case management to address the barriers that prevent a victim-survivor from leaving a violent relationship. This includes the threat of homelessness, financial insecurity, and personal and family safety.

Over the last year, the program has successfully expanded from 33 to 84 locations across NSW, including three locations that are piloting a hybrid outreach model of Staying Home Leaving Violence service delivery for clients in regional and remote areas.

The program provides needs-based supports that include safety planning, home security upgrades and safety risk assessments and can assist with managing finances, navigating legal processes, employment support and longer-term safety and housing stability. Staying Home Leaving Violence now operates across 91 LGAs in NSW, with 70 per cent of providers located regionally. In 2022–23, more than 6,400 women and children were supported to stay safe.

NSW Sexual Violence Project Fund

The NSW Government, with funding from the Commonwealth Government, committed $10.5 million of grant funding to support projects of up to two years duration focused on sexual violence early intervention or response strategies for high priority groups. Details of projects that were funded through these grants in 2022–23 are available on the DCJ website. Funded projects will run from 1 July 2023 to 30 June 2025.

The objectives of the NSW Sexual Violence Project Fund are to:

- improve the capacity of the system to intervene early and respond appropriately to high priority groups
- increase delivery of early intervention and response projects to communities across NSW, to high priority groups
- improve outcomes and effectiveness of service delivery
- improve integration through stronger coordination, collaboration and information sharing.

Domestic Violence Electronic Monitoring (DVEM)

The DVEM program is used for higher-risk domestic violence offenders who are released on parole or subject to intensive correction orders and who are listed as the defendant in an active no-contact Apprehended Domestic Violence Order. Offenders are monitored in relation to metered geographical, suburb or Local Government Area exclusion conditions.

The DVEM program was evaluated in May 2023 by the BOCSAR. DVEM participants were found to be 7.1 percentage points less likely to reoffend with any offence, 10.5 percentage points less likely to reoffend with a proven domestic violence-flagged offence and 8.7 percentage points less likely to reoffend with an Apprehended Domestic Violence Order breach offences within 12 free months following release to their index parole episode.

Explore, Question, Understand, Investigate, Practice, Succeed (EQUIPS) Program

The EQUIPS is a suite of behaviour change programs delivered by CSNSW. It comprises five programs: Foundation, Domestic and Family Violence, Aggression, Addiction, and Maintenance. Domestic and family violence offenders may be eligible to participate in all EQUIPS programs. The EQUIPS domestic and family violence program is facilitated in custody and the community. Participants make plans that assist with developing healthy relationships and learn strategies for recognising and managing abusive and violent behaviours. During 2022–23, 260 inmates in custody and 522 offenders in the community completed the EQUIPS domestic and family violence program.

Housing for women and children escaping domestic and family violence

Construction of new Core and Cluster refuges commenced in 2022 that support women and children escaping domestic and family violence. The construction will continue over four years to 2025–26.

Accommodation and supports delivered through the Core and Cluster program will substantially increase the existing network of NSW Government funded women's refuges throughout the state. It is estimated that new refuges will support up to an additional 2,900 women and children each year. The new Core and Cluster refuges are to be located in areas of known high, unmet demand, with a focus on regional and rural areas.

The Accompanied Children's Support Service commenced in 2022–23. This 3.5 year pilot program provides specialist supports for up to 3,200 accompanied children and young people in homelessness services who have or are experiencing domestic and family violence.

Response to the Royal Commission into Institutional Responses to Child Sexual Abuse

We continue to lead implementation of the NSW Government response to the Royal Commission into Institutional Responses to Child Sexual Abuse. The fifth and final annual progress report was published in December 2022, outlining the significant progress NSW has made to better prevent and respond to child sexual abuse, support victims and survivors, and strengthen the criminal justice response.

We are working collaboratively with partners in the Commonwealth and other states and territories to implement national initiatives including the *National Strategy to Prevent and Respond to Child Sexual Abuse 2021–2030*, and *Safe and Supported: the National Framework for Protecting Australia's Children 2021–2031*.

3.6.4 Keeping families together where possible

All children deserve a safe and stable home. We want to support families with the services they need so that children and young people can stay safely at home or return home after a break.

We continue to aim to keep at-risk families together, where possible. In 2022–23, this meant providing more than $150 million per year for 4,500 contracted places for families within family preservation services. This delivered services to children and young people through a range of evidence-informed family preservation programs. The programs we operated in 2022–23 included:

- **Permanency Support Program family preservation services**

  These services were recommissioned in 2022. As part of that recommissioning, the NSW Government committed to diverting all funding for Permanency Support Program family preservation, up to $11 million per year, to the Aboriginal Community Controlled Organisation sector by June 2024. Though this transition of funding, it is expected that 300 more Aboriginal children and young people will be supported to stay safe with their families every year.

- **Youth Hope and Brighter Futures**

  Both programs work alongside children aged 0–17 years and their families where there is an identified risk to a child's safety, welfare, or wellbeing.

- **Multisystemic Therapy for Child Abuse and Neglect and Functional Family Therapy Child Welfares services**

  These evidence-based therapeutic programs aim to keep families together, reduce the risk in families and prevent entries of children into out-of-home care.

- **Nabu**

  Nabu is an intensive family support pilot program designed by, and for, Aboriginal families in the Illawarra and Shoalhaven areas. It is delivered by Waminda, South Coast Women's Health and Wellbeing Aboriginal Corporation.

- **Resilient Families**

  This intensive home visiting service operates across South Western Sydney District and Sydney and South Eastern Sydney Districts. It provides support to families at risk of having their children enter out-of-home care.

- **Intensive Family Preservation**

  The Intensive Family Preservation service is evidence-based and aims to prevent entries into out-of-home care, maintain placement stability and offer restoration support.

- **Intensive Based Family Support**

  Intensive Based Family Support works with Aboriginal families whose children are at risk of entering out-of-home care. The program works with families whose children are currently in out-of-home care where restoration is being planned. It also works with children in out-of-home care who are at risk of their placement breaking down.

3.6.5 Providing children with safe and permanent homes

Where it is not possible for a child or young person to remain safely at home, we use permanent placement principles to work towards providing a child or young person with a safe, loving and permanent home.

Achievements to support the wellbeing of children and young people in out-of-home care and to provide them with greater permanency throughout 2022–23 include the following:

- We invested $828 million in the permanency support program and an additional $179 million ($681 million over four years) to help meet the growing demand for services for children in out-of-home care with more complex needs.
- 798 children and young people exited out-of-home care to permanency through restoration, post exit restoration, guardianship or open adoption.
- With our NGO partners, we safely restored 417 children and young people home to their parents. We arranged 299 new guardianship and 60 open adoption orders for those children who could not return to their parents.
- We placed 69.4 per cent Aboriginal children and young people in out-of-home care with Aboriginal relative, non-Aboriginal relative, or Aboriginal carer as per the Aboriginal Child Placement principles.
- We continued to implement Intensive Therapeutic Care in replacement of residential care. This supports children and young people with high and complex needs in out-of-home care, including those identified as having very high support needs and significant functional impairment due to disability.

3.6.6 Additional investment for guardianship and adoption

The NSW Government announced $12 million over four years in 2021–22 to scale up initiatives for guardianship and open adoption. In 2022–23, $4.5 million was allocated to continue these initiatives, supporting children exit out-of-home care to permanency through:

- a public awareness campaign to promote the benefits of permanent homes for children in out-of-home care including guardianship and open adoption
- the continuation of a Permanency Taskforce to progress guardianship orders
- funding for accredited adoption services to complete end-to-end adoptions when they become contested
- support and training for new and existing carers wanting to be guardians and/or adoptive parents.

3.6.7 Investing in carers

The 2022–23 budget invested in carer support and training of over $3 million to My Forever Family and AbSec to support foster, relative and kinship carers. This is alongside the efforts of accredited agency partners funded to recruit and support carers. The funding provides:

- recruitment of carers, guardians and adoptive parents
- training and education of carers
- support, connection and individual advocacy for carers
- systemic advocacy and sector engagement
- carer surveys and Carer Reference Groups.

NSW needs more than 600 new carers, or about 350 carer homes, each year to find stable homes for children and young people who are unable to live safely at home. Finding and matching the right carer with a child or young person is challenging and imperative to provide safe, nurturing, and positive environments for children.

The NSW Carer Survey 2022 and Carer Reference Groups, coordinated by My Forever Family, is helping to inform and improve the carer experience.

New resources about the financial supports available and clearer information about reportable conduct were also shared with carers.

Carer recruitment, support and training

We work with our sector partners to recruit, authorise and support around 18,000 foster, relative and kinship carers across NSW. This is about 12,000 caring households. Each carer receives training, support and an allowance. NSW needs more foster carers from all walks of life, for different types of caring roles, including emergency and respite care.

During 2022–23, we worked with the sector and carer support organisation My Forever Family NSW and the AbSec Aboriginal Carer Support team to support and train existing carers and recruit more carers. We provided a public gateway for enquiries about fostering and promoting the need for more carers, including for teenagers and sibling groups.

In addition to accredited agencies recruiting carers, DCJ recommenced emergency foster care recruitment from 1 July 2022; this has included targeted and other social media recruitment campaigns.

Between 1 July 2022 to end June 2023, DCJ received 945 online enquiries about being a foster carer, with 684 enquiries focused on emergency foster care. This is an increase of 389 enquires to DCJ about general foster care compared to the same period across 1 July 2021 to 30 June 2022. The increase in enquiries is attributed to DCJ's recommencement of emergency foster care recruitment across all districts from 1 July 2022.

Young people transitioning from care

We are improving the quality and scale of transition or 'leaving care' planning for young people leaving statutory care at age 18. This includes strengthening practice and processes and providing opportunities for young people such as university pathway scholarships, Smart and Skilled fee free courses, help with learning to drive and targeted mentoring and training opportunities such as Ladder and the Services NSW traineeships.

In February 2023, we commenced the provision of additional supports for statutory care leavers aged 18 until the age of 21 under the Your Choice Your Future initiative. This included the introduction of the Independent Living Allowance paid directly to care leavers to help with costs for accommodation and other essential needs, and the Staying On Allowance paid directly to carers who continue to care for young people when they turn 18. The initiative also provides additional resources to support the provision of aftercare casework and support.

We have also commenced the extension of the existing Specialist After Care Program to reach more care leavers across the state with complex needs with additional support.

Supporting survivors of sexual abuse

We prepared the eighth Compliance with the Guiding Principles Responding to Civil Claims for Child Sexual Abuse Report for 2021–22. We supported senior departmental executives to deliver 494 apologies to survivors of abuse, in compliance with the guiding principles and providing closure to the survivors in 2022–23. During 2022–23, 28 Direct Personal Responses were delivered by senior departmental executives to survivors of abuse under the National Redress Scheme.

In 2021–22, DCJ maintained full compliance across 18 of the 19 guiding principles and high compliance against the remaining one guiding principle.

3.7 Thriving and inclusive communities

We provide a range of programs and services to improve wellbeing and promote community participation, social inclusion and cohesion. Supporting a more inclusive and diverse workforce is an ongoing focus.

The NSW Government aspires to achieve a world-class public service, aiming to implement best-practice productivity and digital capability. It endeavours to raise awareness of veterans' employability post-service through the Veterans Employment Program and drive public sector diversity by 2025. This includes having 50 per cent of senior leadership roles held by women, increasing the number of Aboriginal people in senior leadership roles and ensuring 5.6 per cent of government sector roles are held by people with disability.

3.7.1 Our 2022–23 Performance Indicators

Outcome indicator	Target	2022–23 Actual	Progress in 2022–23
Number of veterans gaining employment in the NSW public sector	2,000 by Dec 2026 (250 every six months)	265 (Mar 2023)	The Veterans Employment Program (VEP) continues to be a national leader in veterans' employment initiatives. In the six-months to the end of March 2023, 265 veterans gained employed across the public sector. Performance against this new target is currently on track.
Number of Aboriginal people in senior leadership roles in DCJ	N/A	15 people	As at 22 June 2023, 15 Aboriginal people were in senior leadership roles in DCJ, an increase from 11 in 2022.
Proportion of senior leadership roles held by women in DCJ	50 per cent by 2025	55.7 per cent	As at 22 June 2023, 55.7 per cent of senior leadership roles in DCJ were held by women.
Proportion of roles held by people with disability in DCJ	5.6 per cent by 2025	6.1 per cent	As at 22 June 2023, 6.1 per cent of roles in DCJ were held by people with disability.

3.7.2 Employing more Aboriginal people in senior leadership roles

In 2022–23 we continued to implement initiatives that encourage Aboriginal participants to meet our aim to increase the proportion of senior leadership roles held by Aboriginal people. We also continued seeking to increase the representation of Aboriginal people across all areas of DCJ.

We measure our progress against this goal by trying to increase the overall proportion of DCJ workforce who are Aboriginal people. We are also seeking to increase the number of Aboriginal people in the succession pipeline for senior leadership roles.

Aboriginal and Torres Strait Islander people make up 8.1 per cent of DCJ's people (stable in line with the 8.2 per cent in 2021–22). Further information around the diversity of our workforce, including Aboriginal and Torres Strait Islander people, is included in *Part 4.1 Our People*.

In 2022–23, DCJ continued to implement a broad range of initiatives and programs under the *Aboriginal Employment Strategy 2021–2025*. These aim to increase the representation of Aboriginal people across all divisions, salary bands and work locations, improve their career development and retention, and build a culturally capable and inclusive workforce. Examples of major initiatives and programs include:

- We continued to offer Aboriginal School-based Traineeships and Apprenticeships to 12 students in Courts, Tribunals and Service Delivery, with $120,000 funding provided under the Skills NSW Elsa Dixon Aboriginal Employment Grant.

- The Aboriginal Caseworker Pre-Employment Program was developed and started in June 2022, with six participants successfully gaining casework support/caseworker roles or being placed on talent pool by June 2023.
- Launched the Maliyan Student and Graduate Experience Program, which provides Aboriginal law students and graduates with opportunities to begin their legal career within our Law Reform and Legal Services division. Participants have a unique opportunity to work in positions that support Aboriginal communities throughout NSW, alongside a growing network of Aboriginal employees within DCJ. The Maliyan Program is composed of two streams:
  - Students undergoing their legal studies who participate in cadetship placement for 12 weeks or part time equivalent per year throughout their university studies each year.
  - Graduates who have completed their legal studies who undertake employment in a graduate placement for a period of 24 months initially, with an ongoing role upon successful completion of the program.
- Launched the Yuranha TRACKS program in partnership with Aboriginal Health and Medical Research Council and Tranby Aboriginal, a pre-employment program with a focus on upskilling more experienced Aboriginal jobseekers to gain roles in Community Services and Housing (Sydney, South Eastern Sydney and Northern Sydney Districts). 16 participants completed the seven-week intensive program, which incorporated work experience placements in districts.
- Partnering with TAFE NSW to deliver a Certificate III in Business as part of an internal development program to upskill 20 Aboriginal employees in clerk grade 1/2 and 3/4 (or equivalent) roles.
- Continuing to deliver the CSNSW Aboriginal Mentor and Mentee Programs (CAMP & CAMP II) in partnership with EORA TAFE. Two Aboriginal staff members received an opportunity to act in a Project Officer 7/8 position for up to six months, allowing them to enhance their understanding of Project Management and further develop their career pathways.
- Partnered with TAFE NSW to deliver the second Diploma of Leadership and Management Program to 51 Aboriginal employees in clerk grade 5/6 and 7/8 (or equivalent) roles to develop their management and leadership capabilities.
- The Dyiramalaang (Leader) Talent Pipeline Development and Mentoring Program continued in 2022–23, delivered in partnership with NSW Department of Education. The program offers two-way mentoring, career coaching and executive recruitment skills for grade 9/10 and 11/12 Aboriginal future leaders in both agencies.
- Provided seven Aboriginal employees the opportunity to attend the Public Service Commission's (PSC) Aboriginal Career and Leadership Development Program.
- Targeting the DCJ Lead the Way leadership development program to 13 Aboriginal managers to refine their leadership skills.
- The establishment of the DCJ Racism Taskforce in August 2022, and development of a DCJ Anti-Racism Strategy which outlines four focus areas and 13 actions to eliminate racism within DCJ.
- Continuing the six-weekly Wambinya Yarning Circle for Aboriginal employees to yarn, debrief, share insights, showcase success and promote upcoming events and programs.
- Continuing the DCJ Nguluway Yindyamarra Employee Network, which is a federated model comprising chairs/co-chairs and select representatives from the varying existing Aboriginal employee networks.

3.7.3 Employing veterans in the NSW public sector

Veterans Employment Program

The Veterans Employment Program was created for the purpose of helping veterans find roles in the NSW public sector. It is one of the key priorities in the NSW Veterans Strategy 2021–2024 and Veterans Strategy Action Plan 2023–2024,

The original target set in November 2018, was for the NSW Government to hire an additional 1,000 veterans by September 2023, which was exceeded with 1,626 veterans hired by September 2023.

As it is a key priority in the NSW Veterans Strategy 2021–2024 and Veterans Strategy Action Plan 2023–2024, a new target of 2,000 veterans to be employed in new roles to the end of 2026 was set. In the six-months to 30 March 2023, 265 veterans gained employed across the public sector.

During 2022–23, the NSW Sheriff's Office announced a Veteran's Mentoring/Buddy program to compliment a pilot program developed by CNSW in 2021–22. This announcement was delivered in the presence of the former Minister for Veterans and the DCJ Secretary at the second annual NSW Government Veteran's Day event held at the Anzac Memorial on 21 April 2023.

In 2022–23, the following local councils also established a Local Government Veterans Employment Program:

- Uralla Shire Council
- Wagga Wagga City Council
- Cessnock City Council
- Port Stephens Council
- Nambucca Valley Council
- Blue Mountains City Council
- City of Parramatta Council.

This is in addition to the local councils that operated Local Government Veterans Employment Programs in 2021–22. This included:

- Queanbeyan-Palerang Regional Council
- Tweed Shire Council
- Lake Macquarie City Council
- City of Newcastle Council
- Campbelltown City Council
- Blacktown City Council.

Veteran Skills Program

The program was launched in May 2021 and operated throughout 2022–23. The program provides veterans and their recognised spouse or partner with access to heavily subsidised or fee-free training.

Courses are offered at approximately 360 registered training organisations throughout NSW. The Veteran Skills program is designed to get veterans and their spouse or partner job-ready, broaden their career opportunities and help transition to civilian life after service.

The most popular full qualifications courses are Project Management, Leadership, Training and Assessment. The most popular part qualifications courses are Civil Construction, Machinery Operation, Agriculture and Horticulture, and Equipment Safe Operations courses.

Our partnership with TAFE NSW continues to grow and has been extended for a further four years. TAFE NSW collects important data to track how their Ranks to Recognition (R2R) program is progressing. The R2R program assists veterans and their spouses or partners in transitioning to the civilian workforce, including customised career advice, career counselling, skills assessment, recognition of prior learning, and training gap analysis.

Almost half the veterans supported enrolled in Certificate IV level courses, followed by a quarter in Diploma level.

3.7.4 Supporting seniors to live active and inclusive lives

The Ageing Well in NSW Seniors Strategy 2021–2031

The *Seniors Strategy* is being implemented through five, two-year action plans. The action plans are monitored by an interdepartmental committee of key NSW Government agencies who are responsible for delivering actions. Representatives from the NSW Ministerial Advisory Council on Ageing, Local Government NSW, Ageing Peaks, NSW Stolen Generations Organisations and non-government organisations are also part of the committee.

The second Ageing Well in NSW: Action Plan 2023–2024 was published in February 2023 and is available on the DCJ website. It contains 95 actions with a focus on delivering opportunities and benefits to seniors in harder to reach communities. This includes Aboriginal and Torres Strait Islander people, people from diverse backgrounds, people living in rural, remote and regional areas and LGBTIQ+ communities.

The first Action Plan 2021–2022 Report Card was released in February 2023 highlighting key initiatives and achievements to date and is available on the DCJ website.

Reducing Social Isolation in Seniors

The *Reducing Social Isolation for Seniors* grant program is an initiative to address social isolation for older people. Its aim is to deliver effective, self-sustaining projects across NSW to provide meaningful opportunities and support older people connect and develop quality social relationships. This program is an action under Priority Area 3: Participating in Inclusive Communities in the Ageing Well in NSW: Seniors Strategy 2021–2031.

Round one and two grants were available in 2021 with round three grants available in late 2022. These grants were available to local government authorities and not-for-profit community organisations to create projects, programs and activities aimed at older people aged 65 years and over, or 50 years and over for Aboriginal people, who are socially isolated or at risk of isolation.

Round three saw 21 organisations being awarded a grant to further respond to the social isolation within our communities. A list of projects from all rounds can be found on the DCJ website.

Other initiatives to support seniors

The 2023 NSW Seniors Festival

The 2023 NSW Seniors Festival took place from 1 to 12 February 2023 and included the NSW Premier's Gala Concerts and Seniors Expo. The theme for 2023 was 'Celebrate Together' and featured over 55 exhibitors, giveaways, live entertainment and more.

The NSW Seniors Festival Grants Program forms a key part of the festival. Each year the NSW Government makes $200,000 in funding available for councils and organisations to run activities for people over 60 during the festival. In 2023, NSW Seniors Festival grants were awarded to 84 organisations across the state.

The Premier's Gala Concerts were held on 2 and 3 February 2023, and included performances from Rodger Corser, Kate Ceberano, Ross Wilson, Harrison Craig and Prinnie Stevens. The concerts were also live streamed and available remotely for people unable to attend in-person.

The NSW Seniors Card program

We continue to support the NSW Seniors Card program. The program enables NSW permanent residents over the age of 60 to receive discounted products and services. The Seniors Card and Senior Savers Card aim to reduce the cost of living for card holders so they can live happy, healthy and more engaged lives within their communities.

The NSW Seniors Card program grew its membership base with over 90,000 Seniors Card and Senior Savers Card members added to the program in 2022–23.

The NSW Seniors Card program launched a new website and searchable discount map in 2023 giving even greater access to discounts and services from thousands of businesses across the state.

3.7.5 Better outcomes for people with disability

Increasing the proportion of people with disability employed in the government sector

During 2022–23, the overall percentage of employees with disability in DCJ was 6.1 per cent. For further information around the diversity of our workforce, including people with disability, see *Part 4.1 Our People*.

We have undertaken a number of initiatives to increase the proportion of people with disability employed by our department during the year, including:

- Continuing to participate in the Australian Network on Disability (AND) 'Stepping Into' Internship Program, offering nine intern placements in 2022. Eleven intern placements will be offered in June and July 2023.
- Maintaining our Australian Network on Disability — Disability Confident Recruiter status, one of few government agencies to do so. This means that our recruitment and selection practices have been independently validated as accessible and inclusive. As part of this initiative, we continue to partner with Disability Employment Services providers to run targeted employment campaigns.
- Launching the DCJ Digital Workplace Adjustment Passport in August 2023, making us one of two NSW Government agencies to offer one. The passport guides employees and managers to have open conversations, capture adjustment needs and ensure ongoing support. DCJ has shared its concept design with the agency leading the introduction of a Passport across the rest of the NSW Government Sector.
- Designing and developing a pilot mentoring program framework for employees with disability. The program aims to develop skills and capabilities of employees with disability at all non-executive grades (as mentees), as well as build the disability inclusion capabilities of their mentors through reverse/reciprocal mentoring. The program is due to commence later in 2023, once People has completed the installation of its new mentoring program management system.
- Providing the opportunity for six employees with disability to participate in the Lead the Way leadership development program to build our emerging leader pipeline.
- Completing a number of *NSW Disability Inclusion Plan and Action Plan 2020–2024* (DIAP) priorities that support access to meaningful employment. Further details about our DIAP achievements and strategies are detailed in *Part 4.3.6 Disability Inclusion Action Plan*.
- Continuing to promote the DCJ Accessibility Hub and Accessible Digital Communications eLearning module to improve the capabilities of employees and provide tools and resources that support digital accessibility and inclusion.
- Establishing the DCJ Accessibility Community of Practice in December 2022, which is a staff network connecting colleagues interested in accessibility. Through the community of practice, staff can share skills, collaborate, generate ideas, solve problems and support each other to deliver accessible communications at DCJ.
- Launching the Disability Inclusion Playbook in March 2023. The Playbook is a digital learning experience on the department's Learning Management System, designed to help individuals, leaders and teams improve their knowledge base, disability inclusion practices and behaviours.
- Supporting employees with Carer's responsibilities through the DCJ Carer's Network. The network encourages participation in developing our policies, procedures and strategies. It also aims to promote a workplace culture that ensures equity of opportunity and freedom from discrimination.

Other initiatives to support people with disability

Supporting the Disability Council NSW

We fund and provide secretariat support to the Disability Council NSW, which advises the NSW Government and public authorities about disability policy and disability inclusion action planning. Council members are people with lived experience of disability and/or with expertise in disability. The Council's activities during 2022–23 included regular engagement with relevant Ministers, NSW Government senior executives and local councils to promote the importance of, and further embed, disability inclusion. The Council is particularly interested in improving outcomes for people with disability in relation to accessible communities, employment, justice and rights, and housing and is committed to ensuring the voice of people with disability is heard.

The Disability Advocacy Futures Program

The Disability Advocacy Futures Program commenced from 1 January 2022. The program funds individual, systemic and representative disability advocacy providers to ensure that all people with disability in NSW have access to NSW Government funded and delivered services as well as one-off grant funding for Special Purposes and Projects; and Sector Development. It implements the recommendations of the Ageing and Disability Commissioner in his 2019 review of disability advocacy funding in NSW.

Implementation of the More Jobs More Care program

The More Jobs More Care program was developed by the NSW Government to leverage Commonwealth initiatives to grow jobs and the economy during the COVID-19 pandemic. Phase One focused on boosting the care workforce and Phase Two focused on initiatives to increase NDIS participant plan utilisation to support Aboriginal and Torres Strait Islander people with disability in Western NSW that were delivered by the NSW Government.

The NSW Companion Card

The Companion Card program supports people with lifelong disability to participate in the community by providing free access to venues and events for a cardholder's companion. The Companion Card is provided for life, free of charge, and is exempt from means testing.

Cardholders and their companions have access to a range of organisations, including transport, sporting and entertainment providers throughout the state.

There are over 50,000 NSW Companion Card holders across the state.

National collaboration to support people with disability

We have continued to support the important work of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability including providing information and participating in hearings.

We are the lead agency for the NSW Government's engagement and response to this Royal Commission. We have proactively led work across multiple agencies to provide governance and coordinate whole-of-government engagement with the Royal Commission.

In December 2022, the NSW Government provided a whole-of-government submission to the Disability Royal Commission. We led the development of this submission, detailing what NSW is doing to make mainstream service systems more accessible and inclusive for people with disability in NSW. The Royal Commission is due to release its final report in 2023.

DCJ is the lead agency in working closely with the Commonwealth on the delivery of Australia's Disability Strategy and the National Disability Insurance Scheme.

On 18 October 2022, an independent review of the National Disability Insurance Scheme (NDIS) was announced. The Review is examining the design, operations, and sustainability of the NDIS.

In 2022–23, the NSW Government contributed $3.75 billion to the NDIS, and we are the lead agency ensuring that the NDIS is well managed, sustainable and delivers the supports that NDIS participants in NSW need.

DCJ led a NSW whole-of-government submission to the review, which drew on the significant experience NSW agencies have in working with the NDIS. The submission details some of the key policy considerations and recommends practical ways to improve outcomes for NDIS participants in NSW and is available on our website.

The independent review panel will report to Disability Ministers in October 2023. We continue to work with the Commonwealth and the NDIS Review panel to ensure that the NDIS continues to deliver its life-changing outcomes to NDIS participants in NSW in a way that is sustainable into the future.

3.7.6 Supporting women across NSW

Increasing the proportion of senior leadership roles held by women

During the year, we had met our target to have 50 per cent of senior leadership roles being held by women by 2025. By June 2023, 55.7 per cent of our senior leaders were held by women. We also achieved 70.8 per cent female representation in the senior leadership pipeline, which includes employees in the top two non-executive salary bands as defined by the Public Service Commission.

In 2022–23, initiatives to increase the representation of women in senior leadership roles at DCJ included:

- Partnering with Department of Planning and Environment to deliver the Women in Senior Leadership Mentoring Program. The program builds leadership capacity in senior women (Grade 11/12 or equivalent) by pairing them with experienced senior executive mentors. 23 women from DCJ successfully completed the program in 2023.
- Continuing to develop and promote new resources to support the ongoing implementation of the Better Ways of Working Flexible Work Framework across DCJ divisions, focusing on team-based flexible work. We are also continuing to pilot flexible working initiatives in frontline roles.
- Promoting the Parents and Carers hub resources and continued to build the new Carers Staff Network.
- Developing job share guides to equip employees, managers, HR professionals and leaders to support an uptake of successful job share partnerships across DCJ.
- Developing best practice tools and resources for employees and managers to better support employees who take parental and/or carer's leave.
- Continuing to use behaviourally informed interventions designed to encourage unsuccessful female applicants to re-apply for senior executive roles and extended the interventions to succession pipeline roles (grades 9/10 and 11/12 or equivalent).
- Continuing to implement candidate slate initiatives to monitor that a minimum of one woman is on every shortlist for senior leadership recruitments.

- Providing the opportunity for 85 women leaders to participate in sector programs including:
  - PSC Leadership Academy Executive Leadership Program (11)
  - ANZSOG Executive Fellows Program (3)
  - ANZSOG Towards Strategic Leadership (11)
  - Public Sector Management Program (47)
  - ANZSOG Executive Masters in Public Administration Program (13)
- Delivering DCJ's two bespoke leadership programs Lead my Team (to 189 women) and Lead the Way (to 255 women) to a total of 444 female leaders, with a focus on building critical leadership skills.

3.8 Fire and emergency services

Effectively preventing and responding to disasters and emergencies supports communities to feel safe and strong. We coordinate and deliver emergency management to enhance response and recovery efforts and build community resilience.

The programs in this service delivery area were delivered by cluster agencies in 2022–23 and align with service delivery to the people and communities of NSW. These agencies are:

- Fire and Rescue NSW
- NSW Rural Fire Service
- NSW State Emergency Service, and
- Resilience NSW (now dissolved).

We are not responsible for reporting on any outcome indicators related to fire and emergency services. However, we play a supporting role in disaster and emergency management, particularly with delivering emergency accommodation or temporary housing, in collaboration with the aforementioned agencies.

3.8.1 Supporting communities impacted by severe weather

During 2022–23, we continued to support communities across New South Wales who continue to be impacted by the severe weather, storms and flooding in February and March 2022.

Highlights of our work in this area during 2022–23 included:

- **Emergency accommodation** for flood affected people in immediate need.
- **Grants to NGOs** – we provided $12.1 million to 82 non-government organisations to help them meet increased demand for services and support communities to recover while affected by the floods themselves.
- **Rentstart assistance** – up to four weeks bond loan and two weeks advance rent in the private rental market. There were 39 disaster affected households approved for Rentstart assistance in 2022–23, totalling $107,005.
- **Delivering motorhomes** for people displaced by floods so that they could remain close to their homes while clean up and repair was undertaken.

3.8.2 Housing Flood Recovery Service in Northern and Central West NSW

Due to the devastating flood events in both the Northern Rivers, primarily Lismore, and the Central West of NSW over 4,000 homes were lost leaving residents with no place to live.

Since February 2022, we have provided over 262,000 nights of emergency accommodation to 2,522 households.

Emergency accommodation is sourced through local commercial providers such as motels and hotels. At the height of the Northern NSW flood response, DCJ engaged four pre-paid camp style accommodation providers (Lake Ainsworth Sport and Recreation Camp, Camp Drewe, Camp Koinonia, and Ballina Beach Nature Resort) to secure mid to long-term bookings and provide on-site support for disaster affected people.

In 2022–23, CSNSW staff and inmates provided vital support for the Lismore and Central West flood victims by constructing 165 modular homes which consisted of 115 refurbished Department of Education demountables and 50 purpose built dwellings.

Over 165 inmates were engaged in various construction related activities and obtained new qualifications which aligned with CSNSW's goal of reducing recidivism by developing the skills of inmates.

The DCJ Northern NSW Housing Flood Recovery Service Team continues to support community-led social recovery by assisting disaster affected people access housing assistance and responding to community needs.

3.8.3 Other programs led by DCJ

The Disaster Welfare Team conducted training for DCJ personnel who have volunteered to manage or work in evacuation centres. Approximately 100 personnel were trained during the reporting period.

3.9 Policing

Safer Communities refers to a broad range of policing and law enforcement activities. These include crime prevention, disruption and response, maintenance of social order, promotion of road safety and support for emergency management.

This service delivery area is led by the NSW Police Force and the NSW Crime Commission. While we are not responsible for reporting on any indicators under this outcome, DCJ contributes to the outcome performance through a range of initiatives, detailed below.

3.9.1 Surveillance Devices Commissioner

The Surveillance Devices Commissioner continues to work with relevant stakeholders to facilitate appropriate authorisation and use of surveillance devices by law enforcement agencies while ensuring individual privacy is not unnecessarily impinged upon.

For further details please refer to *Part 4.2.3 Surveillance Devices Act 2007 and Report of the Surveillance Devices Commissioner*.

3.9.2 Preventative justice measures

Our Legal teams work closely with the NSW Police Force and other relevant stakeholders on preventative justice measures. These include post-sentence supervision and detention of offenders who pose an unacceptable risk of committing serious sex, violence and terrorism offences.

3.9.3 Training Corrective Services NSW staff

We continued to deliver specialised training aligned to nationally recognised qualifications via a variety of methods (face-to-face, online and virtually) in 2022–23. These ensured operational and mandatory professional development needs were met, including:

- 645 Correctional Officer recruits completing entry-level primary training
- 214 Community Corrections Officer recruits completing entry level primary training
- 42 Services and Programs Officers completing entry-level primary training
- 29 Case Management Officers completing entry-level primary training
- Over 43,602 online short courses were completed in 2022–23.

3.9.4 Traineeships for inmates

A Bureau of Criminal Statistics and Research published a study in June 2021 that showed inmates that complete a traineeship are significantly less likely to re-offend. This is in comparison to ex-inmates who are eligible for a traineeship but do not participate.

CSNSW will continue to focus on traineeships and develop and implement a dedicated strategy to increase participation rates. As at 30 June 2023, 616 inmates have participated in traineeships, with 138 completions.

3.9.5 Full body x-ray scanning equipment

CSNSW is a leader in x-ray scanning technology and frequently responds to requests for information and training from other jurisdictions. The use of x-ray scanning equipment is a key strategy by CSNSW to address the risk of drugs, weapons and other items of contraband being introduced into correctional centres.

Body scanning is conducted under the regulatory approval of the NSW Environmental Protection Authority (EPA). CSNSW staff receive training in radiation safety, scanner operation and image analysis. As at 30 June 2023, there are over 1,200 custodial staff licenced by the NSW EPA to perform body scanning operations.

There are 65 scanners operating across 24 correctional centres and as at 30 June 2023, staff performed 174,824 scans of offenders and visitors.

3.9.6 Countering terrorism and violent extremism

CSNSW contributed to initiatives aimed at countering terrorism and violent extremism in 2022–23, including:

- Ongoing operation of the Pathway to Assessment and Treatment for High Security inmates (PATHS) model in the High Risk Management Correctional Centre. PATHS provides individualised intervention and tailored management options for violent extremist and other institutionally violent inmates. This allows progression to least restrictive options whilst enhancing treatment readiness and skill enhancement to facilitate management in mainstream correctional settings.
- Ongoing operation of the Proactive Integrated Support Model and the Proactive Assessment and Intervention Service, which provide state-wide individual intervention to offenders and their families. The aim is to build resilience to radicalisation through diversion, disengagement and desistance.
- Development of a forward work plan under the Commonwealth High Risk Rehabilitation and Reintegration Program to enhance existing services through tailored training and resources, as well as establish strategies to support evidence-based practice and research development.
- Development of a tailor-made training module for CSNSW staff to equip them with the skills to recognise, report, and respond to the indicators of right-wing radicalisation. The module was developed with funding from the Department of Home Affairs and has been shared with other corrective services agencies across Australia.
- Declaration of the Department of Communities and Justice (specifically CSNSW) as an 'enforcement agency' under the *Telecommunications (Interception and Access) Act 1979 (Cth)*. As an enforcement agency, CSNSW can authorise telecommunications service providers to release historical telecommunications data in respect of devices that are located in inmates' cells or common areas in correctional centres. This enhances investigations into, and the disruption of, criminal activity taking place in the correctional system, including terrorist activity.
- Ongoing implementation of the NSW post-sentence detention and supervision scheme for offenders at risk of engaging in terrorist activity, under the *Terrorism (High Risk Offenders) Act 2017 (NSW)*. Ongoing support of the Commonwealth's post-sentence scheme for terrorist offenders under the *Criminal Code Act 1995 (Cth)*.

3.9.7 The Justice Advocacy Service

The Justice Advocacy Service, delivered by the Intellectual Disability Rights Service, is a state-wide service. The service provides support to victims, witnesses, suspects and defendants with cognitive impairment who are in contact with the criminal justice system. The service uses an individual advocacy approach to support clients to exercise their rights and fully participate in the criminal justice process.

Since its inception in 2019, the Justice Advocacy Service has supported 9,489 people, of which 34 per cent identified as Aboriginal and Torres Strait Islander people.

In April 2022, the service was expanded to include a court-based diversion function for suitable defendants with cognitive impairment, across six NSW local courts. The court-based diversion service provides targeted assistance to defendants with a cognitive impairment who are eligible for a section 14 diversion order under the *Mental Health and Cognitive Impairment Forensic Provisions Act (2020)*. To date, 289 people have been supported by the court-based diversion service, 41.5 per cent of whom identified as Aboriginal or Torres Strait Islander people.

3.9.8 Magistrates Early Referral into Treatment (MERIT) Program

The MERIT Program is a pre-plea 12-week drug treatment and rehabilitation program based in the Local Court. It provides adult defendants an opportunity to break the drug-crime related cycle. The program is designed to allow defendants to focus on treating drug problems independently from their legal matters. It aims to intervene in the cycle of drug use and crime by addressing the health and social welfare issues that may bring defendants into contact with the criminal justice system. Treatment commences prior to any pleas being entered, with the adjournment of court matters until the completion of the program. Defendants participate in the program voluntarily and are case managed by the MERIT team, who provide regular reports on the participant to the magistrate.

The Local Court works in partnership with DCJ, NSW Police Force, NSW Health, Legal Aid NSW and a network of drug and alcohol agencies in the delivery, expansion and development of the program.

From 1 April 2022 – 31 March 2023, 2,876 defendants were referred to MERIT, of which 1,916 defendants (67 per cent) were accepted into the program. Of the 1,342 participants who successfully completed the program, 272 (20 per cent) identified as Aboriginal and/or Torres Strait Islander.

On 21 September 2022, the NSW Government announced a $35.1 million investment over four years to expand the MERIT program as part of its final response to the 'Ice' Inquiry. This expansion will enhance nine existing drug MERIT sites to include alcohol MERIT services and establish 30 new alcohol and other drug MERIT sites across NSW. These figures include one additional alcohol and drug MERIT site beyond the 29 indicated in the announcement, as sought by the agencies involved in the delivery of MERIT. The expansion will increase the availability of treatment services to 45 drug MERIT and 47 alcohol and other drug MERIT sites across NSW and will reach 93 per cent of eligible clients. The MERIT Program is currently available in 64 NSW Local Courts, two of which are newly operational expansion sites.

3.9.9 Traffic Offenders Intervention Program

The Traffic Offenders Intervention Program is a Local Court program targeting offenders who have pleaded guilty to, or been found guilty of, a traffic offence. The program is regulated under Part 9 of the Criminal Procedure Regulation 2017. It states that the aim of the program is to provide offenders with the information and skills necessary to develop positive attitudes towards driving and to develop safer driving behaviours.

In 2022, 21,571 participants completed the program, and an additional 2,174 participants did not complete the program (with the main reasons being nil attendance, partial attendance and withdrawal without attending).

The Traffic Offenders Intervention Program is currently delivered by nine providers in numerous locations throughout NSW.

3.9.10 Mandatory Notification of Data Breach Scheme

In November 2022, the NSW Parliament passed the *Privacy and Personal Information Protection Amendment Bill 2022*. Upon its commencement in November 2023, the Act will introduce a scheme for the assessment of data breaches and the mandatory notification of breaches that occur in relation to the access, disclosure or loss of personal information held by public sector agencies. It will also extend NSW's privacy legislation to State owned corporations that are not subject to the *Privacy Act 1988 (Cth)*.

Management and accountability

4

4.1 Our people

4.1.1 Human Resources

This section provides data on the number of staff employed by the department as well as commentary on our personnel policies and practices, and movement in wages. As of 30 June 2023, the department had 24,082 highly skilled and dedicated staff.

Workforce statistics

Table 1: Number of DCJ employees by employment category by year

DCJ (department)	2020–21	2021–2022	2022–23
Ongoing	19,595	20,298	21,369
Temporary	1,850	1,659	1533
Senior Executives[1]	243	260	243
Casual	966	707	663
Others	249	254	274
Total	**22,903**	**23,178**	**24,082**

Source: Workforce Profile Report 2022–23

1 In accordance with the *Government Sector Employment Act 2013*, all Senior Executive employees are now subject to common public service senior executive employment contracts and are covered by the conditions of employment and guidelines for the Senior Executive. Where staff are performing higher duties to fill a public service senior executive position and are not already a public service senior executive employee, these numbers are not included in this table as Senior Executive employees as they are still covered by their substantive conditions of employment while receiving a notional monetary value equivalent to a Senior Executive position.

Table 2: Number of DCJ employees by ANZSCO group at workforce census period[1]

Occupational group by headcount	2020–21	2021–22	2022–23
Managers	2,374	2,292	2,335
Professionals	5,805	5,829	5,856
Technicians and Trade Workers	697	677	694
Community and Personal Service Workers	8,122	8,277	8,663
Clerical and Administrative Workers	5,853	6,082	6,484
Sale Workers	9	8	9
Machinery Operators and Drivers	28	30	28
Labourers	15	13	13
Total	**22,903**	**23,178**	**24,082**

Source: Workforce Profile Report 2022–23

1 Occupational group counts are made using NSW Government standard headcount and ANZSCO groupings reported in accordance with NSW Public Service Commission Workforce Profile specifications. The headcount number is consistent with the methodology used for the NSW Public Sector reported through the annual workforce profile and required under the Annual Reports (Departments) Regulation 2010.

Senior Executive grades and remuneration

In this section, the definition of Senior Executive is in accordance with the *Government Sector Employment Act 2013.*

Table 3: Number of Public Service Senior Executives employed in each band

Public Service Senior Executive Band	2020–21		2021–22		2022–23		
	Female	Male	Female	Male	Unspecified	Female	Male
1 (Director)	110	83	115	84	1	121	72
2 (Executive Director/ Chief Executive)	30	12	33	17	0	26	14
3 (Deputy Secretary)	3	4	4	5	0	3	6
4 (Secretary)	0	1	0	1	0	0	1
Total	**243**		**260**		**243**		

Source: Workforce Profile Report 2022–23. This table includes all employees in public service senior executive roles as at census date of 30 June 2023.

Table 4: Average remuneration of Public Service Senior Executives employed in each band

Public Service Senior Executive Band	2020–21	2021–22	2022–23	
	Average remuneration ($)	Average remuneration ($)	Average remuneration ($)	Range ($)
1 (Director)	229,490	236,521	247,544	201,350–287,201
2 (Executive Director/ Chief Executive)	310,243	313,447	327,889	287,201–361,301
3 (Deputy Secretary)	428,004	431,857	454,825	361,301–509,251
4 (Secretary)[1]	599,000	614,000	623,300	509,251–588,250

Source: Workforce Profile Report 2022–23

1 The Secretary is the sole Band 4 Executive in DCJ and his remuneration is subject to a special determination of the Statutory and Other Offices Remuneration Tribunal (SOORT).

Exceptional movement in wages, salaries and allowances

From the first pay period on or after 23 June 2022, DCJ staff received an increase to their salaries of 2.5 per cent.

For the reporting period of 2022–23, Senior Executives' monetary remuneration and the value of employment benefits paid represented approximately 3 per cent of DCJ's salary-related expenses, which is consistent with previous years.

4.1.2 Workforce diversity

Workforce statistics

Table 1: Workforce diversity statistics[1]

Workforce diversity group	Benchmark/target (%)	2020–21 (%)	2021–22 (%)	2022–23 (%)
Trends in the representation of workforce diversity groups (% of total staff) [2]				
Women	50	61.6	61.2	61.5
Aboriginal and Torres Strait Islander people	3.3	4.7	8.2	8.1
People whose first language spoken as a child was not English	23.2	9.5	18.4	20.1
People with disabilities	5.6	3.2	5.9	6.1
People with disabilities requiring work-related adjustment	N/A	0.9	1.9	2.3
Trends in the distribution of workforce diversity groups (Distribution Index)[3]				
Women	100	105	105	106
Aboriginal and Torres Strait Islander people	100	102	97	97
People whose first language spoken as a child was not English	100	103	97	97
People with disabilities	100	103	99	101
People with disabilities requiring work-related adjustment	100	102	97	102

Source: NSW Public Service Commission Workforce Profile — Diversity Data 2021 and 2023

1 Based on staff numbers as at 30 June.

2 Excludes casual staff.

3 A Distribution Index of 100 indicates that the centre of the distribution of the workforce diversity group across salary levels is equivalent to that of other staff. Values less than 100 mean that the workforce diversity group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases, the index may be more than 100, indicating that the workforce diversity group is less concentrated at lower salary levels. The Distribution Index is not calculated where workforce diversity group or non-workforce diversity group numbers are less than 20.

Achievements in 2022–23

DCJ continued to deliver initiatives and programs under the *Inclusion Strategy 2021–2025* to improve employment and inclusion outcomes for people from diverse backgrounds, including women, Aboriginal and Torres Strait Islanders, people with disability, culturally and linguistically diverse people (CALD), people who identify as LGBTIQA+, people with carers' responsibilities, mature workers and young people.

Under the strategy, there is a particular focus on the representation of women and Aboriginal people in senior leadership, and overall disability employment. The strategy also includes specific metrics around representation, succession pipeline progress and People Matter Employee Survey (PMES) employee engagement scores.

While DCJ has achieved many of its numeric diversity representation targets, it continues to work towards the broader goals contained in its Inclusion Strategy. This includes ensuring consistent workplace experiences of support and inclusion for all employees, achieved via continuing to grow inclusive leadership capability, strengthening the support provided by employee networks and providing targeted development opportunities so all employees have equal chances of progressing their careers. Examples of this work across inclusion include:

- successfully obtaining nominations for Board-level sponsors and executive champions from across DCJ to strengthen support for the networks and embed inclusive leadership across DCJ divisions
- improving the capabilities of the employee network leadership teams through expert coaching in strategic plan development, project support, stakeholder engagement (including communications), executive round table/story-telling and network succession planning
- developing new diversity employee networks and executive champions guides to amplify their impact
- creating and delivering new training workshops to various business units focussed on inclusive language and unconscious bias. Workshops are adapted to meet business need and operating context.

DCJ also continued to implement a behaviourally based approach to encourage more staff to complete the workforce diversity census in 2022 and improve the accuracy and quality of our workforce diversity data. This year there was a focus on improving the disclosure and response rates of frontline workforces who do not routinely access HR IT systems, including CSNSW correctional officers. DCJ has now lifted its census completion rate from 56.1 per cent in 2021 to 72.0 per cent in 2023.

Aboriginal and Torres Strait Islander people

In 2022, the employee engagement score for Aboriginal employees was 63, compared to 64 for all employees. This was down from 65 for Aboriginal employees in 2021, consistent with an overall decline across scores at DCJ (down from 65 in 2021).

In 2022–23, DCJ continued to implement initiatives and programs from our *Aboriginal Employment Strategy 2021–2025 (AES)* to increase the representation of Aboriginal people across all divisions, salary bands and work locations, improve their career development and retention, and build a culturally capable and inclusive workforce.

Each DCJ division has developed its own plan of AES initiatives specific to its context and challenges, with bi-annual progress updates discussed with divisional leadership teams. These updates monitor representation data and drivers, and PMES scores for Aboriginal employee engagement, inclusion, learning and development, harmful workplace experiences and cultural safety.

The following initiatives have been delivered in support of driving progress against the AES.

To support attraction and recruitment, DCJ has:

- Continued to deliver the Yuranha Aboriginal Pre-employment Program in partnership with Liverpool TAFE NSW and Dubbo TAFE NSW. The program upskills Aboriginal jobseekers to apply for Correctional Officer, Community Corrections Officer, Youth Justice Officer and Services and Program Officer roles.
- Completed the pilot Aboriginal Caseworker Pre-employment Program in partnership with TAFE and Kimberwalli, a culturally safe Aboriginal learning centre in Whalan run by the Department of Education. Six job seeker candidates progressed to assessment centres, with two gaining caseworker roles, two winning casework support roles and two placed on talent pool.
- Launched the Yuranha TRACKS program in partnership with Aboriginal Health and Medical Research Council and Tranby Aboriginal. TRACKS is a pre-employment program with a focus on upskilling more experienced Aboriginal jobseekers to gain roles in Community Services and Housing (Sydney, South Eastern Sydney and Northern Sydney Districts). 16 participants completed the seven-week intensive program, which incorporated work experience placements in districts.
- Delivered the Aboriginal School-based Traineeship program with 12 Aboriginal school-based trainees commencing in Court Services across NSW, with $120,000 funding provided under the Skills NSW Elsa Dixon Aboriginal Employment Grant.
- Developed and launched the new DCJ Best Practice Guidance for Creating, Filling and de-Commissioning Identified roles and Targeted Recruitment, to assist managers to undertake culturally inclusive recruitment for Aboriginal candidates. The launch was supported by a comprehensive range of new information sheets and how-to guides on the DCJ intranet, and information sessions.

- Supported hiring managers to improve Aboriginal candidate sourcing and targeted recruitment campaigns to improve representation.
- Launched the DCJ Aboriginal panel member register for hiring managers to source Aboriginal subject matter experts as members of recruitment panels.
- Launched the new Yuranha section on the DCJ Careers website in June 2023, which provides resources and tools to encourage Aboriginal and Torres Strait Islander candidates to apply for jobs across DCJ.
- Partnered with the Department of Customer Service Behavioural Insights Unit to re-design the CSNSW Contact with Offenders Declaration form. The re-design removed jargon, made the form easier to understand, and is more culturally respectful and responsive to the experiences of Aboriginal candidates.

To support career and leadership development, DCJ has:

- Launched the Maliyan Student and Graduate Experience Program, which provides Aboriginal law students and graduates with opportunities to begin their legal career within our Law Reform and Legal Services division. Participants have a unique opportunity to work in positions that support Aboriginal communities throughout NSW, alongside a growing network of Aboriginal employees within DCJ. The Maliyan Program is composed of two streams:
  - Students undergoing their legal studies to participate in cadetship placement for 12 weeks or part time equivalent per year throughout their university studies each year.
  - Graduates who have completed their legal studies to undertake employment in a graduate placement for a period of 24 months initially with an ongoing role upon successful completion of the program.
- Continued to partner with TAFE NSW to deliver a Certificate III in Business to develop the skills and career potential of 20 Aboriginal employees in clerk grade 1/2 and 3/4 (or equivalent) roles.
- Partnered with TAFE NSW to deliver the second Diploma of Leadership and Management Program to 51 Aboriginal employees in clerk grade 5/6 and 7/8 (or equivalent) roles to develop their management and leadership capabilities.
- Partnered with the Department of Education to deliver the second Dyiramaalang (Leader) Talent Pipeline Development and Mentoring Program to build our Aboriginal leadership pipeline. The program offers two-way mentoring, career coaching and executive recruitment skills for emerging Aboriginal leaders in 9/10 and 11/12 succession pipeline roles.
- Continued to promote the Corrective Services NSW (CSNSW) Aboriginal Mentor and Mentee Programs (CAMP & CAMP II) in partnership with EORA TAFE. Two Aboriginal staff members received an opportunity to act in a Project Officer 7/8 position for up to six months, allowing them to enhance their understanding of Project Management and further develop their career pathways.
- Created a new CSNSW Aboriginal Working Group following the Aboriginal Staff Network Conference 2022, with a focus on: career pathways and Aboriginal staff development, cultural safety and a cultural safety framework, Aboriginal cultural awareness training, and recognition of cultural skill sets.
- Targeted the DCJ Lead the Way leadership development program to support 13 Aboriginal managers to refine their leadership skills.
- Provided seven Aboriginal employees the opportunity to attend the Public Service Commission's (PSC) Aboriginal Career and Leadership Development Program.

To support inclusion and retention, DCJ has:

- Developed and endorsed the DCJ Cultural Development and Learning Strategy to support all employees with enhancing cultural safety for Aboriginal employees and clients. The Strategy provides continual learning opportunities to build cultural awareness, confidence and responsiveness.
- Launched a series of one-day face-to-face Cultural Learning Journey sessions. The sessions provide an opportunity for DCJ employees to build foundational awareness and knowledge relating to Aboriginal and Torres Strait Islander cultures and histories. Over 467 employees have attended session across the State 1 Jul 2022 to 30 Jun 2023.
- Launched the Aboriginal Cultural Inclusion Playbook, which includes digital learning resources relating to a range of cultural topics.
- Completed the HR Cultural Learning Pilot Program for HR employees within Communities.

- Commenced a Housing Cultural Education Program in partnership with TAFE NSW and the Housing Western Sydney Nepean Blue Mountains District.
- Designed and commenced a Cultural Confidence Program with over 90 Helpline employees.
- Continued to hold the six-weekly Wambinya Yarning Circle, which provides all Aboriginal employees with an informal and safe platform to yarn, debrief, share insights, showcase successes and promote upcoming events/programs etc.
- Continued to host the DCJ Nguluway Yindyamarra Employee Network, which comprises chairs/co-chairs and select representatives from across the various existing Aboriginal employee networks. This network facilitates information sharing and consultation across DCJ.

People with disability

In 2022–23, the overall percentage of employees with disability in DCJ was 6.1 per cent, exceeding the DCJ Inclusion Strategy and Strategic Government Priority target of 5.6 per cent overall representation by 2025.

DCJ actively monitors employee engagement scores for staff with a disability through the PMES 2022. The overall employee engagement score for employees with a disability was 59, which represented a decrease from 61 in 2021. It remains lower than the overall workforce average score of 64 (which decreased from 65 in 2021).

In 2022–23, DCJ delivered the following initiatives to further improve representation and workplace experience scores for employees with disability.

In attraction and recruitment, DCJ has:

- Continued to participate in the Australian Network on Disability (AND) 'Stepping Into' Internship Program, offering nine intern placements in 2022.
- Maintained our AND — Disability Confident Recruiter status, one of few government agencies to do so. This means that our recruitment and selection practices have been independently validated as accessible and inclusive.
- Continued to partner with disability employment service providers and employment portals to advertise DCJ roles.
- Continuously improved the content on the DCJ Careers Site to attract applications from people with disability and ensure accessibility.

To support career and leadership development, DCJ has:

- Provided the opportunity for six employees with a disability to participate in the Lead the Way leadership development program to build DCJ's emerging leader pipeline.
- Designed and developed the pilot mentoring program framework for employees with a disability. The program aims to develop the skills and capabilities of employees with a disability at all non-executive grades (as mentees), as well as build the disability inclusion capabilities of their mentors through reverse/reciprocal mentoring. It is due to commence later in 2023, once People has completed the installation of its new mentoring program management system.

To support inclusion and retention, DCJ has:

- Launched the DCJ Digital Workplace Adjustment Passport in August 2022. The Passport records the accessibility arrangements put in place for employees with disability, to avoid their needing to repeatedly share vulnerable information when they change roles or managers. DCJ has shared its concept design with the agency leading the introduction of a Passport across the rest of the NSW Government Sector.
- Continued to promote the DCJ Accessibility Hub and Accessible Digital Communications eLearning module to improve the capabilities of employees in this area and provide tools and resources that support digital accessibility and inclusion.
- Established the DCJ Accessibility Community of Practice in December 2022, which is a staff network connecting colleagues interested in accessibility. Through the community of practice, staff can share skills, collaborate, generate ideas, solve problems and support each other to deliver accessible communications at DCJ.
- Launched the Disability Inclusion Playbook in March 2023. The Playbook is a digital learning experience on the department's Learning Management System designed to help individuals, leaders and teams to improve their knowledge base, disability inclusion practices and behaviours.

- Delivered an online speaker series Thriving at Work to hear from inspirational and insightful speakers on topics that will help employees enhance their professional growth and wellbeing. Over 1,168 employees have participated in the last 12 months, with sessions discussing inclusion, accessibility and broader topics such as motivation, ethical behaviour in the public service and career journeys.
- Continued to improve attitudes and awareness of disability in our workplace through the Disability Employees Network (DEN) and provided targeted support and development of materials for DEN Leadership elections for the Chair and three Deputy Chair roles. This suite of election material developed will be used to support other DCJ Diversity Network elections to ensure a consistent and transparent process.
- Supported the DEN through the development and implementation of the Assistive Technology Project with the Centre for Inclusive Design (CFID), which was funded through the DCJ Innovation Fund 2021 and was completed in December 2022.
- Partnered with the DEN on the Accessible Technology Procurement Toolkit Project. Funded by the 2022 DCJ Innovation Fund and working with CFID, this is a co-designed solution to ensure accessibility is considered at every stage through the procurement life cycle. We are working with the Department of Customer Service who are leading a whole-of-government approach in this area.
- Continued to support employees with carer's responsibilities through the DCJ Carer's Network, as many DCJ employees are carers of people with disability or share they have disability themselves. The network encourages participation in developing policies, procedures and strategies. It also aims to promote a workplace culture that ensures equity of opportunity and freedom from discrimination.
- Developed a suite of materials to support the delivery of Diversity and Inclusion workshops, including inclusive language, bias and how this harms historically marginalised groups in our workforce Initiated a neuro-inclusive pilot with Courts, Tribunals and Service Delivery to understand neurodiversity and neuro inclusion in the workplace.
- Continued to build the new mature workers network, SAGE. This included developing SAGE employee sub-committees focussed on building the profile of mature workers, promoting access to flexible ways of working to support mature workers, and identifying opportunities for targeted career development. Given the strong links between ageing and disability, this is an important intersectional initiative, as sector data reveals mature workers and employees with disability separate at higher rates across the public sector[1].

Women

In 2022–23, 55.7 per cent of all senior leadership roles are held by women. DCJ also achieved 70.8 per cent female representation in pipeline roles, which includes all roles in the two highest non-executive salary bands as defined by the PSC ($93,164 to $155,445).

DCJ also actively monitors employee engagement scores for DCJ women through the PMES. In 2022, the overall employee engagement score for women was 67, down from 69 in 2021, in line with a general decline in scores across DCJ. The score for women remains higher than the 62 score for men and 64 score for all DCJ employees.

In 2022–23, DCJ undertook the following initiatives to maintain a strong pipeline of future female leaders:

- Partnered with Department of Planning and Environment to deliver the Women in Senior Leadership Mentoring Program. The program builds leadership capacity in senior women (Grade 11/12 or equivalent) by pairing them with experienced senior executive mentors. 23 women from DCJ successfully completed the program in 2023.
- Continued to develop and promote new resources to support the ongoing implementation of the Better Ways of Working Flexible Work Framework across DCJ divisions, focusing on team-based flexible work. We are also continuing to pilot flexible working initiatives in frontline roles.
- Promoted the Parents and Carers hub resources and continued to build the new Carers Staff Network.
- Developed job share guides to equip employees, managers, HR professionals and leaders to support an uptake of successful job share partnerships across DCJ.
- Developed best practice tools and resources for employees and managers to better support employees who take parental and/or carer's leave.

1 Source: NSW Public Service Commission NSW Workforce Profile 2022, accessed online 31 July 2023 at www.psc.nsw.gov.au/reports-and-data/workforce-profile/workforce-profile-reports/workforce-profile-report-2022/age

- Continued to use behaviourally informed interventions designed to encourage unsuccessful female applicants to re-apply for senior executive roles and extended the interventions to succession pipeline roles (grades 9/10 and 11/12 or equivalent).
- Continued to implement candidate slate initiatives to monitor that a minimum of one woman is on every shortlist for senior leadership recruitments.
- Provided the opportunity for 85 women leaders to participate in sector programs including:
  - PSC Leadership Academy Executive Leadership Program (11)
  - ANZSOG Executive Fellows Program (3)
  - ANZSOG Towards Strategic Leadership (11)
  - Public Sector Management Program (47)
  - ANZSOG Executive Masters in Public Administration Program (13)
- Delivered DCJ's two bespoke leadership programs Lead my Team (to 189 women) and Lead the Way (to 255 women) to a total of 444 female leaders, with a focus on building critical leadership skills.
- Continued to support the Women in Communities and Justice Network to grow its membership and sponsor local initiatives including celebrating International Women's Day and supported the network executive committee to review and improve its governance and leadership structure.

Culturally and linguistically diverse (CALD)

DCJ workforce data shows that in 2023, 20.1 per cent of DCJ employees shared that their first language spoken as a child was not English (18.4 per cent in 2022).

DCJ actively monitors employee engagement scores for CALD employees through the PMES 2022. The overall employee engagement score for CALD employees decreased to 68 in 2022 from 70 in 2021 but remains higher than the 64 score for all DCJ employees.

In 2022–23, DCJ undertook the following initiatives to support engagement and inclusion for culturally and linguistically diverse employees:

- Continued to employ Multicultural Caseworkers from 34 diverse cultural backgrounds. These specialists are available to provide cultural consultation and secondary casework support to other caseworkers to support CALD communities, including refugee and newly arrived communities.
- We established new multicultural roles targeting Pakistan and Bangladeshi communities to support these growing communities, along with building the pool of Chinese multicultural caseworkers.
- Continued to participate in the Multicultural NSW Community Language Allowance Scheme (CLAS). 222 employees are now providing language assistance, including AUSLAN.
- Developed and launched the new DCJ CLAS Guidelines and Procedures, which will automate and streamline the CLAS application process.
- Continued to build the Multicultural Employee Network across the department. The network held a range of events in 2023 to celebrate/acknowledge Harmony Week and Refugee Week, in collaboration with DCJ's multicultural services units.
- Continued to deliver the self-directed online Multicultural Competence Learning Program, supporting employees to improve their understanding of working with culturally diverse clients and colleagues. 1,842 employees participated in the program in 2022–23.
- Launched the Multicultural Inclusion Playbook on the department's Learning Management System. This is a learning hub that showcases best practise and practical tools for employees proving service internally and externally to our CALD clients.

LGBTQIA+ people

The People Matter Employee Survey 2022 results showed that approximately 7.3 per cent of DCJ employees identify as LGBTIQA+, up from 6.2 per cent in 2021. DCJ actively monitors the employee engagement scores for LGBTIQA+ employees through the PMES 2022. The employee engagement score for LGBTIQA+ employees decreased to 63 in 2022 from 66 in 2021. This score is lower than the 64 score for all DCJ employees in 2022.

In 2022–23, DCJ undertook the following initiatives to support the engagement and inclusion of its LGBTIQA+ employees:

- 741 staff completed the Pride in Diversity Australian Workplace Equality Index Survey (AWEI) to measure the impact of LGBTQA+ initiatives on staff perspectives on inclusion.
- Continued to support the Pride Employee Network to hold a range of events across DCJ to celebrate days of significance for LGBTIQA+ communities, including World Pride, Mardi Gras Fair Day, IDAHOBIT Day, Wear it Purple Day and Pride Month.
- CSNSW held its inaugural Pride Conference to celebrate LGBTIQA+ Pride Month in June, attended by 120 participants in Parramatta with lived experience, allies, executive staff and guests from across the state.
- CSNSW launched its focused Pride in Corrections employee network in June 2023.
- Revised and promoted the DCJ Workplace Gender Affirmation Policy and an accompanying Workplace Gender Affirmation Guide to support employees undergoing gender affirmation or transition in the workplace.
- Continued to promote the LGBTIQA+ Inclusion e-learning module to DCJ employees, including as part of the onboarding and induction of new employees.
- Continued to deliver Transgender and Gender Diverse and LGBTIQA+ Awareness training sessions facilitated by Pride in Diversity to build knowledge and awareness of our client groups and workplace policies.
- Launched the LGBTIQA+ Inclusion Playbook on the department's Learning Management System. The playbook includes videos, articles & short courses to build understanding of the LGBTQIA+ community and inclusive workplaces. The Playbook has been accessed over 1700 times since its launch.

Aspirations for 2023–24

In 2023–24, DCJ will continue to develop and deliver a range of new initiatives and programs, as prioritised in the *Inclusion Strategy 2021–2025* and *Aboriginal Employment Strategy 2021–2025* to improve employment outcomes and inclusions for people from diverse backgrounds.

In 2023–24, DCJ will:

Aboriginal and Torres Strait Islander people

- Continue to deliver initiatives and programs from the *Aboriginal Employment Strategy 2021–2025* to build on our successes, including working with our divisions to progress their annual AES Implementation Plans.
- Continue to deliver the Yuranha Aboriginal Pre-employment Program and consider options for its further expansion to include other types of roles or geographic locations.
- Continue to deliver the DCJ Aboriginal Traineeship and Aboriginal School-based Traineeship programs.
- Develop and launch the new broad based Aboriginal Mentoring program across all salary levels and divisions.
- Continue to partner with TAFE NSW to deliver career development, management and leadership courses to Aboriginal employees across all salary levels.
- Continue to deliver the CAMP and CAMP II mentoring programs in CSNSW. CSNSW will also aim to expand the professional and cultural pathways offered through CAMP, which may include a range of courses and training packages.
- CSNSW plans to host its next Aboriginal Staff Network Conference in late 2023.
- Design, develop and implement a Cultural Development and Learning Framework to improve cultural awareness and education of DCJ employees to better support colleagues and communities.
- Continue to monitor progress against Aboriginal employment targets contained in the *AES 2021–2025 and Inclusion Strategy 2021–2025*, including Aboriginal PMES engagement scores.

People with disability

- Continue to develop disability employment priorities and initiatives (as part of our implementation of the DIAP and *Inclusion Strategy 2021–2025* employment actions).
- Explore how DCJ can improve the employment people with intellectual disability in workplaces of the future.
- Continue to promote the new Workplace Adjustment Digital Passport across DCJ and expand the Passport to include workplace adjustments for Carers.
- Continue to offer 'Stepping Into' Internship opportunities to university students with disability in partnership with AND.
- Undertake the Access and Inclusion Index operated by the AND to continue our efforts to benchmark our disability inclusion and improve further. The results will in turn inform our next wave of initiatives and DIAP contributions in meaningful employment.
- Develop a pilot program for the employment of people who are neurodiverse.
- Implement and launch the pilot mentoring program for employees with disability to support skills and career development.
- Update and promote the suite of Disability Awareness e-learning modules for launch in 2023–24 across DCJ to improve employee understanding of the steps and expectations in working with and managing people with disability.
- Continue to monitor progress against disability employment targets in our *Inclusion Strategy 2021–2025*, including PMES engagement scores for employees with a disability.

Women

- Continue to develop and deliver leadership and professional development programs and workshops for women working across salary levels and DCJ divisions.
- Research, scope and develop priorities and focus areas for a DCJ gender equality strategy, which will also include a pay equity strategy.
- Develop and deliver a prevention framework for sexual harassment.
- Develop and launch a new mentoring program for women working across all levels of the organisation.
- Continue to implement the Better Ways of Working (BWOW) Flexible Work Framework across DCJ, focussing on team based flexible work.
- Continue to promote and implement job share opportunities across DCJ.
- Continue to promote the DCJ Carers and Parents hub resources and support and build membership of the new Carers' Employee Network.
- Continue to monitor employee engagement for women through the PMES.

Culturally and Linguistically Diverse (CALD)

- Deliver the new DCJ pilot Refugee and Humanitarian Employment Program to provide ongoing employment opportunities to eligible refugees in a range of suitable roles across different divisions.
- Continue to participate in the Multicultural NSW Refugee Employment Champions Group, which aims to develop a refugee employment initiative for the sector by June 2024.
- Continue to attract CALD candidates through the use of targeted advertising to promote multicultural child protection and social housing roles.
- Continue to promote the DCJ CLAS Guidelines and Procedures and encourage more employees from CALD backgrounds to consider participating in the scheme.
- Continue to deliver the DCJ Multicultural Competence learning program, supporting employees to improve their understanding of working with culturally diverse clients and colleagues.
- Continue to add resources to the Multicultural Inclusion Playbook.
- Continue to monitor employee engagement for CALD employees through the PMES.

LGBTIQA+ people

- Continue to promote the Workplace Gender Affirmation Policy and accompanying Workplace Gender Transition Guide to support employees undergoing gender affirmation or transition in the workplace
- Streamline processes to socially affirm gender in DCJ information technology systems.
- Undertake the Australian Workplace Equality Index, to benchmark DCJ's policies, systems and processes for LGBTIQA+ inclusion.
- Continue to build the Inclusion Playbook resources, via the DCJ Learning Management System, providing learning opportunities to support employees in further understanding the actions they can take to realise and contribute to a respectful, inclusive and diverse organisation.
- Continue to provide support and funding to the Pride Employee Network to host events and activities that promote LGBTIQA+ inclusion across DCJ.
- Continue to host a range of events to acknowledge and celebrate days of significance for LGBTIQA+ communities, including Mardi Gras, IDAHOBIT Day, Wear it Purple Day and Pride Month.

4.1.3 Work health and safety

Work Health and Safety (WHS) performance

In 2022–23:

- DCJ workplaces experienced an increase in Work Health and Safety (WHS) reporting compared to the previous financial year. There were 9,614 incidents across DCJ (excluding inmate incidents for Corrective Services NSW), including 1,198 hazards and 783 near misses.
- The total number of compensable injuries across all DCJ policies was 2,586 with 16 per cent of all injuries being psychological. These psychological injuries accounted for 48 per cent of all claim-related costs.
- 1,324 of all compensable injuries were related to COVID-19, thus increasing the total number of injuries across DCJ. Excluding COVID-19 claims, psychological claims accounted for 33 per cent of all injuries.
- COVID-19 workplace risk assessments were developed for each business stream across DCJ to evaluate potential risks and hazards relating to COVID-19. Each respective area has determined set control measures to reduce the likelihood and impact of the hazard and the risk assessment is a living document periodically updated by that area's WHS Officer.
- 24.7 per cent of the DCJ workforce accessed an influenza vaccination either on site, at their workplace or through a chemist voucher scheme. This was a slight increase from 2022, which may be attributed to the easing of COVID-19 restrictions from the previous year.

Table 1: Number of workers compensation claims, costs incurred and average cost at each year

DCJ (department)	2020–21	2021–22	2022–23
Total claims[1]	1,300	2,187[2]	2,586[3]
Total cost incurred[4]	$15,084,811	$22,713,550	$25,550,164
Average cost per claim[5]	$11,604	$10,386	$9,880[6]

Source: NSW Self Insurance Corporation Data Warehouse and iCare Portal

1 The rate of injury is highest among those staffing cohorts involved in custodial operations of young offenders and adult inmates

2 This includes 1011 claims related to COVID-19

3 This includes 1324 claims related to COVID-19

4 The cost per claim is highest among claims where the mechanism of injury is psychological

5 Average cost per claim is for all claims that occurred in that financial year. As claims are in differing stages of maturity, it is not the final average cost per claim

6 The average cost per claim has decreased due to increased number of all claims and volume of COVID claims being resolved a lot sooner than other injury types.

Notifiable incidents

There was a slight increase in the number of notifiable incidents reported across DCJ. Overall, 88 incidents were reported with 60 relating to Corrective Services NSW. This amount remains relatively unchanged when compared to the previous year of 19 incidents. There were 19 reported across Communities and eight in CTSD and LRLS. There was one notifiable incident in Corporate Services.

Challenges and future directions

The newly implemented injury management operating model has been reviewed and will continue in its current form. However, the Injury Management Review recommended that the structure continue to be reviewed regularly to respond to any new trends or significant challenges that arise. Reporting methodologies and dashboards have been embedded providing WHS and injury management trend information.

The endorsed Work, Health and Safety Targets 2023–2026 has four objectives targeting areas for responding to hazards and risks and improving outcomes for those who experience an injury at work. Following the release of SafeWork NSW's Code of Practice Managing psychosocial hazards, DCJ has identified psychosocial risk as a priority. These WHS targets complements the WHS Commitment Statement for DCJ by setting achievable actions to improve safety performance and avoid injury to our staff and others who access our workplaces.

The endorsed DCJ Injury Management Strategy is currently being evaluated to determine level of success in addressing the four focused targets:

- reducing the number and duration of high severity claims
- improving recovery at work
- social and economic outcomes for injured workers
- workers compensation performance results.

Consultation and planning has commenced for the next DCJ Injury Management Strategy. There is a review of the NSW Workers Compensation Scheme and any changes to legislation and practises will require implementing in DCJ.

Similarly, the endorsed DCJ Wellbeing Strategy has focused on four goals relating to wellbeing supports, wellbeing initiatives, mental health and a holistic approach that is underpinned by four action areas on how these are going to be achieved. The Strategy is currently being evaluated to measure its value and success.

The Treasury funded wellbeing checks program for child protection workers is completed. Wellbeing checks program will continue across targeted areas of DCJ in 2023–24 including Child Protection, Magistrates, Coroners Court staff and Injury Management Officers.

A rollout and expansion framework has been developed for the peer support program incorporating recommendations from the review. Implementation of this framework will commence in 2023–24.

4.2 Legal and risk

4.2.1 Legislation administered

Legislation administered as at 30 June 2023

Attorney General

- *Administrative Decisions Review Act 1997*
- *Anglican Church of Australia (Bodies Corporate) Act 1938*
- *Animals Act 1977*
- *Anti-Discrimination Act 1977*
- *Antiochian Orthodox Church Property Trust Act 1993*
- *Application of Laws (Coastal Sea) Act 1980*
- *Australian Mutual Provident Society Act 1988*
- *Australian Mutual Provident Society (Demutualisation and Reconstruction) Act 1997*
- *Bail Act 2013*
- *Benevolent Society (Reconstitution) Act 1998*
- *Births, Deaths and Marriages Registration Act 1995*, jointly with the Minister for Customer Service and Digital Government
- *Charitable Trusts Act 1993*
- *Child Protection (Offenders Prohibition Orders) Act 2004*, jointly with the Minister for Police and Counter-terrorism
- *Children (Criminal Proceedings) Act 1987*
- *Children (Protection and Parental Responsibility) Act 1997*
- *Children's Court Act 1987*
- *Choice of Law (Limitation Periods) Act 1993*
- *Christian Israelite Church Property Trust Act 2007*
- *Churches of Christ in New South Wales Incorporation Act 1947*
- *Churches of Christ, Scientist, Incorporation Act 1962*
- *Civil and Administrative Tribunal Act 2013*
- *Civil Liability Act 2002 No 22*
- *Civil Liability (Third Party Claims Against Insurers) Act 2017*
- *Civil Procedure Act 2005*
- *Classification (Publications, Films and Computer Games) Enforcement Act 1995*
- *Commercial Arbitration Act 2010*
- *Common Carriers Act 1902*
- *Commonwealth Bank (Interpretation) Act 1953*
- *Commonwealth Places (Administration of Laws) Act 1970*
- *Commonwealth Powers (De Facto Relationships) Act 2003*
- *Commonwealth Powers (Family Law—Children) Act 1986*
- *Community Justice Centres Act 1983*
- *Compensation to Relatives Act 1897*
- *Confiscation of Proceeds of Crime Act 1989*
- *Constitutional Powers (Coastal Waters) Act 1979*
- *Co-operative Schemes (Administrative Actions) Act 2001*

- *Coptic Orthodox Church (NSW) Property Trust Act 1990*
- *Coroners Act 2009*
- *Corporations (Administrative Actions) Act 2001*
- *Corporations (Ancillary Provisions) Act 2001*
- *Corporations (Commonwealth Powers) Act 2001*
- *Corporations (New South Wales) Act 1990*
- *Costs in Criminal Cases Act 1967*
- *Council of Law Reporting Act 1969*
- *Court Information Act 2010*
- *Court Security Act 2005*
- *Court Suppression and Non-publication Orders Act 2010*
- *Crimes Act 1900*
- *Crimes (Administration of Sentences) Act 1999, section 183(2)(a)*
- *Crimes (Appeal and Review) Act 2001*
- *Crimes at Sea Act 1998*
- *Crimes (Criminal Organisations Control) Act 2012*
- *Crimes (Domestic and Personal Violence) Act 2007*
- *Crimes (Forensic Procedures) Act 2000*
- *Crimes (High Risk Offenders) Act 2006*
- *Crimes Prevention Act 1916*
- *Crimes (Sentencing Procedure) Act 1999*
- *Crimes (Serious Crime Prevention Orders) Act 2016*
- *Criminal Appeal Act 1912*
- *Criminal Procedure Act 1986*
- *Criminal Records Act 1991*
- *Crown Advocate Act 1979*
- *Crown Land Management Act 2016*, in so far as it relates to the Crown land known as Government House Sydney, reserve number 1037869
- *Crown Proceedings Act 1988*
- *Crown Prosecutors Act 1986*
- *Defamation Act 2005*
- *Director of Public Prosecutions Act 1986*
- *District Court Act 1973*
- *Dividing Fences Act 1991*
- *Domicile Act 1979*
- *Dormant Funds Act 1942*
- *Drug Court Act 1998*
- *Drug Misuse and Trafficking Act 1985,* whole Act (except Part 2A, jointly the Minister for Health and the Minister for Police and Counter-terrorism)
- *Drug Supply Prohibition Order Pilot Scheme Act 2020,* jointly with the Minister for Police and Counter-terrorism
- *Dust Diseases Tribunal Act 1989*
- *Electronic Transactions Act 2000*

- *Employees Liability Act 1991*
- *Essential Services Act 1988, whole Act* (except Parts 1 and 2)
- *Evidence Act 1995*
- *Evidence (Audio and Audio Visual Links) Act 1998*
- *Evidence on Commission Act 1995*
- *Factors (Mercantile Agents) Act 1923*
- *Federal Courts (State Jurisdiction) Act 1999*
- *Felons (Civil Proceedings) Act 1981*
- *Financial Transaction Reports Act 1992*
- *Fines Act 1996,* Part 2, Divisions 1 and 2 and sections 13, 120 (in so far as it relates to registrars of the courts and the Sheriff) and 123
- *Forfeiture Act 1995*
- *Frustrated Contracts Act 1978*
- *Government Information (Information Commissioner) Act 2009*, jointly with the Minister for Customer Service and Digital Government
- *Government Information (Public Access) Act 2009*, jointly with the Minister for Customer Service and Digital Government
- *Graffiti Control Act 2008*, whole Act (except Part 4, jointly with the Minister for Local Government)
- *Greek Orthodox Archdiocese of Australia Consolidated Trust Act 1994*
- *Guardianship Act 1987*
- *Guardianship of Infants Act 1916*
- *Habitual Criminals Act 1957*
- *Health Practitioner Regulation (Adoption of National Law) Act 2009*, section 4 in so far as it applies the *Health Practitioner Regulation National Law (NSW)*, section 165B as a law of New South Wales, and the *Health Practitioner Regulation National Law (NSW)*, section 165B
- *Holy Apostolic Catholic Assyrian Church of the East Property Trust Act 1992*
- *Hunters Hill Congregational Church Property Trust Act 2013*
- *Imperial Acts Application Act 1969*
- *Inclosed Lands Protection Act 1901*
- *Industrial Relations Act 1996*, (a) sections 180, 185(2)(d)–(e), 197, 197B, 207 and 208, Part 3 of Chapter 7, section 407 (in relation to provisions administered by the Attorney General) and Schedule 4 (in relation to provisions administered by the Attorney General) (b) section 148 and Schedule 2, jointly with the Minister for Industrial Relations
- *Infants' Custody and Settlements Act 1899*
- *Insurance Act 1902*
- *Insurance (Application of Laws) Act 1986*
- *James Hardie (Civil Liability) Act 2005*
- *James Hardie (Civil Penalty Compensation Release) Act 2005*
- *James Hardie Former Subsidiaries (Winding up and Administration) Act 2005*
- *Judges' Pensions Act 1953*
- *Judicial Office (Papua New Guinea) Act 1979*
- *Judicial Officers Act 1986*
- *Jurisdiction of Courts (Cross-vesting) Act 1987*
- *Jurisdiction of Courts (Foreign Land) Act 1989*
- *Jury Act 1977*

- *Justices of the Peace Act 2002*
- *Land and Environment Court Act 1979*
- *Law and Justice Foundation Act 2000*
- *Law Enforcement (Powers and Responsibilities) Act 2002*, jointly with the Minister for Police and Counter-terrorism
- *Law Reform Commission Act 1967*
- *Law Reform (Law and Equity) Act 1972*
- *Law Reform (Miscellaneous Provisions) Act 1944*
- *Law Reform (Miscellaneous Provisions) Act 1946*
- *Law Reform (Miscellaneous Provisions) Act 1965*
- *Law Reform (Vicarious Liability) Act 1983*
- *Legal Aid Commission Act 1979*
- *Legal Profession Uniform Law Application Act 2014* and the *Legal Profession Uniform Law (NSW)*
- *Lie Detectors Act 1983*
- *Limitation Act 1969*
- *Local Court Act 2007*
- *Lutheran Church of Australia (New South Wales District) Property Trust Act 1982*
- *Mandatory Disease Testing Act 2021,* jointly with the Minister for Police and Counter-terrorism
- *Marketable Securities Act 1970*
- *Married Persons (Equality of Status) Act 1996*
- *Mental Health and Cognitive Impairment Forensic Provisions Act 2020*, whole Act except—(a) Parts 5 and 7 (b) Part 9, jointly with the Minister for Health
- *Methodist Church of Samoa in Australia Property Trust Act 1998*
- *Mining Act 1992, section 293*
- *Minors (Property and Contracts) Act 1970*
- *Modern Slavery Act 2018*
- *Moratorium Act 1932*
- *National Redress Scheme for Institutional Child Sexual Abuse (Commonwealth Powers) Act 2018*
- *Native Title (New South Wales) Act 1994*
- *Norfolk Island Administration Act 2016*
- *NSW Trustee and Guardian Act 2009*
- *Oaths Act 1900*
- *Parliamentary Papers (Supplementary Provisions) Act 1975*
- *Partnership Act 1892* Vic, whole Act (except in so far as it relates to the functions of the Registrar of the register of limited partnerships and incorporated limited partnerships and to the setting of fees to be charged for maintaining that register, jointly with the Minister for Better Regulation and Fair Trading)
- *Personal Injury Commission Act 2020*, (a) sections 7(1), (2), (6) and (7) and 16 and Schedule 2, clause 15, jointly with the Minister for Finance (b) sections 7(4), 8–10, 14 and 15, Schedule 1, clause 7 and Schedule 2, clauses 1–14, 16 and 17, solely
- *Personal Property Securities (Commonwealth Powers) Act 2009*, whole Act (except Schedule 1, Part 2, Division 2 and Schedule 1, clause 24, jointly with the Minister for Better Regulation and Fair Trading)
- *Piracy Punishment Act 1902*
- *Presbyterian Church of Australia Act 1971*
- *Pre-Trial Diversion of Offenders Act 1985*

- *Printing and Newspapers Act 1973*
- *Privacy and Personal Information Protection Act 1998*, jointly with the Minister for Customer Service and Digital Government
- *Probate and Administration Act 1898*
- *Property (Relationships) Act 1984*
- *Public Defenders Act 1995*
- *Public Notaries Act 1997*
- *Recovery of Imposts Act 1963*
- *Relationships Register Act 2010*, jointly with the Minister for Customer Service and Digital Government
- *Reorganised Church of Jesus Christ of Latter Day Saints Trust Property Act 1959*
- *Restraints of Trade Act 1976*
- *Restricted Premises Act 1943*
- *Roman Catholic Church Communities' Lands Act 1942*
- *Roman Catholic Church Trust Property Act 1936*
- *Royal Blind Society (Merger) Act 2005*
- *Royal Institute for Deaf and Blind Children Act 1998*
- *Russian Orthodox Church (NSW) Property Trust Act 1991*
- *Sale of Goods Act 1923*
- *Sale of Goods (Vienna Convention) Act 1986*
- *Scout Association of Australia (New South Wales Branch) Incorporation Act 1928*
- *Sea-Carriage Documents Act 1997*
- *Sheriff Act 2005*
- *Solicitor General Act 1969*
- *St. Shenouda Coptic Orthodox Monastery (NSW) Property Trust Act 2014*
- *Standard Time Act 1987*
- *Status of Children Act 1996*
- *Stewards' Foundation of Christian Brethren Act 1989*
- *Succession Act 2006*
- *Suitors' Fund Act 1951*
- *Summary Offences Act 1988*
- *Sunday (Service of Process) Act 1984*
- *Supreme Court Act 1970*
- *Surrogacy Act 2010*
- *Surveillance Devices Act 2007*
- *Telecommunications (Interception and Access) (New South Wales) Act 1987*
- *Terrorism (Commonwealth Powers) Act 2002*
- *Terrorism (High Risk Offenders) Act 2017*
- *Terrorism (Police Powers) Act 2002*
- *Trees (Disputes Between Neighbours) Act 2006*
- *Trustee Act 1925*
- *Trustee Companies Act 1964*
- *Unauthorised Documents Act 1922*

- *Uniting Church in Australia Act 1977*
- *Vexatious Proceedings Act 2008*
- *Victims Rights and Support Act 2013*
- *Westpac Banking Corporation (Transfer of Incorporation) Act 2000*
- *Witnesses Examination Act 1900*
- *Workplace Surveillance Act 2005*
- *Young Offenders Act 1997*, whole Act (except sections 49, 60 and 61 and Schedule 1)

Minister for Veterans

- *Anzac Memorial (Building) Act 1923*
- *Discharged Servicemen's Badges Act 1964*
- *RSL NSW Act 2018*

Minister for the Prevention of Domestic Violence and Sexual Assault

- Nil

Minister for Corrections

- *Crimes (Administration of Sentences) Act 1999*, whole Act (except section 183(2)(a))
- *Crimes (Interstate Transfer of Community Based Sentences) Act 2004*
- *Inspector of Custodial Services Act 2012*
- *International Transfer of Prisoners (New South Wales) Act 1997*
- *Parole Orders (Transfer) Act 1983*
- *Prisoners (Interstate Transfer) Act 1982*

Minister for Families and Communities

- *Adoption Act 2000*
- *Child Protection (International Measures) Act 2006*
- *Child Protection (Working with Children) Act 2012*
- *Children and Young Persons (Care and Protection) Act 1998*
- *Children's Guardian Act 2019*
- *Community Services (Complaints, Reviews and Monitoring) Act 1993*, jointly with the Minister for Disability Inclusion and the Minister for Seniors
- *Community Welfare Act 1987*, whole Act (except Part 5 and any other provisions of that Act in so far as they relate to functions under Part 5)

Minister for Disability Inclusion

- *Ageing and Disability Commissioner Act 2019*, jointly with the Minister for Seniors
- *Community Services (Complaints, Reviews and Monitoring) Act 1993*, jointly with the Minister for Families and Communities and the Minister for Seniors
- *Disability Inclusion Act 2014*
- *National Disability Insurance Scheme (NSW Enabling) Act 2013*
- *National Disability Insurance Scheme (Worker Checks) Act 2018*

Minister for Seniors

- *Ageing and Disability Commissioner Act 2019*, jointly with the Minister for Disability Inclusion
- *Carers (Recognition) Act 2010*

- *Community Services (Complaints, Reviews and Monitoring) Act 1993*, jointly with the Minister for Families and Communities and the Minister for Disability Inclusion

Minister for Youth Justice

- *Child Welfare (Commonwealth Agreement Ratification) Act 1941*
- *Child Welfare (Commonwealth Agreement Ratification) Act 1962*
- *Children (Community Service Orders) Act 1987*
- *Children (Detention Centres) Act 1987*
- *Children (Interstate Transfer of Offenders) Act 1988*
- *Young Offenders Act 1997*, sections 49, 60 and 61 and Schedule 1

Minister for Youth

- *Advocate for Children and Young People Act 2014*

Minister for Housing

- *Aboriginal Housing Act 1998*
- *Boarding Houses Act 2012*, (a) Parts 1 and 5 and Schedule 2, Part 1, jointly with the Minister for Better Regulation and Fair Trading (b) Part 4 and Schedule 2, Part 2, solely
- *Community Housing Providers (Adoption of National Law) Act 2012*
- *Housing Act 2001*
- *Residential Tenancies Act 2010*, Part 7, jointly with the Minister for Better Regulation and Fair Trading
- *Teacher Housing Authority Act 1975*

Minister for Homelessness

- Nil

Minister for Police and Counter-Terrorism

- *Australian Crime Commission (New South Wales) Act 2003*
- *Crime Commission Act 2012*
- *Criminal Assets Recovery Act 1990*
- *Unexplained Wealth (Commonwealth Powers) Act 2018*

4.2.2 Legislative changes in 2022–23

Changes in Acts and subordinate legislation

Changes in Acts allocated to the Attorney General

- *Children (Protection and Parental Responsibility) Act 1997*
- *Civil and Administrative Tribunal Act 2013*
- *Confiscation of Proceeds of Crime Act 1989*
- *Coroners Act 2009*
- *Crimes Act 1900*
- *Crimes (Criminal Organisations Control) Act 2012*
- *Crimes (Sentencing Procedure) Act 1999*
- *Criminal Procedure Act 1986*
- *Director of Public Prosecutions Act 1986*
- *District Court Act 1973*
- *Evidence Act 1995*

- *Fines Act 1996*
- *Government Information (Public Access) Act 2009*
- *Industrial Relations Act 1996*
- *Land and Environment Court Act 1979*
- *Law Enforcement (Powers and Responsibilities) Act 2002*
- *Legal Profession Uniform Law*
- *Mandatory Disease Testing Act 2021*
- *Mental Health and Cognitive Impairment Forensic Provisions Act 2020*
- *Oaths Act 1900*
- *Partnership Act 1892*
- *Privacy and Personal Information Protection Act 1998*
- *Sheriff Act 2005*

Changes in Acts allocated to the Minister for Corrections

- *Crimes (Administration of Sentences) Act 1999*

Changes in Acts allocated to the Minister for Families and Communities

- *Adoption Act 2000*
- *Child Protection (Working with Children) Act 2012*
- *Children and Young Persons (Care and Protection) Act 1998*
- *Children's Guardian Act 2019*
- *Community Services (Complaints, Reviews and Monitoring) Act 1993*
- *Community Welfare Act 1987*

Changes in Acts allocated to the Minister for Disability Inclusion

- *Community Services (Complaints, Reviews and Monitoring) Act 1993*
- *Disability Inclusion Act 2014*

Changes in Acts allocated to the Minister for Youth

- *Advocate for Children and Young People Act 2014*

Changes in Acts allocated to the Minister for Veterans

- Nil

Changes in Acts allocated to the Minister for the Prevention of Domestic Violence and Sexual Assault

- Nil

Changes in Acts allocated to the Minister for Seniors

- *Community Services (Complaints, Reviews and Monitoring) Act 1993*

Changes in Acts allocated to the Minister for Youth Justice

- Nil

Changes in Acts allocated to the Minister for Housing

- *Boarding Houses Act 2012*
- *Residential Tenancies Act 2010*

Changes in Acts allocated to the Minister for Police and Counter-Terrorism

- *Crime Commission Act 2012*
- *Criminal Assets Recovery Act 1990*
- *Dedicated Encrypted Criminal Communication Device Prohibition Orders Act 2022*
- *Law Enforcement (Powers and Responsibilities) Act 2002*
- *Mandatory Disease Testing Act* 2021
- *Security Industry Act 1997*
- *Tattoo Parlours Act 2012*
- *Unexplained* Wealth (Commonwealth Powers) Act 2018

Changes in Acts allocated to the Minister for Multiculturalism

- Nil

Amendments to Regulations in 2022–23

Changes in Regulations allocated to the Attorney General

- Bail Regulation 2021
- Births, Deaths and Marriages Registration Regulation 2017
- Charitable Trusts Regulation 2022
- Civil and Administrative Tribunal Regulation 2022
- Civil Liability Regulation 2019
- Civil Procedure Regulation 2017
- Coroners Regulation 2021
- Criminal Procedure Regulation 2017
- Director of Public Prosecutions Regulation 2020
- Drug Court Regulation 2020
- Dust Diseases Tribunal Regulation 2019
- Electronic Transactions (ECM Courts) Order 2005
- Evidence (Audio and Audio Visual Links) Regulation 2015
- Government Information (Public Access) Regulation 2018
- Industrial Relations Commission Rules 2022
- Industrial Relations (General) Regulation 2020
- Judicial Officers Regulation 2022
- Jury Regulation 2022
- Justices of the Peace Regulation 2020
- Law Enforcement (Powers and Responsibilities) Regulation 2016
- Legal Profession Uniform General Rules 2015
- Local Court Rules 2009
- Mandatory Disease Testing Regulation 2022
- Mining Regulation 2016
- Personal Injury Commission Rules 2021
- Roman Catholic Church Communities' Lands Regulation 2022
- Succession Regulation 2020
- Surveillance Devices Regulation 2022

- Trustee Companies Regulation 2022
- Uniform Civil Procedure Rules 2005
- Victims Rights and Support Regulation 2019
- Workplace Surveillance Regulation 2022

Amendments to regulations allocated to the Minister for Corrections

- Crimes (Administration of Sentences) Regulation 2014

Amendments to regulations allocated to the Minister for Family and Communities

- Adoption Regulation 2015
- Child Protection (Working with Children) Regulation 2013
- Children and Young Persons (Care and Protection) Regulation 2022
- Children's Guardian Regulation 2022

Amendments to regulations allocated to the Minister for Disability Inclusion

- Disability Inclusion Regulation 2014

Amendments to regulations allocated to the Minister for Youth

- Nil

Amendments to regulations allocated to the Minister for Veterans

- Nil

Amendments to regulations allocated to the Minister for Prevention of Domestic Violence and Sexual Assault

- Nil

Amendments to regulations allocated to the Minister for Youth Justice

- Nil

Amendments to regulations allocated to the Minister for Housing

- Boarding Houses Regulation 2013

Amendments to regulations allocated to the Minister for Police and Counter-Terrorism

- Crime Commission Regulation 2022
- Criminal Assets Recovery Regulation 2017
- Firearms Regulation 2017
- Law Enforcement (Powers and Responsibilities) Regulation 2016
- Mandatory Disease Testing Regulation 2022
- Police Regulation 2015
- Rock Fishing Safety (Declared Areas) Order 2016
- Security Industry Regulation 2016

Amendments to regulations allocated to the Minister for Multiculturalism

- Nil

Significant judicial decisions in 2022–23

Charitable Trusts Proceedings

Rookwood General Cemeteries Reserve Land Manager v Attorney-General NSW [2022] NSWSC 1763

- On 20 December 2022, Parker J handed down judicial advice in relation to the Anglican portion of the Rookwood Cemeteries. The Court advised that no charitable trust existed over the land or proceeds of the cemeteries, and that the effect of various legislative changes is that the revenue is now controlled by the Minister for Lands to be used for the purposes of the *Crown Lands Act*. This decision was not to appeal, and the Crown Solicitor is now considering the decision, including its application to the related issues raised by the Catholic Metropolitan Cemeteries Trust.

Grain Technology Australia Ltd v Rosewood Research Pty Ltd (No 3) [2023] NSWSC 238

- The Attorney General was involved (in his role as protector of charities) as Fourth Defendant and the First Cross-defendant to these longstanding charitable trust proceedings. The proceedings concerned whether Rosewood Research Pty Ltd (referred to as BRI), and its subsidiaries held their property under a charitable trust and, if so, the terms of the charitable trust. Parker J held that the property of Rosewood Research Pty Ltd was not held on charitable trust cognisable in equity. On 19 May 2023 by Parker J, made orders disposing of the substantive matter except for costs and the plaintiff's motion. Justice Parker held the property of the BRI is not held on the terms of a charitable trust cognisable in equity. In coming to this view, Parker J made the point BRI's objects are not exclusively for charitable purposes, therefore BRI is not amenable to such jurisdiction as the Court may have over 'charitable corporations' with exclusively charitable objects. This decision appears to leave open the possibility that there may be circumstances where a company does hold its assets subject to a charitable trust for its charitable purposes, although the circumstances when that might arise are very unclear (his Honour having decided the matter on the facts in this case in the negative).

Constitutional matters

Rafiqul Islam v Transport Accident Commission of Victoria and Heather Worldon v Transport Accident Commission of Victoria [2022] NSWDC 582

These proceedings involved the possibility of the potential exercise of Federal jurisdiction by the Personal Injury Commission (PIC) and arose from the fact that the plaintiff in each case was involved in a motor vehicle accident in NSW, where the other driver was driving a vehicle registered in Victoria. The defendant, the Transport Accident Commission of Victoria is the sole compulsory third-party motor vehicle insurer for the State of Victoria. The Attorney General of NSW intervened in the proceedings. On 25 November 2022, the Court dismissed the summonses on the basis that the PIC would not have been exercising judicial power, such that the criteria in s 26(3) of the *Personal Injury Commission Act 2020* was not met. This decision means that as the PIC was not exercising a judicial function that it has jurisdiction to hear and determine both claims.

Landrey v Director of Public Prosecutions (NSW) [2022] NSWCA 211

The plaintiff filed a summons and affidavit challenging provisions of the *Criminal Procedure Act 1986* based on the principles from *Kable v Director of Public Prosecutions (1996)* 189 CLR 1 ('Kable') or *X7 v Australian Crime Commission (2013)* 248 CLR 92. The principal relief sought was a declaration that the entire committal procedure in Chapter 3, Part 2 of the *Criminal Procedure Act* is invalid. The challenge was focussed on the amendments to the committal procedure which require the Magistrate to commit each defendant to trial on indictment (where, previously, there was a discretion and an assessment of whether there is a prima facie prosecution case). The Supreme Court unanimously found the impugned legislation to be valid and ordered that the plaintiff's summons be dismissed with costs. The High Court dismissed Mr Landrey's special leave to appeal.

SDCV v Director-General of Security & Anor [2022] HCA 32

The Attorney General intervened under s 78A of the *Judiciary Act 1903* in these proceedings which concerned an appeal against the decision of the Federal Court of Australia Full Court (FCAFC) and related to the cancellation of the appellant's visa. The visa was cancelled following an adverse security assessment certified by the Director-General of Security on behalf of the Australian Security Intelligence Organisation (the ASA certificate). The ASA certificate was accompanied by a statement of grounds (the ASA decision). The appellant applied to the Administrative Appeals Tribunal (the AAT) for merits review of the ASA decision. The Minister administering the *Australian Security Intelligence Organisation Act 1979 (Cth)* (the ASIO Act) issued certificates under s 39B(2)(a) of the *AAT Act* stating that disclosure of some of the contents of documents relating to the ASA decision would be contrary to the public interest because it would prejudice the security of Australia (the certificated matter). The appellant appealed to the FCAFC under s 44 of the AAT Act challenging the validity of s 46(2) of the AAT Act on the basis that it curtails procedural fairness and thereby infringes Chapter III of the Constitution. The FCAFC rejected the constitutional challenge. The High Court, by majority of 4:3 (Gageler, Gordon and Edelman JJ dissenting), rejected the challenge to the constitutional validity of s. 46(2) of the AAT Act. The Court's decision in its judgment on 12 October 2022 confirms the validity of the AAT Act and provides insight as to how members of the Court would approach questions concerning the extent to which any Australian legislature can validly prescribe procedures which curtail procedural fairness.

Attorney General for New South Wales v FJG [2023] NSWCA 34

These proceedings concern an application to correct the NSW Register of Births, Deaths and Marriages with respect to a change of gender and name. The result of the change request meant that the Register in NSW would differ from the Commonwealth and to include reference to a marriage occurring between two women at a time where same-sex marriage was not lawful. The Attorney General of NSW intervened in the proceedings as there was no active contradictor and in view of the Constitutional issues raised. On 6 March 2023 the Court unanimously held that the power conferred by s 45 of the NSW Act to amend the Register does not enable the Register to be amended in the manner sought by FJG and FJH, or in any way that would result in the Register recording particulars inconsistent with their 'official certificate of marriage' under s 50 of the *Marriage Act 1961 (Cth)*. The Court made declarations favourable to the Attorney General.

Garlett v State of WA [2022] HCA 30

These proceedings involved a challenge to the WA equivalent of the *Crimes (High Risk Offenders) Act*, though the specific conduct subject to the challenge (robbery) is not covered by the NSW legislation and the restriction order has been dismissed by the WASC. The High Court, by majority of 5:2 (Gageler J and Gordon J dissenting), handed down judgment on 7 September 2022 rejecting the challenge to the constitutional validity of the *High Risk Serious Offenders Act 2020 (WA)* in its relevant operation with respect to Mr Garlett.

Hornsby Shire Council v Commonwealth of Australia & Anor [2023] HCA 19

The Hornsby Shire Council (the Council) sought to challenge the constitutional validity of the regime requiring it to pay 'notional GST' to the Commonwealth, arguing that it imposed a tax on property of the State. On 14 June 2023, The Court unanimously decided in favour of the Commonwealth and the State of NSW (the Defendants), finding that the notional GST is not a tax for the purposes of section 114 of the Constitution. It followed that the Court did not need to consider the application of section 55 of the Constitution, as a law could only contravene section 55 if it imposed a tax. This decision authoritatively decided the constitutionality of notional GST as it applies to local councils.

4.2.3 Surveillance Devices Act 2007 and Report of the Surveillance Devices Commissioner

Statistical information about section 45A of the *Surveillance Devices Act 2007*

Section 45A *Surveillance Devices Act 2007*		2022–23
The number of matters in which the advice of the Attorney General has been sought in respect of a prospective application for a warrant	Notices received pursuant to section 17(5A) in relation to pending applications	1,021
	Notices culminating in consultation (Attorney General's delegate with applicant agency)	338
	Consultation culminating in further development of warrant application	306
The number of applications for a warrant that have been made		893
The number of applications for an extension or variation of an issued warrant		126
The number of applications in which the Attorney General was heard before the Judge or Magistrate in the determination of the application	Written submissions	89
	In-person submissions	0
The number of applications that were withdrawn before being determined	Notices served pursuant to section 17(5A) but application not made to eligible Judge	4
	Applications made to eligible Judge but withdrawn prior to determination	3
The number of applications that were refused		17
The number of warrants in respect of which a direction was given under section 52(1) to supply information to a person about the warrant or use of a surveillance device (or both)		0

Report of the Surveillance Devices Commissioner

Introduction

The Surveillance Devices Commissioner (SD Commissioner) exercises functions of the Attorney General under Parts 3 and 5 of the *Surveillance Devices Act 2007* (the SDA) through a delegation under s 51B of the Act. The functions involve the SD Commissioner:

- receiving notice of pending warrant applications
- retaining a right to be heard on each application
- receiving reports in relation to the use made by applicant agencies of the surveillance devices authorised by issued warrants.

In addition to these delegated legislative functions, the SD Commissioner exercises a general leadership role in promoting the objects of the SDA and ensuring the integrity and efficacy of its administration.

Regulation of Surveillance Device Act warrant application

The SD Commissioner receives notices of pending applications by law enforcement agencies, and exercises (or refrains from exercising) the right to be heard on each application. The SD Commissioner, in exercising these functions uses his position to ensure that eligible Judges are placed in a primary position to make the assessments as to the merit or otherwise of applications. The SD Commissioner reviews each pending application and works with applicant agencies to address any apparent deficiencies.

During the reporting period 1,021 notices of pending applications were received and reviewed. Consultation with applicant agencies occurred in relation to 338 applications and these consultations culminated in the amendment and development of application materials on 306 occasions. The SD Commissioner provided written submissions on 89 occasions during the reporting period.

The SD Commissioner continued to work with applicant agencies to enhance the processes associated with SDA warrant applications. He secured cooperation for standardising and enhancing the templates used to guide the preparation of application documents. He developed and maintained guideline documents promoting best practices in terms of document preparation, and participation in the application process. He continued to prepare and circulate publications in relation to key legal issues associated with SDA applications. All guidance documentation was made permanently available to practitioners on the SD Commissioner's external SharePoint page. The SD Commissioner conducted training in relation to document preparation with officers from the NSW Police Force, and officers from the LECC.

Regulation of 'use' of Surveillance Device Act authority

The SD Commissioner receives reports on the use of SDA authority that are required from law enforcement agencies under s 44 of the SDA. Proposals for the development of legislation in this respect have been raised with DCJ Policy, Reform and Legislation.

Accountability and data use

In the reporting year the SD Commissioner continued to promote the provision of an expanded report on SDA operations to Parliament under s 45 of the SDA. The SD Commissioner prepared and submitted feedback reports to applicant agencies.

4.2.4 Report of the Commissioner of Victims Rights

As required by section 13(5) *Victims Rights and Support Act 2013* (NSW)

Under the direction of the Commissioner of Victims Rights, Victims Services provides access to counselling and financial assistance to victims of violent crime in NSW under the Victims Support Scheme, promotes the Charter of Victims Rights and delivers programs to support victims of crime.

Providing access to victims support under the Victims Support Scheme

Applications received for victims support

Total applications received by support type

	All applications	Applications where victim identifies as Aboriginal and Torres Strait Islander[1]
Counselling	28,152	4,449 (15.8 per cent)
Financial Support[2]	10,480	2,069 (19.7 per cent)
Recognition Payment	18,954	3,850 (20.3 per cent)

1 It is optional for applicants to disclose whether they are of Aboriginal or Torres Strait Islander origin.

2 This includes financial support applications for immediate needs and economic loss and funeral expenses.

Applications received by act of violence (all)

	Domestic/ Family Violence	Sexual Assault (including child sexual assault)	Homicide	Other acts of violence	Total
Counselling	16,269 (57.8 per cent)	7,622 (27.1 per cent)	245 (0.9 per cent)	4,016 (14.2 per cent)	28,152 (100 per cent)
Financial Support[1]	7,883 (75.2 per cent)	718 (6.9 per cent)	175 (1.7 per cent)	1,704 (16.2 per cent)	10,480 (100 per cent)
Recognition Payment	9,285 (49.0 per cent)	5,217 (27.5 per cent)	186 (1.0 per cent)	4,266 (22.5 per cent)	18,954 (100 per cent)

1 This includes financial support applications for immediate needs, economic loss and funeral expenses.

Applications received by act of violence (where victim identifies as Aboriginal and Torres Strait Islander[1])

	Domestic/ Family Violence	Sexual Assault (including child sexual assault)	Homicide	Other acts of violence	Total
Counselling	2,579 (58.0 per cent)	1,172 (26.3 per cent)	52 (1.2 per cent)	646 (14.5 per cent)	4,449 (100 per cent)
Financial Support[2]	1,637 (79.1 per cent)	107 (5.2 per cent)	24 (1.2 per cent)	301 (14.5 per cent)	2,069 (100 per cent)
Recognition Payment	2,080 (54.0 per cent)	980 (25.5 per cent)	39 (1.0 per cent)	751 (19.5 per cent)	3,850 (100 per cent)

1 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

2 This includes financial support applications for immediate needs, economic loss and funeral expenses.

Applications for counselling

Outcomes of counselling applications

		Outcome: All applications	Outcome: Applications where victim identifies as Aboriginal and Torres Strait Islander[1]
Counselling	Total	28,184	4,455
	Approved	28,152	4,451
	Dismissed	31	4
	Withdrawn	1	0

Note: Applications determined may include applications received from previous financial years.

1 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Outcomes of counselling applications by act of violence

		Domestic/ Family Violence	Sexual Assault (including child sexual assault)	Homicide	Other acts of violence	Total
Counselling: All applications	Total	16,279	7,626	228	4,051	28,184
	Approved	16,268	7,624	214	4,046	28,152
	Dismissed	11	2	14	4	31
	Withdrawn	0	0	0	1	1
Counselling: Applications where victim identifies as Aboriginal and Torres Strait Islander[1]	Total	2,581	1,173	50	651	4,455
	Approved	2,579	1,173	48	651	4,451
	Dismissed	2	0	2	0	4
	Withdrawn	0	0	0	0	0

Note: Applications determined may include applications received from previous financial years.

1 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Applications for financial assistance for immediate needs

Outcomes of claim items for financial assistance for immediate needs[1]

		Outcome: All Claim items	Outcome: Claim items where victim identifies as Aboriginal and Torres Strait Islander[2]
Financial Assistance for Immediate Needs	Total	41,505	8,874
	Approved	18,048	3,461
	Dismissed	23,384	5,407
	Withdrawn	73	6

Note: Applications determined may include applications received from previous financial years.

1 An application may claim multiple expenses/costs. Each expense/cost is a separate claim item.

2 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Outcomes of claim items for financial assistance for immediate needs by act of violence[1]

		Domestic/ Family Violence	Sexual Assault (including child sexual assault)	Homicide	Other acts of violence	Total
Financial Assistance for Immediate Needs: All	Total	34,910	1,744	217	4,634	41,505
	Approved	15,309	723	164	1,852	18,048
	Dismissed	19,544	1,012	49	2,779	23,384
	Withdrawn	57	9	4	3	73
Financial Assistance for Immediate Needs: Where victim identifies as Aboriginal and Torres Strait Islander[2]	Total	7,559	288	27	1,000	8,874
	Approved	3,033	110	24	294	3,461
	Dismissed	4,520	178	3	706	5,407
	Withdrawn	6	0	0	0	6

Note: Applications determined may include applications received from previous financial years.

1 An application may claim multiple expenses/costs. Each expense/cost is a separate claim item.

2 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Reasons for dismissal — claim items for financial assistance for immediate needs[1]

Financial assistance for immediate needs claim items by dismissal reason (top 5)	All	Where victim identifies as Aboriginal and Torres Strait Islander[2]
Expense — not a direct result of the act of violence	5,345 (22.9 per cent)	1,201 (22.2 per cent)
No offence/violent conduct and/or injury — 19(1)	4,825 (20.6 per cent)	941 (17.4 per cent)
Maximum cap reached	4,568 (19.5 per cent)	901 (16.7 per cent)
Documentary evidence requirements not met	3,764 (16.1 per cent)	1,107 (20.5 per cent)
Expense not urgent/not health, safety, wellbeing	1,690 (7.2 per cent)	398 (7.4 per cent)

Note: Applications determined may include applications received from previous financial years.

1. An application may claim multiple expenses/costs. Each expense/cost is a separate claim item.

2 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Applications for financial assistance for economic loss

Outcomes of claim items for financial assistance for economic loss[1]

		Outcome: All claim items	Outcome: Claim items where victim identifies as Aboriginal and Torres Strait Islander[2]
Financial Assistance for Economic Loss	Total	5,673	448
	Approved	2,606	171
	Dismissed	3,036	275
	Withdrawn	31	2

Note: Applications determined may include applications received from previous financial years.

1. An application may claim multiple expenses/costs. Each expense/cost is a separate claim item.

2 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Outcomes of claim items for financial assistance for economic loss by act of violence[1]

		Domestic/ Family Violence	Sexual Assault (including child sexual assault)	Homicide	Other acts of violence	Total
Financial Assistance for Economic Loss: All	Total	1,951	1,299	106	2,317	5,673
	Approved	715	628	92	1,171	2,606
	Dismissed	1,230	669	13	1,124	3,036
	Withdrawn	6	2	1	22	31
Financial Assistance for Economic Loss: Where victim identifies as Aboriginal and Torres Strait Islander[2]	Total	203	90	18	137	448
	Approved	55	37	17	62	171
	Dismissed	146	53	1	75	275
	Withdrawn	2	0	0	0	2

Note: Applications determined may include applications received from previous financial years.

1 An application may claim multiple expenses/costs. Each expense/cost is a separate claim item.

2 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Reasons for dismissal — claim items for financial assistance for economic loss

Financial assistance for economic loss claim items by dismissal reason (top 5)[1]	All	Where victim identifies as Aboriginal and Torres Strait Islander[2]
Expense — not a direct result of the act of violence	1,402 (46.1 per cent)	144 (52.4 per cent)
Documentary evidence requirements not met	520 (17.1 per cent)	61 (22.2 per cent)
No offence/violent conduct and/or injury — 19(1)	364 (12.0 per cent)	20 (7.3 per cent)
Loss of earnings not established	170 (5.6 per cent)	15 (5.5 per cent)
Expense previously determined	113 (3.7 per cent)	12 (4.4 per cent)

Note: Applications determined may include applications received from previous financial years.

1 An application may claim multiple expenses/costs. Each expense/cost is a separate claim item.

2 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Applications for recognition payment

Outcomes of recognition payment applications

		Outcome: All applications	Outcome: Applications where victim identifies as Aboriginal and Torres Strait Islander[1]
Recognition Payment	Total	20,456	3,953
	Approved	11,992	2,091
	Dismissed	3,593	731
	Withdrawn	133	24
	Lapsed	4,738	1,107

Note: Applications determined may include applications received from previous financial years.

1 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Outcomes of recognition payment applications by act of violence

		Domestic/ Family Violence	Sexual Assault (including child sexual assault)	Homicide	Other acts of violence	Total
Recognition Payment: All applications	Total	10,034	5,364	185	4,873	20,456
	Approved	4,868	4,010	94	3,020	11,992
	Dismissed	1,793	736	86	978	3,593
	Withdrawn	83	22	0	28	133
	Lapsed	3,290	596	5	847	4,738
Recognition Payment: Applications where victim identifies as Aboriginal and Torres Strait Islander[1]	Total	2,071	978	39	865	3,953
	Approved	930	684	20	457	2,091
	Dismissed	379	141	19	192	731
	Withdrawn	16	2	0	6	24
	Lapsed	746	151	0	210	1,107

Note: Applications determined may include applications received from previous financial years.

1 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Applications awarded a recognition payment by category of payment

	All applications	Applications where victim identifies as Aboriginal and Torres Strait Islander[1]
Category A	86	19
Category B	2,875	490
Category C	3,318	562
Category D	5,713	1,020

Note: Applications determined may include applications received from previous financial years.

1 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Reasons for dismissal — applications for recognition payment

Recognition payment by dismissal reason (top 5)	All	Where victim identifies as Aboriginal and Torres Strait Islander[1]
No offence/violent conduct and/or injury — 19(1)	1,693 (47.1 per cent)	295 (40.4 per cent)
Documentary evidence requirements not met	842 (23.4 per cent)	204 (27.9 per cent)
Act of violence considered on another application	527 (14.7 per cent)	145 (19.8 per cent)
Ineligible — Out of time	93 (2.6 per cent)	12 (1.6 per cent)
Secondary victim	84 (2.3 per cent)	10 (1.4 per cent)

Note: Applications determined may include applications received from previous financial years.

1 It is optional for applicants to disclose whether they are of Aboriginal and Torres Strait Islander origin.

Service standards

Service	Service standard	2022–23 Median
Response time on Victims Access Line (VAL)	Less than 2 minutes	1 min and 4 seconds
Call abandonment rate	5 per cent	4.2 per cent
Registering applications	2 days	1 day
Time to determine counselling	2 days	1 day
Time to determine financial assistance — immediate needs	14 days	9 days
Time to determine financial assistance — economic loss	28 days	20 days
Time to determine recognition payments	90 days	66 days

Average amount awarded

Act of Violence ($)	Immediate Needs	Economic Loss	Recognition Payment
Total (for all acts of violence)	3,839	2,382	4,564
Domestic/Family Violence	4,129	2,088	2,598
Sexual Assault (includes child sexual assault)	3,159	1,851	7,988
Homicide	1,901	2,537	9,138

Once an applicant is found to be eligible for support, maximum amounts provided are fixed by regulation according to the applicable category of recognition payment and expenses or lost earnings claimed as a result of the act. Amounts may be paid over five years, as claims for financial assistance remain open for that period. As a result, this data does not represent the total an individual victim may receive over the life of their claim.

Victims support given

In 2022–23, the following was provided in victims support:

- $31.7 million was paid in counselling support to victims of crime
- $25.4 million was awarded for financial assistance for immediate needs
- $2.5 million was awarded for financial assistance for economic loss
- $54.7 million was awarded for recognition payments.

Applications for reviews

The *Victims Rights and Support Act 2013* (the Act) provides a mechanism for internal review of decisions regarding applications made for victims support. Victims may lodge additional information when requesting an internal review which may increase the amount awarded.

There were 2,090 requests for internal review lodged in 2022–23. For the 2,208 requests[1] determined in 2022–23:

- 1,088 requests were approved and awarded an increased amount of victims support
- 259 requests were approved for the same amount of victims support
- 844 requests were dismissed
- ten requests were withdrawn.

Note: Requests determined may include requests received from previous financial years.

Under the Act, victims not satisfied with recognition payment decisions can lodge an application with the NSW Civil and Administrative Tribunal (NCAT).

In 2022–23 there were 53 applications for external review lodged in NCAT relating to victims support matters. 65 applications were finalised:

	External review relating to victims support matters
Dismissed affirming the Commissioner's decision	17
Dismissed with variation to the Commissioner's decision	N/A
Withdrawn by the applicant	11
Settled prior to hearing	27
Set aside the Commissioner's decision	10

Note: Applications finalised may include applications received from previous financial years.

1 Seven requests related to claims not previously made that were referred for initial assessment.

Recovering amounts paid from convicted offenders

Part 5 of the Act enables payments made to victims under the Victims Support Scheme to be recovered from persons found guilty of the crime relating to the payments. If the offender does not pay the restitution amount, that amount will be transferred to Revenue NSW for debt collection.

Financial information relating to restitution orders is disclosed in the Department's financial statements in Volume 2.

In 2022–23 there were 1,430 restitution orders issued. For the 313 objections determined in 2022–23:

Restitution order confirmed	248
Restitution order reduced	42
Restitution order revoked	23

Note: Objections determined may include objections received from previous financial years.

In 2022–23 there were 27 applications for external review lodged in NCAT relating to restitution orders. 22 applications were finalised:

	External review relating to restitution orders
Dismissed affirming the Commissioner's decision	10
Dismissed with variation to the Commissioner's decision	3
Withdrawn by the applicant	2
Settled prior to hearing	7
Set aside the Commissioner's decision	0

Note: Applications determined may include applications received from previous financial years.

In 2022–23 there was one application to the NSW Supreme Court relating to a restitution order. This case was withdrawn.

Providing information to victims of crime

Raising awareness about victims support

In 2022–23, Victims Services delivered 40 presentations to various government and non-government organisations. This included domestic violence and sexual violence support services, and to forums focused on raising awareness about victims support within multicultural communities. In total, the sessions were attended by 785 persons.

Improvements to website

Improvements to the Victims Services website implemented in 2022–23 include a multilanguage translation tool and 'print this page' function. These features enhance accessibility of website content, enabling users to translate any webpage into over 60 community languages, which can be automatically prepared in a PDF format for printing, sharing and saving.

Service Complaints

There were 33 complaints about service delivery received in 2022–23. Of these, 14 related to counsellors engaged under the Victims Support Scheme.

Operational policies, procedures and practice are regularly reviewed and updated to improve delivery of services. Complaints raising systemic issues are considered routinely as part of ongoing continuous improvement work.

Charter of Victims Rights

The Charter of Victims Rights ensures that a victim is treated with courtesy, compassion, and respect.

The Commissioner receives complaints from victims of crime about alleged breaches of the Charter of Victims Rights by NSW government agencies and government-funded organisations, and endeavours to resolve these complaints under the *Victims Rights and Support Act 2013*.

In 2022–23, the Commissioner received 19 complaints under the Charter of Victims Rights.

4.2.5 Risk management and insurance

Risk management activities

DCJ maintains several management disciplines to comply with the *NSW Treasury Policy on Internal Audit and Risk Management Policy for the General Government Sector (TPP20–08)*. The following management disciplines are complementary and constitute the foundation of the department's resilience.

Enterprise Risk Management (ERM)

DCJ is committed to the proactive management of risk, recognising that risk management is an integral part of sound management practice and an essential element of good corporate governance.

DCJ's ERM aims to provide greater assurance that it will achieve its objectives and realise its outcomes by minimising threats and seizing opportunities. It realises this using a consistent risk management process wherever decisions are being made. This includes all projects, functions, and activities, at all levels.

ERM sets out the arrangements for the management of risk within the Department, promoting a risk aware culture and providing a tool for leadership to manage existing and emerging risks across all activities.

Business Continuity Management (BCM)

The Department's approach to BCM aligns with the international Business Continuity Standards (ISO 22301:2019) and NSW Treasury's Organisational Resilience: Practitioner Guide for NSW Public Sector Organisations (TPP 18-07).

The Department has employed a BCM model that concentrates business resilience planning on the most critical services, systems, and processes, while also ensuring there is an integrated response to disruptions that cross departmental functions.

Building on the lessons of the COVID-19 pandemic, the Department has implemented a new enterprise-level Emergency Management model. The model supports all parts of the department to manage threats resulting from emergencies and major incidents, allowing divisions to continue providing essential services to the community and quickly recover following an emergency event.

Fraud control and corruption prevention

DCJ is committed to preventing and minimising fraud and corruption in the workplace. The Fraud and Corruption Policy provides guidelines for employees to control, prevent, detect and mitigate risks associated with fraud and corruption.

DCJ maintains a 24/7 Fraud and Corruption Hotline to report suspected fraud or corruption matters via Core Integrity, an external independent provider, as well as various other mechanisms of reporting. The hotline also supports anonymous reporting.

Compliance and governance support

The DCJ Business Ethics and Compliance Unit (BECU) administers and coordinates the following department-wide programs, which assist in meeting the risk management requirements of TPP 20-08:

- Conflicts of Interest
- Secondary Employment and Unpaid Work
- Gifts, Benefits and Bequests
- Legislative and Administrative Compliance Program.

The BECU also manages and coordinates declarations of DCJ senior executive and nominated non-senior executive private interests to meet the centralised oversight requirements of Public Service Commissioner Circular 2015-08.

Internal audit

DCJ maintains an Internal Audit function in accordance with Treasury Policy Paper 20-08, and is governed by a Charter that is approved by the Secretary.

Internal Audit is headed by the Chief Audit Executive, who reports functionally to the Audit and Risk Committee (ARC). Internal Audit operates in accordance with the International Standards for the Professional Practice of Internal Auditing.

The Internal Audit function provides independent and objective review and advisory services designed to improve the department's operations, risk management, controls and governance processes. It provides assurance to the Secretary and the ARC that the department's financial and operational controls are operating in an efficient, effective and ethical manner.

During 2022–23, Internal Audit undertook various audits of the DCJ business areas in accordance with the Internal Audit Plan (endorsed by the ARC) and other management-requested reviews. Internal Audit also provided advice and reviews, when requested, across business processes, controls and risks.

Audit and risk committees

DCJ

DCJ has an independent Audit and Risk Committee (ARC). As part of its compliance with the Treasury Policy Paper 20-08 Internal Audit and Risk Management Policy for the General Government Sector (TPP20-08), the ARC continued its advisory role in assisting the DCJ Secretary with relevant and timely advice on the department's governance, risk and control activities in addition to external accountability obligations.

Collectively, the ARC members have the experience, knowledge and qualifications to effectively discharge their responsibilities as outlined in the ARC Charter and TPP20-08.

During the year the Chief Audit Executive reported to the ARC on the most significant internal audit findings, reports and related recommendations. In addition, members of senior management from various business areas were invited to give deep dive presentations focusing on their key risks.

Seven ARC meetings were held in 2022–23, with the number of meetings each independent member attended as follows:

- Independent Chair, Carolyn Burlew — seven
- Independent Member, Christine Feldmanis — seven
- Independent Member, Abby Bloom — seven
- Independent Member, Garry Dinnie — six
- Independent Member, Ian Gillespie — seven.

Insurance activities

DCJ and John Williams Memorial Charitable Trust

Insurance is provided for all major assets and significant risks through the NSW Government self-insurance scheme – the NSW Treasury Management Fund (TMF). This includes full workers compensation, motor vehicle, property, public liability and miscellaneous insurance cover.

QBE Insurance manages the department's workers compensation insurance and Gallagher Bassett manages the department's other insurances. To reduce the number and value of workers compensation insurance claims, the department monitors its claims experience on an ongoing basis, with a focus on occupational health and safety and claims management. Refer to *Part 4.1.3 Work health and safety (WHS)* for further information on workers compensation insurance claims and cost statistics.

Table 1: Number of claims, costs incurred and average cost for the department in 2022–23

	No. of claims	Total costs of accidents $[1]	Average cost $
Motor vehicle accident	588	2,643,475	4,496
Property	68	6,124,097	90,060
Miscellaneous	11	127,783	11,526

Source: icare Portal Dashboard

1 Total costs incurred = Latest estimate + amount paid – amount recovered. This is used to understand the whole and true value of a claim.

Note: Youth Justice and ex-Family and Community Services have nil miscellaneous claims for the financial year 2022–23.

Public Liability Claims

The estimated outstanding value of potential claims in 2022–23 against the current public liability policy (subject to Treasury Managed Fund actuarial assessment) is $197,179,525.

4.2.6 Internal audit and risk management attestation statements

Internal Audit and Risk Management Attestation Statement for the 2022–23 Financial Year for the Department of Communities and Justice

I, Michael Tidball am of the opinion that the Department of Communities and Justice has internal audit and risk management processes in operation that are, excluding the exemptions or transitional arrangements described below, compliant with the seven (7) Core Requirements set out in the *Internal Audit and Risk Management Policy for the General Government Sector*, specifically:

Core Requirements		For each requirement, please specify whether compliant, non-compliant, or in transition
Risk Management Framework		
1.1	The Accountable Authority shall accept ultimate responsibility and accountability for risk management in the agency.	Compliant
1.2	The Accountable Authority shall establish and maintain a risk management framework that is appropriate for the agency. The Accountable Authority shall ensure the framework is consistent with AS ISO 31000:2018.	Compliant
Internal Audit Function		
2.1	The Accountable Authority shall establish and maintain an internal audit function that is appropriate for the agency and fit for purpose.	Compliant
2.2	The Accountable Authority shall ensure the internal audit function operates consistent with the International Standards for Professional Practice for Internal Auditing.	Compliant
2.3	The Accountable Authority shall ensure the agency has an Internal Audit Charter that is consistent with the content of the 'model charter'.	Compliant
Audit and Risk Committee		
3.1	The Accountable Authority shall establish and maintain efficient and effective arrangements for independent Audit and Risk Committee oversight to provide advice and guidance to the Accountable Authority on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.	Compliant
3.2	The Accountable Authority shall ensure the Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'.	Compliant

Membership

The independent chair and members of the Audit and Risk Committee are:

- Independent Chair, Carolyn Burlew, 1 August 2019 to 31 July 2024
- Independent Member 1, Christine Feldmanis, 1 August 2019 to 31 July 2024
- Independent Member 2, Abby Bloom, 1 August 2019 to 31 July 2024
- Independent Member 4, Garry Dinnie, 1 February 2021 to 31 January 2024
- Independent Member 5, Ian Gillespie, 14 July 2021 to 13 July 2024

Shared Arrangements

I, Michael Tidball advise that the Department of Communities and Justice has entered into an approved shared arrangement with the following agencies:

- Crown Solicitor's Office
- Legal Profession Admission Board
- Office of the Ageing and Disability Commissioner

The resources shared include the Audit and Risk Committee, the Chief Audit Executive and the internal audit functions. The shared Audit and Risk Committee is a Principal Department Led Shared Audit and Risk Committee.

Michael Tidball
Secretary
Department of Communities and Justice
13 September 2023

Sandra Langridge
Audit and Risk Committee Secretariat
Contact: 02 8688 7636

4.2.7 Cyber security policy attestation

Cyber Security Annual Attestation Statement for the 2022–2023 Financial Year for Department of Communities and Justice (DCJ)

I, Michael Tidball am of the opinion that DCJ has managed cyber security risks in a manner consistent with the Mandatory Requirements set out in the NSW Government Cyber Security Policy and in alignment with DCJ's enterprise risk management framework.

DCJ maintains an appropriate cyber incident response plan, which has been tested logically and technically during the reporting period. DCJ's testing delivers coverage across technical groups as well business leaders to ensure the plan appropriately integrates with business continuity plans.

DCJ undertakes numerous independent internal and external audits each year, which validate the appropriateness of specific controls, integrity of systems and effectiveness of processes, including the Information Security Management System.

DCJ has prioritised investment in cyber security to account for the substantial and ever-changing threat landscape. To ensure the Department's cyber security strategy and investments are focused appropriately, cyber security is considered and governed at various levels including the DCJ board, Audit and Risk Committee, cross business sub-committees and locally within divisions. This prioritised investment coupled with appropriate governance has enabled DCJ to continually improve its cyber security posture and ensures the organisation is appropriately managing its cyber risk whilst enabling the business.

Michael Tidball

Secretary
NSW Department of Communities and Justice

25 October 2023

4.2.8 Section 242(6) of the Crimes (Administration of Sentences) Act 1999

For the 2022–2023 financial year period 1 July 2022 to 12 February 2023, contract management activities including performance monitoring and reporting for the operations of managed correctional centres was conducted by the Corrective Services New South Wales (CSNSW) Operational Performance Review Branch (OPRB) in accordance with section 242 of the *Crimes (Administration of Sentences) Act 1999*. As part of the CSNSW corporate restructure, contract management activities relating to managed correctional centres became the responsibility of the Contract Compliance and Transition Directorate within the CSNSW Community Industry and Capacity subdivision. This took effect on 13 February 2023.

Two General Manager monitoring and operational oversight positions oversee the operations of managed correctional centres.

Junee Correctional Centre

Junee Correctional Centre (Junee) has been privately managed since April 1993 by the GEO Group Australia Pty Ltd (GEO). In its current configuration, Junee operates as a multi-functional facility housing sentenced and remand inmates. Privately operated, managed correctional centres are oversighted by Corrective Services NSW (CSNSW) and must contribute towards the achievement of CSNSW's key objectives and strategic outcomes. Accordingly, operational activities and inmate services and programs must be consistent with those provided by other NSW correctional centres as detailed in the Management Agreement (Contract).

The current contract for the operations of Junee details 25 Key Performance Indicators (KPIs), with financial consequences if non-compliance is identified, and a suite of Output Specifications, which reflect the service delivery requirements of the operator against key operational outcomes.

The ongoing assessment of performance against the Output Specifications and KPIs is underpinned by a risk framework which provides flexibility, including increasing monitoring activities where there are identified operational risks. Junee has undergone a major expansion including the addition of a 480-bed maximum security section. The information below is for the most recent contract year and mandatory reporting period for Junee, which is 1 April 2022 to 31 March 2023.

Performance Assessment Report

Using a risk based qualitative and quantitative monitoring framework, Junee was assessed for compliance against the outcomes of the Output Specification reviewed during the contract year. Any compliance issues found were addressed with GEO and remedial action implemented where required.

For the period 1 April 2022 to 31 March 2023 (Junee contract year period), CSNSW issued a total of seven Performance Improvement Notices (PINs) and two Default Charge Events:

- April 2022: PIN — Provision of religious services to inmates
- April 2022: Default Notice — Death in Custody (DIC)
- May 2022: PIN — Inmate access to medications
- August 2022: PIN — Deficiency in onsite health solution
- August 2022: PIN — Unsecure Inmate/Door
- August 2022: PIN — Failure to ensure continuity of care through lack of clinical documents
- August 2022: PIN — Failure to commence OAT and Hep C treatment
- September 2022: PIN — Personal Protective Equipment (PPE) Non-Compliance
- February 2023: Default Notice — Death in Custody (DIC).

GEO was required to submit Cure Plans to remedy the performance issues outlined in the notices (deaths in custody excluded as these are subject to Coronial review) with remedial actions subject to monitoring by the State.

For the past three years the COVID-19 pandemic heavily impacted the operations of Junee with outbreaks among inmates and staff contracting the virus. Junee also experienced recruitment challenges especially within their Health sector due to high demand for health professionals in the region. Junee have offered incentives as part of their recruitment strategies to address this issue.

Overall assessment

GEO has completed 30 months (2 ½ years) of operations under the new performance model that brought GEO into line with the performance regimes of the other privately operated correctional centres. The COVID-19 pandemic impacted on GEO fully implementing their new operating model.

Contract, Compliance & Transition Directorate contract staff conduct continual performance monitoring and reporting against the operations of Junee, with any areas of non-compliance to contractual service and performance requirements immediately raised with GEO for remediation.

Parklea Correctional Centre

Since 31 March 2019, MTC Australia Limited, previously MTC-Broadspectrum, has operated Parklea as a multifunctional facility, predominantly housing new reception and remand inmates.

As part of a major construction project, Parklea expanded to accommodate an additional 500 maximum security beds. The current capacity is 1,350 beds.

The current contract for the operation of Parklea details a suite of KPIs with financial consequences if non-compliance is identified and Output Specifications (service requirements) which reflect the service delivery requirements of the Operator against five key operational areas.

The ongoing assessment of performance against the Output Specifications and KPIs by CSNSW monitoring staff is underpinned by a risk framework which provides flexibility, including increasing monitoring activities reflecting any identified operational risks.

Performance Assessment Report

Using a risk based qualitative and quantitative monitoring framework, Parklea was assessed for compliance against the outcomes of the Output Specifications reviewed during the contract year. Any compliance issues found were addressed with MTC Australia Limited, and remedial action implemented where required.

For the period 1 April 2022 to 31 March 2023 (Parklea contract year period), CSNSW issued a total of eight Performance Improvement Notices (PIN) and four default charge events:

- April 2022: PIN — inmate assault
- May 2022: default charge event — erroneous release
- April 2022: PIN — self-harm IMS+ reporting
- June 2022: default notice — green card
- June 2022: PIN — master key inventory
- August 2022: PIN — green card
- August 2022: PIN — drug use and incident response
- September 2022: default notice — inmate assault
- September 2022: PIN — non-compliance COVID-19 Management Plan
- September 2022: PIN — area 4-armed escort — vehicle not searched
- October 2022: default notice — security breach Area 6A
- October 2022: PIN — security breach awareness.

MTC Australia Limited was required to submit Cure Plans to remedy the performance issues outlined within the notices (deaths in custody excluded as these are subject to Coronial review), with remedial actions subject to monitoring by the State.

For the past three years, the COVID-19 pandemic impacted heavily upon the operations of Parklea with multiple outbreaks across the centre.

Since March 2022, MTC Australia Limited felt the impact of a drive by CSNSW to recruit 800 new correctional officers.

Overall assessment

MTC Limited have completed four years of operations under the current Management Agreement.

As noted above, since March 2022, MTC Australia Limited has been impacted by a drive to recruit 800 new correctional officers. To date over 100 trained and experienced MTC staff have left Parklea to join CSNSW. This, along with the COVID-19 pandemic, presented operational challenges at Parklea throughout the performance year.

Clarence Correctional Centre

Clarence Correctional Centre (Clarence) commenced operations on 1 July 2020. Clarence is a state-of-the art, purpose-built complex in the Northern Rivers region of NSW. The centre can accommodate up to 1,700 inmates across a male maximum centre (1,000 beds), male minimum centre (400 beds) and all security levels within the female centre (300 beds).

A state driven modification to inmate cohorts was successfully implemented at the Centre which relocated inmates from Area 3 into Area 1 and 2. There are currently no inmates being accommodated in Area 3 and the agreed maximum operational state is now 1270 inmates comprising up to 900 male maximum security (normal discipline) and 100 male minimum security inmates in Area 1 in addition to 240 male maximum security (special management area placement) and 30 female maximum security inmates in Area 2.

Clarence operates under a Public Private Partnership contract with NorthernPathways which is 100 per cent owned by John Laing. The centre is operated by Serco Australia who deliver the day-to-day management of inmates and support services, under an Operator Subcontract with NorthernPathways.

As a Public Private Partnership (PPP), NSW Treasury is responsible for providing financial risk management advice, guidance, and monitoring to the Responsible Agency (CSNSW) to ensure compliance of PPP Guidelines.

The Centre is currently in the Operations Phase, with contract commencement on 1 July, 2020, for a 20 year contract until June 30, 2040, with CSNSW responsible as the Lead Agency assuming Contract Management including CSNSW Statutory Obligations under the *Crimes (Administration of Sentences) Act 1999*.

The contract for the operation of Clarence details a suite of KPIs with financial consequences if noncompliance is identified and Output Specifications (service requirements) which reflect the service delivery requirements of the Operator against five key operational areas.

The ongoing assessment of performance against the Output Specifications and KPIs by CSNSW monitoring staff is underpinned by a risk framework which provides flexibility, including increasing monitoring activities where there are any identified operational risks. Using a risk based qualitative and quantitative monitoring framework, Clarence was assessed for compliance against the outcomes of the Operating Specifications that were reviewed during the year.

This financial year, the State endorsed the request from Northern Pathways to initiate the Conditional Debt Pay Down (CDPD), which is a common feature of PPP's. This required CSNSW to pay down 50 per cent of the outstanding debt balance via a lump sum debt repayment. CDPD was completed on 16 January 2023, resulting in a 50 per cent debt reduction which has delivered numerous financial benefits including decreased monthly debt repayments and decreased interest rate risk due to the significantly reduced debt balance.

Performance Assessment Report

During the period 1 July 2022 to 30 June 2023, Corrective Services NSW issued no Notices of Breach and/or Default, and one Major Default Notice (August 2022 — KPI 4C Assaults on Non-Inmates). A total of five Performance Improvement Notices (PIN) were issued:

- July 2022: PIN — Failure to scan and upload medication administration charts into Justice Health Electronic Health System on Inmate discharge or transfer out
- July 2022: PIN — Loss of key bunch No. 114 — access to programs room
- September 2022: PIN — Policy and procedures — death in custody
- September 2022: PIN — Safety and security — drug testing and reporting
- October 2022: PIN — Non-compliance to contact Justice Health NSW After Hours Nurse Manager for unscheduled patient hospital transfers.

NorthernPathways was required to submit cure plans to remedy the performance issues outlined within the notices, with remedial actions subject to monitoring by the State. Over the past 12 months, the COVID-19 pandemic has continued to impact on the operations of the centre. This has posed various challenges and demands on its operations.

Overall assessment

NorthernPathways has completed 36 months of operations to 30 June 2023. The COVID-19 pandemic has continued to impact the operations of Clarence. The Contract Compliance and Transition Directorate conducts continual performance monitoring and reporting against the operations of Clarence. Any areas of non-compliance to contractual service and performance requirements immediately raised with NorthernPathways for remediation.

4.2.9 Modern Slavery Act 2018 (NSW)

The *Modern Slavery Act 2018 (NSW)*, helps ensure that critical NSW public procurement processes, such as those involving solar panels and electronics, are not placed in jeopardy by modern slavery in supply-chains.

The Department is a member of the Anti-slavery Commissioner's Working Party, as well as a Working Group member of NSW Treasury's Modern Slavery Risk Service Pilot Program. The Anti-slavery Commissioner can provide advice and training on how to identify and effectively manage modern slavery risks in this critical first reporting period and beyond, preventing significant disruption to public procurement, while ensuring NSW continues leading in the fight against modern slavery.

Steps have been taken by the Department to ensure that good and services procurement for and by the agency are compliant with the *Modern Slavery Act 2018 (NSW)*. These steps include the introduction of; Guidance to Modern Slavery including (but not limited to) Modern Slavery Risk Assessments, Modern Slavery tender requirements and evaluation criteria, and Modern Slavery contract clauses.

No issues were raised by the Anti-slavery Commissioner during the 2022–23 financial year.

4.3 Governance and other matters

4.3.1 Public interest disclosures

DCJ has a *Public Interest Disclosure Internal Reporting Policy* covering all staff. The policy is consistent with the NSW Ombudsman model reporting policy and the requirements of the *NSW Public Interest Disclosures Act 1994* (PID Act). The policy and corresponding procedures are available to staff on the DCJ intranet. The department's public interest disclosure officers are also identified on the intranet. Under the PID Act, DCJ staff are required to report certain information. This information is shown in the tables below.

Table 1: Number of public interest disclosures (PIDs)

Category	Course of their day-to-day functions	Made pursuant to a statutory obligation	All other disclosures
Public officials who have made a PID to the public authority	2	0	0
PIDs received by the public authority in total:			
Corrupt conduct	1	0	0
Maladministration	1	0	0
Serious and substantial waste of public or local government money	0	0	0
Government information contraventions	0	0	0
Local government pecuniary interest contraventions	0	0	0
PIDs finalised	2	0	0

4.3.2 Privacy management

In accordance with section 33 of the *Privacy and Personal Information Protection Act 1998* (PPIP Act), DCJ publishes a Privacy Management Plan on the DCJ website at: **www.dcj.nsw.gov.au/statements/privacy/privacy-management-plan.html**

A major review was conducted in the 2022–23 financial year to update the Privacy Management Plan to better reflect DCJ's functions and services.

Privacy training

The Open Government, Information and Privacy (OGIP) unit facilitated a panel discussion to celebrate Privacy Awareness Week in May 2023, where six panel members discussed the theme of the event, *Back to basics: Privacy foundations in NSW*. They continued to deliver targeted, face-to-face privacy training to DCJ at several sites across NSW in the reporting year, using online video conferencing software (MS Teams) where required. The training provides practical and scenario-based modules that highlight the interaction between DCJ's privacy obligations and its obligations under various legislation.

Privacy policies and practices

DCJ continues to review collection notices, consent forms and other privacy obligations for programs and services it delivers to ensure they comply with the PPIP Act and are fit for purpose.

The DCJ Privacy Policy was updated in December 2022 and outlines the personal and health information-handling practices of DCJ. It describes how DCJ deals with personal and health information, highlighting DCJ's commitment to responsible and proper management of information we collect and how we protect the privacy of our stakeholders, staff and members of the public. The DCJ Privacy Policy is available on the DCJ website at: **www.dcj.nsw.gov.au/statements/privacy/privacy-policy.html**

DCJ maintains a Data Breach Response Plan (the Plan) which was updated in December 2022 and provides advice about the management of any unauthorised use, modification or interference with personal or health information held by DCJ. The OGIP unit is updating the Plan and various policy documents in preparation for the commencement of the Mandatory Notification of Data Breach scheme on 28 November 2023.

Privacy advice

In 2022–23, the OGIP unit continued to provide privacy advice to DCJ business areas in relation to a range of privacy issues, including privacy best practice for new projects, information sharing and the management of data breaches.

Internal reviews

In 2022–23, DCJ received 28 applications for internal review under section 53 of the PPIP Act.

Of the 28 applications:

- 20 were determined within the statutory period permitted for completion of internal reviews
- six were either withdrawn; made outside the six-month time period for lodging an internal review or failed to substantiate the alleged conduct in order to conduct an internal review
- the remaining two applications were carried forward to 2023–24.

Of the 28 applications for internal review received and decided in 2022–23, only two resulted in a finding of a breach of the PPIP Act by DCJ.

Privacy access

DCJ received six applications for access under section 14 of the PPIP Act, all of which were completed during the reporting period.

Privacy amendments

DCJ received no applications for an amendment under section 15 of the PPIP Act.

Section 45 complaints

DCJ received six complaints under section 45 of the PPIP Act for the reporting period, all of which were completed during the reporting period.

4.3.3 Right to information — Government Information (Public Access) Act 2009

Departmental Reporting (Points 1 – 4)

1. Review of proactive release program – Clause 8(a)

Under section 7 of the *Government Information (Public Access) Act 2009* (GIPA), agencies must review their programs for the release of government information to identify the kinds of information that can be made publicly available. This review must be undertaken at least every 12 months.

DCJ regularly reviews its programs to ensure that information that is in the public interest and assists people to access services is made publicly available. DCJ provides information about major plans and services to individuals, families, carers and service providers on the DCJ website at: **www.dcj.nsw.gov.au**

DCJ developed a proactive disclosure of information factsheet that is published on the DCJ intranet to raise awareness, and to help employees understand, their proactive disclosure obligations.

DCJ's proactive release obligations were addressed as part of DCJ's GIPA annual reporting obligations, through a targeted email delivered by DCJ's General Counsel to all Deputy Secretaries. The email advised of their proactive disclosure obligations and requested they confirm what information they intend to proactively release. The result of this targeted effort was that a number of documents were proactively released under section 7 of GIPA on the DCJ website, such as policies, resources, reports, plans, papers, newsletters and statistical data.

2. Number of access applications received – Clause 8(b)

During the reporting period, DCJ received 2,959 valid, formal access applications under section 9 of GIPA. This number includes withdrawn but not invalid applications.

3. Number of refused applications for Schedule 1 information – Clause 8(c)

During the reporting period, DCJ refused 9 formal access applications in full and 284 in part on the basis that it was conclusively presumed that there was an overriding public interest against disclosure.

4. Statistical information about access applications for period 1 July 2022 to 30 June 2023 (Schedule 2)

Table 1. Number of applications by type of applicant and outcome[1]

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn	Total	Percentage of Total
Media	2	3	3	9	0	4	0	0	21	0.7
Members of Parliament	1	0	0	0	0	0	0	2	3	0.1
Private sector business	3	5	0	5	0	0	0	2	15	0.5
Not-for-profit organisations or community groups	6	1	0	1	2	2	0	2	14	0.5
Members of the public (application by legal representative)	276	526	7	334	223	78	3	1,016	2,463	79.2
Members of the public (other)	103	220	18	88	31	33	8	92	593	19.1
Total	**391**	**755**	**28**	**437**	**256**	**117**	**11**	**1,114**	**3,109**	**–**
Percentage of total	**12.6**	**24.3**	**0.9**	**14.1**	**8.2**	**3.8**	**0.4**	**35.8**	**–**	**100**

1 More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table 2.

Table 2: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn	Total	Percentage of Total
Personal information applications[1]	335	703	9	353	237	93	11	1,074	2,815	90.5
Access applications (other than personal information applications)	45	25	19	69	10	16	0	26	210	6.8
Access applications that are partly personal information applications and partly other	11	27	0	15	9	8	0	14	84	2.7
Total	**391**	**755**	**28**	**437**	**256**	**117**	**11**	**1,114**	**3,109**	**–**
Percentage of Total	**12.6**	**24.3**	**0.9**	**14.1**	**8.2**	**3.8**	**0.4**	**35.8**	**–**	**100**

1 A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table 3. Invalid applications

Reason for invalidity	Number of applications	Percentage of Total
Application does not comply with formal requirements (section 41 of GIPA)	620	95.4
Application is for excluded information of the agency (section 43 of GIPA)	30	4.6
Application contravenes restraint order (section 110 of GIPA)	0	0
Total number of invalid applications received	650	100
Invalid applications that subsequently became valid applications	339	–

Table 4. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used[1]	Percentage of Total
Overriding secrecy laws	19	5.1
Cabinet information	1	0.3
Executive Council information	2	0.5
Contempt	1	0.3
Legal professional privilege	21	5.7
Excluded information	15	4.1
Documents affecting law enforcement and public safety	8	2.2
Transport safety	0	0
Adoption	2	0.5
Care and protection of children	291	79.1
Ministerial code of conduct	0	0
Aboriginal and environmental heritage	0	0
Privilege generally Sch 1(5A)	8	2.2
Information provided to High Risk Offenders Assessment Committee	0	0
Total	368	100

1 More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table 5.

Table 5: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of times consideration used	Percentage of Total
Responsible and effective government	319	34.6
Law enforcement and security	44	4.8
Individual rights, judicial processes and natural justice	544	59.0
Business interests of agencies and other persons	6	0.6
Environment, culture, economy and general matters	0	0
Secrecy provisions	8	0.9
Exempt documents under interstate Freedom of Information legislation	1	0.1
Total	**922**	**100**

Table 6: Timeliness

Timeframe	Number of applications	Percentage of Total
Decided within the statutory timeframe (20 days plus any extensions)	398	21.3
Decided after 35 days (by agreement with applicant)	633	33.9
Not decided within time (deemed refusal)	838	44.8
Total	**1,869**	**100**

Table 7: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total	Percentage of Total
Internal review	10	6	16	42.1
Review by Information Commissioner[1]	6	10	16	42.1
Internal review following recommendation under section 93 of GIPA	1	0	1	2.6
Review by NSW Civil and Administrative Tribunal (NCAT)	0	5	5	13.2
Total	**17**	**21**	**38**	**–**
Percentage of total	**45**	**55**	**–**	**100**

1 The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table 8: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review	Percentage of Total
Applications by access applicants	49	100
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0	0
Total	**49**	**100**

Table 9: Applications transferred to other agencies under Division 2 of Part 4 of GIPA

Type of transfer	Number of applications for transferred	Percentage of Total
Agency-initiated transfers	49	81.7
Applicant-initiated transfers	11	18.3
Total	**60**	**100**

Ministerial Reporting (Point 5)

The Government Information (Public Access) Regulation 2018 was updated on 27 October 2020, to correctly reflect that each agency (subsidiary agency) is declared to be part of and included in their parent agency (as specified in Schedule 3).

NSW Ministers

Under Section 125(2) of GIPA, each agency is required to comply with GIPA reporting requirements, including Ministers' offices which are classified as separate 'agencies' under GIPA. Statistics for formal applications received by these agencies are provided in the below table.

These statistics cover the period 1 July 2022 to 30 June 2023 (period commences from Ministerial appointments post-2023 election). They were provided to DCJ and collated for publication in DCJ's annual report as required by section 125(3) of GIPA.

GIPA applications received: 1 July 2022 – 30 June 2023 (period commences from Ministerial appointment post-2023 election)

The following table relates only to GIPA applications received by the Minister or his/her office in his/her capacity as Minister and NOT the Department.

New South Wales Ministers

Name	Position	Entries
Chris Minns	Premier	Recorded
Prue Car	Deputy Premier, Minister for Education and Early Learning, and Minister for Western Sydney	Recorded
Penny Sharpe	Minister for Climate Change, Minister for Energy, Minister for the Environment, and Minister for Heritage	Recorded
John Graham	Special Minister of State, Minister for Roads, Minister for the Arts, Minister for Music and the Night-time Economy, and Minister for Jobs and Tourism	Recorded
Daniel Mookhey	Treasurer	Recorded
Ryan Park	Minister for Health, Minister for Regional Health, and Minister for the Illawarra and the South Coast	Recorded
Jo Haylen	Minister for Transport	Recorded
Paul Scully	Minister for Planning and Public Spaces	Recorded
Sophie Cotsis	Minister for Industrial Relations, and Minister for Work Health and Safety	Recorded
Yasmin Catley	Minister for Police and Counter-terrorism	Recorded
Jihad Dib	Minister for Customer Service and Digital Government, Minister for Emergency Services, and Minister for Youth Justice	Recorded
Kate Washington	Minister for Families and Communities, and Minister for Disability Inclusion	Recorded
Michael Daley	Attorney General	Recorded
Tara Moriarty	Minister for Agriculture, Minister for Regional New South Wales, and Minister for Western New South Wales	Recorded

Name	Position	Entries
Ron Hoenig	Minister for Local Government	Recorded
Courtney Houssos	Minister for Finance, and Minister for Natural Resources	Recorded
Stephen Kamper	Minister for Small Business, Minister for Lands and Property, Minister for Multiculturalism, and Minister for Sport	Recorded
Rose Jackson	Minister for Water, Minister for Housing, Minister for Homelessness, Minister for Mental Health, Minister for Youth, and Minister for the North Coast	Recorded
Anoulack Chanthivong	Minister for Better Regulation and Fair Trading, Minister for Industry and Trade, Minister for Innovation, Science and Technology, Minister for Building, and Minister for Corrections	Recorded
Tim Crakanthorp **Resigned on 2 August 2023*	Minister for Skills, TAFE and Tertiary Education, and Minister for the Hunter	Recorded
David Harris	Minister for Aboriginal Affairs and Treaty, Minister for Gaming and Racing, Minister for Veterans, Minister for Medical Research, and Minister for the Central Coast	Recorded
Jodie Harrison	Minister for Women, Minister for Seniors, and Minister for the Prevention of Domestic Violence and Sexual Assault	Recorded
Jenny Aitchison	Minister for Regional Transport and Roads	Recorded

The Hon. Chris Minns

Premier of New South Wales
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Prue Car

Deputy Premier, Minister for Education and Early Learning, and Minister for Western Sydney
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Penny Sharpe

Minister for Climate Change, Minister for Energy, Minister for the Environment, and Minister for Heritage
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. John Graham

Special Minister of State, Minister for Roads, Minister for the Arts, Minister for Music and Night-time Economy, and Minister for Jobs and Tourism
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Daniel Mookhey

Treasurer
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Ryan Park

Minister for Health, Minister for Regional Health, and Minister for Illawarra and the South Coast
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Jo Haylen

Minister for Transport
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
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Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
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Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
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Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Paul Scully

Minister for Planning and Public Spaces
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
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Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
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Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Sophie Cotsis

Minister for Industrial Relations, and Minister for Work Health and Safety
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Yasmin Catley

Minister for Police and Counter-Terrorism
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	1
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	1	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	1	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	1
Total	**1**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Jihad Dib

Minister for Customer Service and Digital Environment, Minister for Emergency Services, and Minister for Youth Justice
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Kate Washington

Minister for Families and Communities, and Minister for Disability Inclusion
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Michael Daley

Attorney General
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Tara Moriarty

Minister for Agriculture, Minister for Regional New South Wales, and Minister for Western New South Wales
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Ron Hoeing

Minister for Local Government
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Courtney Houssos

Minister for Finance, and Minister for Natural Resources
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Stephen Kamper

Minister for Small Business, Minister for Lands and Property, Minister for Multiculturalism, and Minister for Sport
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Rose Jackson

Minister for Water, Minister for Housing, Minister for Homelessness, Minister for Mental Health, Minister for Youth, and Minister for the North Coast
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
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Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Anoulack Chanthivong

Minister for Better Regulation and Fair Trading, Minister for Industry and Trade, Minister for Innovation, Science and Technology, Minister for Building, and Minister for Corrections
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
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Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

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Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
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Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
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Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

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Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
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Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

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Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Tim Crakanthorp

Minister for Skills, TAFE and Tertiary Education, and Minister for the Hunter
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. David Harris

Minister for Aboriginal Affairs and Treaty, Minister for Gaming and Racing, Minister for Veterans, Minister for Medical Research, and Minister for the Central Coast
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
Application is for excluded information of the agency (section 43 of GIPA)	0
Application contravenes restraint order (section 110 of GIPA)	0
Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Jodie Harrison

Minister for Women, Minister for Seniors, and Minister for the Prevention of Domestic Violence and Sexual Assault
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
Of the applications refused, the number that were refused **partly** on that basis is:	0

Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
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Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under *Electricity Network Assets (Authorised Transactions) Act 2015*	0
Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	0
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
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Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

The Hon. Jenny Aitchison

Minister for Regional Transport and Roads
Reporting Period 1 July 2022 – 30 June 2023
(period commences from Ministerial appointment post-2023 election)

Number of access applications received Total number of applications (including withdrawn or transferred applications, but not including invalid applications) received in between 1 July 2022 and 30 June 2023 is:	0
Number of refused applications for Schedule 1 information **Total number** of access applications that were **refused, either wholly or partly**, because the application was for the disclosure of information in Schedule 1 of GIPA (information for which there is conclusive presumption of overriding public interest against disclosure) is:	0
Of the applications refused, the number that were refused **wholly** on that basis is:	0
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Table A. Number of applications by type of applicant and outcome*

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not-for-profit organisations or community groups	0	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	0	0	0	0	0	0	0	0

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of applicant and outcome

Type of application	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refused to deal with application	Refused to confirm/ deny whether information is held	Application withdrawn
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Access applications (other than personal information applications)	0	0	0	0	0	0	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 of GIPA) about the applicant (the applicant being an individual).

Table C. Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of GIPA)	0
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Total number of invalid applications received	0
Invalid applications that subsequently became valid applications	0

Table D. Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of GIPA

Consideration	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Privilege generally	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
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Information about authorised transaction under *Land and Property Information NSW (Authorised Transaction) Act 2016*	0
Information provided to High Risk Offenders Assessment Committee	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of GIPA

Consideration	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	0
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

Timeframe	Number of applications
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Decided after 35 days (by agreement with applicant)	0
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Total	**0**

Table G: Number of applications reviewed under Part 5 of GIPA (by type of review and outcome)

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner*	0	0	0
Internal review following recommendation under section 93 of GIPA	0	0	0
Review by NCAT	0	0	0
Total	**0**	**0**	**0**

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of GIPA (by type of applicant)

Type of applicant	Number of applications for review
Applications by access applicants	0
Applications by persons to whom information the subject of access application relates (see section 54 of GIPA)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of GIPA (by type of transfer)

Type of transfer	Number of applications for transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0

4.3.4 Research and development

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
Mental illness and relationships with reoffending among custody-based offenders in NSW	Leverage data linkages between Corrective Services NSW, the NSW Bureau of Crime Statistics and Research, and the Justice Health and Forensic Mental Health Network, to explore how psychosis interacts with other risk factors to contribute to reoffending outcomes among people in prison	$14,911	Completed
Evaluation of Five Minute Interventions (FMI): Implementation	Examine staff perspectives on implementation of FMI training and their ongoing application of skills with inmates	N/A	Completed
Evaluation of the Pathways to Employment Pilot	This project applies mixed research methods to evaluate processes and initial outcomes associated with the pilot	N/A	In progress
A qualitative analysis of the implementation of digital tablets in prisons	This project draws on interviews with inmates to provide and in-depth understanding of inmates' experiences of the introduction of digital tablets and associated outcomes	N/A	Completed
FMI: Skill acquisition and maintenance	This project uses situational judgement tests to assess the ability of staff to correctly identify specific FMI skills, and how (or whether) they employ these skills in specific situations	N/A	In progress
FMI: Long-term effects of training on staff attitudes towards prisoners, motivation and ability to support rehabilitation, and job stress and satisfaction	Examine whether staff training in FMI is associated with changes in attitudes towards prisoners, perceived motivation and ability to support offenders' rehabilitation, and job stress and satisfaction, in a 12-month follow-up study	N/A	Completed
Evaluation of Words at Work (W@W)	Examine Corrective Services Industries overseers' attitudes towards prisoners, perceived motivation and ability to support offenders' rehabilitation, and job stress and satisfaction following FMI training and additional W@W training	N/A	Completed

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
Phase 2 evaluation of the Practice Guide for Intervention	Examine staff perceptions of Practice Guide for Intervention content and delivery, and of quality assurance processes; quality of working relationship between offenders supervised in the community and their supervising officers; and quality assurance constructs and compliance	N/A	In progress
Evaluation of the Workplace Mentor program	Examine whether participation in the Workplace Mentor program is associated with increased compliance with training requirements among junior staff, improvements in staff stress and job satisfaction, and an increased willingness to take on higher duties in senior positions	N/A	Completed
Implementation evaluation of the Strengthening the ILC (SILC) reforms	This project draws on interviews to evaluate staff perceptions regarding implementation of learning centre operations, barriers and facilitators of program implementation, and comparisons to pre-SILC processes	N/A	Completed
Corrections co-located caseworker project	Consider attitudes of inmates and staff to, and the impact of, the placement of caseworkers in prisons to support women with children	$24,382	Completed
Evaluation of the Mothers' and Children's Program	A rapid review of existing research on custody-based programs that support mothers in custody who reside with their children while in custody	$33,000	Completed
Culturally and Linguistically Diverse (CALD) women in prison	A qualitative study to understand the in-prison and post-release needs of CALD women	$72,225	Completed
Implementation evaluation of the Short Sentence Intensive Program (SSIP)	Examines staff perspectives on implementation and best practice for SSIP custodial programs	N/A	Completed
Evaluation review of the Enhanced Identity Management pilot	Mixed method review of evidence relating to the processes and outcomes of a pilot program that provides birth certificates to vulnerable people in prison, coordinated between Corrective Services NSW and NSW Births, Deaths and Marriages	N/A	In progress
Automated assessment of sex recidivism risk	Outlines the development of an automated tool for estimating sexual recidivism risk among men convicted of sexual offences	N/A	In progress

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
Validation of the Static-99R for Aboriginal and non-Aboriginal men in NSW	Develops local normative and validation data for a widespread clinical tool for assessment sexual recidivism risk	N/A	Completed
Intervention pathways process evaluation	Examines throughout and dosage outcomes associated with introduction of the new Intervention Pathways system for allocating people in prison to programs and services	N/A	In progress
Effects of FMI on trends in inmate behaviour	Examines the impact of introducing FMI on objective behavioural indicators of correctional centre safety and order	N/A	In progress
Effects of digital tablets on trends in inmate behaviour	Examines the impact of introducing digital tablets on objective behavioural indicators of correctional centre safety and order	N/A	In progress
Evaluation of the Specialist Workers for Children and Young People Program	This evaluation is investigating whether the Specialist Workers for Children and Young People program achieved its intended short and medium-term outcomes, opportunities for service design improvement and additional policy and practice based recommendations	$64,597	In progress
Permanency Support Program Evaluation	A three-year independent implementation, outcome and economic evaluation undertaken by a consortium led by the Centre for Evidence and Implementation, to examine the impact of the Permanency Support Program reform on permanency and wellbeing outcomes for children and families receiving supports through a Preservation or Foster Care package	$0[4]	Completed
My Forever Family Program Evaluation	An independent evaluation undertaken by Insight Consulting and The River Mob, to examine how well the program has delivered on its contractual objectives, as well as identifying areas to develop and improve the service moving forward. The evaluation should help to inform the carer support, recruitment, training and advocacy program The evaluation covers both process and outcomes	$100,000	Completed

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
The NSW Child E-Cohort Project	This research partnership with the University of NSW links cross-sectoral and cross-jurisdictional data for around 1.6 million NSW children born since 2001. The analysis will help improve delivery of health and human services to promote better health, development and wellbeing for NSW children, particularly disadvantaged children	$0	In progress
Joining the dots — Linking Neonatal Abstinence Syndrome to the future	Research with the University of NSW that links perinatal data and the development and outcomes of mental health disorders in children born with Neonatal Abstinence Syndrome in NSW and the ACT	$0	In progress
Uniting Extended Care Project	This is an evaluation being undertaken by the Nous Group of the pilot Uniting Extended Care Project	$0	In progress
Promoting the mental health of Indigenous children: systems-level integration of pathways to care	This research partnership with the University of Central Queensland evaluates the effectiveness of systems integration to support the mental health and wellbeing of Aboriginal school-aged children and young people	$0	In progress
Epidemiology of congenital heart defects in NSW children	Research with the University of Sydney to examine the health service utilisation, costs, ongoing health, neurodevelopmental and cognitive outcomes for children with a diagnosis of congenital heart defect	$0	In progress
Mental Health Disorders and Cognitive Disability Databank — Update	Research with the University of NSW that uses data from across DCJ to update the Mental Health Disorders Cognitive Disabilities Databank	$0	In progress
Early parenthood and out-of-home care: placements, services, and supports	A PhD research project with Sydney University that examines young parents with lived experience of out-of-home care foster/ kinship carers' and frontline practitioners' perceptions of the availability, nature and extent of support available within different types of out-of-home care placements for adolescent mothers and their young children	$0	In progress

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
How Children's Courts make Decisions about Children	Research with the University of Sydney that examines how Children's Courts use evidence and assessments provided by caseworkers, clinicians and other professionals when determining child protection cases	$0	In progress
COPE A study — Treating substance use and traumatic stress among adolescents	A research partnership with the University of Sydney that is the world's first randomised controlled trial of an integrated treatment for co-occurring post-traumatic stress disorder and substance use disorder among adolescents aged 12–18 years	$0	In progress
Needs of pregnant women and new mothers with a history of current injecting drug use	A qualitative study with the University of Technology Sydney that investigates whether healthcare and social services are meeting the needs and expectations and providing the support for women who are pregnant or have a new baby and have a recent history of injecting drug use	$0	Complete
NSW Child Development Study	A partnership with the University of NSW, this is a longitudinal population study of the mental health and wellbeing of a cohort of NSW children. It links administrative records from multiple NSW agencies, including NSW Health, the Department of Education, and DCJ, with cross-sectional survey data for 91,635 children. Multiple papers have been produced and published	$0	In progress
African Communities and the Child Protection System in Australia	A partnership with Western Sydney University, this project aims to investigate specific cultural beliefs, values, attitudes, practices and experiences within the various African communities in Western Sydney that influence parenting practices to inform the development and implementation of culturally effective early intervention strategies when working with families from African backgrounds within the Child Protection System	$0	Complete

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
The efficacy of trauma-based therapies for Aboriginal children and young people in out-of-home care	A partnership with the University of Newcastle, this study, which is a Master's thesis, aims to investigate if culturally appropriate evidence-based psychological interventions have been successful in reducing trauma symptoms in Aboriginal children and young people	$0	In progress
Parenting and intergenerational disadvantage: A population trial of the Triple P system of parenting and family support	This project in partnership with University of Queensland will compare outcomes for communities in Queensland that received the Triple P parenting program with those in NSW that did not receive the intervention	$0	In progress
Evaluation of HammondCare Darlinghurst: an aged care home for people experiencing, or at risk of, homelessness	The purpose of this study is to evaluate the value of the HammondCare Darlinghurst Aged Care Home in a holistic way to inform policy, practice and service provision for older people at risk of homelessness in the areas of health, mental health, aged care, housing, disability, and social support	$0	In progress
Study of St Vincent de Paul Housing tenants' wellbeing and trajectories over time	This partnership with the University of NSW aims to look at the Social and Affordable Housing Fund program utilised by St Vincent de Paul Housing by way of tracking tenant wellbeing and trajectories over time, including after tenants exit the program	$0	In progress
Bring Them Home, Keep Them Home	This partnership with the University of NSW supports an Australian Research Council funded project that aims to advance knowledge of child restoration by investigating the lived experiences and outcomes of Aboriginal parents whose children have been restored from care	$0	In progress
Supporting and understanding the challenges of Aboriginal identified statutory child protection caseworkers in NSW	This PhD study with the University of Sydney aims to identify the cultural challenges experienced by Aboriginal identified child protection caseworkers working within DCJ and build knowledge about how staff can be supported in their role	$0	In progress

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
An exploration of decision-making for infants in the child protection setting	This qualitative PhD study, in partnership with Western Sydney University, explores the impact of health information on how courts make decisions about removing infants from birth parents	$0	In progress
Housing, home and health: Social housing and Aboriginal and Torres Strait Islander people in urban New South Wales	This is a PhD research project through the George Institute for Global Health focussing on the meanings of home and desired outcomes of Aboriginal and Torres Strait Islander social housing tenants in urban New South Wales	$0	In progress
Early Intervention: Knowledge and resources to improve educational outcomes for students requiring multi agency support for mental health and well-being	This study, led by the University of Wollongong, aims to provide significant new knowledge to build on evidence-based interventions in schools, health and other settings to support the wellbeing of children and young people experiencing mental health difficulties, self-harm and suicidal behaviours	$0	In progress
Strengthening connections and relationships for young people in therapeutic care in NSW	The study led by Southern Cross University will be the first large-scale mixed-methods study in Australia to capture the views and experiences of young people and staff in intensive therapeutic residential care. It aims to deliver and disseminate quality research that supports practice improvement and outcomes for children and young people in therapeutic residential care in NSW	$0	In progress
A Trauma-Focused Adaptation for Parent-Child Interaction Therapy: Outcomes for Children in Child Protection and Out-of-Home Care with a History of Complex Trauma	PhD research with the University of Newcastle to determine the feasibility, acceptability and efficacy of Trauma-Focused Adaptation for Parent-Child Interaction Therapy (PCIT-TDI) within a Statutory Child Protection Organisation	$0	In progress

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
Pathways of Care Longitudinal Study	The Pathways of Longitudinal Care Study is the first large scale, prospective longitudinal study of children and young people in out-of-home care. It examines the risk and protective factors influencing the physical health, social-emotional wellbeing and cognitive/learning outcomes of children and young people in out-of-home care	$685,259	In progress
Australian Housing and Urban Research Institute National Housing and Urban Research Program 2021–2024	The National Housing and Urban Research Program delivers high quality, policy relevant research to Australian, State and Territory Governments to inform housing, homelessness and urban reforms and policy development	$615,995	In progress
Evaluation of the Universal Screening and Supports pilot	An external evaluation was commissioned to assess the Universal Screening and Supports pilot being delivered under the NSW Homelessness Strategy. This report will inform opportunities to continue and/or expand the program and contributes as an effective model to prevent and/or address homelessness early	$70,338	In progress
Evaluation of the Reintegration Housing Support Program pilot	An independent evaluation is being undertaken to examine and assess the impact of the Reintegration Housing Support Program to reduce the number of people exiting correctional facilities into homelessness. This will inform future decisions about continuing, modifying and scaling up the program	Nil[5]	In progress
Evaluation of the Sustaining Tenancies in Social Housing pilot	An external evaluation was commissioned to assess the impact and public value from investment in the Sustaining Tenancies in Social Housing pilot being delivered under the NSW Homelessness Strategy. This will inform future decisions about continuing, modifying and scaling up the program	$163,894	Completed

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
Evaluation of the Homelessness Strategy	An independent evaluation is being undertaken of the NSW Homelessness Strategy 2018–2023 to improve policy and programs designed to reduce homelessness in NSW and to support development of a new Homelessness Strategy	$38,441	In progress
Pathways to Homelessness Data Set Update	Pathways to Homelessness uses analysis of multi-agency linked data sets to provide an evidence base for early intervention and prevention programs for people at risk of homelessness	Nil	In progress
Review of DCJ foster carer assessment processes — DCJ Foster Care Sludge Audit	Commissioned the Department of Customer Service's (DCS) Behavioural Insights Unit (BIU) to undertake a 'sludge' audit review of DCJ's foster care recruitment process. The goal was to identify areas for improvement in the process, for both potential carers and casework practitioners	$140,000	Completed
Evaluation of the Specialist Homelessness Services program	To examine longer-term client and system-level outcomes and the costs and benefits associated with the Specialist Homelessness Services program. The report will be delivered mid-2023. FACSIAR (DCJ's Insights Analysis and Research Branch) is undertaking the Unit Costing for the Specialist Homelessness Services program and commenced surveying the sector in January 2023 and collecting data across the sector. The Unit Costing is expected to be finalised in late 2023. Both the Unit Costing and Evaluation will inform the approach for the Specialist Homelessness Services program	$199,163	In progress
Evaluating Youth on Track: A randomised controlled trial of an early intervention program for young people who offend	A Randomised Control Trial to assess the impact of participation in the Youth on Track Scheme on recidivism, employment, education, community activity and housing outcomes	N/A	Completed
Estimating the effectiveness of the High Intensity Program Units (HIPUs)	A report evaluating the impact of participation in the CSNSW HIPUs on rates of adult reoffending	N/A	Completed

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
The effectiveness of alcohol interlocks in reducing repeat drink driving and improving road safety	This study that focuses on the impact of the Mandatory Alcohol Interlock Program (MAIP) on detected rates of drink-driving, involvement in alcohol related crashes, as well as drive whilst disqualified offences	N/A	Completed
Predictors of commencement and completion of the NSW Mandatory Alcohol Interlock Program	This research aimed to identify factors which predict commencement and completion of the NSW Mandatory Alcohol Interlock Program	N/A	Completed
Long-term re-offending rates of adults and young people in NSW	This research aimed to examine rates of re-offending over 10 years for adults and young people convicted of an offence in NSW in 2010	N/A	Completed
Trends in rates of victimisation and offending for people with disability in NSW	This research aimed to describe rates of victimisation and offending for people with disability in NSW, compared with the total NSW population	N/A	Completed
The victimisation of people with disability in NSW: Results from the National Disability Data Asset pilot	This research aimed to examine rates of victimisation for people with disability in NSW, compared with the total NSW population	N/A	Completed
Trends in the Aboriginal female adult custodial population in NSW, March 2013 to February 2021	A study examining trends in the Aboriginal adult female custodial population between March 2013 and February 2021	N/A	Completed
People with disability and offending in NSW: Results from the National Disability Data Asset pilot	This study aimed to describe the proportion of people with disability in NSW who offend, and the proportion of offenders who have a disability, separately for young and adult offenders	N/A	Completed
Offending by young people with disability: A NSW linkage study	To describe rates of offending by young people with disability, and identify factors associated with their first contact with the youth justice system in NSW	N/A	Completed
An evaluation of the NSW Domestic Violence Electronic Monitoring (DVEM) program	A study examining whether participation in DVEM is associated with reduced reoffending rates	N/A	Completed
Investigating bias towards Aboriginal people in police bail decisions	This study investigates whether there is a causal relationship between Aboriginality and likelihood of police bail refusal	N/A	Completed

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
An evaluation of Local Coordinated Multiagency (LCM) offender management	An evaluation of the impact of LCM offender management on reoffending by parolees	N/A	Completed
Why are Aboriginal adults less likely to receive cannabis cautions?	An analysis of factors explaining the disparity in cannabis cautioning between Aboriginal and non-Aboriginal people	N/A	Completed
Trends in and characteristics of cybercrime in NSW	A research study examining the nature of cybercrime in NSW, including the characteristics of victims and offenders, and recent trends in the reporting of these offences	N/A	Completed
The increase in motor vehicle theft in NSW up to March 2023	This study considers the increase in motor vehicle theft up to March 2023 focusing on where the increase was most pronounced, which vehicles were affected and who appears responsible	N/A	Completed
Changes in and correlates of Australian public support for liquor licensing restrictions	A study analysing data from the National Drug Strategy Household Surveys conducted between 2001 and 2019 to examine changes in public attitudes toward five liquor licensing policies	N/A	Completed
NSW Custody Statistics: Quarterly update June 2022	This report presents 24 months of reception, discharge and custody population data and comparisons between the current and previous quarter for age, gender, indigenous status, most serious offence and the average length of stay	N/A	Completed
NSW Custody Statistics: Quarterly update September 2022	This report presents 24 months of reception, discharge and custody population data and comparisons between the current and previous quarter for age, gender, indigenous status, most serious offence and the average length of stay	N/A	Completed
NSW Custody Statistics: Quarterly update December 2022	This report presents 24 months of reception, discharge and custody population data and comparisons between the current and previous quarter for age, gender, indigenous status, most serious offence and the average length of stay	N/A	Completed

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
NSW Custody Statistics: Quarterly update March 2023	This report presents 24 months of reception, discharge and custody population data and comparisons between the current and previous quarter for age, gender, indigenous status, most serious offence and the average length of stay	N/A	Completed
NSW Recorded Crime Statistics quarterly update June 2022	This report presents data on crime reported to, or detected by, the NSW Police Force from January 1995 to June 2022, with a focus on the statistical trends for the 24 months ending June 2022	N/A	Completed
NSW Recorded Crime Statistics quarterly update September 2022	This report presents data on crime reported to, or detected by, the NSW Police Force from January 1995 to September 2022, with a focus on the statistical trends for the 24 months ending September 2022	N/A	Completed
NSW Recorded Crime Statistics quarterly update December 2022	This report presents data on crime reported to, or detected by, the NSW Police Force from January 1995 to December 2022, with a focus on the statistical trends for the 24 months ending December 2022	N/A	Completed
NSW Recorded Crime Statistics quarterly update March 2023	This report presents data on crime reported to, or detected by, the NSW Police Force from January 1995 to March 2023, with a focus on the statistical trends for the 24 months ending March 2023	N/A	Completed
Aboriginal overrepresentation in the NSW Criminal Justice System quarterly update June 2022	The report shows performance against indicators of Aboriginal overrepresentation in the justice system	N/A	Completed
Aboriginal overrepresentation in the NSW Criminal Justice System quarterly update September 2022	The report shows performance against indicators of Aboriginal overrepresentation in the justice system	N/A	Completed
Aboriginal overrepresentation in the NSW Criminal Justice System quarterly update December 2022	The report shows performance against indicators of Aboriginal overrepresentation in the justice system	N/A	Completed

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
Aboriginal overrepresentation in the NSW Criminal Justice System quarterly update March 2023	The report shows performance against indicators of Aboriginal overrepresentation in the justice system	N/A	Completed
NSW Criminal Court Statistics July 2017 – June 2022	The statistics presents information on the characteristics of defendants dealt with by NSW criminal courts between July 2017 and June 2022. This includes information on the offences, case outcomes and sentences associated with those defendants	N/A	Completed
NSW Criminal Court Statistics report Jan 2018 – December 2022	The statistics presents information on the characteristics of defendants dealt with by NSW criminal courts between Jan 2018 and Dec 2022. This includes information on the offences, case outcomes and sentences associated with those defendants	N/A	Completed
Text mining police narratives of domestic violence (DV) events to identify coercive control behaviours	This study investigates a measure of coercive control behaviours constructed from police narratives using a dictionary and rule-based text mining approach	N/A	In progress
Process evaluation of Drug Supply Prohibition Order (DSPO) trial	A process evaluation of the DSPO trial to determine whether it is being implemented effectively, and any issues that are preventing the orders from being effective	N/A	In progress
Evaluation of the Walama List	An outcome evaluation of the impact of participation in the Walama List on sentencing outcomes for Aboriginal people and rates of reoffending	$99,000	In progress
The impact of changes to liquor licensing policy in NSW on alcohol-related violence between 2000–2019	To quantify the effect of individual liquor licensing policies, implemented between 2008 and 2018, on assaults in NSW	N/A	In progress
An evaluation of the NSW Police Youth Action Meetings	To estimate the impact of the NSW Police's Youth Action Meetings on youth offending, victimisation, and safety and welfare	N/A	In progress
Re-evaluation of the Magistrates Early Referral Into Treatment (MERIT) program	An evaluation of the impact of the MERIT program on reoffending and health outcomes (including ambulance call outs, hospitalisations and deaths)	$15,257	In progress

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
Child maltreatment and youth offending: Birth Cohort Study	This study will use the Human Services Dataset to (1) determine what proportion of children in a birth cohort end up in contact with the welfare and justice systems before the age of 18 and (2) assess the extent to which the information held in child protection reports is helpful in identifying children at risk of contact with the youth justice system	N/A	In progress
An examination of trends in penalties for drink and drug driving offences in NSW	A research study examining changes in the penalties imposed for drug and drink driving offences since the implementation of the 2019 drink and drug driving reforms	N/A	In progress
The experience of complainants of sexual offences with the CJS	This research study seeks to examine the experiences of adult complainants of sexual offences with the NSW criminal justice system. Two major pieces of work are being undertaken (1) a qualitative interview study (of both stakeholders and complainants) and (2) a review of trial transcripts for sexual offence matters	$238,836	In progress
The impact of the length of Apprehended Domestic Violence Orders (ADVOs) on compliance and reoffending	A study examining the effectiveness of longer ADVOs in reducing domestic violence	N/A	In progress
Court outcomes and sentencing for judge alone trials	A study estimating the impact of a case being seen judge alone (relative to jury trials) on acquittals and sentencing	N/A	In progress
Factors predicting conviction in sexual assault cases	A study looking at the predictors of conviction in a sexual assault case, conditional on the case proceeding to trial	N/A	In progress
Attrition in sexual assault cases in the criminal justice system	A study providing information on how many sexual assault offences are reported to police, and how far these cases progress through criminal justice system before 'dropping out' or coming to a conclusion	N/A	In progress

Research and development project or evaluation name	Description	2022–23 Expenditure (GST EXC)[1,2,3]	Project status (Completed/ In progress)
An observation study of court bail decision-making	An observational study in the NSW Local Criminal Courts to examine factors that are influential in decisions in first court bail hearings, and the reasons why defendants who were bail refused by police are subsequently released	N/A	In progress
Examining the impact of ADVO compliance checks on DV assault	An evaluation to consider the deterrent effect of police conducting ADVO compliance checks	N/A	In progress
Predicting revictimisation	A study constructing a model to predict revictimisation, providing details on how well we can predict revictimisation, which factors are most predictive of revictimisation and how models like these could be used in a policy context	N/A	In progress
Mobility Research Project	In 2021, DCJ Housing commenced working with Aboriginal stakeholders to co-design and undertake a research project to better understand the mobility needs and patterns of Aboriginal and Torres Strait Islander people in NSW, and in relation to the NSW social housing system. The projects aims to help social housing providers better support mobility to prevent and manage overcrowding and other housing issues	$279,912	In progress
Young People in Custody Health Survey 2022	To determine the physical and mental health status of young people in custody in NSW, to assess the relationship between physical and mental health status and demographic characteristics, risk behaviours, trauma, health service utilisation and offending. The project will also identify health needs of young people in custody to inform evidence-based planning of health and youth justice service delivery	$0	In progress

1 N/A indicates projects were completed internally by multiple staff members working on multiple projects simultaneously.

2 $0 indicates in-kind support provided internally.

3 Nil indicates no funds were expended during 2022–23. This does not preclude expenditure occurring during other financial years.

4 Expenditure for the Permanency Support Program Evaluation occurred over 2019–2023 with a total cost of the project being $622,675 (excl. GST).

5 Funding for the Reintegration Housing Support Program (RHSP) Pilot evaluation was incurred as part of the original program expenditure in the 2020–21 financial year. A total of $4.5 million over two years, with an additional $2.25 million for 12 months to 30 June 2024.

4.3.5 International Travel

DCJ employees made a total of 52 overseas visits in 2022–23. Reasons for the visits included sharing public practices and processes and fulfilling child protection commitments.

Department of Communities and Justice

Officer	Dates	Destination	Purpose of visit
Caseworker[1]	13 – 22 July 2022	Auckland, New Zealand	To accompany a child
James Lannan	22 – 26 July 2022	Vietnam	International Prisoner Transfer
Stuart Clift	22 – 26 July 2022	Vietnam	International Prisoner Transfer
Leon Taylor	1 – 11 August 2022	New Orleans, USA	To attend and present at the American Corrections Association's 152nd Congress
Louisa Van Mal	1 – 11 August 2022	New Orleans, USA	To attend and present at the American Corrections Association's 152nd Congress
Katrina Czerkies	2 – 7 August 2022	Indonesia	Attend Australia-Indonesia 2nd Strategic Dialogue on P/CVE
Nicole Murray	27 August – 2 September 2022	Auckland, New Zealand	Attend Delivering Disability Services Conference
Nectaria Minas	28 August – 2 September 2022	Auckland, New Zealand	Attend Delivering Disability Services Conference
Rachel Zarb	28 – 31 August 2022	Auckland, New Zealand	Attend Delivering Disability Services Conference
Caseworker[1]	24 – 30 September 2022	Auckland, New Zealand	Support family time and assess paternal family grandparents as carers for future travel
Caseworker[1]	17 – 21 October 2022	Kerikeri and Auckland, New Zealand	Home visit to child in out-of-home care
Joanne Kennedy	21 October – 4 November 2022	Orlando, USA	To attend the International Corrections and Prisons Association Conference
Michelle Favotto	21 – 31 October 2022	Orlando, USA	To attend the International Corrections and Prisons Association Conference
Danielle Matsuo	21 – 31 October 2022	Orlando, USA	To attend the International Corrections and Prisons Association Conference
Renee Van Aaken	21 – 31 October 2022	Orlando, USA	To attend the International Corrections and Prisons Association Conference

Officer	Dates	Destination	Purpose of visit
Paul O'Reilly	6 – 11 November 2022	Auckland, Rotorua and Wellington, New Zealand	To study child protection, out-of-home care, youth justice and Children's court practices
Brendan Thomas	6 – 11 November 2022	Auckland, Rotorua and Wellington, New Zealand	To study child protection, out-of-home care, youth justice and Children's court practices
Ellen Skinner	6 – 11 November 2022	Auckland, Rotorua and Wellington, New Zealand	To study child protection, out-of-home care, youth justice and Children's court practices
Simone Czech	6 – 11 November 2022	Auckland, Rotorua and Wellington, New Zealand	To study child protection, out-of-home care, youth justice and Children's court practices
Eimear O'Farrell	18 – 27 November 2022	Auckland and Wellington, New Zealand	Attend ANZSOG Executive Masters in Public Administration in-person sessions
Tiffany Black	19 November – 4 December 2022	Wellington, New Zealand	Attend ANZSOG Executive Masters in Public Administration in-person sessions
Chantal Snell	20 – 26 November 2022	Wellington, New Zealand	Attend ANZSOG Executive Masters in Public Administration in-person sessions
Leah Troicki	21 – 24 November 2022	Wellington, New Zealand	Attend ANZSOG Executive Masters in Public Administration in-person sessions
Elise Menser	22 – 26 November 2022	Wellington, New Zealand	Attend ANZSOG Executive Masters in Public Administration in-person sessions
Belinda Edwards	22 – 26 November 2022	Wellington, New Zealand	Attend ANZSOG Executive Masters in Public Administration in-person sessions
Luke Griffiths	22 – 26 November 2022	Wellington, New Zealand	Attend ANZSOG Executive Masters in Public Administration in-person sessions

Officer	Dates	Destination	Purpose of visit
Jason Kara	22 – 25 November 2022	Wellington, New Zealand	Attend ANZSOG Executive Masters in Public Administration in-person sessions
Robert Costello	6 – 10 December 2022	Vietnam	International Prisoner Transfer
Somone Landry	6 – 10 December 2022	Vietnam	International Prisoner Transfer
Justice Jeremy Kirk	11 – 26 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Justice Natalie Adams	13 – 26 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Justice James Stevenson	14 – 26 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Justice Richard White	14 – 26 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Justice Andrew Bell	18 – 26 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Justice Joanna Bird	18 – 26 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Justice Michael Slattery	18 – 26 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Justice Richard Button	19 – 26 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Justice Paul Brereton	20 – 26 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Justice Sarah McNaughton	20 – 26 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Justice Julie Ward	21 – 26 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Justice Elisabeth Peden	21 – 27 January 2023	Christchurch, New Zealand	Attend Supreme & Federal Court Judge's Conference
Caseworker[1]	21 – 24 February 2023	Kerikeri and Auckland, New Zealand	Home visit to child in out-of-home care
Shaylee Matthews	13 – 16 March 2023	Auckland, New Zealand	Attend Australasian Youth Justice Administrators IAG meeting
Phillip Snoyman	23 March – 4 April 2023	Porto, Portugal	Attend and present at the International Corrections & Prisons Association International Corrections Research Symposium

Officer	Dates	Destination	Purpose of visit
Katerina Nesporek	23 March – 2 April 2023	Porto, Portugal	Attend and present at the International Corrections & Prisons Association International Corrections Research Symposium
Dr Julie Barkworth	23 March – 2 April 2023	Porto, Portugal	Attend the International Corrections & Prisons Association International Corrections Research Symposium
Mark Howard	23 March – 3 April 2023	Porto, Portugal	Attend and present at the International Corrections & Prisons Association International Corrections Research Symposium
Caseworker[1]	3 – 4 May 2023	Auckland, New Zealand	Travel to New Zealand to escort young person home to NSW
Kevin Corcoran	27 May – 3 June 2023	Seoul, South Korea	Attend the Asia Pacific Probation Conference 2023
Justice Andrew Scotting	24 June – 4 July 2023	Lille, France via London, United Kingdom	Attend the International Mesothelioma Interest Group Meeting

1 Caseworkers are not identified by name in order to protect the identity of the children and young people they have accompanied/visited.

4.3.6 Disability Inclusion Action Plan

The *Disability Inclusion Act 2014* formalises NSW's commitment to the United Nations Convention on the Rights of Persons with Disabilities and requires the creation of two different types of plans: the *NSW Disability Inclusion Plan* and the *Disability Inclusion Action Plan*.

Disability inclusion planning is one way for governments, public authorities and other organisations to reduce and remove barriers for people with disability and foster a more accessible and inclusive community. Disability inclusion planning is about making a plan that outlines the actions that government departments and agencies will take to remove barriers in access to government information, services and employment, and to foster the promotion of the rights of people with disability.

NSW Disability Inclusion Plan

The *NSW Disability Inclusion Plan 2021–2025*, released in November 2021, provides a whole-of-government strategy. The plan has four focus areas that sets out how the NSW Government will improve the lives of people with disability.

The focus areas are:

- developing positive community attitudes and behaviours
- creating liveable communities
- supporting access to meaningful employment
- improving access to mainstream services through better systems and processes.

This four-year plan builds on the work the NSW Government has undertaken to create more accessible and inclusive communities and provides the blueprint for increasing the social and economic participation of people with disability across NSW. It aligns with the Australian National Disability Strategy and our obligations under the United Nations Convention on the Rights of Persons with Disabilities.

Disability Inclusion Action Plan (DIAP)

All NSW Government departments are required to create their own DIAP. DIAPs set out the measures the departments intend to put in place to ensure that people with disability can access services and participate fully in the community.

DCJ came into being on 1 July 2019, bringing together the former departments of Justice and Family and Community Services. DCJ has worked in consultation with people with disability and their representative organisations to develop a new DIAP that promotes disability inclusion across our range of services.

Disability Inclusion initiatives in 2022–23

During 2022–23 we continued to implement a range of disability inclusion strategies, services and initiatives for its own workforce, as detailed below.

DCJ staffing initiatives

- Continued to partner with disability employment service providers and employment portals to advertise DCJ roles.
- Continuously improved the content on the DCJ Careers Site to attract applications from people with disability and ensure accessibility.
- Provided the opportunity for six employees with a disability to participate in the Lead the Way leadership development program to build DCJ's emerging leader pipeline.
- Designed and developed the pilot mentoring program framework for employees with a disability, which aims to develop the skills and capabilities of employees with a disability at all non-executive grades (as mentees), as well as build the disability inclusion capabilities of their mentors through reverse/reciprocal mentoring.
- Launched the DCJ Digital Workplace Adjustment Passport in August 2022. The Passport records the accessibility arrangements put in place for employees with disability, to avoid their needing to repeatedly share vulnerable information when they change roles or managers. DCJ has shared its concept design with the agency leading the introduction of a Passport across the rest of the NSW Public Sector.
- Continued to promote the DCJ Accessibility Hub and Accessible Digital Communications eLearning module to improve the capabilities of employees in this area and provide tools and resources that support digital accessibility and inclusion.
- Established the DCJ Accessibility Community of Practice in December 2022, which is a staff network connecting colleagues interested in accessibility. Through the community of practice, staff can share skills, collaborate, generate ideas, solve problems and support each other to deliver accessible communications at DCJ.
- Launched the Disability Inclusion Playbook in March 2023. The Playbook is a digital learning experience on the department's Learning Management System, designed to help individuals, leaders and teams improve their knowledge base, disability inclusion practices and behaviours.
- Delivered an online speaker series Thriving at Work to hear from inspirational and insightful speakers on topics that will help employees enhance their professional growth and wellbeing. Over 1168 employees have participated in the last 12 months, with sessions discussing inclusion, accessibility and broader topics such as motivation, ethical behaviour in the public service, and career journeys.
- Continued to improve attitudes and awareness of disability in our workplace through the Disability Employees Network (DEN) and provided targeted support and development of materials for DEN Leadership elections for the Chair and three Deputy Chair roles. This suite of election material developed will be used to support other DCJ Diversity Network elections to ensure a consistent and transparent process.
- Supported the DEN through the development and implementation of the Assistive Technology Project with the Centre for Inclusive Design, which was funded through the DCJ Innovation Fund 2021 with completion of project in December 2022.

- Partnered with the DEN on the Accessible Technology Procurement Toolkit Project. Funded by the 2022 DCJ Innovation Fund and working with CFID, this is a co-designed solution to ensure accessibility is considered at every stage through the procurement life cycle. We are working with Department of Customer Service who are leading a whole-of-government approach in this area.
- Continued to support employees with Carer's responsibilities through the DCJ Carer's Network, as many DCJ employees are carers of people with disability or share they have disability themselves. The network encourages participation in developing policies, procedures and strategies. It also aims to promote a workplace culture that ensures equity of opportunity and freedom from discrimination.
- Developed a suite of materials to support the delivery of Diversity and Inclusion workshops, including inclusive language, bias and how this harms historically marginalised groups in our workforce.
- Initiated a neuro-inclusive pilot with Courts, Tribunals and Service Delivery to understand neurodiversity and neuro inclusion in the workplace.
- Published the Disability Inclusion and Access Guidelines on DCJ's intranet to support DCJ staff to embed inclusion and accessibility for people with disability when developing and reviewing new and existing policies, mandates, programs, guidelines, tools and resources.
- Continued to build the new mature workers network, SAGE including SAGE employee sub-committees focussed on building the profile of mature workers, promoting access to flexible ways of working to support mature workers and identifying opportunities for targeted career development. Given the strong links between ageing and disability, this is an important intersectional initiative, as sector data reveals mature workers and employees with disability separate at higher rates across the public sector[1].

During 2023–24, we aim to:

- Develop disability employment priorities and initiatives as part of our implementation of the DIAP and Inclusion Strategy 2021–2025 employment actions.
- Explore how we can improve the employment of people with intellectual disability in workplaces.
- Continue to promote the new Workplace Adjustment Digital Passport across DCJ and expand the Passport to include workplace adjustments for Carers.
- Continue to offer 'Stepping Into' Internship opportunities to university students with disability in partnership with AND.
- Undertake the Access and Inclusion Index operated by the Australian Network on Disability to continue our efforts to benchmark our disability inclusion and improve further. The results will in turn inform our next wave of initiatives and DIAP contributions in meaningful employment.
- Develop a pilot program for the employment of people who are neurodiverse.
- Implement and launch the pilot mentoring program for employees with disability to support skills and career development.
- Update and promote the suite of Disability Awareness e-learning modules for launch in 2023–24 across DCJ to improve employee understanding of the steps and expectations in working with and managing people with disability.
- Continue to monitor progress against disability employment targets in our *Inclusion Strategy 2021–2025*, including PMES engagement scores for employees with a disability.

For further details of our planned initiatives/programs that support employees with a disability, please refer to *Part 4.1.2 Workforce diversity*.

1 Source: NSW Workforce Profile 2022, Chapter 2 'Diversity', accessed online 13 September 2023 at https://www.psc.nsw.gov.au/reports-and-data/workforce-profile/workforce-profile-reports/workforce-profile-report-2022/diversity#people-with-disability

Strategy, Policy and Commissioning

- Implemented National Disability Insurance Scheme (NDIS) data matching and integration with DCJ's client information system, ChildStory, to improve DCJ's disability dataset and better respond to the support needs of children and young people in out-of-home care who have a NDIS plan.
- Commenced a range of data enhancement strategies to improve the definition, collection and utilisation of DCJ's disability-related data to better understand disability prevalence amongst clients who come into contact with the care and protection system. These data enhancement strategies will help DCJ to develop systems to respond more effectively to disability-related need.
- Continued to support the implementation of Australia's Disability Strategy. The Strategy will have long-term impacts for people with disability in NSW. Targeted Action Plans included initiatives across five important policy areas of Employment, Safety, Early Childhood, Emergency Management and Community Attitudes.
- Worked with the Department of Premier and Cabinet to drive the development of the National Disability Data Asset (NDDA) and supported the development of the National Advocacy, Employment and Autism strategies. NSW led the development of a new national approach to sharing data to drive improved outcomes for people with disability by initiating the development of a National Disability Data Asset. The NDDA pilot incorporated datasets from multiple levels of government to allow governments to better understand how people with disability are supported through services, payments and programs across multiple service systems.
- Supported the development and implementation of state disability policy through the NSW Disability Board, Disability Directors Forum and Disability Stakeholders forum. Stakeholder forums were conducted on disability advocacy, emerging issues and emergency responses.
- The Disability Advocacy Futures Program (DAFP) focuses on all people with disability in NSW who need support to access NSW Government funded or provided services.
- More Jobs More Care — developed by the NSW Government to attract and retain new care sector workers and increase NDIS participant plan utilisation for people with disability who are Aboriginal and Torres Strait Islander.
- Registrar of Community Housing and the Housing Appeals Committee:
  - Produced business cards that have Braille embossing — inclusivity for people with a visual impairment (RCH).
  - Engaged in the OneCX program that will transition our website to nsw.gov.au that will ensure that it (amongst other measures) meets DIAP requirements.
  - Implemented the Visual Identity System as part of the Masterbrand implementation.
- Housing Appeals Committee (HAC):
  - Ensured that DCJ panel members for HAC recruitment have completed Disability Confident (for Recruiters).
  - The HAC hearing room has a hearing loop. HAC also uses the National Relay Service for people that have hearing impairments and has access to Auslan interpreters.
- Strengthening domestic and family violence supports for people with disability — was a two-part project that fostered collaboration between the disability and domestic and family violence sectors to address gaps in knowledge and capacity. It has supported the disability sector to recognise and respond to domestic and family violence in clients, and the domestic and family violence sector to appropriately support people living with disability when accessing services.
- Specialist Sexual Violence resources for people with disability (Underway) — Women, Family and Community Safety has contracted the NSW Health Education Centre Against Violence to develop specialist resources enhancing support for victim-survivors of sexual violence with lived experience of intellectual disability.
- The Justice Advocacy Service supports victims, witnesses, suspects and defendants with cognitive impairment to navigate the criminal justice system.
- Continued implementation of Intensive Therapeutic Care – Significant Disability to support over 100 children and young people in statutory out-of-home care who have very high support needs and significant functional impairment due to disability.

Corrective Services NSW

- Brush Farm Corrective Services Academy — delivery of the Disability Awareness course to 453 employees. The course provides participants with the skills and knowledge to effectively interact with people with disability as well as information on support services available to staff working with offenders in custodial and community environments.
- Front line staff continued participating in the e-learning module 'Is it Dementia?'.
- Engagement of a paid intern as part of the Stepping into Internship Program facilitated by the Australian Network on Disability.

Courts, Tribunals and Service Delivery

- Disability awareness and Inclusion training included in Court Services induction package for new employees (regional) and new staff across the NSW Sheriff Office.
- Two Easy Read NCAT fact sheets developed to assist people with cognitive disability understand the Tribunal's processes when participating in Guardianship Division proceedings — What is a guardianship order and What is a financial management order.
- Where required, courts and tribunals engage Auslan interpreters and use closed captioning to support participation in proceedings.
- Review of accessibility enhancement requirements for key programs utilised by the NSW Sheriff's Office (JMS and SORTS).
- Building accessibility is considered when listing matters at non-NCAT venues. All NCAT premises are accessible. NCAT advocates for safe drop zones as required.

Law Reform and Legal Services

- Anti-Discrimination NSW completed an awareness raising pilot project that aimed to contribute to improving equity and rights of people with disability in work and employment. The project produced two videos and podcasts that featured NSW public service staff with disability and managers sharing the importance of workplace adjustments. The project videos and podcasts were widely shared (including through ADNSW website, social media, interagency forums and webinars) and were well received. As a result, Anti-Discrimination NSW is now working with the Public Service Commission to develop case studies for types of disabilities and workplace adjustments to complement resources for a whole of NSW public service workplace adjustments Passport.
- Anti-Discrimination NSW is currently scoping a new project to contribute to improve equality of access to goods and services for people with disability through awareness raising. Anti-Discrimination NSW will consult with people with disability and relevant stakeholders to better understand the issues and to co-design solutions.
- Anti-Discrimination NSW ensured all produced resources (videos, podcasts, website materials, etc.) meet accessibility standards.

Child Protection and Permanency, District and Youth Justice Services

- Joint Child Protection Response Program (JCPRP) in partnership with NSW Health and NSW Police force deliver training on; 'Working with Children and Young People with Disabilities'.
- Case scenarios and practice examples for working with children with disabilities have been developed by JCPRP as a part of their two-week training and final assessment.
- CPRP have set up neurodiverse purpose build rooms, that serve as a quiet space with sensory equipment and are set up specifically to meet the needs of employees who are on the autism spectrum, have Attention Deficit Hyperactivity Disorder or those that have other needs that would benefit from the space designed to reduce over-stimulation and interruption.
- Staff at the Child Protection Helpline and NSW Domestic Violence Line use the National Relay Service on 133 677 to support callers who may be hearing impaired. Staff are trained and supported to recognise and respond appropriately to callers who may have a disability.

Youth Justice

- 26 Disability Champions were established across all centres and regions. Champions provide advice and support, and an escalation pathway to enhance the support provided to young people with disability.
- Three virtual lunchtime events were delivered to Youth Justice staff in partnership with the DCJ Disability Employee Network, providing supporting resources to hiring managers to encourage recruitment and retention of staff with disabilities.
- The Youth Justice consent form was updated, which includes an easy read brochure to support young people's understanding of the consent process.
- A Fetal alcohol spectrum disorder (FASD) research project was undertaken with 10 evidence-based/best practice recommendations for Youth Justice to optimise its response to young people presenting with FASD.
- Sensory rooms are being developed in each Youth Justice Centre to enhance support for young people requiring sensory intervention.

Office of the Senior Practitioner

- Implemented a strategy to support and build the capacity of caseworkers to implement NDIS plans to meet the disability needs of children and young people in out-of-home care.
- Worked in partnership with the Association of Children's Welfare Agencies and Absec to increase the out-of-home care service provider sector knowledge of NDIS more broadly, and with a particular focus on NDIS plan utilisation. Activities include webinars, online presentations, face-to-face Disability Good Practice Symposium, and communities of practice forums.
- Worked closely with the National Disability Insurance Agency (NDIA) to keep children with disability at home with their families by providing joint early intervention and prevention support.
- Trialled a joint project with NSW Health to enhance the out-of-home care Health Pathway for children and young people entering out-of-home care. Under the enhanced approach, a referral is now made to the DCJ Engagement and Family Support (EFS) team by an out-of-home care Health Coordinator if a child or young person is identified as having a disability or developmental delay through the out-of-home care health pathway process. EFS will provide support to the caseworker and build their capacity to access the appropriate disability supports for the child through mainstream supports, the NDIS or Early Childhood Approach (ECA). The trial of the enhanced approach was completed in Murrumbidgee and Illawarra Shoalhaven Districts during 2022, and planning for a staged state-wide rollout of the approach is now being considered for implementation in 2023–24.
- Completed a project to make NDIS and Early Childhood Approach information easily available for caseworkers who are supporting children and young people with disability in out-of-home care who are NDIS participants. Matched NDIS participant and out-of-home care data is now uploaded to the ChildStory client information system on a regular and on-going basis so that disability and NDIS related information can be easily accessed and utilised by caseworkers to provide inclusive and appropriate support to children and young people with disability.

Housing, Disability, District Services and Disaster Welfare

- The Sydney, South Eastern Sydney and Northern Sydney District (SSESNS) launched its own Disability Inclusion Action Plan (DIAP) which is strongly aligned to the broader DCJ DIAP. We continue to take action taking locally as a District to ensure that we are being inclusive and support of people with disability; both in our workplaces and in our engagement with the wider community.
- SSESNS worked with the University of NSW to create best practice guides for facilitating the employment of social work graduates with disabilities as frontline child protection workers.
- Collaboration with external agencies such as Job Access, to improve the working environment for staff with disabilities and to enhance the software and hardware used in the Housing Contact Centre. This has resulted in improved accessibility and functionality for staff with visual disability.

- Disability in Flood Response — Disaster Welfare are working with NSW Health on several Commonwealth Funded programs which assist in preparedness and emergency support for people with disabilities, health, and medical needs during natural disasters. The NSW Health programs are:
  - Person-Centred Emergency Preparedness — an initiative which enables people to self-assess their preparedness, capabilities and support needs to develop a personal emergency plan.
  - Care Finder — provides support for vulnerable older people to interact with My Aged Care, access aged care services and access other relevant supports in the community. Disaster Welfare have agreed to trial the services of Healthy North Coast (a Care Finder provider) in evacuation centres in Northern NSW to provide services such as accommodation for those with accessibility or higher medical needs when motel accommodation is not suitable. They will triage people with higher needs, arrange carers if required, medical support and ongoing case management once relocated from the evacuation centre.

4.3.7 Compliance with Carers (Recognition) Act 2010

DCJ recognises the valuable contribution that carers make to our society and is the public sector agency responsible for implementing and reviewing the *Carers (Recognition) Act 2010* (the Act).

The NSW Carers Charter, which forms a part of the Act, contains 13 guiding principles for NSW public sector human service agencies on issues of significance for carers, including respect and recognition, inclusion in decision-making, and access to services they may need.

A carer, for the purposes of the Act, is an individual who provides ongoing personal, care, support and assistance to any other individual who needs it because that other individual:

- is a person with a disability within the meaning of the *Disability Inclusion Act 2014*
- has a medical condition (including a terminal or chronic illness)
- has a mental illness, or
- is frail and aged.

During 2022–23, DCJ supported carers in a variety of ways, as described below.

Consultation and liaison with Carers

The NSW Carers Advisory Council engages with and supports carers in the following ways:

- We provided secretariat support to the NSW Carers Advisory Council. This Council was established under the *Carers (Recognition) Act 2010* (the Act) to advance the interests of carers in NSW. The majority of Council members have diverse backgrounds and expertise with current or previous experience of being a carer.
- The Council met three times over 2022–23, had one planning day and convened several subcommittees.
- The Council provided advice to the NSW Government on legislation, policy and meeting with the Minister responsible for Carers to discuss matters relating to carers.
- The Council continued to leverage opportunities as they arose contributing to submissions throughout 2022–23 advocating on behalf of carers on various issues including:
  - inquiry into the impact of work and care
  - capability and culture of the National Disability Insurance Agency
  - independent review of the National Disability Insurance Scheme
  - inquiry into the assessment and support services for people with ADHD
  - national Care and Support Strategy.

- In 2022–23, priorities for the Council in included:
  - Holding workshops with a broad range of senior Government and non-government stakeholders to share the findings of the Carers Missing Out Report. The Council sought to leverage these findings and develop appropriate responses to the issues raised to take action to support carers. Letters were sent to both state and federal ministers regarding the report findings advocating for carers needs.
  - Holding 'A Conversation with Carers' event in Griffith — carers attended from across the region, many who were from a culturally and linguistically diverse backgrounds. The Council sought to deepen connections with communities of carers and provide advice to the Minister on the issues facing carers across NSW, including improving the wellbeing and opportunities of carers.
  - Council working groups are currently considering housing security and homelessness issues; and improving the financial wellbeing and economic opportunities for carers with a view to developing position papers for discussion and advocacy around carer issues and needs.

NSW Carers Strategy

The *NSW Carers Strategy: Caring in NSW 2020–2030* is a whole-of-government and whole of community 10-year plan.

The strategy supports NSW public sector agencies to meet obligations under the Act. It aims to recognise and value carers and ensure carers are consulted on policy matters that impact on them.

The strategy has four priority areas:

- Priority 1 — Carers have better access to information, services and supports
- Priority 2 — Carers will be recognised, respected and empowered
- Priority 3 — Carers have improved financial wellbeing and economic opportunities
- Priority 4 — Carers have better health and wellbeing.

The strategy is supported by action plans every two years, commencing with 2020–2022. The first action plan 2020–2022 included 29 actions, with 19 being completed, one cancelled, and the remainder being ongoing commitments. The second action plan 2023–2024 is currently underway and contains 27 actions.

An Interdepartmental Committee was established in July 2022 and meets twice a year to lead the action planning and encourage collaboration between public service agencies on the strategy. It will further inform progress against current and future action plans.

NSW Disability Stakeholder Forum

- The NSW Disability Stakeholder Forum (DSF) is used to maintain contact and foster ongoing collaboration with the disability sector and the community in relation to the state's disability policy work.
- It provides a forum for the exchange of information and ideas and an opportunity to comment on specific policy initiatives and to raise emerging issues or priorities. Members include disability stakeholders such as Carers NSW, the Disability Council NSW, the Ageing and Disability Commissioner and disability sector peaks. The membership also reflects the diversity of disability and the priority areas of the NSW Disability Plan and Disability Inclusion Action Planning.

NSW National Framework for Protecting Australia's Children 2021–2031 (Safe and Supported)

- NSW is a signatory to Safe and Supported: The National Framework for Protecting Australia's Children 2021–2031 (Safe and Supported). One of the priority groups of Safe and Supported is children and young people and/or parents/carers with disability experiencing disadvantage or who are vulnerable. This action will be delivered by:
  - Developing mechanisms to ensure an effective interface between child and family services and the National Disability Insurance Agency that supports timely responses and information sharing.
  - Improving the early identification, information, supports and referral pathways of children and young people with disability and/or developmental concerns and parents and carers with disability to enable timely access to child and family supports and, for those eligible, to specialist disability services through the National Disability Insurance Scheme (NDIS).

- Ensuring child and family service systems, universal service pathways and the NDIS are accessible, family-centred, and responsive to the needs of children and young people and parents and carers with disability.

- We are working with the Commonwealth, State and Territory governments and the Aboriginal and Torres Strait Islander Leadership Group on the implementation of these actions.

Carers Week

- The annual National Carers Week was held from 16 to 22 October 2022. The NSW Government launched a campaign to raise awareness of carers and their contributions to our community.
- The campaign included media and communication resources to celebrate the dedication and hard work of carers and acknowledge their contributions. It included web, social media, and traditional media elements to increase the communities understanding of the substantial role of carers, as well as promoting support services available to those selfless family members and neighbours who don't identify as carers.
- DCJ funded 440 grants for Carers Week. The grants could be used to hold community events or activities, or to distribute care packages to carers across NSW.
- Funding was also provided to the peak body Carers NSW to hold the NSW Carers Conference and other activities and events during the week.

Companion Card

- The Companion Card program supports people with lifelong disability to participate in the community. It provides free access to venues and events for a cardholder's companion. The Companion Card is provided for life, free of charge, and is exempt from means testing.
- Cardholders and their companions have access to a range of organisations, including transport, sporting and entertainment providers throughout the state.
- As of 30 June 2023, there were more than 50,000 cardholders in NSW.

Women offenders

As part of our work to reduce recidivism in the prison population, Corrective Services NSW continued its focus on 'Women as Parents.' This included:

- Work impacting on carers and advocates of carers such as the 'Caring through Contact' project. The fundamental objective through the project is to increase court ordered and family time visits between incarcerated parents and their children. This work has improved contact between incarcerated women and their children and the quality and availability of information for mothers, children and carers.
- The Co-located Child Protection Caseworker program integrates DCJ employed child protection caseworkers in seven women's correctional centres in NSW. The program operates in Emu Plains, Dillwynia (Area 1 and Area 2), Silverwater, Mid North Coast, Clarence and Wellington and two satellite sites, Bathurst and Broken Hill. The caseworkers facilitate better engagement for women whose children are receiving child protection services or are in the current care of out-of-home care service providers.
- An evaluation of the program was completed by researchers from the University of New South Wales and University of Newcastle. The evaluation found that over half (53.5 per cent) of women referred to the program were First Nations women, while one-in-five non-Indigenous participants (9.8 per cent) had a culturally and linguistically diverse background. The evaluation confirmed that the program was implemented as intended and enjoyed supported from both correctional staff and the women involved.
- The Women's Diversion Pathway Program enables women subject to a custodial sentence to maintain caring responsibilities for their children. Strict suitability and eligibility requirements must be met for participants to enter the program. The program is delivered through coordinated interagency case planning with stakeholders including the Justice Health and Forensic Mental Health Network, DCJ Community Services and non-government organisations including the Community Restorative Centre. The program gives mothers the opportunity to serve part of their custodial sentence in the community on external leave approved by the Commissioner of Corrective Services under the *Crimes (Administration of Sentences) Act 1999*. This program is supporting women who are mothers to reintegrate and reunite with children and their families and address risks of reoffending and returning to custody. During the financial year 2022–2023, five women were diverted from custody and engaged in the Women's Diversionary Pathway Program. Four of these women were able to maintain the care of their newborn babies while the fifth participant re-established connection with her children earlier than anticipated.

Anti-Discrimination NSW

- Continues to be a member of the Carers NSW Carers Rights Education Network.
- Collaborated with Carers NSW to develop the carers factsheet 'Your rights at work', as part of the Know Your Rights awareness campaign.
- Attended Carers Day Out on 18 October 2022 and provided information about anti-discrimination laws and services to community members.

Educational strategies

Other initiatives to support carers

- We support Carers NSW in delivering initiatives that support the NSW Carers Strategy, such as:
  - The carer employment initiative Carers and Employers program comprises both network membership and workplace accreditation. The program defines best practice standards for supporting staff with caring responsibilities to improve carers' career opportunities.
  - The carer research initiative Carers Knowledge Exchange is a joint project with the University of Technology, Sydney. It focuses on promoting and disseminating carer related research by building an online depository and holding events that bring researchers together. Research provides policy makers and service providers with insights to improve supports for carers.
- Many carers attend the annual Aboriginal Community Engagement workshops. The workshops are run by the Joint Child Protection Response Program in collaboration with NSW Health Education Centre against Violence. The workshops cover issues of significance for carers, provide education and enhance access to services.
- Casework support is provided to carers to access services such as Centrelink, family law court information and other services to assist them to continue to care for children.

Actions taken to ensure staff are aware of and understand the principles of the NSW Carers Charter

During 2022–23, we ensured staff awareness and understanding of the NSW Carers Charter by:

- Maintaining Level 2 Carers Accreditation (Commit) from Carers NSW, one of only two NSW Government organisations to successfully achieve this standard. Accreditation demonstrates that DCJ has had its policies, procedures and systems independently benchmarked as supportive of people with caring responsibilities.
- Continuing to partner with Grace Papers to promote the DCJ Parents and Carers Hub, which provides a range of resources, programs and tips designed to support employees who are parents and carers.
- Continuing to fund and support the DCJ Carer's Network to empower and encourage our employees with Carer's responsibilities to participate in the development of DCJ policies, procedures, strategies and to promote a workplace culture that ensures equity of opportunity and freedom from discrimination.
- Continuing to support teams to use the Better Ways of Working Flexible Work Framework across DCJ, focussing on team-based flexible work, as flexibility is a significant enabler of carer workforce participation.
- Continuing to fund and support the mature workers network 'SAGE' to better understand and support employees as they age (particularly mature employees with carers' responsibilities), decrease age bias in the workplace, and create opportunities for mentoring and knowledge transfer.
- Monitoring employee engagement scores for employees who are carers through the People Matter Employee Survey 2021. The overall employee engagement score for employees who are carers was 62 per cent in 2022, down slightly from 66 per cent in 2021. The engagement score for all employees was 64 per cent in 2022, down from 65 per cent in 2021.
- Conducting qualitative and quantitative research of the experience of employees who take parental leave and carer's leave at DCJ, to inform the future development of best practice tools and resources, responding to the lack of support experienced prior to taking leave, while on leave, and when returning from leave.

Aspirations for 2023–24

In 2023–24, we aspire to:

- Continue to develop and implement additional initiatives that aim to support and improve inclusion for employees who are carers, as prioritised in our DCJ Inclusion Strategy 2021–2025 and DCJ Managing with Maturity Action Priorities.
- Extend DCJ's Workplace Adjustment Passport to include carers in its remit, to offer enhanced workplace flexibility and inclusion.
- Continue to promote the DCJ Parents and Carers Hub resources.
- Continue to fund and support the DCJ Carer's Network and SAGE Network to build their memberships and co-host events/activities to raise awareness and improve inclusion for employees who are mature workers and have carer's responsibilities.
- Continue to promote job share to identify opportunities for all employees to work part-time yet maintain career progression.
- Continue to monitor employee engagement and workplace experience scores for carers through the People Matter Employee Survey.

4.3.8 Multicultural policies and services program

All NSW Government agencies are expected to provide high quality services and programs for all people of NSW. The Multicultural Policies and Services Program (MPSP) is the mechanism for agencies to show how they are planning effectively for people of multicultural backgrounds, and to report on progress.

During 2022–2023 we launched the DCJ Multicultural Plan 2022–2025. Throughout 2022–23 time, we continued to implement a range of initiatives and programs under the NSW Multicultural Policies and Services Program (MPSP) to support the multicultural communities we serve.

We continued work to focus on and strengthen our delivery of translation, interpreter services, and telephone interpreter services across all our services, helping ease access to our services. This included work towards increasing the number of languages offered through our publications, in-person services, and online services.

We continued to make every effort to acknowledged and celebrate inclusive and multicultural days of importance, such as:

- **Harmony Day:** Events were held across our services for staff and clients to recognise and support multicultural communities, with a series of guest speakers invited to discuss and share topics around the importance of cultural diversity and representation.
- **Refugee Week:** Held multiple events for DCJ staff focusing on the positive contributions made by refugees to Australia, with guest speakers sharing their stories of courage, strength, resilience and advice for supporting refugees to thrive while honouring their culture and traditions.

Key initiatives in 2022–23

During 2022–23, we delivered a range of services and initiatives to support the multicultural communities we serve. This included:

Anti-Discrimination NSW

- Completed training with the NSW Service for the *Treatment and Rehabilitation of Torture and Trauma Survivors, Trauma Informed Practice*, and *Accidental Counselling* to improve their ability to assist distressed refugee clients in crisis situation.
- Held a multicultural media launch to promote new Anti-Discrimination NSW (ADNSW) multilingual resources. More than 80 multicultural media and community stakeholders attended the event. The new resources presented included two videos that were translated into five languages.
- Launched a 22-language multilingual brochure at our celebration of Refugee Week 2023, with guest speakers sharing their personal stories and their work.
- Collaborated with the Multicultural Policy and Engagement (MPE) team in the development and delivery of the DCJ Inaugural Multicultural Community Engagement.

- Established an African community stakeholder group and consulted with them to understand the types of discrimination faced by African communities.
- ADNSW delivered information sessions about our services to both the Local Government Multicultural Network, and Pacific Communities.
- Became a member of the NSW Anti-Racism Working Group that is coordinated by City of Sydney and Multicultural Advisory Forum.

Legal Services

- Continued to engage harmoniously with stakeholders and client groups from all cultural backgrounds. We focused on participating in cultural training programs and engagement in Aboriginal Identified Graduate and Cadet recruitment programs.
- The Advisings & Community Protection Legal team attended a course, based on a Supporting Aboriginal Young People in Custody program provided to Youth Justice Officers, that was organised as part of the National Sorry Day and Reconciliation in June 2022.
- Through monthly newsletters we continued to promote and celebrate culturally significant days and events throughout 2022 and 2023 and promoted diverse stories about people within our team. Also incorporated into our monthly team meeting schedules during 2023 and into 2024 is a dedicated approach and time to providing awareness training for our staff on providing culturally appropriate and sensitive client service.

We continue to meet the language needs of our clients and stakeholders by engaging interpreters where needed.

- Participated in the development of the Maliyan program, an initiative to employ Aboriginal Identified Graduate Solicitors/Policy Officers.
- Consulted with multicultural peak bodies and faith organisations in developing the *Anti-Discrimination Amendment (Religious Vilification) Bill 2023*.

Corrective Services NSW

- Continued to use telephone, in-person and video conferencing interpreter services, as well as qualified staff under the Community Language Allowance Scheme (CLAS) to support the language service needs of people from CALD backgrounds. Translating and Interpreting Service (TIS National), Multicultural NSW, Ethnic Interpreters and Translators, Deaf Connect are CSNSW's main providers of interpreter services for CALD offenders and their families.
- Interpreter services were accessed by staff on 3019 occasions, a 12 per cent increase on the previous year.
- CLAS officers provided on the spot simple language services on 58 occasions in Arabic, Bengali, Cantonese, Mandarin, Samoan, Spanish Urdu and Vietnamese. CLAS officers' language services included, but were not limited to, assistance with release interviews, translation of Health Survival Tips and translation of CSNSW information.
- Implemented a new translation feature on our website that enables people to view CSNSW's content in 56 community languages.
- Conducted 'Working with Culture and Diversity' and 'Respectful Working Relationships' staff training at metropolitan and regional business locations.
  - 55 training workshops for 'Working with Culture and Diversity', were attended by 890 CSNSW staff. These figures represent a 24 per cent increase in the number of workshops delivered and a 29 per cent increase in staff attendance when compared to the previous year.
  - 533 staff attended the 'Respectful Working Relationships' workshop, which represents an increase in attendance of about 25 per cent.
- Continued to work closely with Odyssey House NSW (Odyssey) and JewishCare to meet the cultural, religious and reintegration support service needs of CALD offenders in custody and community corrections.
- Community Engagement and Culture Officers (CECOs) conducted regular home visits with CSNSW Community Corrections Officers. The purpose of these visits is to inform and explain to families about the reporting conditions for the CALD offender in their home.

- CECOs continued to work closely with a range of community support services. They include the Vietnamese Australian Welfare Association, Odyssey House NSW , the Pearls of the Pacific, St Vincent De Paul, Hyatt House, Anglicare, and Cumberland Multicultural Centre. These providers offer interventions to help CALD offenders address domestic and family violence, alcohol and other drugs, gambling, and other reintegration related needs.
- CECOs participated in number of forums and expos held by government and community agencies (e.g., Domestic Violence Centres, Police Expo etc). The purpose of these forums and expos is to engage and listen to CALD communities' concerns, and to promote CSNSW's initiatives.
- In December 2022, Odyssey replaced Drug and Alcohol Multicultural Education Centre (DAMEC) as a provider of practical reintegration support services for CALD offenders in custody and supervised in the community.
- Odyssey's reintegration support services for CALD offenders start 12 weeks pre-release and six months post-release from custody.
- Odyssey has so far provided reintegration and other support services to 69 CALD offenders. The type of support provided by Odyssey's multicultural team to CALD offenders included Alcohol and Other Drug (AOD) and psychological counselling as well as case-management.
- Ensured CALD offenders have access to religious food and items to practice and maintain their faith. We facilitated access to appropriate food and opportunities for offenders to celebrate Christmas, Easter, Passover, Rosh Hashana, Chanukah, Ramadan, Chinese New Year, Eid El Fitr, Waitangi Day, Autumn Harvest, and Diwali.

Courts, Tribunal and Service Delivery

- Provided brochures and fact sheets at court registries in various languages relating to obtaining legal advice and providing guidance on the process for certain criminal matters.
- Ensured Community Language Allowance Scheme staff members for various languages were available across Local Courts.
- Displayed Telephone Interpreter Service multi-lingual materials in all NSW Civil and Administrative Tribunal (NCAT) Registries to promote availability of interpreter services to non-English speakers.
- Training was provided to:
  - guardianship Division Tribunal members on Cultural considerations in cognitive assessments
  - all new Sheriff's Office staff on multicultural groups, diversity and inclusion in the workplace and in interactions with stakeholders and clients
  - working in multicultural environments as part of induction and client service skills training
  - new and existing NCAT Members' on working with interpreters.
- Promoted staff engagement with the DCJ employee diversity networks through information included in the NCAT Staff and NCAT Manager induction programs.
- Continued utilising the translation, and interpreter services across all areas of the Sheriff's Office as required to support court user, witness and accused needs.
- Continued to ensure the availability of interpreter services for court and tribunal clients.
- Launched automatic language translation (Google Translate) on selected NCAT web pages that allows users to translate website information into 60+ languages.
- Supported the needs of culturally and linguistically diverse families and communities in the Coroner's Court with operations and practices, such as:
  - **Coronial Information and Support Program Officers (CISP)**, who are trained social workers, act to liaise with the Coroner and senior next of kin throughout the coronial process. CISP Officers whilst based at the Lidcombe Forensic Medicine and Coroners Court Complex are also available to provide support in coronial matters across the state and regularly engage with multifaith and culturally and linguistically diverse clients and their communities.

- **The Coronial Case Management Unit** triages deaths reported to the Coroner at Lidcombe, and regularly works with the Coroner to expedite cases on cultural religious grounds when expressed by the deceased's family or community, particularly to facilitate priority release of the deceased for burial.
- The Lidcombe Forensic Medicine and Coroners Court Complex has a dedicated **multifaith room or prayer room** that clients can utilise when attending the facility.

Child Protection and Permanency, District and Youth Justice Services

- Business units have been encouraged to complete the Multicultural Competence Program on Thrive. CS State-wide Services will continue to monitor the completion rates.
- Open Adoption Records Access coordinate meetings, consultations and forums targeted at specific multicultural groups, as they relate to intercountry adoptions.
- Joint Child Protection Response Program (JCPRP) teams deliver a session titled 'Working with Culturally and Linguistically Diverse Communities'. This training is delivered to participants new to JCPRP.
- JCPRP developed new case scenarios and practice examples about working with culturally and linguistically diverse children, young people and families, as a part of their two-week training and final assessment.
- Child Protection Helpline (CPHL) staff are trained to use the Translating and Interpreter Service as part of their onboarding process.
- The DV Line have a targeted campaign on the DCJ website called 'Speak Out', this information is for all women but targets the CALD community and encourages women experiencing violence to reach out to the NSW DV Line for support.
- Linked with local communities to support refugees who are relocated to the Hunter region. Education sessions were held to inform the community members on the role of DCJ and how we can work in partnership.
- Continued to build a strong working relationship with the Sultan Faith Mosque, supporting the local Islamic community.

Office of the Senior Practitioner (OSP)

- Multicultural Caseworker Program: Continued to manage the program targeting recruitment of caseworkers from diverse communities. The program remains flexible to change the target community to meet DCJ and community needs. In 2022–23, several new multicultural caseworkers for Chinese, Pakistan & Bangladesh and Pacific communities were recruited. Bi-annual Practice Development Forums were facilitated for multicultural caseworkers.
- Multicultural Consultation-ChildStory: In July 2022, a new process was implemented for all requests for multicultural consultation from practitioners to be submitted via ChildStory to the Multicultural Services team.
- DCJ Practice Conference September 2022: Two workshops addressing needs of multicultural communities. An online workshop was held for practitioners, Culturally responsive and reflective practice with multicultural children and their families, drew on the experience of multicultural caseworkers in keeping children connected with family, community and culture, and an in-person Truth Telling session with CALD young people who have been in out-of-home care was delivered.
- Video, DCJ Multicultural caseworkers — using culture to keep children: A short video was produced in partnership with DCJ and launched at the Practice Conference to support practitioner cultural capability.
- Multicultural Support Workers Program: Facilitated two training workshops for 28 new workers on child protection and working with DCJ caseworkers. Two group supervision session were also facilitated with the program workers. Multicultural Services, OSP provides further ongoing program support through participation on the program reference group.
- Active Efforts Working Group: Lead by Transforming Aboriginal Outcomes sub-group of the Family is Culture Legislation Implementation Steering Committee. The role of this group will be to scope and implement new Active Efforts provisions in the Care Act. Multicultural Services participates in the project work group to provide input relating Active Efforts focusing on CALD children and young people and their families.
- DCJ Community Services Multicultural Consultation Group: Convened quarterly meetings with 14 members representing NSW peak multicultural agencies. Key speakers and consultations for the year were provided from NDIA; DCJ initiatives Your Choice Your Future Program Campaign for young people leaving out-of-home care, Better Decisions for Children on assessment practice, new Active Efforts legislation and DCJ Multicultural Plan 2022–2025.

- Hunter Multicultural Project: Multicultural Services continued to support this project to engage with refugee families and local religious and community leaders. In July 2022, a workshop was held to understand domestic & family violence and impacts on CALD children and families. A partnership with Settlement Services International was initiated to provide monthly information sessions for newly arrived refugee communities on the role of DCJ & understanding the child protection laws, including domestic and family violence.
- DCJ information resources:
  - Developed the OSP Multicultural Services page in DCJ's organisational Multicultural Playbook containing staff resources
  - Developed a DCJ wide internet page on accessing interpreters for community members, in partnership with the Multicultural Engagement and Policy team in Strategy, Policy and Commissioning Division.
- Assessment Practice: This unit leads the project Better Decisions for Children in the redesign of the Mandatory Reporters Guide, Screening tool, Safety Assessment, Family Strengths and Needs Assessment and Safety in Care Assessment. It provided briefings for both DCJ multicultural practitioner group and Multicultural Consultative Group (external) regarding project governance and assessment approach design. Multicultural Services senior leader participates in project work groups.
- Practice and Permanency: Teams continue to support caseworkers and managers in districts who are working with culturally and linguistically diverse families through various ways including ensuring cultural consultation is provided in group supervision forums, assisting practitioners to seek consultation through the Inclusive Practice — Multicultural Services, promoting the use of interpreters when needed, promoting working with culturally and linguistically diverse practice advice to strengthen DCJ's responses to families.
- Serious Case Review (SCR): The team consults with the Multicultural Services when reviewing DCJ practice with families where there has been a reported critical incident. SCR will seek consultation with multicultural practitioners about families and parents of culturally and linguistically diverse backgrounds, seeking guidance about their culture and how this may influence parenting practices and approaches to caring for children in their community. SCR staff will also consult on draft reviews to ensure the ways in which a family's cultural background is documented accurately and ensure that any learning from internal reviews is shared with Districts and practitioners.
- Practice Learning: This unit continued to focus on foundational and ongoing learners at DCJ, through the delivery of the Caseworker Development Program (CDP) and the Practice Leadership Development Program (PDLP). Both of these programs contain a strong focus on developing cultural capability and inclusive practice.
- Inclusive Practice Unit: In 2022–23 DCJ established the Inclusive Practice unit within the Office of the Senior Practitioner to build caseworker capacity and inclusive practice when supporting people with disability, people from multicultural communities and people who identify as LGBTQIA+.
- Shining a light on good practice 2023: The 2023 edition of OSP's report on good practice featured two stories highlighting work supporting multicultural communities. Culture and Connection focused on the growing multicultural communities in the Hunter district and the importance of leadership, from a local DCJ manager in partnering with local organisations to build cultural connections with new refugee communities and provide safety for children. To Show Up and Be Strong, shared a story about a family from a culturally and linguistically diverse background, representing our practice supporting children to return home. These stories show the power of practitioners listening deeply and the tremendous efforts of one mother to overcome adversity and learn as much as she could about disability and how to best parent her children, so that they could return to live with her safely.
- DCJ Practice Framework Standards family resource — translated resources: This resource for families was translated into the five languages of Arabic, Chinese simplified, Dari Samoan and Vietnamese. The Practice Framework Standards set out what is expected of DCJ practitioners in how they work with children, their families and community, and encourages families to ask to for an interpreter or a caseworker from their culture to better understand this information.

Youth Justice

- Working with young people using the 'responsivity' principle of offence-focused case management and acknowledging their relationship to their culture(s) as an integral part of casework.
- Continued to facilitate Youth Justice (YJNSW) Multicultural Advisory and Working Group, meeting every two months and undertaking out of session consultations and projects. The group transitioned to the YJNSW Multicultural Advisory Committee (MAC) in May 2023. The MAC is an advisory mechanism convened by the Youth Justice Multicultural Champion, to support good practice in working with young people from culturally and linguistically diverse backgrounds in contact with youth justice.
- The MAC developed and distributed a practice resource for staff, the 'Talking about culture with young people' card deck. The card deck is a tool to support caseworkers to have conversations about culture with young people, with each card displaying a different prompt question and cultural image.
- A 'Working with Culture and Diversity' Practice Toolkit was added to the Practice Portal. The Toolkit is accessible to all staff and will collate new and existing information, resources, and processes. It will be maintained as a resource to support staff in connecting young people to their birth culture/s.
- Operating the PASIFIKA program, initially to address violence and gang issues, and more recently to address underlying issues that can lead to young people from Pacific communities engaging in offending behaviour.
- Delivered cultural programming, including targeted programs for young people from Pacific communities, African countries and with refugee backgrounds at Youth Justice Centres.

Housing, Disability, District Services and Disaster Welfare

Customer Service & Business Improvement (CSBI)

- Language specific SMS and emails were sent by CSBI during the during COVID-19 period to clients who specified a language other than English spoken at home in our data management system.
- Housing clients can access a free interpreting service for their interactions with our staff.
- Specific DCJ Housing offices partner with multi-cultural service providers to assist clients in the office.
- During the 2022–2023 financial year DCJ Housing provided interpreter assistance to 35,315 clients both at our Housing Contact Centre and in DCJ District offices. The top three (3) languages used by our clients are Arabic, Vietnamese and Mandarin.

Disaster Welfare

- Disaster Welfare engaged Multicultural NSW (MNSW) and Disaster Recovery Chaplains to provide translators and culturally appropriate Chaplains for residents impacted by the Surry Hills Highrise building fire, May 2023.
- Disaster Welfare will continue to seek advice from MNSW to ensure the linguistic and cultural needs of disaster affected people are considered and incorporated into emergency planning, preparation, response, and recovery activities.

Housing Contact Centre

- Continued working with Refugee Settlement Services to ensure refugees and humanitarian entrants recently arrived in Australia as permanent resident, had access to Rentstart assistance to help then secure a provide tenancy.
- Continues to offer all Aboriginal and/or Torres Strait Islander callers the option to speak to an identified staff member.
- Established 3 satellite offices in regional NSW (Broken Hill, Bega and Kempsey) with identified staff only. All locations were selected due to their high Aboriginal populations.

Strategy, Policy and Commissioning

- The permanency taskforce assisted DCJ and Permanency Support Program (PSP) caseworkers progress guardianship orders. This included advising and ensuring cultural consultations occurred and cultural plans and financial plans were in place to support cultural connections and needs of the child for the life of the order. The permanency taskforce assisted DCJ and PSP providers progress 200 guardianship orders from March 2022 – 30 June 2023.
- Provided advice to DCJ staff and NGOs about the process for applying for citizenship for Underage Humanitarian Minors, including joint information sessions with the Commonwealth. In May 2022, the Department of Home Affairs (DHA) delivered an information session to DCJ staff to help with our work with non-citizens in a range of situations.
- Supported the work of other Departments and local councils in their disability inclusion action planning for CALD communities, and promote CALD communities as an important target. Under the *Disability Inclusion Act 2014*, all Disability Inclusion Action Plans must consider how services can be provided specifically to CALD people with disability, and CALD people with disability should be consulted.
- The Seniors' Stories writing competition had "celebrating diversity" as the theme for 2022. It was managed with support from Multicultural NSW. 100 stories were successful and were selected for publication in November 2022, 11 of the successful authors choose to publish their stories in both English and in their first languages.
- The NSW Domestic and Family Violence Plan 2022–2027 and the NSW Sexual Violence Plan 2022–2027, were released on 9 December 2022. Significant and wide-reaching consultation was undertaken with key stakeholders across NSW to ensure the plans are inclusive of and appropriate to their specific and diverse needs, including consultation with:
  - Ethnic Communities Council of NSW
  - Muslim Women Association
  - Settlement Services International
  - African Women Australia
  - Multicultural NSW
  - SEVA International.

Multicultural Policy and Engagement

- The Multicultural Policy and Engagement (MPE) Team delivered a Multicultural Community Engagement Conference to inform service providers and showcase best practice when engaging with and developing policy for CALD communities. The conference attracted over 450 attendees from government agencies, community organisations, regional organisations, industry personnel, universities, and religious and community leaders.
- The MPE Team in partnership with Multicultural NSW, developed two five-minute video resources to prepare interpreters new to working in a NSW court environment. The videos incorporated an introduction to working in a court environment with tips from experienced interpreters and interpreting at a hearing.
- A Domestic and Family Violence Framework for CALD communities is being developed, in response to recommendation 17 of the *Domestic Violence Death Review Team Report (2017–2019)*. This framework is being co-designed with community support services, as well as community members with lived experiences of domestic and family violence.
- The MPE Team launched the 2022–2025 Multicultural Plan during the reporting period. The first DCJ Multicultural Plan Steering Committee for the new Plan was held in March 2023, chaired by Deputy Secretary, Brendan Thomas. Achievements against the Plan continue to be monitored and reported against by each contributing division and branch.

Community Liaison Officers (CLOs) – community engagement program

The Community Liaison Officers (CLOs), in the MPE Team, hosted multiple Law and Community Expos and Court Open Days that target multicultural communities, mainly newly arrived refugees, skilled migrants, and international students.

In the reporting period, the following Law Expos were conducted:

- Three Law Expos were held at Granville TAFE Law expo on 18 May 2023, 7 June 2023 and 14 June 2023 with over 800 attendees across the three days.
- Loftus TAFE Law Expo on 20 June 2023 with 78 students in attendance.
- Wetherill Park TAFE Law Expo on 25 May 2022, with more than 200 newly arrived students.
- Bankstown Law Expo on 01 November 2022 with more than 400 students in attendance.
- Cabramatta Law Expo on 13 September 2022 with more than 200 people in attendance.
- Coffs Harbour Law Expo on 31 August 2022 and 01 September 2022 with more than 200 students in attendance across both days.

The MPE team participated in an annual Domestic and Family Violence (DFV) Conference to help inform service providers of best practice for the DFV sector when working with multicultural communities. This conference was delivered in collaboration with the Southwest Sydney Domestic Violence Committee on 23 November 2022, with more than 270 people in attendance.

In 2022–23, multiple community engagement activities were held, such as workshops for specific multicultural groups and community seminars. These community engagement activities and events included:

- Faith Leaders declaration focus group held in August and September 2022.
- Focus group was conducted on Multicultural Data and Engagement Practices on 14 September 2022.
- Migrant information day, held at Rockdale Townhall on 26 October 2022. 500 people were in attendance from different cultural backgrounds.
- Participation at the Fulbe Australia 5th National Conference on 10 February 2023 where the MPE Team presented and promoted DCJ programs especially the religious leaders DFV seminars. The Conference was attended by 250 Fulbe community members.
- Two sessions delivered to MetroAssist community elders and leaders regarding DCJ services on 15 April and 29 April 2023.
- Community consultation with Multicultural Community Leaders at Wollongong in partnership with Illawarra Multicultural Services held on 27 May 2023. The consultations have resulted in proposed workshops to build connections with local community leaders.
- Presentation to Community leaders who support multicultural women within the Wollongong/Illawarra area on 22 March 2023.
- Coordinated an introduction gathering for service providers to attend an Iftar event at Masjid As-Salaam in Berkely/Wollongong, to break the barriers and build trust with various service providers within Illawarra area, and for the service providers to understand the cultural practices of multicultural/ and Muslim community members.
- In-person legal information sessions delivered to newly arrived high school students that are enrolled in the Intensive English Centres. These sessions are delivered every term, in collaboration with Legal Aid NSW.
- Consultations and engagement across NSW with multicultural communities, leaders, and non-government organisations (NGOs) to build the communities' understanding of their rights, obligations and DCJ services.

Religious Leaders Seminars

Since its inception in 2018, face to face seminars and online webinars have been delivered to up-skill leaders from various religions and cultures in regional and metropolitan areas of NSW. We delivered four of these seminars in the reporting period, in Auburn, Cronulla, St George region, and Chester Hill.

The seminars include information on the cycle of violence, impact on children, legislation and laws around DFV (including Apprehended Domestic Violence Orders) and a justice panel consisting of Victims Services, Domestic Violence Line, Legal Aid NSW and NSW Police.

- The aims of the programs are to provide leaders with:
  - Guidance and contacts for appropriate referral pathways for families impacted by violence
  - An opportunity to up-skill leaders with legal and service information and provide access to DFV resources
  - An opportunity to share leaders' experiences with the Department, and for us to work together to address DFV across our communities.

Religious Leader's Declaration event

- On 22 November, a Religious Leaders Declaration event was held at Parliament House to affirm the commitment of religious leaders to take a united stance with the NSW Government against domestic and family violence. More than 70 prominent religious leaders representing all major faiths signed the declaration with the NSW Government to help end domestic violence. The declaration, which was developed in consultation with leaders from various Christian, Muslim, Jewish, Hindu, Buddhist and Sikh communities, included a number of commitments drafted and agreed to by the interfaith group to address, respond to and speak out against acts of domestic violence and better support victims.
- Domestic and Family Violence (DFV) resources for religious leaders were launched at the Religious Leaders Declaration event. Providing the latest and most relevant resources enables religious leaders to better support the families impacted by DFV. These resources assist religious leaders with making appropriate referrals to DFV support and legal services. The resources are now available on our DCJ website and have been translated into Arabic, Hindi, Punjabi, Simplified and Traditional Chinese and Vietnamese.

DCJ employment initiatives

In 2022–23, we promoted multiculturalism with a number internal staffing.

- We continued to employ Multicultural Caseworkers from 34 diverse cultural backgrounds. These specialists are available to provide secondary casework support to other caseworkers and provide cultural consultation to support CALD communities as well as refugee and newly arrived communities.
- We established new multicultural roles targeting Pakistan and Bangladeshi communities to support these growing communities, along with building the pool of Chinese multicultural caseworkers.
- We continued to participate in the Multicultural NSW Community Language Allowance Scheme (CLAS). 222 employees are now providing language assistance, including AUSLAN.
- We continued to deliver the self-directed online Multicultural Competence Learning Program, supporting employees to improve their understanding of working with culturally diverse clients and colleagues. 1842 employees participated in the program in 2022–23.
- We launched the Multicultural Inclusion Playbook on the department's Learning Management System. his is a learning hub that showcases best practise and practical tools for employees proving service internally and externally to our CALD clients.

For further details of our achievements/initiatives for employees who identify as CALD, please refer to *Part 4.1.2 Workforce diversity*

Key multicultural strategies proposed for 2023–24

During 2023–24, we will continue to support our multicultural clients through the following planned initiatives:

- Continue to work on our delivery of translation, interpreter services, and telephone interpreter services across all our services.
- Focus on producing new, written materials in Easy Read English wherever possible, otherwise clear English and providing translated information as required.
- Continue to work towards increasing the number of languages offered through our publications and online services.
- Continue to acknowledge and celebrate inclusive and multicultural days of importance, such as:
  - **Harmony Day:** Events will continue to be held across our services for staff and clients to recognise and support multicultural communities, with a series of guest speakers invited to discuss and share topics around the importance of cultural diversity and representation.

- **Refugee Week:** Events will continue to be held across multiple events for DCJ staff focusing on the positive contributions made by refugees to Australia, with guest speakers sharing their stories of courage, strength, resilience and advice for supporting refugees to thrive while honouring their culture and traditions.

- Our Executive leadership will continue to promote zero tolerance of racism and discrimination in our workplace through regular whole-of-agency communication.

Anti-Discrimination NSW

- Commence an inclusive recruitment project that aims to improve recruitment outcomes for CALD communities, targeting the NSW public sector.
- Implement a community capacity building project. The project involves exploring the viability of having key multicultural community organisations supporting individuals with writing and lodging of complaints with ADNSW. The project also involves providing organisations with information and training about our services and how we can assist multicultural communities.

Legal Reform and Legal Services

- Continue the inclusive recruitment project, including consultation with multicultural stakeholders, research into the experiences of multicultural communities and recruitment, and development of a resource to assist employers to improve their recruitment practices.
- Implement engagement and communications strategies with religious and multicultural community groups about the government's new legislation to prohibit religious vilification.

Corrective Services

- Review and implement relevant recommendations in the Culturally and Linguistically Diverse (CALD) Women in Prison: Pre-prison experiences and post-release reintegration research project to improve outcomes for CALD women in custody.
- Establish forums to engage Muslim communities in NSW, to improve communities' understanding and expectations of Corrective Services NSW and to support reintegration outcomes for Muslim offenders.
- Review the need to engage further staff under the CLAS scheme in emerging community languages
- Increase multicultural CECOs' participation in community expos/forums and inter-agencies engagement.
- Continue to assess the need to expand language support service to include other emerging community languages.

Child Protection and Permanency, District and Youth Justice Services

Community Services State-wide Services

- ChildStory will continue to work with the Multicultural Services Team on any required enhancements to the source system to better record data for multicultural clients.
- The NSW DV Line will continue to work closely with Diversity Services, Victims Services, NSW Police and Multicultural NSW to support religious leaders from CALD communities to understand and respond to victims of domestic and family violence. The group have delivered workshops throughout 2023.

Office of the Senior Practitioner

- **Inclusive Practice Unit:** In 2023–24, the Inclusive Practice unit will be looking at opportunities to enhance caseworker capacity with regard to inclusive practice, and in particular, how the intersectionality of culture, disability, sexuality and gender can impact on the life experiences of children and young people who are in contact with the child protection system, and how their needs may be supported more holistically through caseworker practice.
- **Multicultural Caseworker Program:** Plan a program review to consider potential program improvements and address targeted recruitment gaps to better support service delivery for multicultural families engaged with the child protection system. The program operation guidelines will be updated as part of this process.

- **Multicultural Support Workers Program:** Multicultural Services, OSP will participate on the program reference group with a focus on program promotion, service delivery feedback strategies and updating program guidelines. Provision of orientation workshops to support new workers and group supervision session to the team will occur over 2023–2024.
- **Hunter Multicultural Project:** The partnership with Multicultural Services and the district will continue, with two culturally reflective practice workshops to be delivered to caseworkers supporting their work with new migrant and refugee families.
- **Excellence in Practice — Mary Dimech Award for Multicultural Practice:** Celebrate the contribution of DCJ caseworkers and/or teams supporting CALD children and families with the Mary Dimech Award for Multicultural Practice as part of the 2023 Excellence in Practice Awards presented annually.
- **Practice Assessment:** Further briefings July 2023 onwards with the Multicultural Consultative Group (external) regarding the design, implementation and embedding activities that support the assessment approaches across the Better Decisions for Children project. Ongoing membership of Multicultural Services senior leader alongside CALD identified practitioners attending and participating across Better Decisions for Children project groups, including Mandatory Reporters Guide, Screening tool, Safety Assessment, Family Strengths and Needs Assessment and Safety in Care Assessment.
- **Practice Learning — Student Development Program (SDP):** Some barriers to learning were identified by students from a culturally and linguistically diverse background in this relatively new program. Practice Learning is committed to continuous improvement and will share the findings from the program evaluation with the education sector to increase the recruitment of students from culturally and linguistically diverse backgrounds. The upcoming Caseworker Development Program evaluation will also explore the unique learning needs of culturally and linguistically diverse students and consider how these may be integrated into the program. Other mitigation strategies currently under consideration include:
  - Working with Practice Coaches to structure more inclusive learning
  - The provision of culturally-specific support to culturally and linguistically diverse students.
- **Out-of-Home Care Quality Assurance Program:** The new quality assurance program will include quality assurance of cultural support planning for children and young people in out-of-home care from culturally and linguistically diverse backgrounds. The new quality assurance model will gradually be implemented during 2024.

Youth Justice

- Continue to develop mechanisms, resources and a practice guideline to support caseworkers to incorporate young people's cultural backgrounds and engagement into criminogenic responses.
- Develop a culturally responsive, evidence-based intervention model for young people of Pacific Island background. The new framework, 'Pūrākau', will be informed by an evidence-based approach that has been used widely in New Zealand, alongside an investment in workforce capability.
- Administration of Child Safe: Safety and Empowerment Questionnaire (young people) to target particular needs identified for or by young people from CALD backgrounds.
- Continuing to acknowledge and/or celebrate key religious and cultural dates observed by young people from culturally diverse backgrounds detained in Youth Justice Centres.
- Continuing to implement program initiatives that engage young people from CALD backgrounds with their language, history, ancestry and respected members of their communities, ensuring that, wherever possible, they are led by members of those communities and are proactive in nature.
- Continuing to promote the Community Language Allowance Scheme both internally and externally, identifying and addressing service gaps.
- Continuing to ensure all new Youth Justice NSW employees complete the Valuing Diversity training module upon entry and that extant Youth Justice NSW employees complete refresher training annually.

Housing, Disability, District Services and Disaster Welfare

Customer Service & Business Improvement (CSBI)

- Continue providing training to intercountry adoption staff to boost skills in working with multicultural clients, completing cultural plans for intercountry children and placement matching to culturally appropriate prospective adoptive parents.
- JCPRP will continue to provide training on; 'Working with Culturally and Linguistically Diverse communities' as delivered as a part of the two week JCPRP Training Course.

Housing Contact Centre

- Aboriginal and CALD awareness training to all Housing Contact Central staff to ensure sound knowledge of cultural safety and sensitivity.
- Working towards increasing the number of languages offered through our publications and online services.

Disaster Welfare

- Continue to seek advice from MNSW to ensure the linguistic and cultural needs of disaster affected people are considered and incorporated into emergency planning, preparation, response, and recovery activities.

Strategy, Policy and Commissioning

Multicultural Policy and Engagement

- **Religious Leader Seminars:** Continue to engage with religious and community leaders to promote awareness of DFV issues, as well providing information and support to ensure appropriate responses to disclosure of domestic and family violence incidents across the various diverse communities in NSW. There are several Religious Leaders Seminars in the pipeline for the 2023–24 reporting period, across the regional and metropolitan areas of NSW.
- Continue to oversee the evaluation and developments of Religious and Community Leaders Seminars, ensure consistency of practice between their Community Liaison Officers and are given the opportunity to debrief, and assess the data recording and analysis through the use of the master spreadsheet tool.
- Research will commence into how emerging leaders from multicultural communities can support their local community groups through multicultural approaches to disaster preparedness and cultural resilience.
- Improve CALD women's economic empowerment by piloting a series of workshops aimed at women who have experienced DFV. Workshops will explore topics such as employment, education, and financial literacy. Consultations will be held with key stakeholders to determine critical components and a pilot program will be delivered for identified multicultural groups.
- The team will transition the DCJ Multicultural Plan onto a digital platform, to ensure flexibility and responsiveness of the Plan across DCJ.
- The MPE Team hosted a Multicultural Lens: Child, Youth, Family, Community Conference with CORE Community Services on 6 September 2023. The conference brought together a broad range of practitioners, researchers, policymakers, and community representatives to share strategies, gain deeper understandings of and forge new links towards supporting children, youth and families within multicultural communities.
- The team will deliver their second Multicultural Community Engagement & Policy conference in July 2024 to inform service providers and show case best practice when engaging with and developing policy for CALD communities. The conference will be planned and delivered in partnership with the Campaigns, Strategy and Events team.

Child and Family

- Ensure engagement and consultation with relevant CALD groups to update the guardianship mandate.
- Update four out-of-home care mandates so they provide clearer instruction to staff about cultural consultation. The new Restoration mandate includes updated advice regarding cultural consultation. The mandate was published in August 2023. The new Home Visiting Children in out-of-home care mandate includes new/updated cultural consultation advice. It was published in July 2023.

Housing, Homelessness and Disability

- Ensure the new Social and Affordable Housing Strategy will include consultation with people with a lived experience of homelessness who are from CALD backgrounds and the services which engage with them.
- Ensure the forthcoming refresh of the NSW Homelessness Strategy will include consultation with people with a lived experience of homelessness who are from culturally diverse backgrounds and the services which engage with them.
- Ensure people from CALD backgrounds who are experiencing street homelessness are effectively engaged by NSW Government agencies through the Protocol for Homeless People in Public Places. The Protocol was updated in June 2022, and provides workers with best practice strategies and language to engage people experiencing homelessness in culturally appropriate and trauma informed ways. Easy Read and Plain English Guides will be published in 2023 to assist people to understand their rights. Implementation Guidelines are in development which will support worker's use of the Protocol.

Women, Family and Community Safety

- **Baseline survey of the specialist DFV and broader workforce**: The survey will be conducted in 2023 to understand the makeup of the workforce and its needs. This survey includes questions about capabilities in servicing the needs of culturally and linguistically diverse communities. It will also be distributed widely to capture the experiences of multicultural workers.
- **10-Year Workforce Development Strategy:** The 10-Year Workforce Development Strategy for the specialist DFV workforce will include seven key strategic themes which will be the focus of the strategy and which strategy actions will sit under. 'Advancing cultural competency' is one of these key strategic themes and will focus on the need to promote equitable access to jobs to reflect community diversity and to maximise cultural safety in DFV service settings. The actions that will fall under this key strategic theme have not yet been determined however, it is intended that there will be specific actions aimed at improving practices to recruit and retain CALD workers, including expanding pathways for people with cultural knowledge.

Domestic and Family Violence Framework for CALD communities

- The Relationships and Governance team within Women, Family and Community Safety have entered into a formalised partnership with the MPE team to deliver on the Domestic Violence Death Review Team recommendation 17: develop framework for responding to domestic and family violence in culturally and linguistically diverse communities.
- Support co-designed early intervention projects, with a focus on targeted funding for projects supporting priority groups and settings, including multicultural communities.
- The Sexual Violence team has engaged the Gendered Violence Research Network (UNSW) to conduct roundtables with multicultural communities to identify priorities and approaches for strengthening sexual violence prevention and response for multicultural communities.

DCJ employment initiatives

- Deliver the new DCJ pilot Refugee and Humanitarian Employment Program to provide ongoing employment opportunities to eligible refugees in a range of suitable roles across different divisions. A small scall pilot will commence in the second half of 2023.
- Continue to participate in the Multicultural NSW Refugee Employment Champions Group, which aims to develop a refugee employment initiative for the sector by 2024.
- Continue to attract CALD candidates through the use of targeted advertising to promote multicultural child protection and social housing roles.
- Continue to promote the DCJ CLAS Guidelines and Procedures and encourage more employees from CALD backgrounds to consider participating in the scheme.
- Continue to deliver the DCJ Multicultural Competence learning program, supporting employees to improve their understanding of working with culturally diverse clients and colleagues.
- Continue to add resources to the Multicultural Inclusion Playbook.
- Continue to monitor employee engagement for CALD employees through the People Matter Employee Survey.

For further details of our planned initiatives/programs that support CALD employees, please refer to *Part 4.1.2 Workforce diversity*.

Information as to the multicultural policies and services plans of any bodies reporting to the Department

N/A

Description of any agreement entered into with Multicultural NSW under the Multicultural NSW Act 2000 and statement setting out progress in implementing any agreement.

DCJ has an ongoing Memorandum of Understanding with Multicultural NSW for the provision of interpreting services in all NSW courts.

4.3.9 Child Safe Action Plan

The Child Safe Scheme (the Scheme) commenced on 1 February 2022. It is overseen by the Office of the Children's Guardian (OCG) and responds to recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse. The Scheme provides an evidence-based framework to support agencies delivering services to children and young people to create child safe organisations. This is achieved by improving organisational culture, operations, and environments to prevent the abuse and neglect of children and young people and improve responses if it does occur.

DCJ has developed this Child Safe Action Plan (CSAP) to outline the strategies and tasks DCJ will implement, as a prescribed agency under the *Children's Guardian Act 2019*, to improve child safety across NSW. It details activities being undertaken to build awareness about the importance of child safety; build the capability of child safe organisations to implement the Child Safe Standards; and improve the safety of children in services provided by DCJ and our related bodies.

The ultimate outcomes DCJ seeks through the implementation of the CSAP are:

- NSW children and young people are safe in the organisations where they learn, play, and live
- Reduction in child abuse in organisational settings
- Improved responses and reporting of child abuse.

The DCJ Child Safe Action Plan can be found at: **www.dcj.nsw.gov.au/children-and-families/children-and-young-people/our-commitment-to-child-safety.html**

Child Safe Action Plan implementation

The implementation of the CSAP is an ongoing process to drive continual improvement to child safety across the department's functions and services and those of our funded service partners. This initial plan focuses on:

- Promoting the Child Safe Standards and educating stakeholders about child safety and child rights.
- Assessing departmental risks and identifying opportunities for service and process improvements.
- Establishing a framework for monitoring, evaluation, and continual improvement.

DCJ will focus on increasing sector awareness about the scheme and directing them to the DCJ webpage and the OCG resources, including the Child Safe Self-Assessment which the OCG uses to collect data to report on implementation.

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Sustainability

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5.1 Sustainability-related disclosures

During 2022–23, we took proactive steps towards becoming a more sustainable and resilient organisation. In August 2022, we developed the Pathways to Net Zero Climate Change White Paper, a precursor to a long-term Climate Change Strategy for the department.

The White Paper describes key drivers and trends, outlines relevant risks and opportunities, draws on key learnings from case studies, and articulates the next steps we will take to support the NSW Government's net zero commitments and targets, including:

- Completing an enterprise climate risk assessment to understand what adaptation actions we need to take to improve the resilience of our assets and services.
- Implementing pilot projects to test new and innovative technologies and identify what investments we need to scale up across the broader asset portfolio.
- Developing and implementing a climate change strategy that is aligned to NSW Government priorities to guide long-term investment in adaptation and mitigation.

In 2022–23, we also delivered the first stage of our Courthouse Rooftop Solar Upgrade Program, delivering solar upgrades at 23 courthouse locations across the State.

At those same 23 courthouse locations, we also delivered a range of other sustainability interventions to help improve the overall energy efficiency of these buildings, including the installation of battery storage systems, smart metering, LED lighting upgrades and electric vehicle charging infrastructure.

By continuing to take proactive action to manage climate-related risks and opportunities, we aim to avoid substantial losses from natural disasters and minimise the risk of future disruptions to our assets and services.

Financial Performance

6

6.1 Consultants

Consultant definition

Procurement Board Direction 2021-03 defines a consultant as follows: a person or organisation engaged under contract on a temporary basis to provide recommendations or professional advice to assist decision-making by management. Generally, it is the advisory nature of the work that differentiates a consultant from other contractors.

Services provided under the NSW Government Legal Services Panel are excluded from the definition of a consultant for annual reporting purposes.

Common characteristics of consulting engagements under the definition are that more of the following characteristics:

- is developed without direct supervision from the agency
- represents an independent view
- is the sole or majority element of the contract in terms of relative value or importance.

Consultancies equal to or over $50,000

Consultant	Project description	Amount ($)*
Information Technology		
Ashurst Risk Advisory	Evaluate and advise on cyber and risk management approach in relation to Non-Government Organisations	121,671
Publicis Sapient Australia Pty Ltd	Develop and provide advisory services in relation to the Stronger Communities Digital and ICT Strategy	206,239
Management Services		
Belle & Elle Co Consulting Pty Ltd	Provide insights into transition strategies and materials to support the Stronger Communities finance transformation cluster program	192,913
Deloitte	Develop infrastructure strategy and multi-criteria assessment of portfolio assets to inform infrastructure direction	177,616
EY	Conduct an independent review of existing policies and practices	209,660
Heathwest Advisory	Assist Corrective Services NSW in developing a business case for the Greater Metropolitan Corrections Strategy	297,660
KPMG	Reviewed the career and learning pathways offered by the NSW Office of the Sheriff to address learning gaps, develop career pathways, and create an implementation plan	148,720
KPMG	Develop a strategic business case for expanding the electronic monitoring program for Domestic and Family Violence offenders	89,639
Nous Group Pty Ltd	Evaluate the Elver Program to inform longer-term decisions about scale, continuity of investment and effective resource allocation	59,721

Consultant	Project description	Amount ($)*
Our Watch Limited	Develop the NSW Domestic, Family and Sexual Violence Primary Prevention Strategy	59,961
PwC	Develop a Workplace and Mobility Workplace White Paper to explore key emerging drivers of change that will shape the future of DCJ's workplaces	99,844
PwC	Deliver commercial and financial advice and support regarding the renegotiations of the Social and Affordable Housing Fund (SAHF) contracts	91,125
PwC	Provide advisory services to support the Aboriginal Child and Family Centres Final Business Case	456,676
PwC	Provide a health check and recommend areas of improvement as part of the Transforming Aboriginal Outcome program	67,485
RMeasures	Undertake analysis and research into the demands placed upon casework support roles, and provide recommendations leading to workforce planning decisions	187,000
RPS AAP Consulting Pty Ltd	Provide strategic commercial options regarding the future state of operations of Junee Correctional Centre	191,664
Seven Consulting Pty Ltd	Review the current project management office structure and services of the PaTH Program, and provide advice on a fit-for-purpose PMO services	223,850
Spencermaurice	Deliver the DCJ Child and Family Directorate strategic direction	149,710
The Trustee for the Rooftop Trust	Deliver a report evaluating the impact of sexual violence in Men's Behaviour Change Programs	143,418
Seven Consulting Pty Ltd	Deliver gap analysis and review to identify opportunities to improve and enhance the services in relation to Wave 2 PaTH Program	69,300
Deloitte	Conduct an analysis of the NSW Sheriff's Office payments process, identify the current challenges, and provide recommendations	67,650
Deloitte	Develop a 10-Year Court Infrastructure Strategy, 10-Year Youth Justice Infrastructure Strategy and 20-Year Stronger Communities Infrastructure Strategy	98,725
Organisational Review		
Acil Allen Consulting Pty Ltd	Evaluate the Youth Justice Countering Violent Extremism Unit and propose areas of continuous improvement	137,838
Artd Pty Ltd	Develop a Strategic Plan for the NSW Children's Court jurisdiction	55,228

Consultant	Project description	Amount ($)*
Department of Customer Service	Conduct a sludge audit of the emergency foster care pathway using behavioural science to identify pain points in the customer journey and improving customer outcomes	154,000
Finity Consulting Pty Ltd	Develop a national course of action for government agencies impacted by the withdrawal of insurance cover for Physical and Sexual Abuse claims	429,000
KPMG	Create a new funding model for the Sheriff's Office to be recommended in the business case submission	444,793
Levant Consulting	Deliver a cost model and resourcing framework for DCJ's digital transformation agenda. This includes reviewing models and providing structural design options	100,348
Levant Consulting	Conduct a systematic review of Support Service's organisational structure to identify potential efficiency gains	469,234
PwC	Establish if the historic operating model for Chaplaincy Services in Corrective Services is still functional and efficient, and provide recommendation for improvement	105,166
The Portable Agency	Provide recommendations into how the experience of families could be improved when interacting with the coronial pathway	149,247

* Amount includes GST and is rounded to nearest dollar.

Consultancies under $50,000

Nature of services	Number of engagements	Amount ($)*
Environmental	2	7,645
Finance/Tax	2	65,282
Management Services	16	418,390
Organisational Review	9	147,365
Total	**29**	**638,682**

*Amount includes GST and is rounded to nearest dollar.

6.2 Land disposal

There were no land sales of $5 million or more in 2022–23. There were no family or business connections between any of the parties involved in property sales.

Note: Access to documents relating to property disposals may be obtained under the *Government Information (Public Access) Act 2009*. More information is available at **dcj.nsw.gov.au**

6.3 Major works in progress

This section lists major works in progress, including the cost of those works to date and the estimated dates of completion. It also includes details of any significant delays, cancellations, or cost overruns in major works.

Project description	Program project funded under	Total estimated cost ($'000)[1]	Cost up to 30 June 2023 ($'000)[2]	Expected completion
New works				
Drug Court Expansion	Treasury Consolidated Fund	16,092	1,650	June 2024
Expansion of Audio Visual Link Facilities	Treasury Consolidated Fund	18,000	6,356	June 2024
Delay — due to lack of availability of required cells to be taken off-line for refitting. A program is in place to prioritise cells for refitting, so the offline cells do not impact the operation.				
Removal of Prison Cell Ligature Points	Treasury Consolidated Fund	6,000	0	June 2024
Works in progress				
Transform Prisoner Rehabilitation	Digital Restart Fund	40,420	28,522	June 2024
Improving Local Court Capacity	Treasury Consolidated Fund	1,003	104	June 2024
6 Parramatta Square Relocation	Treasury Consolidated Fund	23,372	15,863	June 2024
Prison Bed Capacity Program	Treasury Consolidated Fund	2,416,051	2,385,170	June 2024
Sustaining Critical Infrastructure Program Phase 2	Treasury Consolidated Fund	120,000	45,007	June 2025
Completed works				
Albury Courthouse Upgrade	Treasury Consolidated Fund	6,400	6,683	June 2023
Digital Courts Reform Program	Digital Restart Fund	33,769	38,482	June 2023
Dust Diseases Tribunal of NSW Digital Expansion	Own Source	1,435	1,463	June 2023
Sustaining Critical Infrastructure Program	Treasury Consolidated Fund	99,999	100,033	June 2023

1 Total estimated cost is the estimated cost for the whole project.

2 Cost up to 30 June 2023 is the total cost from project inception through to 30 June 2023.

6.4 Prescribed Open Access Information of DCJ — Assets, Acquisitions and Disposals

This section lists major works in progress, including the cost of those works to date and the estimated dates of completion. It also includes details of any significant delays, cancellations, or cost overruns in major works.

Total number and total value of properties disposed of by DCJ in 2022–23

Total number of properties disposed	Total value of properties disposed
2	$3.3 million (loss on disposal)

Major Assets and Major Acquisitions

This section lists major assets by category.

Asset description	Number of assets
Land and building	1,539
Plant and equipment	174
Intangible asset	35

This section lists the Department's major acquisitions in 2022–23:

Acquisition description
The only major acquisitions with a value of $20 million in the financial year 2022–23 was the transform prisoner rehabilitation program, total costs were $22.5 million. This program is to provide access to digital rehabilitation programs and services for NSW prison inmates such as the inmate learning portal, library, and mental health services. This will allow prisoners to take more responsibility for their own rehabilitation.

6.5 Cost benefits of machinery of government changes

Machinery of government changes

Machinery of government (MoG) changes are formally set out in Administrative Arrangements Orders (AAOs), which are prepared by the Department of Premier and Cabinet under direction from the Premier and issued as legislative instruments under the *Constitution Act 1902*.

The AAOs relevant to the 2022–23 financial year were announced on:

- 21 December 2021, in Administrative Arrangements (Second Perrottet Ministry — Transitional) Order 2021
- 16 December 2022, in Administrative Arrangements (Administrative Changes — Miscellaneous) Order (No.10) 2022.

Under these MoG changes, Resilience NSW was abolished on 16 December 2022 with the Welfare Services Branch being transferred to Department of Communities and Justice (DCJ).

There were other transfers of staff away from DCJ to other public service agencies, the benefits for which (if any) are not outlined here but should be discussed/disclosed by the destination agencies.

Cost and benefits of machinery of government changes

The benefit of this MoG change is an improved level of preparedness for disaster welfare operations (principally the opening and management of evacuation centres) and improved service delivery when evacuation centres are in operation.

Prior to the AAOs, Resilience NSW had dual responsibilities for evacuation centres and then longer-term recovery. The MoG abolished Resilience NSW and divided these responsibilities to:

- DCJ has responsibility for evacuation centres
- the new NSW Reconstruction Authority has responsibility for recovery.

Note that the NSW Reconstruction Authority currently sits under the Department of Planning and Environment.

By separating the functions there is an increased focus by DCJ on the evacuation centre phase. The budget transfer into DCJ allows for more training and exercising relevant to evacuation centres, and dedicated State and Regional teams to manage operational delivery and resource forecasting during operations.

Machinery of Government changes affecting DCJ in 2022–23

	Effective date[1]	Department of Communities and Justice	Department of Premier and Cabinet
Resilience NSW	1 Apr 2022	Transfer in	Transfer out
Women NSW	1 Apr 2022	Transfer out	Transfer in
Office of Community Safety and Cohesion	1 Apr 2022	Transfer out	Transfer in

1 Effective dates as advised on page 6 of the Machinery-of-government changes — effective 1 April 2022 and 1 July 2022 (guidelines for general government agencies) issued on 3 February 2022.

The budget transfer related to the machinery of government change for Resilience NSW (Welfare Services Branch) was $1.574 million (comprised of six and half months' worth of expenditure) for 2022–23.

The total production cost of the DCJ Annual Report 2022–23 is $6,200.