

STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

C4.

- a) What was the total cost of procuring the Indigenous Psychological Services report?
- b) Please table a document that indicates which of the 49 recommendations are being implemented and which ones have not been accepted?

Answer

- a) \$418,700, as previously advised in QWN 95.
- b) On 15 February 2022, the Department of Communities published the Aboriginal Cultural Competency Reform Program (ACCRP) document which outlines the 18 Key Actions that are driving Communities' cultural reform agenda. The 18 Key Actions were informed by all 49 recommendations outlined in the Indigenous Psychological Services report. Please see Tabled Paper No. (XX).



Minister's initial

STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

C5. Please table the last briefing the Director General received on the implementation of the Indigenous Psychological Services report recommendations.

Answer

Please see Tabled Paper No. (XX), for the most recent '*Implementation Summary of Aboriginal Cultural Capability Reform Program*' (as at 30 June 2022) provided to the Director General of the Department of Communities.

Minister's initial





Implementation Summary of Aboriginal Cultural Capability Reform Program (ACCRP)

Update as at 30 June 2022

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
Theme Area 1 - Agency-wide cultural competence standards				
Key Action 1	Develop leadership commitment statement to Aboriginal cultural capability (high priority)	Aboriginal Cultural Framework	Direct source tender to inform development of an Aboriginal Cultural Framework closed on 10 March 2022, however this approach was unsuccessful in identifying a suitable applicant. The scope in the Request for Tender was revised and sent back to market. This closed on 14 June and will be finalised in mid-July 2022.	In progress
Key Action 2	Establish Working Party (high priority) IPS Rec 1 - Establish a culturally balanced Cultural Audit Working Party (CAWP) with delegation authority IPS Rec 2 - That an Aboriginal external consultant with child protection and systems reform expertise be engaged to assist the CAWP with the implementation of recommendations coming from this Audit	Aboriginal Cultural Framework	As a result of the endorsement by Communities Leadership Team (CLT) of the Closing the Gap, Oversight Implementation Committee, a Cultural in Action Sub-Committee is being established.	In progress
Key Action 3	Revise all policies with Cultural Statement & schedule review accordingly (high priority) IPS Rec 3 - That all Departmental policies be revisited to include a 'Cultural Statement' and all Guiding Cultural Principles need to be linked as	Aboriginal Cultural Framework	The Aboriginal Cultural Framework will provide guidance for future reviews of policies and procedures. Establishing inter-divisional partnerships is supporting the development of a cultural lens across policies and processes.	In progress

Department of Communities' Aboriginal Cultural Capability Reform Program – Key Actions

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
	<p>foundation policy across all aspects of the Department's Policy and Practice guidance</p> <p>IPS Rec 4 - That the Department develop specific Clinical and Cultural Guidelines which govern the provision of services to Aboriginal children, families and other client groups</p> <p>IPS Rec 11 - Schedule within the Department's policy register the biennial review of all client policies and procedures as undertaken through this Cultural Audit. Including further refinement of the Guiding Cultural Principles, and the development of specific guidelines pertaining to the unique assessment requirements of Aboriginal children and families</p>			
Key Action 4	<p>Develop and deliver appropriate information to Aboriginal communities about services</p> <p>IPS Rec 38 - Ongoing development of promotional materials and resources which are Aboriginal specific and provide a more culturally appropriate means of communicating the role and services of the Department to be adapted across each District.</p> <p>IPS Rec 39 - Regular information talks on [child protection and child development related topics] all service delivery to be provided to local Aboriginal communities and services as part of an awareness raising strategy to improve community capacity for the identification and management of families.</p> <p>IPS Rec 47 - Develop a Client Satisfaction Survey for Aboriginal [clients] that measures the success achieved in interfacing with the Aboriginal community and the resultant client satisfaction coming from engagement efforts.</p>	<p>Aboriginal Cultural Framework</p> <p>Aboriginal Community Controlled Organisations (ACCO) Strategy</p>	<p>Culturally appropriate resources to inform Aboriginal people and community about Communities' services and economic opportunities for the ACCO and Aboriginal Business sector will be identified through the engagement with Aboriginal staff and community designed to inform development of the Aboriginal Cultural Framework and Aboriginal Cultural Learning Program.</p> <p>In May 2022, CLT endorsed the ACCO Strategy which is developing place-based resources for communities.</p> <p>Aboriginal Outcomes division is responsible for developing an Aboriginal Engagement Framework that will include a culturally appropriate monitoring and evaluation approach.</p>	In progress

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
Key Action 5	<p>Conduct annual cultural competency audit</p> <p>IPS Rec 46 - An annual staff survey focussing on a range of quantitative data relating to this Cultural Audit be developed to identify progress being made around improved cultural performance across a range of Departmental functions, focussing on the various domains.</p>	Aboriginal Cultural Framework	This recommendation will be considered further upon development of the Aboriginal Cultural Framework.	In progress
Theme Area 2 - Service Delivery				
Key Action 6	<p>Implement recommendations made for enhancements to the Foster Care and Adoption Assessment Manual, which includes a range of related actions such as increasing Aboriginal foster carers and revising assessment guidelines and approaches (high priority)</p> <p>IPS Rec 5- That the Department commits to the immediate (short-term) recommendations made for enhancements to the Foster Care and Adoption Assessment Manual</p> <p>IPS Rec 8 - A proactive recruitment strategy for Aboriginal foster carers, focusing on the elimination barriers attached to Aboriginal people becoming foster carers, be developed.</p> <p>IPS Rec 9 - That the position of 'Key Cultural Advisor', with responsibility of overseeing assessments for Aboriginal carers be created.</p> <p>IPS Rec 10 - There be identified Aboriginal positions commensurate with the number of Aboriginal children in out of home care on the Foster Care and Adoption Panel that are qualified to give cultural and clinical advice specific to the care of Aboriginal and/or Torres Strait Islander children.</p>	<p>Foster Care Refresh</p> <p>Aboriginal Cultural Framework</p>	<p>The Director of Foster and Family Care Services commenced on 14 February 2022.</p> <p>A working group has been convened to implement the Foster Care Refresh. Ongoing consultation is occurring to consider proposed changes to the Foster Care Assessment Panel. An Interim Approval Committee is currently undertaking this function until new procedures and processes have been established.</p>	In progress

Department of Communities' Aboriginal Cultural Capability Reform Program – Key Actions

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
	<p>IPS Rec 45 - The Department commit to a specific research partnership with a University focused upon guiding best clinical and cultural practice in the child protection and related area.</p> <p>IPS Rec 49 - Consider funding the development of assessment guidelines for clinicians to utilise in the assessment of Aboriginal carers and particularly in relation to the assessment of attachment disorders.</p>			
<p>Key Action 7</p>	<p>Cultural aspects of child protection are prioritised (cultural advice and care plans) (high priority)</p> <p>IPS Rec 6 - All consultation regarding Aboriginal and/or Torres Strait Islander comply with Section 81 of the <i>Children & Community Services Act 2004</i> whereby Aboriginal Cultural Advice can be sought from parties external to the Department</p> <p>IPS Rec 7 - Cultural aspects of all Aboriginal children's care plan (cultural plan) is updated regularly, calling on Cultural Consultants.</p>	<p>Implementation of the <i>Children and Community Services Amendment Act 2021</i> (CCS Amendment Act)</p>	<p>Implementation of the majority of legislative changes commenced on 1 May 2022. The expansion of mandatory reporting will occur with a staged approach commencing from 1 November 2022 with ministers of religion, while the amendments relating to Aboriginal Representative Organisations (AROs) will become effective at a later date to allow sufficient time for Communities and potential AROs to build the capacity needed to implement the delivery of ARO services Statewide.</p> <p>Practice clinics, internal to Communities, to further support and embed changes into practice, will be held between June and November 2022.</p> <p>The Great Southern and Wheatbelt district Connecting Children to Culture Program is an initiative to provide further cultural connection activities for Aboriginal children in Out-of-Home-Care (OOHC) through art and combined artworks, language, identification and communication of family trees, cooking, didgeridoo and music, Story Telling, boomerangs, memory sticks, and cultural excursions on-Country. The program is a place for children in OOHC to get to know staff and spend time with other Aboriginal children and a place for carers to learn about Culture and meet other carers.</p>	<p>In progress</p>

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
			<p>The program has been most successful with children in the 1-11 year old age bracket. Exploration of further tailoring of the program to suit the needs and interests of 12-17 year olds in partnership with local Aboriginal organisations is being undertaken and could include cultural camps, mentor support from local Noongar role models and participation in local NAIDOC Week activities.</p>	
<p>Key Action 8</p>	<p>Train service delivery staff in intergenerational trauma and related impacts (high priority)</p> <p>IPS Rec 33 - Evidence based attachment and trauma programs of best current practice be prioritised for service delivery staff and that staff trained in these areas be mentored and supported to delivery programs to cohorts of Aboriginal people.</p> <p>IPS Rec 37 - That all service delivery staff are trained in the following areas and that this become a mandatory aspect of staff training for these roles:</p> <ul style="list-style-type: none"> • Understanding attachment with a focus on cultural attachment • Understanding best practice treatments for trauma and understanding the impacts of intergenerational trauma Aboriginal Mental Health Assessment and suicide Prevention Training 		<p>Communities' Learning & Development Unit (L&D) is working with the Australian Childhood Foundation to promote and provide training in supporting children affected by the trauma and cultural impacts of family violence.</p> <p>L&D Aboriginal Cultural Learning Team continue to deliver <i>Trauma Sensitive Practice</i> training that is mandatory for child protection staff to attend in building capability in the provision of child protection services. A cultural lens is embedded in all trauma programs, with specific reference to the impact of intergenerational trauma.</p> <p>L&D also provides training in Aboriginal Metal Health First Aid.</p>	<p>In progress</p>
<p>Key Action 9</p>	<p>Support families with early intervention prevention services</p> <p>IPS Rec 40 - Department prioritises access to best practice family violence programs (focus on men's violence prevention) into high risk areas such as the Kimberley, Pilbara, Murchison and Goldfields (i.e. South Australian based KQY Aboriginal Family Violence Program).</p>	<p>Aboriginal In-Home Support Service (AISS)</p> <p>Earlier Intervention Family Support Service (EIFSS)</p>	<p><u>AISS</u></p> <ul style="list-style-type: none"> • Recently expanded into the Peel region. • Wungening Moort (AISS service provider) staff are trained in Circle of Security, a program relating to attachment theory. <p><u>IFSS</u></p> <ul style="list-style-type: none"> • The service delivery area of the IFSS in the East Kimberley will be varied to include Halls Creek. • The service delivery area of the IFSS in the Wheatbelt is being expanded to include Northam and surrounds, 	<p>In progress</p>

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
	<p>IPS Rec 41 - Department considers further expansion of the current metropolitan Aboriginal In-home Support Service Pilot for high risk, remote communities, with an emphasis on an evidence-based attachment approach. Those implementing the program need to have training in attachment theory as well as culturally competency and parenting differences.</p> <p>IPS Rec 42 - Intensive Family Support [Service] program is expanded into regions including the Kimberley, Pilbara, Goldfields and Murchison to ensure appropriate levels of access to this program in these remote regions. Priority to obtain Aboriginal staff who are in these roles commensurate with the service delivery realities.</p>	<p>Intensive Family Support Service (IFSS)</p> <p>Aboriginal Family Led Decision Making Pilot (AFLDM)</p>	<p>York, Beverley, Toodyay, Cunderdin, Goomalling and Quairading, Moora, Merredin and Narrogin.</p> <p><u>AFLDM</u></p> <ul style="list-style-type: none"> • The AFLDM Pilot is continuing in collaboration with Wungening Aboriginal Corporation delivering the program in the metropolitan region (Mirrabooka) and Geraldton Streetworks Aboriginal Corporation in the Midwest-Gascoyne region. • Spirit Dreaming won the tender to provide training to the AFLDM convenors and IPS Management Consultants were appointed to conduct an evaluation of the pilot which is due to be completed by December 2022. • Communities will fund an extension of the AFLDM pilot, to allow for continuity of services during further exploration of wider rollout. • L&D Aboriginal Cultural Learning Team provide a targeted workshop for child protection staff working with Aboriginal families in the IFSS. <p><u>Target 120</u></p> <p>The Target 120 program delivers an early intervention model offering localised, targeted and intensive wraparound supports for young people and their families.</p> <p>The program is delivered across 12 sites in metropolitan and regional Western Australia (WA) including; Armadale, Bunbury, Mirrabooka, Broome, Kununurra, Midland, Kalgoorlie, Rockingham, Port Hedland, Albany, Geraldton and Northam.</p> <p>Target 120 has formally partnered with seven Aboriginal Community Controlled Organisations across 12 sites.</p>	

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
			<p>Service delivery in Kununurra and Port Hedland is fully ACCO-led. Albany will transition to an Aboriginal Community Controlled Organisations-led site in July 2022.</p> <p>Communities is expanding the Target 120 program to nine regional and metropolitan sites including Mandurah, Ellenbrook, Broome, Halls Creek, Fitzroy Crossing, Derby, Karratha, Newman and Carnarvon. For each of the new sites, an ACCO-led model is the preferred approach.</p>	
Theme Area 3 - Aboriginal Workforce Development				
Key Action 10	<p>Establish roles for Aboriginal cultural consultants – internal and external (high priority)</p> <p>IPS Rec 17 - Opportunities to access Aboriginal cultural consultants are created and prioritised to ensure that experiential learning is a focus for all new staff in high risk regions and Districts to ensure a culturally responsive approach.</p> <p>IPS Rec 18 - In instances where Districts are not able to attract Aboriginal staff, a key list of Aboriginal cultural consultants should be developed to guide culturally informed work practices and to strengthen compliance with the Aboriginal & Torres Strait Islander Child Placement Principle.</p>		<p>The core functions of the Aboriginal Practice Leader role in leading consistent and high standards of services to Aboriginal children, young people and families are:</p> <ul style="list-style-type: none"> • Contributing to the development and implementation of effective practices relating to Aboriginal Children and their families. • Providing high level advice to the District Director and Leadership team on issues relating to Aboriginal services that is proactive, solution focussed and responsive to needs. • Developing and implementation cultural learning strategies that include mentoring and coaching. • Implementation of quality assurance mechanisms that support monitoring and continuous improvement of services to Aboriginal children and their families. <p>In addition to the Aboriginal Practice Leader role, the L&D Aboriginal Cultural Learning Team has 3 Aboriginal Learning Consultants, led by an Aboriginal Cultural Learning Manager, to provide cultural capability development and support to the districts and wider Communities operational units.</p>	In progress
Key Action 11	<p>Review and strengthen Aboriginal Employment Strategy to include a range of key initiatives over the employee life cycle (from recruitment, development, mentoring and exit) (high priority)</p>	Aboriginal Employment Strategy	The Aboriginal Workforce Stream in Aboriginal Outcomes Division is working in partnership to review workforce plans to inform the development of the Aboriginal Workforce Strategy.	In progress

Department of Communities' Aboriginal Cultural Capability Reform Program – Key Actions

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
	<p>IPS Rec 20 - The Department develops or strengthens their Aboriginal Employment Strategy with a focus on retention so that Aboriginal staff are provided with appropriate career pathways, and reduced burnout.</p> <p>IPS Rec 21 - The Department engage in a proactive and targeted recruitment strategy to identify talent and attract Aboriginal people into the service at different levels across the organisation.</p> <p>IPS Rec 22 - The Department's 80% scholarship scheme that was based upon increasing the representation of Aboriginal people in skilled and management roles be re-implemented.</p> <p>IPS Rec 26 - Specific supervision and support is provided to Aboriginal staff to develop management skills. That staff be 'talent selected' either through supervision processes or through formal psychometric testing processes at the commencement of employment.</p> <p>IPS Rec 28 - Implementation of confidential exit interviews conducted by an outside party in order to gain information on why Aboriginal employees leave the organisation be provided.</p> <p>IPS Rec 29 - Development of an effective mentoring system whereby new Aboriginal staff members are teamed with existing Aboriginal staff, preferably in management roles, from the start of their employment period. This is prioritised in remote areas including the Kimberley, Pilbara, Murchison and Goldfields.</p>	<p>Aboriginal Employee Network</p> <p>Aboriginal Cultural Framework</p> <p>Aboriginal Cultural Learning Program</p>	<p>The first meeting of the Aboriginal Employee Network (AEN) was held in April. An interim committee is being established to develop AEN Terms of Reference and plans for future meetings.</p> <p>Aboriginal Outcomes Division has undertaken another recruitment round to fill recently established positions due to be finalised by quarter 1 2022/23.</p> <p>The Aboriginal Outcomes division is exploring the development of internal scholarships for existing Aboriginal staff to upskill their current capability and an external scholarship program to support Aboriginal tertiary students in a range of allied health professions relevant to Communities' service delivery.</p> <p>People Division is developing an Employee Value Proposition, which will have a strong focus on attraction and retention and Communities as an employer of choice.</p> <p>Communities has a performance development program 'Let's Talk' which is for all staff.</p> <p>People Division has developed a new refreshed exit survey, this will allow us to undertake deep dives of the workforce to determine trends/feedback etc.</p> <p>The People Division will be partnering with Curtin University for an initiative to improve how we develop and upskill aboriginal staff. Further scoping with Curtin is required looking at how Communities could establish a program to provide formal social work qualifications to Aboriginal employees.</p>	

Department of Communities' Aboriginal Cultural Capability Reform Program – Key Actions

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
	IPS Rec 30 - All new Aboriginal staff, at the commencement of employment, have a clear career development plan which outlines individual training, support and career pathways available.			
Key Action 12	<p>Benchmark numbers of Aboriginal staff relative to number of Aboriginal clients</p> <p>IPS Rec 23 - The Department set benchmarks for the number of Aboriginal employees within the service across key roles and functional areas, relative to the number of Aboriginal clients receiving departmental services.</p>	<p>Aboriginal Workforce Strategy</p> <p>Aboriginal Cultural Framework</p>	<p>Work is progressing on the integration and development of the Aboriginal Employment Strategy and Aboriginal Workforce Strategy in partnership with Aboriginal Outcomes and People Divisions. Communities is committed to maintaining and improving its Aboriginal workforce which, at 6.3%, currently exceeds the 3.7% benchmark set by the Public Sector Commission.</p>	In progress
Theme Area 4 - Whole of organisation workforce development				
Key Action 13	<p>Establish cultural competence standards and monitoring for all staff at all levels (high priority)</p> <p>IPS Rec 13 - Urgently establish a clear policy to support the ongoing development, measuring and monitoring of child protection cultural competencies as a core aspect of their organisation and workforce development requirements.</p> <p>IPS Rec 14 - Undertake a re-evaluation of the Department's cultural competencies annually to determine measurable improvements in cultural competencies over time.</p> <p>IPS Rec 15 - Rec 13 be undertaken specific to the appropriate sampling of staff across the organisation and not be limited to Child Protection Workers.</p> <p>IPS Rec 19 - The Department commit to the ongoing and tracking of cultural competency of their staff, and the ongoing development of cultural competency of its workforce with priority to foster</p>	<p>Aboriginal Cultural Framework</p> <p>Aboriginal Cultural Learning Program</p>	<p>ACCRP is currently developing the Aboriginal Cultural Framework and the Aboriginal Cultural Learning Program. Key elements of the Aboriginal Cultural Learning Framework and Aboriginal Cultural Learning Program will include:</p> <ul style="list-style-type: none"> • Statement of Intent to improving Communities' cultural capability and working with Aboriginal children, people, families, ACCOs and business and community. • A vision and guiding cultural principles and values • Organisational cultural core competencies reflected in an Aboriginal Cultural Core Competency Capability Matrix. The Matrix will determine the critical learning pathways identified for staff to move from Cultural Awareness towards Cultural Competence; applicable to all staff and roles in Communities. <p>L&D Aboriginal Cultural Learning Team provide cultural learning to the national competency standard <i>CHCDIV002 - Promote Aboriginal and/or Torres Strait Islander cultural safety.</i></p>	In progress

Department of Communities' Aboriginal Cultural Capability Reform Program – Key Actions

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
	care assessors. All Departmental staff must undertake the CCP-CP.			
Key Action 14	<p>Cultural supervision and skills development (training) is mandatory to assist staff to achieve cultural competence standards</p> <p>IPS Rec 16 - The Department consider the utilisation of the cultural supervision plans provided by the CCP-CP as a mandatory aspect of staff supervision and that this occurs on an as needs basis as determined through existing staff supervision requirements.</p> <p>IPS Rec 32 - The cultural induction developed involves a number of 'phases' that occur every 12 months and that particular cultural competencies provide the framework for the development of this cultural induction.</p> <p>IPS Rec 34 - LDC be responsible for identifying appropriate training that meet the benchmarks of being culturally and clinically evidence based. This list be developed and maintained at an ongoing level.</p> <p>IPS Rec 35 - Make cultural supervision mandatory in remote, high risk areas with the priority being Kimberley, Murchison, Pilbara and Goldfields. This is particularly important at team leader and management level.</p>	<p>Aboriginal Workforce Strategy</p> <p>Aboriginal Employee Network</p> <p>Aboriginal Cultural Framework</p> <p>Aboriginal Cultural Learning Program</p>	<p>L&D Aboriginal Cultural Learning Team has developed and commenced delivered of the <i>Deadly Ways of Working</i> course. The workshop covers Aboriginal cultural safety and working effectively with Aboriginal families and communities.</p> <p>As part of the development of the Aboriginal Cultural Learning Program, a review of existing state-wide place-based Aboriginal cultural inductions and learning programs will be undertaken and inform best practice induction and learning guidelines for Communities staff in regional locations.</p> <p>An internal Development Working Group is being established with state-wide representation to 'map and gap' existing induction and learning programs throughout all Communities divisions and inform the development of the Aboriginal Cultural Learning Program. In addition, Communities values the skills, cultural expertise and lived-experience of its Aboriginal workforce and will be engaging with all Aboriginal staff from June 2022 to enable this knowledge to be captured and reflected in the Aboriginal Cultural Learning Program and Aboriginal Cultural Framework.</p>	In progress
Key Action 15	<p>Regional cultural inductions are integral to employee on-boarding (high priority)</p> <p>IPS Rec 31 - Formalised District based inductions include a focus on local cultural induction for all workers; links with the local Aboriginal workers,</p>	<p>Aboriginal Cultural Framework</p> <p>Aboriginal Cultural</p>	<p>See Key Action 14</p> <p>People division launched an all of Communities Onboarding Program in 2021. The onboarding program assists in strengthening our people and improving capability and performance.</p>	In progress

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
	community and organisations; and new workers spend first 6 months 'partnered' with a local Aboriginal worker (or external consultant).	Learning Program	'My First 90 Days of Employment' is a critical component of the onboarding program. Regional specific induction/onboarding template has been developed as part of the program.	
Theme Area 5 - Data				
Key Action 16	<p>Data is captured at the district level to inform the Department around service deficits and strengths</p> <p>IPS Rec 12 - Data obtained via the implementation of IPS Rec 6 become part of the yearly 'trend analysis' of data to better inform the Department around service deficits and strengths and to ensure local, district and whole organisation responsiveness to these factors.</p> <p>IPS Rec 44 - Data be provided at a District level that captures the full risk profile of each District comparative to each other, i.e. the Districts with the highest risk profiles in relation to Aboriginal children entering the out of home care system.</p>		<p>Data is routinely collected for Monthly Critical Priorities Reports.</p> <p>Data is being monitored on the number of referrals and children coming into and out of care.</p> <p>Communities will continue to explore opportunities for continuous improvement in its data collection and analysis.</p>	Completed
Key Action 17	<p>Workforce resourcing is informed by needs analysis using mental health, suicide and child removal data</p> <p>IPS Rec 24 - The Department investigate the value of developing a number of work-based incentives to attract mental health specialists into remote locations.</p> <p>IPS Rec 25 - Appropriate resourcing of the workforce to be achieved through effective and strategic use of mental health, suicide and child</p>	<p>Aboriginal Workforce Strategy</p> <p>At Risk Youth Strategy</p>	<p>This key action is being considered in the development of the Aboriginal Workforce Strategy.</p> <p>It should be noted that recruitment of mental health specialists is the remit of the Mental Health Commission and/or the Department of Health.</p>	Pending

Department of Communities' Aboriginal Cultural Capability Reform Program – Key Actions

No.	Action and link to IPS Recommendations	Initiatives that will address key action	June 2022 Comments	Status
	removal data to ensure that the workforce diversity in terms of clinical and cultural skills is a focus on high risk areas.			
Key Action 18	<p>Aboriginal researcher to assist Aboriginal specific data capture development and systems</p> <p>IPS Rec 48 - Consider the recruitment of an Aboriginal Researcher (preference they are psychology trained) specifically for the purpose of assisting in the development and management of data capturing systems that are capable of capturing and reporting Aboriginal specific data to drive quality improvement activity</p>	<p>Aboriginal Cultural Framework</p> <p>Aboriginal Cultural Learning Program</p>	ACCRP is progressing procurement of Aboriginal consultancy to inform the establishment of a culturally informed monitoring and evaluation framework to capture, monitor and analyse data to improve Aboriginal outcomes and to drive Aboriginal cultural reform.	Pending
Other				
	<p>Support for the Dr Tracy Westerman Aboriginal Psychology Scholarship Program</p> <p>IPS Rec 27 - that the Department consider a contribution to the Dr Tracy Westerman Aboriginal Psychology Scholarship Program in addition to Recommendation 22. This Program, auspiced under Curtin University, provides scholarships for Aboriginal people to study psychology from remote (high risk) areas and be personally mentored by Adjunct Professor Tracy Westerman</p>		<p>See Key Action 11.</p> <p>Communities' support of programs such as this will continue to be considered as part of the department's overall sponsorship arrangements and in the context of learning programs and professional development opportunities being implemented for its employees.</p>	
	<p>Addressing methamphetamine use</p> <p>IPS Rec 43 - increasing levels of access to methamphetamine prevention programs into high risk areas and alcohol and other drugs programs that have a track record and specific focus on Aboriginal people</p>		<p>Communities is committed to supporting referral processes to existing methamphetamine prevention programs as part of the delivery of intensive family support and early intervention service models to be considered in the review of service delivery and operational improvements.</p> <p>Provision of mental health services is the remit of the Mental Health Commission and/or the Department of Health.</p>	

Last updated: 30 June 2022

STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

C6. Can the Department of Communities confirm it has not received any invoice or fees from the State Solicitor's Office with respect to the dispute between the Minister and Dr Westerman?

Answer

The Department can confirm that it has not received any invoice for legal fees from the State Solicitors Office with respect to this matter.

Minister's initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS
ANSWERS TO SUPPLEMENTARY QUESTIONS
2022-23 BUDGET ESTIMATES

Department of Communities

C7.

- a) How many convicted child sex offenders in WA currently live with children?
- b) Does the Department of Communities currently have any cases under investigation as a result of the automatic notification process?
- c) Are there any policies, procedures or protocols which outline how and how often the safety of each of those children and their situation is reassessed from time to time; and, if there is such a document?

Answer

(a)–(c)

This information is not reported through Department of Communities' (Communities) Assist client system and would require manually reviewing individual case files.

If a concern were to be reported about a child residing with a convicted sex offender, Communities would assess those concerns in accordance with the *Children and Community Services Act 2004* and complete Child Safety Investigations to determine the likelihood of abuse and/or neglect.

Communities Case Practice Manual (CPM) and related resources provide clear procedures on the assessment and investigation of possible harm to children including, section 2.2.4 and 2.2.17 which provide guidance for conducting a Child Safety Investigation and safety planning. Safety plans state how the plan will be monitored and reviewed in relation to the safety goals. The frequency is not specified for specific circumstances but defined by the assessed needs of the child.

Minister's initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

C8. Does the Department of Communities initiate any child safety investigation reassessments, in a proactive fashion; or are these reassessments only occurring when WA police provides new information?

Answer

The Department of Communities assesses all new child protection concerns.

Communities does not reassess previous child safety investigations unless concerns are raised about the accuracy of the specific investigation. A review of the initial child safety investigation may be undertaken if a parent makes a request via the relevant District Director in writing.

If new child protection concerns are raised for a closed child safety investigation, including from WA Police, these will be assessed by Communities and, if appropriate, a new child safety investigation will be initiated.

All child protection concerns, whether for a closed case or for a family previously unknown to Communities, are assessed as a new interaction.

Minister's initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS
ANSWERS TO SUPPLEMENTARY QUESTIONS
2022-23 BUDGET ESTIMATES

Department of Communities

C10. Are any children in the care of the department currently living with a convicted child sex offender?

Answer

The safety and wellbeing of children is always Communities' top priority.

The *Working with Children (Criminal Record Checking) Act 2004* (the WWC Act) prohibits people who have been charged with or convicted of certain offences from carrying out child related work.

All Family and Foster Carers and their adult household members are considered to be undertaking 'child-related work' as defined by the WWC Act and are required to hold or have applied for a Working with Children Check.

Communities also undertakes screening of all Family and Foster Carers and their adult household members (including a National criminal history check) as part of the carer assessment process. Relevant records are assessed against the inherent requirements of the role to be performed.

Minister's initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

C11.

I refer to page 526 of budget paper No 2, volume 2, under "Service Summary", first dot point "Community Services".

How many of these programs are ceasing, please list them.

Answer

The table below lists programs where funding is ceasing as per the 2022-23 Budget, noting that some may be subject to an evaluation and consideration for future funding.

Program	Funding to
2021-22 Uplift for Community Services Contracts	Funding for 2021-22 only
Aboriginal Community Connectors (Patrols) Program	Funded to 2022-23
Aboriginal Representative Organisation	Funded to 2023-24
Connected Beginnings - Roebourne	Funded to 2022-23
COVID-19 Preparedness in the Care Sector	Funding for 2021-22 only
COVID-19 Self Isolation Accommodation	Funding for 2021-22 only
COVID-19 Small Business Financial Counselling and Advisory Services	Funding for 2021-22 only
COVID-19 Test Isolation Payment	Larger funding allocation in 2021-22 with residual amount in 2022-23
Criminal Law (Mental Impairment) Bill 2021	Funding for 2021-22 only
Dalyellup Family Centre	Funding ceases 2024-25
Election Commitment - Baldivis Men's Shed	Funded to 2021-22
Election Commitment - Caring Dads Programs	Funded to 2021-22
Empowering Communities (Neighbourhood Centres)	Funded to 2024-25
Essential and Municipal Services Upgrade (EMSUP)	Funding ceases 2023-24
Historical Institutional Abuse in Care (HIAC)	Funded to 2023-24
Scout Hall Tapping	Funded to 2021-22
Seniors Peak Body	Funded to 2023-24

State Welfare Incident Coordination Centre - Operational	Funded for 6 months to December 2022.
Empowered Youth Network	Funded to 2023-24
Support for Cyclone Seroja and other events	Funded to 2022-23
Wooroloo Fires Recovery Arrangement	Funded to 2021-22
Working with Children (WWC) Amendment Bill 2021	Funded to 2023-24

Minister's initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS
ANSWERS TO SUPPLEMENTARY QUESTIONS
2022-23 BUDGET ESTIMATES

Department of Communities

C12. Will the carers recognition act recommendations be implemented by the end of 2022?

Answer

Implementation of the recommendations is already underway and is anticipated to be completed during the 2022–23 financial year.

Minister's initial

AM

STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

C14.

- a) Is the department aware whether a working group or something similar has been established to develop a child wellbeing strategy in WA?
- b) If yes, is it this department that is chairing that working group or, if not, are they a member of that working group and when was that working group established?

Answer

(a – b) The Supporting Communities Forum (DPC) was scheduled to consider the merits of developing a Child Wellbeing Strategy as part of its work program.

Each year the Supporting Communities Forum identifies a series of priorities. The 2022/23 work program includes child safeguarding; homelessness and COVID response.

The Department of Communities understands that work on a child wellbeing strategy is not being progressed at this time however the departments of Communities, Health and Education are continuing to implement the Early Years Initiative project across four pilot sites to improve child wellbeing through place-based approaches.

Minister's initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

C16. I refer to page 543 under ‘Grant and Subsidies’, line item ‘Parenting Community Funding’.

What is the portion of funding the department is providing to the Ngala Parenting Line, both this coming financial year and the out years, and whether or not the MOU been signed for the continuation of that funding?

Answer

The Department of Communities is providing the following funding for the Ngala Parenting Line:

2021-22	\$1,321,719
2022-23	\$1,355,423
2023-24	\$1,391,341*
2024-25	\$1,428,212*

* With an estimated indexation rate of 2.65%

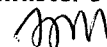
The Child and Adolescent Health Service (CAHS) entered into a service agreement with Ngala Family Services to fund the provision of an after-hours telephone helpline commencing 1 January 2014 to 31 January 2017.

The Department of Communities (Communities) entered into a service agreement with Ngala Family Services to fund the Early Parenting Community Service which included a helpline service commencing 1 February 2017 to 30 June 2020 with two one-year extension options to 30 June 2022. This agreement was novated to Ngala Community Services in April 2017.

CAHS and Communities continue to support the service agreement with Ngala Community Services to deliver the Parenting Line Services as it aligns to both parties’ goals and objectives.

In 2021, CAHS and Communities agreed to continue to co-contribute to the funding arrangement and extend the service agreement for an additional five-year term to 30 June 2027 and a Memorandum of Understanding has been developed to reflect the timeframe of the extension of the service agreement.

Minister's initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS
ANSWERS TO SUPPLEMENTARY QUESTIONS
2022-23 BUDGET ESTIMATES

Department of Communities

C22. When is it anticipated the investigation on the 13 FTE for allegedly leaking information to the media will be concluded?

Answer

It remains the case that the Department of Communities will not disclose further information in relation to any current Departmental investigation.

Minister's initial

AM

STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

C23.

Is it practice or have there been instances where children under the care of the department are released to the care of relatives who are homeless?

Answer

Placement arrangements for children in care are always made in the best interests of the child.

Where a family member or significant other has the capacity and willingness to care for a child, the Department of Communities will support that outcome as a priority. Where possible, Communities provides further support and assistance to parents, family, or carers, to ensure the safety and stability of a placement.

Where the family or significant others are rough sleeping, a child would not be placed in their care.

Minister's initial

A handwritten signature in black ink, appearing to be the initials 'JOM', written over a horizontal line.

STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS
ANSWERS TO SUPPLEMENTARY QUESTIONS
2022-23 BUDGET ESTIMATES

Department of Communities

C25. I refer to page 532 care arrangements and support services for children in the CEO's care.

Why are we reducing the number of residential-based care arrangements by 540?

Answer

Budget Paper No 2, Page 532 'Care Arrangements and Support Services for Children in the CEO's Care' Footnote (b) contains an error.

The footnote provides the number of days children in care will be in Department of Communities residential care arrangements, and not the number of arrangements. The footnote wording should have referenced the 'number of days' consistent with previous years, not the 'number of residential based care arrangements'.

There is no reduction in the number of residential based care arrangements.

The footnote shows the 2021-22 Estimated Actual number of days children in care in departmental residential care arrangements is 34,540 days, and a 2022-23 Budget Target of 34,000 days.

The reason for keeping the Budget estimate for 2022-23 the same as that for 2021-22 was that, despite the anticipated small increase for residential care arrangements in 2021-22, the number of children in care is decreasing and this is expected to influence the residential care arrangement numbers.

Minister's initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

C26.

Are there any children under the age of 10 currently in a residential care home?

Answer

On 23 June 2022, it was recorded that there were 14 children in care in a departmental residential care home who were under 10 years of age. Children under 10 are not usually placed in residential care, however, may be placed in exceptional circumstances when it is in their best interest such as:

- Keeping children together in a sibling group;
- To support placement and connection with family members;
- To provide a temporary short-term placement whilst waiting for an identified foster care placement to be available; and
- Where the child has complex high needs and there are currently no other placement options with adequate supports available.

Each child placed in residential care has a Residential Care Plan and Safety Plan developed in conjunction with the child's care team.

Managing the individual needs of each child in residential care arrangements determines whether children can be placed within the same residential care home. When making decisions about care arrangements, a child's needs, strengths, behaviours and support needs as well as the dynamics of each residential care home are considered.

The Department of Communities endeavours to make decisions that are trauma-informed, culturally safe, in the best interests of children and focussed on meeting their safety and wellbeing needs when determining who children in care will live with.

Minister's initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS
ANSWERS TO SUPPLEMENTARY QUESTIONS
2022-23 BUDGET ESTIMATES

Department of Communities

C28. Page 528 under "Services and Key Efficiency Indicators", community services.

Have any reviews or evaluations been undertaken to determine the Supporting Communities forum's impact and effectiveness within the community services sector since it was established?

If a review has not been undertaken, is a review intended to be undertaken; and, if so, what is the time frame for that?

Answer

The Supporting Communities Forum is administered by the Department of the Premier and Cabinet.

Minister's initial


STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

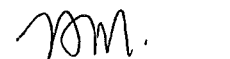
C29. Regulation and quality assurance of early education and care services.

Could the Minister provide a full breakdown of that \$9.1 million and, within that, the allocation of FTE that that money will support.

Answer

Positions	FTE	2022-23	2023-24	2024-25	2025-26	TOTAL
Assessment Officers	12.00	1,301,477	1,271,477	1,285,877	1,300,277	5,159,108
Finance Officer	1.00	108,456	105,956	107,156	108,356	429,924
Investigation Officer	2.00	216,913	211,913	214,313	216,713	859,852
Assistant Assessment Officer	4.00	399,842	389,842	394,642	399,442	1,583,768
Team Leader Assessments	1.00	143,007	140,507	141,707	142,907	568,128
Total Cost of Proposed ECRU resource	20.00	2,169,695	2,119,695	2,143,695	2,167,695	8,600,780
Operating expenditure		126,151	126,154	126,154	126,154	504,612
TOTAL COSTS OF ECRU FUNCTION		2,295,846	2,245,849	2,269,849	2,293,849	9,105,392

Minister's initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

C33. I refer to page 524 under “Other Strategic Issues” and the state commissioning strategy. Can the Minister advise if there is an anticipated time frame as to when both the strategy and the implementation plan will be finalised and released by the government?

Answer

The Departments of Finance; Premier and Cabinet; and Treasury are responsible for the State’s Commissioning Strategy which relates to all community service contracts funded by Government.

Minister’s initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS
ANSWERS TO SUPPLEMENTARY QUESTIONS
2022-23 BUDGET ESTIMATES

Department of Communities


C34. What is the total amount of funding that has been allocated to the men's shed and sector support in the 2022–23 financial year?

Is this funding going in its entirety to the Men's Shed association; and if not, what is the breakdown of that funding?

Answer

Men's Shed of Western Australia, the peak body for the Men's Sheds organisations across WA, have been allocated \$154,427 (ex GST) in the 2022-23 financial year for the Sector Support, Development and Advocacy Service (Peak Body funding).

Minister's initial



STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO SUPPLEMENTARY QUESTIONS

2022-23 BUDGET ESTIMATES

Department of Communities

C35. On page 519 under “Spending Changes” is the line item “Small Business Financial Counselling and Advisory Services”.

Please provide a breakdown of the organisations that received funding as part of this line item in the 2021–22 financial year, including the total amount of funding allocated to each?

Answer

Anglicare WA Inc received \$1,210,000 in 2021-22 for Small Business Financial Counselling and Advisory Services.

Minister's initial