

Implementation Monitor Annual 2024–25

Companion document: Appendices

**Child Safety
Reform**
Implementation
Monitor
TASMANIA

Child Safety Reform Implementation Monitor Annual Report 2024–25

Companion document: Appendices

This document is a companion document to the Implementation Monitor Annual Report 2024–25, containing more detailed related material in the form of appendices

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Support

Content in this report may raise issues of concern for some readers. Child sexual abuse is a challenging issue. We encourage readers to exercise self-care in engaging with this content and seek support and care if required. If you need support, a range of free and confidential support services are available by phone and/or face-to-face.

State-wide Sexual Assault Support Line

24/7 support from local specialist counsellors provided by the Sexual Assault Support Service (SASS) and Laurel House:

 1800 697 877 (1800 MY SUPPORT)

Lifeline

Lifeline – 24/7 Crisis support:

 13 11 14

A Tasmanian Lifeline – 8am–8pm, 365 days a year: for support and referral:

 1800 98 44 34

13 Yarn – 24/7: crisis support for Aboriginal and Torres Strait Islander people:

 13 92 76

Relationships Australia Tasmania

Specialist complex trauma counselling, trauma informed counselling, wellbeing information and referral.

9am–5pm, Monday to Friday:

 1300 364 277

Kids Helpline

24/7 support for children and young people provided by specialist counsellors:

 1800 55 1800

Acknowledgements

My colleagues and I respectfully acknowledge the Tasmanian Aboriginal people as the traditional owners of the land upon which we work and pay our respect to Elders past and present. We recognise the Tasmanian Aboriginal people as the continuing custodians of the rich cultural heritage of Lutruwita/Tasmania.

We also acknowledge the trauma, particularly that of the children, that continues to affect people with lived experience of child abuse. We are committed to acknowledging and endeavouring to be aware of this and other trauma as we use the learnings from past wrongs to protect the rights of current and future generations of children and young people and keep them safe from harm.

Abbreviations, Acronyms and Definitions

For consistency, the Office of the Implementation Monitor uses the same definitions of common terms contained in the Change for Children Strategy. A full list of these definitions is located under Appendix B.

Term	Full title/definition
AYDC	Ashley Youth Detention Centre
CCYP	The Tasmanian Commission for Children and Young People.
Change for Children Strategy	Tasmania's 10-year strategy for upholding the rights of children by preventing, identifying and responding to child sexual abuse.
Child Abuse	The maltreatment of a child that includes neglect, physical abuse, emotional and psychological abuse, sexual abuse and exposure to or involvement in domestic or family violence. The abuser may be an adult or another child, direct or indirect, in-person or online.
Child Safe Governance Review	The Independent Child Safe Governance Review of the Launceston General Hospital and Human Resources.
Child Sexual Abuse	Any act that exposes a child or young person to, or involves a child or young person in, sexual activities that: · they do not understand · they do not or cannot consent to · are not accepted by the community or are unlawful.
Children and Young People	People under the age of 18.
Children and young people who have displayed harmful sexual behaviours	Children and young people who have displayed sexual behaviours that fall outside what may be considered developmentally typical or socially appropriate, and/or cause harm to themselves or others. When these behaviours involve others, they may include a lack of consent, reciprocity, mutuality, and may involve the use of coercion, shame, force, or a misuse of power. Harmful sexual behaviours evoke concerns about the development and wellbeing of the child, young person, or others involved, and where they involve other children or young people, the behaviours may cause significant harm and may be experienced as abusive by other children and young people involved. Harmful sexual behaviours may include illegal behaviours that require a criminal justice response. Harmful sexual behaviours can occur in any setting, including in person and online.
COI	The Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings
Coordinating Agency	The agency within Government that is responsible for the central coordination of the relevant review or inquiry.
DECYP	The Department for Education, Children and Young People

Term	Full title/definition
DoH	The Department of Health
DoJ	The Department of Justice
DPAC	The Department of Premier and Cabinet
DPFEM	The Department of Police, Fire and Emergency Management
Education Inquiry	The Independent Inquiry into the Department of Education's Responses to Child Sexual Abuse
Implementation Monitor	The Child Safety Reform Implementation Monitor
Institutional child sexual abuse	Abuse that occurs within, is enabled by or attributable to the premises, action, inaction, activities or operations of a government or non- government organisation and/or its employees/volunteers in the course of, or in connection with, their duties or on the premises by a third party (for instance another child). This may include child sexual abuse that has occurred on an organisation's premises or at other locations where the operations of the organisation are taking place.
Inquiry	An official investigation, set up by a government, conducted by an independent body, to examine matters of public concern about an event or set of events.
Joint Sessional Committee	The Joint Sessional Committee on the Final Recommendations of the COI
Lead Agency	The agency within Government accountable for carrying out the actions necessary to implement the recommendation.
OIM	The Office of the Implementation Monitor
OIM Act	<i>The Child Safety Reform Implementation Monitor Act 2024</i>
Review	An official assessment, set up by a government or government agency to check the effectiveness of its institutional quality assurance processes.
Royal Commission	The Royal Commission into Institutional Responses to Child Sexual Abuse
The Implementation Framework	The monitoring and evaluation framework the Implementation Monitor will use to guide how to monitor progress, assess impact, and report on the implementation of recommendations,
Victim-survivor	Refers to someone who has experienced sexual abuse as a child or young person.
Weiss Review	The Weiss Independent Inquiry into Paul Reynolds

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Appendix A: Stakeholders met with in 2024–25

The Implementation Monitor would like to acknowledge and thank the following organisations and stakeholders for their time, dedication and engagement. Below is an outline of stakeholders the Implementation Monitor has met with during this reporting period, which ended June 2025.

Statutory office holders

Anne Hollonds, National Childrens Commissioner
 Catherine Whittington, Disability Commissioner
 Isabelle Crompton, Interim Commissioner for Children and Young People
 Louise Coe, Independent Regulator
 Sam Christensen, Office of the Custodial Inspector
 Shona Reid, Guardian for Children and Young People, South Australia
 Professor Leah Bromfield, Director, Australian Centre for Child Protection, University of South Australia and former Commissioner of the COI
 The Hon Justice Christopher Shanahan, Chief Justice of Tasmania
 Kristen Wylie, Director, Tasmania Legal Aid

State Service Agency Leads and their staff

Kathrine Morgan-Wicks, Head of State Service and Secretary, Department of Premier and Cabinet (DPAC)
 Donna Adams, Police Commissioner, Department for Police, Fire and Emergency Management (DPFEM)
 Ginna Webster, Secretary, Department for Education, Children and Young People (DECYP)
 Kristy Bourne, Secretary, Department of Justice (DoJ)
 Dale Webster, Secretary, Department of Health (DoH)
 Ross Smith, Registrar, Registration to Work with Vulnerable People, DoJ
 Colin Shepherd, Deputy Secretary, Strategy, Governance & Major Projects, DoJ
 Amanda Russell, Deputy Secretary, State Service Management Office, DPAC
 Courtney Hurworth, Chief Reform Lead, Keeping Children Safe, DPAC
 Mathew Healey, Deputy Secretary, Strategy and Delivery, DPAC
 Peter Whitcombe, Deputy Secretary, Child Safety and Youth Justice Operations, DECYP
 Jonathan Higgins, Deputy Police Commissioner, DPFEM
 Pauline van Adrichem, Deputy Secretary, Justice and Reform, DoJ
 Jodee Wilson, Deputy Secretary, Development and Support, DECYP
 Sam Gunner, Director, Keeping Children Safe Reform Unit, DPAC
 Oliver Hinss, Director – Commission of Inquiry Response Taskforce, DoJ
 Elaina Deayton, Director – Strategy and Support, DPEFM
 Inspector Joanne Stolp, Tasmania Police, DPEFM
 Andrea McAuliffe, Manager – Reform Implementation, DECYP
 Tom Gunner, Manager – Child Safeguarding Taskforce, DoH

Members of Parliament

Dr Rosalie Woodruff MP, Leader, Tasmanian Greens
 Hon Dean Winter MP, Leader, Tasmanian Labor Party
 Hon Guy Barnett MP, Deputy Premier
 Hon Jeremy Rockliff MP, Premier
 Hon Meg Webb MP, Independent member for Nelson
 Hon Roger Jaensch MP, Minister for Children and Youth
 Hon Ruth Forrest MP, Independent member for Murchison
 Hon Sarah Lovell MP, Shadow Minister for Education & Early Years
 David O'Byrne MP, Independent member for Franklin
 Kristie Johnston MP, Independent member for Clark
 Miriam Beswick MP, Independent member for Braddon
 Cecily Rosol, Tasmanian Greens member for Bass

Individuals

Regina Weiss, Author, Weiss Review
 Peter Woolcott, Author, Woolcott Review
 Radha Thomas, Author, Woolcott Review
 Tim McCormack, Author, Right to Information Review
 Rick Snell, Author, Right to Information Review
 Dion Lester, CEO, Local Government Association of Tasmania

Community sector organisations

Lara Giddings, CEO, Australian Medical Association (Tasmania)
 Deb Tsorbaris, CEO, Centre for Excellence in Children and Family Welfare
 Kim Backhouse, CEO, Foster and Kinship Care Association
 Kathryn Fordyce, CEO, Laurel House
 Andrew Finch, CEO, Multicultural Council of Tasmania
 Craig Hughes-Cashmore, CEO, Survivors & Mates Support Network
 Shirleyann Varney, CEO, Sexual Assault Support Services
 Jenni Osei-Mensah, Community Engagement Change Lead, Neighbourhood Houses Tasmania
 Mark Mason, CEO, Speak Out Association of Tasmania
 Janine Bush, CEO National Centre for Action on Child Sexual Abuse
 Adrienne Picone, CEO, Tasmanian Council of Social Service
 Olivia Hogarth, CEO, Working It Out Inc.

Groups

CYSOF Community of Practice (The Child and Youth Safe Organisations Framework) (DPAC)
 Child Safety Wellbeing Services Panel (DoH)
 Tasmanian Community Organisation Change Leads
 Implementation Monitor Framework - Evaluation Reference Group Implementation Monitor
 Framework - Evaluation Advisory Group Aboriginal Employment Strategy (DPAC)

Appendix B: Glossary

This glossary is used in the Change for Children Strategy. To ensure consistency and alignment, the Office of the Implementation Monitor has also adopted these definitions.

Term	Meaning
Child abuse	the maltreatment of a child that includes neglect, physical abuse, emotional and psychological abuse, sexual abuse and exposure to or involvement in domestic or family violence. The abuser may be an adult or another child, direct or indirect, in-person or online.
Child-centred approach	prioritises the needs, rights, and wellbeing of the child. It ensures the child's voice is heard and respected, while fostering safe environments and offering tailored support to address their specific needs. This approach also involves children in decision-making processes where appropriate, empowering them in their journey toward healing and recovery. It emphasises creating child-friendly environments that encourage engaging children in ways that are age-appropriate, developmentally suitable, and considerate of factors affecting their decision-making abilities. It also seeks to strengthen protective factors and address risks by building on the strengths of both the child and their caregivers.
Child exploitation material	material that describes or depicts, in a way that a reasonable person would regard as being, in all circumstances, offensive, a person who is or who appears to be under the age of 18 years – engaged in sexual activity; or in a sexual context; or as the subject of torture, cruelty or abuse (whether or not in a sexual context).
Child protection system	'child protection' refers to preventing and responding to violence, exploitation, abuse, neglect, and harmful practices against children. When children cannot live safely at home, child protection systems prioritise children's physical, mental and psychosocial needs to safeguard their lives and futures. Child protection functions to protect the fundamental rights of children which include safety, freedom from violence and a stable family environment.
Child safe organisation	an organisation that consciously and systematically: creates an environment in which children's rights, safety and wellbeing are at the centre of thought, values and actions; engages with children and young people to create conditions that reduce the likelihood of harm; creates conditions that increase the likelihood of identifying potential harm; and responds to concerns, suspicions, allegations and disclosures of abuse.
Child safety system	the set of laws, policies, practices and services both within and outside of government, put in place to protect children and young people from harm or abuse.
Child sexual abuse	any act that exposes a child or young person to, or involves a child or young person in, sexual activities that: · they do not understand · they do not or cannot consent to · are not accepted by the community or · are unlawful.

Term	Meaning
Children and young people	people under the age of 18.
Children and young people who have displayed harmful sexual behaviours	children and young people who have displayed sexual behaviours that fall outside what may be considered developmentally typical or socially appropriate, and/or cause harm to themselves or others. When these behaviours involve others, they may include a lack of consent, reciprocity, mutuality, and may involve the use of coercion, shame, force, or a misuse of power. Harmful sexual behaviours evoke concerns about the development and wellbeing of the child, young person, or others involved, and where they involve other children or young people, the behaviours may cause significant harm and may be experienced as abusive by other children and young people involved. Harmful sexual behaviours may include illegal behaviours that require a criminal justice response. Harmful sexual behaviours can occur in any setting, including in person and online.
Closed institutions	The Royal Commission into Institutional Responses to Child Sexual Abuse in Australia defines "closed institutions" as settings where children are confined or have limited freedom of movement and are isolated from the broader community. These environments typically have strict, tightly controlled daily schedules and are characterised by secrecy and restricted information flow. They can include detention centres, boarding schools and mental health facilities. Daily life in a closed institution is markedly different from living in the community, where people live, work and socialise in different places, and with different people.[52]
COI	COI into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings.
Cultural safety	Cultural safety refers to an environment 'where there is no assault, challenge or denial of [a person's] identity, of who they are and what they need'. [54] It refers specifically to Aboriginal and Torres Strait Islander peoples. This includes Aboriginal and Torres Strait Islander peoples' own assessment of their safety and capacity to engage meaningfully and on their own terms with a non Aboriginal and Torres Strait Islander person or organisation. This requires a non Aboriginal and Torres Strait Islander person or organisation to listen, enable and support these environments, with accountability to Aboriginal and Torres Strait Islander colleagues or service users.
Culturally and linguistically diverse communities	Australia's population includes many people who were born overseas or speak a variety of languages. Together, these groups of people are known as culturally and linguistically diverse populations or communities. However, some commentators view the term as increasingly problematic; for example, the Diversity Council of Australia suggests the term prioritises cultural and linguistic explanations of difference and is therefore insufficient for any meaningful discussion or understanding of race and racism.
Empowerment	the process of gaining freedom and power to do what you want or to control what happens to you.

Term	Meaning
Grooming	behaviours that manipulate and control a child, their family, kin and carers or other support networks, or organisations. The intent of manipulation to: · gain access to the child · obtain the child's compliance · maintain the child's silence · avoid discovery of sexual abuse. Grooming can be done by people already well known to the child, including by a child's family member, kin or carer. Grooming can take place in person and online and is often difficult to identify. Behaviours related to grooming are not necessarily explicitly sexual, directly abusive or criminal. They may only be recognised in hindsight. Some grooming behaviours are consistent with behaviours or activities in non abusive relationships. In these cases, the main difference between acceptable behaviours and grooming behaviours is the motivation behind them. Online child grooming refers to the process of establishing and building a relationship with a child through the use of the internet or other technologies to facilitate sexual contact with that child, either physically or online. Online grooming may include perpetrators encouraging victims to engage in sexual activity or to send the perpetrator sexually explicit material. It may lead to perpetrators meeting the victim in person or blackmailing the victim to self produce explicit materials. To evade detection in the grooming phase, perpetrators may also convince the victim to migrate to and from multiple online platforms, including those using encrypted technologies.
Incidence	the number of new cases of child sexual abuse each year.
Institutional betrayal	wrongdoings perpetrated by an institution upon individuals dependent on that institution, including failure to prevent or respond supportively to wrongdoings by individuals committed within the context of the institution.[62] When institutions cover up sexual violence, institutional betrayal undermines recovery. Institutional betrayal can occur in relation to isolated incidents, or systemic issues; it can include betrayal by omission, and betrayal by commission.
Institutional child sexual abuse	abuse that occurs within, is enabled by or attributable to the premises, action, inaction, activities or operations of a government or non-government organisation and/or its employees/volunteers in the course of, or in connection with, their duties or on the premises by a third party (for instance another child). This may include child sexual abuse that has occurred on an organisation's premises or at other locations where the operations of the organisation are taking place.
Intergenerational trauma	intergenerational trauma refers to trauma that is passed from the first generation of survivors who have experienced trauma, down to future children, grandchildren, nieces, and nephews. If the trauma is unresolved, next generations have a higher risk of developing trauma symptoms. An example is where parents have been denied the right to develop safe attachments with their children and provide those children with predictable home environments. In that case, children may be vulnerable to developmental delay, poor education outcomes, interpersonal issues, disability, and higher chances of coming into contact with the criminal justice system. The likelihood of intergenerational trauma is high in families of Stolen Generation children.

Term	Meaning
Intra-familial relationships	these comprise a range of familial ties between perpetrators and victims. Depending on the familial context, friends of the family can be considered part of the family. Whether they are blended or biological, familial relationships are often characterised by privacy, complex attachments, frequent and intimate contact, and gender role expectations (e.g., paternal authority). As discussed in the following section, familial environments can contain a range of risk factors—such as family violence, dysfunction and disadvantage—that can increase the risk of child sexual abuse occurring as well, either from a parent or other relative.
LGBTIQA+	lesbian, gay, bisexual, transgender, intersex, queer, asexual and other gender and sexually diverse people. It is important to recognise that this acronym does not cover all forms of sex, gender and sexuality diversity and is not intended to be limiting. The ‘+’ after the acronym is in recognition of this, and points to the fact that there are other terms and language people might want to use to describe these experiences and concepts.
Mandatory reporter	a person who is required by either state or territory law to report known and suspected cases of child abuse and neglect to a nominated government department or agency. Usually, they need to report to a child protection authority.[66]
National Strategy	National Strategy to Prevent and Respond to Child Sexual Abuse 2021–2030
Offender	a person who is found by a court to have done something unlawful.
Organisation	an incorporated or unincorporated group, body, entity or institution. For example, a sports club, school, religious organisation, or government body. We use the term ‘organisation’ to describe any entity that provides, or has at any time provided, activities, facilities, programs or services of any kind that facilitates access to children by adults, including through their families. Where information relates to findings of the Royal Commission, we use the term ‘institution’.
Outcomes	a desired condition that is specific enough to be measured. They are clear, unambiguous and high level statements that allow measurement of success (for example: children and young people are free from abuse and neglect). Long term outcomes refer to the sustained changes required to reduce the risk, extent and impact of child sexual abuse and related harms in Australia. Medium term or ‘enabling’ outcomes refer to the specific and measurable changes that are expected as a result of activities being implemented. Outcomes will be focused on the impact of activities for children and young people, victims and survivors, families, kin and carers, communities, and organisations and governments (though individual activities may not result in material changes for all of these groups).
Out of home care	the system of formal care provided to children and young people assessed under the <i>Children, Young Persons and Their Families Act 1997</i> as unable to live safely at home with parents or primary caregivers because of concerns for their safety and wellbeing.

Term	Meaning
People with disability	includes, but not restricted to, those who have long-term physical, mental, cognitive, intellectual, or sensory impairments. People with disability have specific needs, priorities and perspectives based on their individual identities including their gender, age, sexuality, race, and cultural background, and can face additional barriers and inequities.
Perpetrator	an adult who has sexually abused a child or young person, but who may or may not have been convicted of this crime.
Prevalence	the proportion of people in the population who have experienced child sexual abuse.
Place-based	place-based approaches are collaborative and long-term and are ideally characterised by partnering and shared design, shared stewardship, and shared accountability for outcomes and impacts. These approaches target the specific circumstances of a place and engage local people as active participants in development and implementation, requiring government to share decision-making. Place-based approaches can complement the bigger picture of services and infrastructure. They engage with issues and opportunities that are driven by complex, intersecting local factors and requiring a cross-sectoral or long-term response.
Primary prevention	primary prevention responses are aimed at the whole community and address the underlying causes of child sexual abuse. Primary prevention looks at the social conditions that excuse, justify or enable child sexual abuse. Primary prevention measures can include public education, such as awareness-raising campaigns, and programs to create child safe cultures and environments. This may be done through changing or creating new laws.
Response	any support provided to a service user by an organisation. This includes, but is not limited to, therapeutic/clinical interventions, cultural healing approaches, case management, legal advice/redress support, advocacy, peer support, and referral.
Royal Commission	Royal Commission into Institutional Responses to Child Sexual Abuse
Safeguard	to protect a person's health, wellbeing and human rights, enabling them to live free from harm
Sextortion (sexual extortion)	sexual extortion, also referred to as sextortion, is a form of online blackmail where a perpetrator threatens to share a person's personal sexual images or videos, unless they give into the perpetrator's demands. These demands can be for money, more graphic content, or sexual favours in exchange for not sharing the personal sexual images or videos of the person.
Sexual violence	in the Australian Bureau of Statistics' 2016 Personal Safety Survey, sexual violence is defined as the occurrence, attempt or threat of sexual assault since the age of 15. However, many researchers and clinicians in the field conceptualise sexual violence more broadly to encompass child sexual assault, sexual harassment, street based sexual harassment and image based abuse.
Situational crime prevention	focuses on creating organisation-wide responses through policies, practices, and strategies designed to reduce the vulnerability of children and young people while empowering all adults to actively contribute to their protection.
Staff	a paid worker employed or engaged by an organisation or institution

Term	Meaning
Standards	Tasmania's Child and Youth Safe Standards and Universal Principle to ensure Aboriginal Cultural Safety
Trauma-informed	approaches ensure practices, policies and culture recognise and respond to the effects of trauma on a person's wellbeing and behaviour. A trauma-informed approach is distinct from trauma-specific interventions or therapeutic treatments. These interventions are part of, but not the same as, a system-wide trauma-informed approach. A trauma-informed approach does not require a service to provide therapeutic treatment addressing the symptoms of trauma.
Victim-survivor	refers to someone who has experienced sexual abuse as a child or young person.
Volunteer	a person who is acting on a voluntary basis (irrespective of whether the person receives out-of-pocket expenses).
Worker	any person who carries out paid or unpaid work for or on behalf of an organisation or institution; includes staff and volunteers as defined above.

Appendix C: COI Review

Status of the implementation of accepted recommendations from the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings (COI).

Table detailing the current status of each recommendation as stated by the Department of Premier and Cabinet (DPAC) in June 2025.

Table details:

The recommendation number:	per the COI
The recommendation overview:	this is a high level capture of the area the recommendation addresses
The recommendation text:	what the recommendation actually says
Implementation update:	this is a declaration by the DPAC of the activity to date in implementing this recommendation
Recommendation completion status:	captures the status of implementation of the recommendation in progress/complete
Related ongoing activity:	whilst a recommendation may be implemented there is likely related ongoing work – this captures that

The table is split into three sections aligning with Phase 1, 2 or 3 as specified in the COI.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
COI Phase 1					
6.2	Children in Schools	1. The Office of Safeguarding within the Department for Education, Children and Young People (DECYP) should focus primarily on safeguarding children in the education context, with a particular focus on prevention, risk identification, policy development and related workforce development. 2. The Office of Safeguarding should not be involved in critical incident management beyond learning from systemic reviews and trend data.	Lead agency for the implementation of actions for this rec – DECYP. The Safeguarding Schools and Early Years team has been established. Safeguarding Leads in Schools are supported by the Safeguarding Schools and Early Years team.	Complete	The Office of Safeguarding Children and Young People continues to lead the implementation of Safe. Secure. Supported. DECYP's Safeguarding Framework, and in turn the Child and Youth Safe Standards, across DECYP. In 2024, DECYP established a new team, 'Safeguarding Schools and Early Years'. This team is focused on safeguarding children and young people in the education context, as well as educating and informing school staff and the broader school community. The Safeguarding Schools and Early Years team works with School Safeguarding Leads as they continue to build their risk assessment and management skills to put in place risk management plans that focus on preventing, identifying and mitigating the risks of child sexual abuse. The team's work centres around cultural change and education about identification, prevention, early intervention and support in schools and the early years.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
6.3	Children in Schools	1. The Department for Education, Children and Young People should make its child safeguarding policies publicly available, including policies on mandatory reporting, professional conduct, and responses to allegations and concerns about child sexual abuse. 2. The Department should establish a regular review process for its child safeguarding policies.	Lead agency for the implementation of actions for this rec –DECYP. The Department for Education, Children and Young People's (DECYP) child safeguarding policies and related documents are publicly available on its website, including: · Safe. Secure. Supported. Our Safeguarding Framework – which establishes and describes DECYP's overarching approach to safeguarding children and young people · Mandatory Reporting Procedure (under review) · Step by Step Guidance for concerns, information and incidents of child abuse. · Conduct and Behaviour Standards - Policy · Registration to Work with Vulnerable People Policy (under review) Links to these documents can be found on the Guiding resources for safeguarding children and young people page of DECYPs website. DECYP has established a regular policy review schedule to ensure policies are kept up to date and provide best-practice advice to workers, children and young people, and the community.	Complete	DECYP has made all child-safeguarding policies and related documents publicly accessible on its website. Links to these documents can be found on the Guiding resources for safeguarding children and young people page of DECYPs website. These resources provide guidance to keep children and young people safe by outlining obligations and expectations. DECYP will continue its work on policy governance, including strengthening the policy review process and systems to meet the Child and Youth Safe Standards.
6.4	Children in Schools	The Department for Education, Children and Young People, in developing a professional conduct policy. (Rec 20.2), should ensure: a. there is a separate professional conduct policy for staff who have contact with children and young people in schools.	Lead agency for the implementation of actions for this rec –DECYP. The Department for Education, Children and Young People (DECYP) has completed its Conduct and Behaviour Policy, with supporting Conduct Standards for workers in schools and Child and Family Learning Centres (CFLCs).	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. the professional conduct policy for schools, in addition to the matters set out in Recommendation 20.2, specifies expectations outlined in other relevant school policies and procedures, including those covering online technology and a duty of care owed by staff members c. the professional conduct policy for schools spells out expected standards of behaviour for volunteers, relief teachers, contractors and sub-contractors d. the Department uses appropriate mechanisms to ensure compliance by volunteers, relief teachers, contractors and sub-contractors with the professional conduct policy for schools.	The final documents were published on DECYP's website. The Department has commenced a communication campaign to staff on the policy and standards. It has developed resources for principals and Child and Family Centre leaders to support discussions in schools and CFLCs from Term 3 2024. The Department has aligned the professional learning to support the conduct and behaviour policy with the professional learning on mandatory reporting and recognising child sexual abuse. These modules will be deployed in early 2025. The training module to support this policy was launched in 2025. At the conclusion of the reporting period over 90 percent of DECYP employees have completed the training and acknowledged their understanding and acceptance of the Conduct and Behaviour Policy and relevant standards. DECYP will focus efforts in the next quarter towards increasing compliance, including amongst other categories of workers including volunteers and contractors.		
6.14	Children in Schools	The Tasmanian Government, Department for Education, Children and Young People and the Teachers Registration Board should continue to advocate at the national level for an automatic mutual recognition scheme that takes into account risks to child safety and imposes measures to address these risks.	Lead agency for the implementation of actions for this rec – DECYP. On 30 July 2024 an additional two-year exemption from the Automatic Mutual Recognition Scheme (AMR) for teacher registrations in Tasmania was granted by the then Minister for Finance, Hon Nic Street, extending until 30 June 2027, from the previous date of 30 June 2025.	Complete	No further information

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			Tasmania has raised ongoing concerns about AMR with the Australian Government through national meeting cycles. The ongoing management and implementation of AMR will be coordinated between DECYP and the Teachers Registration Board (TRB) as part of ongoing business as usual.		
9.1	Children in out of home care	The Tasmanian Government should provide one-off funding to help implement the COI's recommended out of home care reforms and significantly increase ongoing funding of out of home care, including out of home care services provided by Child Safety Services (such as out of home care governance and case management).	Lead agency for the implementation of actions for this rec –DECYP. \$120 million in funding has been provided over 4 years in the 2024-25 State Budget to assist in meeting the cost of out of home care, which aligns with Recommendation 9.01 to meet increased costs in relation to foster and kinship care, respite and salaried care and Special Care Packages. Additional funding of \$3.1 million has also been provided to establish a dedicated team (the Uplifting Care Implementation Team) to lead planning, coordination and delivery of the COI recommendations relating to out of home care reform for four years from 2024-25 to 2027-28. A short-term project has been established to analyse current investment and need for out of home care, and to develop short to medium-term opportunities for improvement. This will inform any future long-term investment required to deliver out of home care services into the future.	Complete	While the initial recommendation has been 'completed' significant work is required going forward to identify the full cost of a quality system of out of home care into the future.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.30	Children in out of home care	Tasmania Police should more fully utilise the offences in sections 95 and 96 of the Children, Young People and Their Families Act 1997 (the offences of harbouring or concealing a child and of inducing a child to be absent without lawful authority) to deter behaviour by adults that puts children in out of home care at risk of sexual abuse.	Lead agency for the implementation of actions for this rec – Department of Police, Fire and Emergency Management (DPFEM).	Complete	Since August 2024, training material with regard to the use of section 95 and 96 of the Children, Young Persons and their Families Act 1997 has been utilised across DPFEM. This training is now embedded in the curriculum for police officer training and DPFEM Online Learning Platform.
12.10	Children in Youth Detention	The Department for Education, Children and Young People, in developing a professional conduct policy (Rec 20.2), should ensure: a. there is a separate professional conduct policy for staff who have contact with children and young people in detention facilities and other residential youth justice facilities b. the professional conduct policy for detention facilities and other residential youth justice facilities, in addition to the matters set out in Recommendation 20.2, specifies expectations outlined in other relevant custodial policies and procedures, including those on the use of force, isolation and personal searches of children and young people in detention c. the professional conduct policy for youth detention and other residential youth justice facilities spells out expected standards of behaviour for volunteers, contractors and sub-contractors d. the Department uses appropriate mechanisms to ensure compliance by volunteers, contractors and sub-contractors with the professional conduct policy.	Lead agency for the implementation of actions for this rec –DECYP. DECYP has completed its Conduct and Behaviour Policy, with supporting Conduct Standards for workers in residential youth justice settings. The final documents have been published on DECYP's website. DECYP has commenced a communication campaign to staff on the policy and standards. It has developed resources for senior leaders and managers to support discussions with staff at Ashley Youth Detention Centre. DECYP has aligned the professional learning to support the conduct and behaviour policy with the professional learning on mandatory reporting and recognising child sexual abuse. These modules will be deployed in early 2025. The training module to support this policy was launched in 2025. At the conclusion of the reporting period over 90 percent of DECYP employees have completed the training and acknowledged their understanding and acceptance of the Conduct and Behaviour Policy.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.23	Children in Youth Detention	The Department for Education, Children and Young People should: a. develop and implement a policy that recognises the importance to children and young people in detention of maintaining or building connections with their family and community and i. specifies ways to promote such connections, including through visits, temporary leave and phone or video calls ii. clearly states that entitlements to visits, temporary leave and phone or video calls cannot be denied on the basis of a child or young person's behaviour b. provide reasonable assistance (including financial help) to members of a child or young person's family or Aboriginal community to enable them to visit the child or young person frequently, where families or Aboriginal community members have barriers to accessing the youth detention facility.	Lead agency for the implementation of actions for this rec –DECYP. Connection with Family and Community Policy and Financial Assistance Procedure completed and implemented in June 2024. Available at: https://publicdocumentcentre.education.tas.gov.au/library/Shared%20Documents/Keeping-Children-Safe-In-Detention-Action-Plan-2024-26.pdf	Complete	
12.26	Children in Youth Detention	The Auditor-General should undertake an audit of the length of custodial stays at Ashley Youth Detention Centre to determine whether they align with sentencing orders.	Lead for the implementation of actions for this rec –was the Auditor General. The full report is available through this link: https://www.audit.tas.gov.au/publication/ashley-youth-detention-centre/	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.37	Children in Youth Detention	The Ombudsman should develop written guidelines for its staff on managing complaints it receives containing allegations of child sexual abuse involving children in youth detention, other residential youth justice facilities or out of home care. Among other matters, these guidelines should include: a. the definition of child sexual abuse and related conduct, including sexual misconduct, grooming, harmful sexual behaviours and boundary breaches b. the process for reporting relevant allegations to Tasmania Police, Child Safety Services, the Registrar of the Registration to Work with Vulnerable People Scheme and the Independent Regulator under the <i>Child and Youth Safe Organisations Act 2023</i>. c. guidance on referring an allegation or complaint to an agency named in the complaint d. guidance on communicating with child complainants on the referral of their complaints to other entities and the progress of investigations into their complaints e. processes for sharing information with other oversight bodies regarding the management of complaints (Rec 18.15).	Lead for the implementation of actions for this rec was the Ombudsman. Connection with Family and Community Policy and Financial Assistance Procedure completed and implemented in June 2024.	Complete	The Ombudsman's complaints management guidelines for staff are in draft form, with further work underway to finalise them. Draft guidelines are available upon request.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
15.1	Children in Health Services	The Department of Health (DoH) should develop and communicate a policy framework and implementation plan for reforms to improve responses to child sexual abuse in health services. The policy and implementation plan should: a. set out the purpose and need for the reforms b. set out the role, responsibilities and interactions of bodies the Department has set up as part of the reforms c. explain how reforms, including departmental reforms and those recommended by the Child Safe Governance Review, Community Recovery Initiative and the COI, will work together to respond to child sexual abuse in health services d. outline how the reforms are being prioritised for implementation and who is responsible for their implementation.	Lead agency for the implementation of actions for this rec – DoH. The Department has prepared a Policy framework and Implementation Plan to respond to this recommendation which can be found on the Department's website. The Framework document outlines the background, context, and details of the broader child safety reform and review environment within the Department which addresses requirements a, b, and c of the recommendation. The implementation plan captures accountability, status, and timeframes for implementation of all recommendations of the COI and our other child safety reviews which addresses requirements d, e, and f of the requirements.	Complete	
15.3	Children in Health Services	The Department of Health should ensure its cultural improvement program embeds a safety culture in health services by: a. requiring clear organisational values be observed across all levels of health services, including in relation to staff conduct b. establishing strong governance arrangements to address staff practices that place children at risk of abuse, and complementing established patient safety governance structures c. ensuring all levels of management demonstrate a commitment to a safety culture, including by addressing poor staff conduct	Lead agency for the implementation of actions for this rec –DoH. Recognising that cultural change is a ten-year-plus process, initiatives have commenced to reflect completion of this recommendation through the implementation and operationalisation of the One Health Culture Program. One Health acts as an umbrella program for all culture, leadership, non-clinical development, and wellbeing-related initiatives. The One Health Program ensures coherence in our approaches to building a positive and safe culture at Health.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		d. clarifying roles and responsibilities among staff when there is a suspicion that child sexual abuse has occurred or that safety policies are not observed e. ensuring there are processes that hold senior managers and executives accountable to respond appropriately to the conduct of their staff, including through performance agreements and role descriptions. f. establishing measures of a strong organisational culture that indicate an organisation: i. welcomes concerns about staff and sees them as an opportunity to improve safety for staff and patients ii. empowers staff to feel safe and supported to raise concerns about colleagues with their leaders and gives them confidence in the ability of leaders to respond to concerns and take disciplinary actions (including termination) where appropriate iii. ensures staff are clear about the process for raising concerns, how these concerns will be addressed and what feedback they can expect to receive g. provides progress reports to the Child Sexual Abuse Reform Implementation Monitor to demonstrate how these principles have been translated into policy and practice (Rec 22.1).	The One Health Culture Program Strategy encompasses all culture, leadership, nonclinical development, and wellbeing-related initiatives. —		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
15.4	Children in Health Services	1. The Department of Health should consider integrating features of the St Vincent's Health Australia's Ethos Program into its cultural improvement program. 2. The Department of Health should ensure, in adopting its cultural improvement program, professional boundary breaches by staff towards a child are always formally reported, responded to and recorded in centralised records for future reference.	Lead agency for the implementation of actions for this rec – DoH. Phase one of CARE chats has developed an evidence-informed communication tool to foster an organisation-wide feedback culture. It involves training the organisation in using the tool, through training CARE chats champions who will train other colleagues. It is informed in part by the research undertaken by Macquarie University into the Ethos program. The Department has produced a number of resources to support the CARE chats program, including a poster, a lanyard insert and a quick one-page reference guide.	Complete	Relevant Document
15.5	Children in Health Services	The Department of Health should make health leadership accountable for embedding child safety as a priority, including by: a. ensuring that all relevant health leaders have an obligation to act consistently with the National Principles for Child Safe Organisations (reflected in Tasmania's Child and Youth Safe Standards) in their role descriptions and performance agreements, with compliance with this obligation to be reviewed annually b. ensuring that the role descriptions and performance agreements of all staff providing services to children require them to protect child safety, with compliance with this obligation to be considered as part of annual performance reviews.	Lead agency for the implementation of actions for this rec – DoH. A signed Statement of Commitment is incorporated in the Department's Child Safety and Wellbeing Framework and can be found on the Department's website. The Statement is revised as changes are made to the Department's Executive. Available at: https://www.health.tas.gov.au/health-topics/child-and-youth-health/child-safety-and-wellbeing Revised templates for Statements of Duties and Performance Development Agreements are available on the Department's intranet. A Fact Sheet to support the development of Performance and Development Agreements is also available which outlines there may be expectations that are particularly relevant or important to certain roles or work environments which should form part of review discussions,	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			including safeguarding practices for vulnerable people, including children and young people.		
15.7	Children in Health Services	1. The Department of Health should establish a health services young people's advisory group. The advisory group should: a. have a clear purpose and objectives b. be guided by clear terms of reference developed in consultation with children and young people c. comprise young people with significant lived experience of health services, including young people of different ages, from diverse backgrounds and with different care needs. d. enable young people to contribute to decision making in a safe and meaningful way about issues that affect them e. allow young people to have a say in departmental strategies, policies, procedures and protocols that affect them f. be adequately funded and resourced. 2. Summaries of the health services young people's advisory group meetings should be prepared and distributed to all senior executive teams in the Department. 3. The Department should report on the activities of the health services young people's advisory group and on other engagement with children and young people through its annual report. 4. The Department should undertake other age-appropriate engagement with children to ensure as many children and young people as possible can take part in shaping health services.	Lead agency for the implementation of actions for this rec –DoH. A signed Statement of Commitment is incorporated in the Department's Child Safety and Wellbeing Framework and can be found on the Department's website. The Statement is revised as changes are made to the Department's Executive. Available at: https://www.health.tas.gov.au/health-topics/child-and-youth-health/child-safety-and-wellbeing Revised templates for Statements of Duties and Performance Development Agreements are available on the Department's intranet. A Fact Sheet to support the development of Performance and Development Agreements is also available which outlines that there may be expectations that are particularly relevant or important to certain roles or work environments which should form part of review discussions, including safeguarding practices for vulnerable people, including children and young people.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
15.8	Children in Health Services	1. The Department of Health should ensure consistent information is provided to patients, including suitable age-appropriate resources for children and young people and their families and carers, across its health services. These resources should include information on: a. requirements and expectations of a child safe organisation b. patient rights when receiving health care, including the rights of children and young people c. expected standards of behaviour for health service staff d. processes for raising concerns and making complaints internally and externally e. roles of health regulatory bodies in receiving complaints. 2. This information should be provided in formats that meet community needs, especially for those with less capacity to comprehend complex written text.	Lead agency for the implementation of actions for this rec – DoH. A leaflet was developed to be provided to all patients (or a carer or family member) upon admission to a Department of Health service. The document captures a patient's rights in our services as well as providing information on how to raise a concern or make a complaint. Feedback was collected on the leaflet and it is being reviewed to improve accessibility. A number of child safeguarding feedback resources have been developed by the Child Safety and Wellbeing service as well and distributed through health services. An information sheet has been prepared for staff and carers outlining the feedback tools available and what they should do with them.	Complete	All resources developed by the Department of Health will continue to evolve and be refined as they are used and reviewed. The Child Safety and Wellbeing Service has developed additional education and resources for staff and community members on child safe behaviours. These resources will be for use in service areas, and will include child-focused resources, such as stickers and colouring-in handouts that promote child safeguarding messages.
15.11	Children in Health Services	1. The Department of Health should review and consolidate its policies, procedures and protocols. This review should prioritise identifying gaps in relation to safeguarding children and should inform the development and implementation of consistent statewide policies, procedures and protocols on child safety. 2. The Department's safeguarding policies should include implementing the National Principles for Child Safe Organisations and other recommended policy changes (namely, policies on reporting obligations, professional conduct and providing a chaperone (Recs 15.12, 15.13 and 15.14)).	Lead agency for the implementation of actions for these recs – DoH. A multi-staged Child Safety Policy Review project was established in January 2024, and Stage One has met short term deliverables against this recommendation by ensuring review of key child safeguarding policy documents, identifying other child safety related policies, and establishing a process for ensuring those policies are reviewed in line with the Tasmanian Child and Youth Safe Standards. Further stages of the Project will build on the findings and work of Stage One.	Complete	The Department will continue to implement the multi-staged Child Safety Policy Review project and build on the work done in Stage One.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		3. The Department should undertake regular scheduled reviews of its policies, procedures and protocols for child safety to ensure they continue to reflect best practice and organisational changes. 4. The Department should publish its policies, procedures and protocols for child safety on its website to promote transparency and ensure accessibility to staff, patients and their families.	The Department will continue to implement the multi-staged Child Safety Policy Review project and build on the work done in Stage One.		
15.12	Children in Health Services	1. The Department of Health should ensure there are up-to-date policies on mandatory and voluntary reporting obligations, including for concerns about staff conduct, and that these are effectively communicated to staff. These policies must not require that reporting be formally authorised. 2. The Department's review of the Tasmanian Health Service Protocol – Complaint or Concern about Health Professional Conduct and associated documents should include: a. a description of external reporting requirements in relation to child safety, including voluntary reporting pathways, and reporting to Tasmania Police, Child Safety Services, the Registrar of the Registration to Work with Vulnerable People Scheme, the Independent Regulator under the <i>Child and Youth Safe Organisations Act 2023</i> and the Australian Health Practitioner Regulation Agency b. guidance on when it is appropriate to acquit mandatory reporting obligations by reporting concerns to a superior (for example, to avoid multiple notifications).	Lead agency for the implementation of actions for this rec – DoH. Key policies and protocols that outline mandatory and voluntary reporting obligations have been reviewed and updated and available to all staff. These documents have also been developed and updated to ensure they are consistent with each other. Relevant documents which capture these obligations are as outlined below: * Child Safety and Wellbeing Policy. * Support Person Policy (replacing the previous Chaperone Policy – Recommendation 15.14). * Professional Conduct Policy (Rec 15.13)	Complete	A new statewide mandatory reporting of child safety and wellbeing concerns protocol and supporting resources is undergoing testing statewide and is currently due for release in July 2025.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		This should make clear that a person is always entitled to make a notification to an external agency if they wish to do so c. a list of internal contacts for staff who have questions about child safety concerns and their reporting obligations.	* Complaints Management Policy (Rec 15.16)		
15.13	Children in Health Services	1. The Department of Health, in developing a professional conduct policy (Rec 20.2), should ensure: a. there is a separate professional conduct policy for staff who have contact with children and young people in health services b. the professional conduct policy for health services, in addition to the matters set out in Rec 20.2 i. specifies expectations outlined in other relevant Department of Health policies and procedures ii. refers to other professional obligations of registered health practitioners, including those developed by the Australian Health Practitioner Regulation Agency and the National Boards. iii. reflects the specific risks that arise in health services, particularly the sometimes intimate and invasive nature of health services, and the significant trust and power afforded by patients and the broader community to those providing health services c. the professional conduct policy for health services spells out expected standards of behaviour for volunteers, contractors and sub-contractors d. the Department uses appropriate mechanisms to ensure compliance by volunteers, contractors and sub-contractors with the professional conduct policy for health services.	Lead agency for the implementation of actions for this rec – DoH. To comply with Recommendation 15.13 of the COI the Department of Health (the Department) has developed a Professional Conduct Policy (PCP). The PCP ensures the Department's workers, contractors, sub-contractors, volunteers, and students understand behaviours that are considered unacceptable, including concerning conduct, misconduct or criminal conduct and their reporting obligations. To support implementation, the current Human Resources Essentials training is being updated to appropriately capture any changes relevant from the revised workplace behaviour and grievance policies.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		2. The professional conduct policy for health services should be reinforced through professional development requirements (Rec 15.15).			
15.14	Children in Health Services	The Department of Health's chaperone (or Accompanying Person/ Observer) policy should be updated to require the presence of an extra staff member during examinations or episodes of care where no family member or carer can be present.	Lead agency for the implementation of actions for this rec – DoH. To comply with Recommendation 15.13 of the COI the Department of Health (the Department) has developed a Professional Conduct Policy (PCP). Available at: https://www.parliament.tas.gov.au/_data/assets/pdf_file/0028/87670/16-Professional-Conduct-DoH-Wide-Policy.pdf The PCP ensures the Department's workers, contractors, sub-contractors, volunteers, and students understand behaviours that are considered unacceptable, including concerning conduct, misconduct or criminal conduct and their reporting obligations. To support implementation, the current Human Resources Essentials training is being updated to appropriately capture any changes relevant from the revised workplace behaviour and grievance policies.	Complete	
15.16	Children in Health Services	1. The Department of Health should have a specific policy on responding to complaints and concerns about staff conduct. The policy should establish a complaints escalation, management and investigation process that is informed by the following principles: a. Complaints processes should be well-understood, trusted and accessible to staff, patients and others.	Lead agency for the implementation of actions for this rec – DoH. The Department of Health released a Statewide Complaints Management Framework in August 2023 to assist staff with managing complaints. The Framework establishes a model for managing complaints across the Department and aims to improve the awareness of all staff regarding the Department's trauma-informed approach to managing complaints and concerns.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. Complaints processes should have clear escalation processes, internal and external reporting requirements within specific timeframes, and address immediate risks to children's safety. c. There should be appropriate scrutiny and oversight of how complaints about child safety are escalated to senior staff, managed and recorded. d. Complaints about child safety should be recorded comprehensively and stored securely in incident management (such as the Safety Reporting and Learning System) and human resources systems. e. Complaints about unprofessional conduct and boundary breaches with child patients should be recognised as indicating a patient safety issue and treated as serious. f. Complaints data should support decision making and inform system improvements. g. There should be appropriate communication and supports provided to those making complaints or affected by the alleged conduct, including through open disclosure processes (Rec 15.18). 2. The policy should include a diagram showing the complaints escalation, management and investigation pathways for child safety concerns and associated governance and review arrangements. It should also outline the roles and responsibilities of the various bodies involved in responding to child safety concerns. 3. This policy and diagram should be available to health service users and the public.	To support the Department's model for managing complaints a new Statewide Complaints Management Oversight Unit (SCMOU) has been established.		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
15.18	Children in Health Services	The Department of Health should ensure open disclosure processes for patients who experience child sexual abuse in health services and their families and carers that: a. create a safe, trauma-informed pathway for victim-survivors, or others affected by an event, to receive clear and personalised information in response to their questions or concerns b. facilitate appropriate notifications including to Tasmania Police, Child Safety Services, the Registrar of the Registration to Work with Vulnerable People Scheme, the Independent Regulator under the <i>Child and Youth Safe Organisations Act 2023</i> and the Australian Health Practitioner Regulation Agency. c. make appropriate supports available to affected people, including victim- survivors, their immediate family and carers, where abuse is connected to the Department's health services, including warm referrals, with the person's consent, to trained and experienced child sexual abuse counsellors.	Lead agency for the implementation of actions for this rec – DoH. All Department of Health services have open disclosure processes in place; and online open disclosure training, as well as trauma-informed training, is available to all staff via the Tasmanian Health Education Online portal (THEO). The Department of Health Open Disclosure Policy has also now been reviewed and updated. Hospitals North engaged an external education provider to deliver interactive open disclosure workshops to clinicians across all disciplines. Open disclosure training will continue to be rolled out across the State's health services. —	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
15.20	Children in Health Services	1. The Department of Health, Launceston General Hospital and Tasmania Police should make clear that they will continue to assist, on an ongoing basis, known and as yet unknown victim-survivors of child sexual abuse by James Griffin related to the hospital and should nominate a contact person for people who have enquiries. 2. Assistance should include: a. outlining what is known about Mr Griffin's offending at the hospital b. taking steps to ascertain whether a person is or may be a victim-survivor of Mr Griffin's offending or clearly explaining why this cannot be done. 3. The Department and Launceston General Hospital's communications with known and as yet unknown victim-survivors of Mr Griffin and their families and carers and the broader community should be informed by the principles of open disclosure. 4. Launceston General Hospital should ensure victim-survivors and their families and carers who do not receive individual open disclosure (Rec 15.18) still receive a warm referral to trained child sexual abuse counsellors if desired.	Lead agency for the implementation of actions for this rec –DECYP. The Department of Health is committed to supporting victim-survivors of child sexual abuse, including through trauma-informed open disclosure, whereby there is frank and open discussion with victim-survivors about what happened to them. Open disclosure includes an apology, an opportunity for the person to talk about their experience and ask questions, and an explanation of the steps being taken to prevent abuse happening again. A letter was sent to known victim-survivors associated with the Launceston General Hospital (LGH). The letter acknowledges the impact of the matters related to the COI on victim-survivors, their families and loved ones. The letter offers the option of attaching a notification to their health record which will prevent them from having to tell their experience unnecessarily and ensure they can be provided with appropriate support. The letter also confirms that if they have any issues or would like to discuss anything they can contact the Chief Executive of the LGH directly.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
16.9	The justice system and victim-survivors	The Tasmanian Government should introduce legislation to amend the following provisions in the <i>Criminal Code Act 1924</i>: a. section 125A to remove all language referring to 'maintaining a sexual relationship with a young person' and replace it with words referring to the 'persistent sexual abuse of a child or young person' b. section 124A (the position of authority offence) to cover indecent acts with or directed at a child or young person under the age of 18 by a person in a position of authority in relation to that child or young person. The offence should: i. not apply where the person accused of the offending is under the age of 18 at the time of the offence ii. qualify as an unlawful sexual act for the purposes of the offence of 'persistent sexual abuse of a child or young person' under section 125A of the <i>Criminal Code Act 1924</i>. c. section 125E (the offence of failure by a person in authority to protect a child from a sexual offence) to ensure the offence does not apply to a person who was under the age of 18 at the time of the offence.	Lead agency for the implementation of actions for this rec – Department of Justice (DoJ). Implemented via the <i>Justice Miscellaneous (Commissions of Inquiry) Act 2024</i> which received Royal Assent on 2 October 2024.	Complete	The Tasmanian Government has now completed the necessary amendments to the <i>Criminal Code Act 1924</i> .

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
16.11	The justice system and victim-survivors	1. The Tasmanian Government should introduce legislation to amend the <i>Evidence (Children and Special Witnesses) Act 2001</i> to simplify the legislation to clarify when special measures are available to adults who are complainants in trials relating to child sexual abuse and allow them to: a. have a support person present when they give evidence in court b. give their evidence at a special hearing before the trial unless the judge considers that this would be contrary to the interests of justice, regardless of whether the accused consents c. be shielded from the view of the accused person by a screen or partition if they choose to give evidence in court. 2. The Tasmanian Government should ensure courts, public defence counsel (such as Tasmania Legal Aid) and the Office of the Director of Public Prosecutions are appropriately funded to carry out this recommendation.	Lead agency for the implementation of actions for this rec – DoJ. Implemented via the <i>Evidence (Children and Special Witnesses) Amendment Act 2024</i> which received Royal Assent on 2 October 2024.	Complete	The Tasmanian Government has now completed the necessary amendments to the <i>Evidence (Children and Special Witnesses) Act 2001</i> .
16.18	The justice system and victim-survivors	1. The Tasmanian Government should introduce legislation to amend section 11A of the <i>Sentencing Act 1997</i> to provide that, in determining the appropriate sentence for an offender convicted of a child sexual abuse offence, the acquiescence or apparent consent of the victim is not a mitigating circumstance.	Lead agency for the implementation of actions for this rec – DoJ. Implemented via the <i>Justice Miscellaneous (Commissions of Inquiry) Act 2024</i> which received Royal Assent on 2 October 2024. In the first half of 2024, the Director of Public Prosecutions amended its Prosecution Policy and Guidelines to make it clear that in child sexual abuse matters where consent is not an element of the offence, then the language of consent should not be used by prosecution.	Complete	The Tasmanian Government has now completed the necessary amendments to the <i>Sentencing Act 1997</i>. The DPP's Prosecution Policy and Guidelines can be found on its website.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		2. The Director of Public Prosecutions should amend its Prosecution Policy and Guidelines to make it clear that in child sexual abuse matters where consent is not an element of the offence, then the language of consent should not be used by prosecutors. 3. Professional education for judicial officers (Rec 16.16) and prosecutors (Rec 16.8) should include challenging the myths and misconceptions about consent in relation to child sexual abuse.			
16.19	The justice system and victim-survivors	We encourage the courts to consider using their powers to direct young people engaging in harmful sexual behaviours who are charged with a criminal offence to specialist therapeutic services.	Lead agency for the implementation of actions for this rec – DoJ. Implemented via the establishment of a Memorandum of Understanding between the Department of Justice and the Sexual Assault Support Service (SASS).	Complete	
17.3	The justice system and victim-survivors	1. The Attorney-General should issue guidelines to clarify the respective roles of the Solicitor-General and the new State Litigation Office, departmental secretaries and other agency heads where Tasmanian government agencies are engaged in the conduct and settlement of civil litigation arising from allegations of child sexual abuse. 2. The Treasurer's Instruction relating to obtaining external legal advice should be amended to: a. make it consistent with the Attorney-General's guidelines on civil litigation arising from allegations of child sexual abuse b. specify the circumstances in which departmental secretaries and other agency heads should be able to seek external legal advice on matters related to child sexual abuse.	Lead agency for the implementation of actions for this rec – DoJ. Implemented via the issuance of the Guidelines in relation to the provision of legal service to the Government by the Attorney-General 13 July 2024.	Complete	Recommendation completed in previous reporting cycle. Implemented via the issuance of the Guidelines in relation to the provision of legal service to the Government by the Attorney-General 13 July 2024.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
17.4	The justice system and victim-survivors	The Tasmanian Government should ensure individual victim-survivors of child sexual abuse who request an apology receive one. Proactive steps should also be taken to offer an apology to victim-survivors who make contact in relation to their abuse. The apology should include: a. the opportunity to meet with a senior institutional representative (preferably the Secretary) and receive an acknowledgment of the abuse and its impact b. information about the victim-survivor's time in the institution c. information about what steps the institution has taken or will take to protect against further sexual abuse of children, if asked.	Lead agency for the implementation of actions for this rec – DoJ. Implemented via the issuance of the 'Apologising to victim-survivors of institutional child sexual abuse' - a resource for senior representative of Tasmanian Government institutions in June 2024.	Complete	For further details, the resource can be found on the Department of Justice website.
18.2	Oversight, coordination and therapeutic support	All organisations engaging in child-related activities should voluntarily comply with the National Principles for Child Safe Organisations (as reflected in Tasmania's Child and Youth Safe Standards) to the greatest extent possible, regardless of whether they are legislatively bound to do so or when their legislative obligations commence.	Lead body for the implementation of actions for this rec – Office of the Independent Regulator	Complete	
18.3	Oversight, coordination and therapeutic support	The Tasmanian Government should ensure the Ombudsman is prescribed as an entity for the purposes of disclosure of information under section 40 of the <i>Child and Youth Safe Organisations Act 2023</i> .	Lead agency for the implementation of actions for this rec – DoJ. Implemented via the Child and Youth Safe Organisations Regulations 2023, commenced on 1 January 2024.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
18.4	Oversight, coordination and therapeutic support	The Tasmanian Government, in implementing the <i>Child and Youth Safe Organisations Act 2023</i>, should ensure: a. the functions of the Independent Regulator and Deputy Independent Regulator under the Act are embedded within the new Commission for Children and Young People (Rec 18.6) b. the Commission is sufficiently resourced to enable it to effectively perform these regulatory functions c. the Commission has access to government data systems such as those held by Tasmania Police, Child Safety Services and the Registrar of the Registration to Work with Vulnerable People Scheme to enable systematic and proactive monitoring and that those agencies have access to the Commission's data, where appropriate.	Lead agency for the implementation of actions for this rec – DPAC. The draft Bill to establish the Commission for Children and Young People was tabled in Parliament and released for public consultation on 19 September 2024. Consultation formally closed on 15 December 2024. On 3 April 2025, the Government released a What We Heard Report, outlining the key themes and insights from the 14 targeted consultation sessions. Due to the volume of comprehensive feedback received, and the associated policy and drafting complexity, the Government agreed to delay the introduction of the final Bill until May 2025. The Bill is now nearing finalisation and is expected to be introduced to Parliament in the last week of May 2025. The Office of the Independent Regulator will be part of the new Commission, as per part (a) of this recommendation. The Bill provides that the Commission includes the Independent Regulator under the CYSO Act. The staff will be transferred to the Commission through provisions in the <i>State Service Act</i>. Part (b) of this recommendation is considered complete, with adequate funding for the Commission being included in the 2024-25 State Budget. Currently, the funding is split into three streams across the relevant agencies – the Independent Regulator (DoJ), the Commissioner for Children and Young People (DECYP) and the establishment of the new Commission (DPAC).	Significant challenges or delays impacting delivery	The Bill is expected to be introduced in 2025. The Bill provides for the Commission to request, compel and disclose relevant information if it is appropriate and lawful. It is anticipated that the information management provisions in the new Act (once in force) will be complemented by operational arrangements for the relevant information to be lawfully and proactively shared, with appropriate protections in place. On 4 February 2025, DPAC and DoJ Deputy Secretaries and other staff met with the Implementation Monitor to brief him on the Bill and consultation outcomes. At that meeting, he was also advised that consideration was being given to a later tabling date.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			However, this funding will be combined and transferred to the Commission once established. Part (c) requires that the Commission has access to government data systems such as those held by Tasmania Police, Child Safety Services and the Registrar of the Registration to Work with Vulnerable People Scheme.		
18.6	Oversight, coordination and therapeutic support	1. The Tasmanian Government should establish a statutory Commission for Children and Young People, which includes the following roles, each appointed for a term of five years: a. a Commissioner for Children and Young People b. a Commissioner for Aboriginal Children and Young People c. a Child Advocate (Deputy Commissioner). 2. The Commission for Children and Young People should, in addition to the functions of the current Commissioner for Children and Young People under the <i>Commissioner for Children and Young People Act 2016</i>, have the following functions: a. a Commissioner for Children and Young People b. a Commissioner for Aboriginal Children and Young People c. a Child Advocate (Deputy Commissioner). 2. The Commission for Children and Young People should, in addition to the functions of the current Commissioner for Children and Young People under the <i>Commissioner for Children and Young People Act 2016</i>, have the following functions:	The Department of Premier and Cabinet (DPAC) continues to work collaboratively with the Department of Justice (DoJ) to develop the Bill to establish the new Commission for Children and Young People, consistent with the recommendations of the COI. Consultation on the draft Bill occurred over a 12-week period in late 2024. A total of 31 written submissions were received. The consultation period also included targeted engagement sessions with key stakeholder groups, including children and young people; victim-survivors; Aboriginal organisations and people; and foster and kinship carers. A total of 14 targeted engagement sessions were held. On 3 April 2025, the Government released a What We Heard Report, outlining the key themes and insights from the targeted consultation session. Written submissions subject to the Public Submissions Policy have also been published on the Department of Justice's website.	Significant challenges or delays impacting delivery	The Bill is expected to be introduced in 2025. On 4 February 2025, DPAC and DoJ Deputy Secretaries and other staff met with the Implementation Monitor to brief him on the Bill and consultation outcomes. At that meeting, he was also advised that consideration was being given to a later tabling date.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		a. educating relevant entities on the Child and Youth Safe Standards and overseeing and enforcing compliance with those standards as Independent Regulator under the <i>Child and Youth Safe Organisations Act 2023</i> b. administering the Reportable Conduct Scheme as Independent Regulator under the <i>Child and Youth Safe Organisations Act 2023</i> c. administering the independent community visitor scheme for children in out of home care, youth detention and other residential youth justice facilities (Recs 9.34 and 12.36) d. advocating for individual children in out of home care, youth detention and other residential youth justice facilities e. monitoring the operation of the out of home care and youth justice systems and the provision of out of home care and youth justice services to children (Recs 9.38 and 12.38) f. conducting inquiries into the out of home care and youth justice systems and the services provided to individual children in those systems, including own motion inquiries (Recs 9.38 and 12.38) g. making recommendations to government for out of home care and youth justice system improvements h. promoting the participation of children in out of home care and youth justice in decision making that affects their lives i. upholding and promoting the rights of children in the out of home care and youth justice systems.	This was intended to provide the community with reassurance that the work on this important reform was progressing. Due to the volume of comprehensive feedback received, and the associated policy and drafting complexity, the Government agreed to delay the introduction of the final Bill until 2025. Over the past few months, DPAC and DoJ have been reviewing the feedback received and continuing to engage with key stakeholders such as the Interim Commissioner for Children and Young People and the Independent Regulator, to inform the development of the final Bill. The Bill is now nearing finalisation and is expected to be introduced to Parliament in 2025. Overall responsibility for establishing the Commission has begun transitioning from DPAC to the Department of Justice.		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		3. The Commission for Children and Young People should have all necessary powers to perform its functions.			
18.7	Oversight, coordination and therapeutic support	The Tasmanian Government should ensure the process for appointing future Commissioners and Deputy Commissioners for Children and Young People reflects appropriate merit-based selection processes, with consideration of selection panel members (including a children's selection panel, and Aboriginal representation for the Aboriginal Commissioner), and consultation processes prior to making a recommendation to the Governor for appointment	Lead agency for the implementation of actions for this rec – DPAC. The Head of the State Service has committed to ensure that all future Commissioners will be appointed by a full and open merit-based process.	Complete	
18.10	Oversight, coordination and therapeutic support	1. The Integrity Commission and Ombudsman should develop a publicly available policy for complaints related to child sexual abuse which explains the circumstances in which complaints may be referred back to the agency that is the subject of the complaint for investigation. 2. The Integrity Commission and Ombudsman should consult the complainant on the intended approach to handling the complaint, including referring the complaint back to the relevant agency.	Lead body for the implementation of actions for this rec – the Integrity Commission and Ombudsman. Integrity Commission Tasmania's complaints about child sexual abuse fact sheet: https://www.integrity.tas.gov.au/publications/general-resources/information-sheets	Complete	
18.12	Oversight, coordination and therapeutic support	1. The Tasmanian Government should introduce legislation or regulations to provide statutory guidance to the Registrar of the Registration to Work with Vulnerable People Scheme on the factors to be considered when conducting risk assessments in respect of applications for registration, suspension or cancellation pursuant to the <i>Registration to Work with Vulnerable People Act 2013</i> .	Lead agency for the implementation of actions for this rec –DoJ. Implemented via the <i>Justice Miscellaneous (Commissions of Inquiry) Act 2024</i> which received Royal Assent on 2 October 2024.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		2. The statutory guidance should provide that (among other things): a. the assessment of unacceptable risk is a predictive exercise that is not necessarily capable of empirical proof nor subject to a particular standard of proof such as ‘the balance of probabilities’ b. the assessment of unacceptable risk of harm to a child or children requires determination of two separate questions, without conflation, namely: i. whether or not an allegation or allegations of previous harm to vulnerable people are proven on the balance of probabilities, and ii. whether or not an unacceptable risk of harm is demonstrated regardless of whether there is a finding, on the balance of probabilities, that previous harm occurred c. that the Registrar is not limited in the factors they can consider in assessing unacceptable risk, including information that suggests a person’s tendency to cause harm, as the ultimate determination of unacceptable risk is a predictive exercise d. when the Registrar is considering suspending a person’s registration, the focus on the prospective risk that a person may pose to children should have a lower evidentiary threshold, noting further assessment will likely occur prior to a decision to cancel registration or otherwise e. once the Registrar makes a determination that a person poses an unacceptable risk to a child or young person, irrespective of other factors (such as employment or mental health), that person’s registration must be refused, suspended or cancelled (as the case may be).			

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
18.13	Oversight, coordination and therapeutic support	1. The Tasmanian Government should introduce legislation to amend the <i>Registration to Work with Vulnerable People Act 2013</i> and related statutory instruments to replace the Administrative Appeals Division of the Magistrates Court with the Tasmanian Civil and Administrative Tribunal as the forum for administrative reviews of decisions under the Act. 2. The Tasmanian Government should: a. introduce legislation or regulations to require the Tasmanian Civil and Administrative Tribunal to support Tribunal members who hear administrative reviews of decisions under the <i>Registration to Work with Vulnerable People Act 2013</i> to have the knowledge, skills, experience and aptitude to deal with each matter, including in relation to child sexual abuse, neglect and family violence b. provide sufficient funding to the Tribunal to support members to gain this knowledge, skills, experience and aptitude.	Lead agency for the implementation of actions for this rec –DoJ. Legislation to give effect to this recommendation was tabled in September 2024. On 9 April 2025, the Tasmanian Civil and Administrative Tribunal (Additional Jurisdictions) Bill 2024 passed the Tasmanian Parliament. The Bill included a legislative response to Recommendation 18.13, enabling TASCAT to review decisions under the <i>Registration to Work with Vulnerable People Act 2013</i>.	Complete	
18.14	Oversight, coordination and therapeutic support	1. The Commission for Children and Young People, the Registrar of the Registration to Work with Vulnerable People Scheme, the Integrity Commission and the Ombudsman should work jointly to develop a user-friendly guide for the general public, which describes: a. how each of these agencies can assist with complaints and concerns about how organisations respond to child sexual abuse b. the process these agencies will adopt in responding to reports, complaints and concerns, including what outcomes these agencies are empowered to achieve	Lead bodies for the implementation of actions for this rec – the Commission for Children and Young People, the Registrar of the Registration to Work with Vulnerable People Scheme, the Integrity Commission and the Ombudsman. A working group consisting of the Offices of the Independent Regulator, Integrity Commission, Ombudsman, Registration to Work with Vulnerable People and the Commissioner for Children and Young People was established in February 2024 to progress this recommendation.	Completed in this reporting cycle	A shortened version of the Guide to Tasmanian Oversight Bodies can be found on the CCYP website.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		c. how information provided by a person lodging a report, complaint or concern will be shared and managed d. that agencies are committed to a 'no wrong door' approach to complaints, so people are reassured that all reports, complaints and concerns will receive a response from an agency e. pathways for raising concerns about the way any of these agencies respond to reports, complaints or concerns. 2. A child and youth-friendly version of the guide should also be developed and should be publicised and distributed widely in schools, out of home care, youth justice and health settings. 3. Both guides should be available on each of the agencies' websites and form part of their child safety community education and engagement activities. 4. While the Commission for Children and Young People should be promoted as the key agency for receiving reports, complaints or concerns relating to conduct towards children, people should be able to raise reports, complaints or concerns with any of these agencies and these agencies should ensure the matter is appropriately referred (the 'no wrong door' approach).	The working group is led by the Chair, Interim Commission for Children and Young People, Isabelle Crompton and the Deputy Chair, Independent Regulator Louise Coe. The Independent Statutory Officer Working Group (ISOWG) released the guide in March 2025.		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
19.1	Oversight, coordination and therapeutic support	1. The Tasmanian Government should develop a whole-of-government child sexual abuse reform strategy for preventing, identifying and responding to child sexual abuse, including child sexual abuse in institutions and harmful sexual behaviours. The strategy should: a. describe the system that Tasmania seeks to achieve, including the component parts of that system, how Tasmanians will know it is working, and the role of key initiatives, reforms and recommendations in achieving the intended outcomes b. be separate from, but complement, the Government's Family and Sexual Violence Action Plan c. be informed by the voices of children and young people and adult victim survivors of child sexual abuse (Rec 19.5) d. include agreed definitions of child sexual abuse, institutional child sexual abuse and harmful sexual behaviours e. set out guiding principles and objectives to inform preventing, identifying and responding to child sexual abuse f. identify the agencies, including statutory bodies and non-government organisations, involved in preventing, identifying and responding to child sexual abuse g. set out processes through which government agencies, statutory bodies and non-government organisations can consult on child sexual abuse reform	Lead agency for the implementation of actions for this rec –DPAC. The Tasmanian Government released the consultation draft of Change for Children: Tasmania's 10-year strategy for upholding the rights of children by preventing, identifying and responding to child sexual abuse on 27 June 2024, for public feedback. The revised Change for Children was released on 18 March 2025 and reflected extensive engagement, co-design outcomes and feedback from Tasmanian Government agencies, specialist services, community sector members, victim-survivors and key role holders such as the Commissioner for Children and Young People. It addresses the COI's recommendations in full and goes beyond to outline a whole of community vision and approach with children, young people and victim-survivors at the centre. The first Change for Children Action Plan and Outcomes and Evaluation Framework will be released in July 2025 following a comprehensive co-design process with representatives from agencies, specialist services and community organisations with processes embedded to engage with victim-survivors and children and young people. The Action Plan's development is also being informed by a DPAC led project to undertake a systematic review to group, consolidate and prioritise all outstanding COI recommendations.	Complete	For further details, please see the following link: https://keepingchildrensafe.tas.gov.au/change-for-children-strategy-and-action-plan/

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		h. set out considerations relevant to particular cohorts of children and young people, including Aboriginal children, children with disability, children with mental illness, children who identify as LGBTQIA+ and children from culturally and linguistically diverse communities funding for key initiatives and reforms set out in the strategy j. outline the governance, monitoring, review and evaluation arrangements for child sexual abuse reform, including that the Secretary of the Department of Premier and Cabinet, as Chair of the Secretaries Board, is responsible for endorsing, overseeing, coordinating and reporting on the strategy and action plan (Rec 19.3). 2. The Tasmanian Government should develop an action plan for the implementation of the child sexual abuse reform strategy. The action plan should: a. prioritise all recommendations and reforms for implementation over the short, medium and long term and include expected timeframes for implementing each recommendation b. identify the role holders and agencies that have responsibility for implementation of each recommendation and reform i. outline the sources of c. describe the actions to be taken to implement the recommendations and reforms, including any milestones, sequencing and dependencies d. identify the status of each recommendation and reform (that is, complete, under way or not commenced) and whether it is progressing on time			

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		e. be endorsed and overseen by the governance structure identified in the strategy. 3. The child sexual abuse reform strategy and action plan should be: a. tabled in each House of Parliament b. published on a dedicated website c. supported by a communication plan that seeks to inform and provide visibility of reform work to stakeholders and the community d. periodically reviewed and updated by the Secretaries Board through the Department of Premier and Cabinet.			
19.2	Oversight, coordination and therapeutic support	The Tasmanian Government should develop a whole of government approach to professional development on responding to trauma within government and government funded services, as well as statutory bodies, that provide services to children and young people or adult victim-survivors of child sexual abuse.	Lead agency for the implementation of actions for this rec –DPAC. The Trauma Informed Knowledge and Skills Framework has been updated and refined based on feedback from the Interagency Design team, provided in December 2024. Changes have been made to ensure the Framework is readable, accessible, and written in plain English, reflecting the feedback received, including input from the Lived Experience Advisory Panel of the Department of Justice. A range of supporting documents has been developed to accompany the Framework. The Framework and supporting documents are in their final draft stage, ready for progression through relevant governance arrangements and agreed consultation processes. Further refined of relevant supporting documents for consultation has occurred during February and March.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			A draft consultation plan has been developed and will be finalised once consultation scope and processes are determined.		
19.3	Oversight, coordination and therapeutic support	The Secretary of the Department of Premier and Cabinet, as Chair of the Secretaries Board, should be responsible for endorsing, overseeing, coordinating and reporting on the child sexual abuse reform strategy and action plan.	Lead agency for the implementation of actions for this rec –DPAC.	Complete	The Keeping Children Safe Governance and Accountability Framework 2025 is available upon request. The Keeping Children Safe Governance Structure is outlined on page 59 of Change for Children: Tasmania's 10-year strategy: https://keepingchildrensafe.tas.gov.au/change-for-children-strategy-and-action-plan/
19.4	Oversight, coordination and therapeutic support	1. The Premier should, through their performance agreements, ensure Heads of Agencies are responsible for reforms under the child sexual abuse reform strategy and action plan within their portfolio responsibilities. 2. Heads of Agencies should ensure relevant State Service executives are also responsible for implementing the strategy and action plan. 3. The statements of duties for relevant departmental staff should refer to their responsibilities in relation to the strategy and action plan.	Lead agency for the implementation of actions for this rec –DPAC. Performance agreements and statements of duties will be reviewed on an ongoing basis.	Complete	
20.2	Oversight, coordination and therapeutic support	Summarised Recommendation 20.2: All agencies to develop professional conduct policies for agency employees that meet the following requirements (see full recommendation for further detail).	Lead agency for the implementation of actions for this rec –DPAC. Recommendation 20.2 comprises of six component parts to the overall recommendation. Parts 1 to 5 of the recommendation are well progressed. Relevant agencies have published professional conduct policies and are progressing well with implementation.	Significant challenges or delays impacting delivery	Regarding Part 6 of the recommendation, it was noted in the Government's initial response that the SSMO commenced work to examine and seek advice on the current applicability of Standing Orders in accordance with the <i>State Service Act 2000</i> and the ability to incorporate departmental professional conduct policies once established as Standing Orders. Following the examination of the use of Standing Orders and advice received, it became difficult to continue to explore this due to challenges in linking Standing Orders to professional conduct policies. As such, legislative reform remained the only viable option for meeting the requirements of Part 6.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
20.3	Oversight, coordination and therapeutic support	The Tasmanian Government should introduce legislation to ensure that where a finding is made a finding is made that a State Service employee has committed reportable conduct under the Reportable Conduct Scheme, this also constitutes a breach of the State Service Code of Conduct under section 9 of the State Service Code of Conduct under section 9 of the <i>State Service Act 2000</i> .	Lead agency for the implementation of actions for this rec –DPAC. The recommendation related to the introduction of legislation to ensure that where reportable conduct has been found, this also constitutes a Breach of the Code of Conduct. The revised ED5 includes a new clause, to ensure that an investigation under ED5 that relates to reportable conduct may be combined with or constitute an investigation under the <i>Child and Youth Safe Organisations Act</i>. This clarifies there is no need to carry out duplicate investigations. Work is being undertaken with the Office of the Independent Regulator to develop further guidance to clarify the requirements of the Reportable Conduct.	Complete	
20.4	Oversight, coordination and therapeutic support	The Tasmanian Government should introduce legislation to ensure the provisions in the professional conduct policies apply to contractors, sub-contractors, volunteers and other adults who have contact with children.	Lead agency for the implementation of actions for this rec –DPAC. The State Service Management Office (SSMO) is seeking further advice on the most effective way to continue the implementation of this recommendation, in particular how the provisions in Professional Conduct Policies apply to contractors and sub-contractors. SSMO continues to collaborate with relevant stakeholders to progress the implementation of this recommendation, including approach to both current and future contractual arrangements.	Significant challenges or delays impacting delivery	Full clarity on the detail of how this recommendation can be met is dependent on any legislative amendments related to part 6 of Recommendation 20.2. The <i>State Service Act 2000</i> does not apply to contractors, and therefore any amended provisions of the <i>State Service Act 2000</i> may impact the approach to Recommendation 20.4

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
20.14	Oversight, coordination and therapeutic support	The Tasmanian Government should allocate funding for initiatives aimed at cultural change and awareness raising to promote a shared understanding and application of disciplinary processes across the State Service in a manner that ensures the safety and wellbeing of children at risk of child sexual abuse or related conduct.	Lead agency for the implementation of actions for this rec –DPAC. Recommendation 20.14 was met during Phase 1 of the Government's Response, as a part of \$4.5 million in funding which was allocated in 2023-24 through a Supplementary Appropriation for whole-of-government State Service Leadership and Cultural Improvement program. However, work is ongoing to embed culture change across the Tasmanian State Service and wider Tasmanian community. State Service Culture and Workforce has been identified as a strategic priority area for the Secretaries Board in 2025. The Secretaries Board has noted the ongoing progress to date, including a workshop held on 27 March 2025 with senior culture leaders to share cross-agency insights and identify opportunities. The feedback from the workshop is being analysed and will help inform the strategic direction for this priority. Further standalone development of this strategic priority will be informed by the outcomes of the Woolcott Review and associated work to consolidate and prioritise COI and related recommendations. This will ensure a refined, coordinated and impactful pathway forward, aligned with the Change for Children Strategy and Action Plan.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			The State Service Management Office has established a shared capability building, and centralised investigations unit, to undertake the most serious cases that may lead to termination and to develop guidance on consistent practice across the Tasmanian State Service.		
22.1	Oversight, coordination and therapeutic support	1. The Tasmanian Government should introduce legislation to establish and fund an independent Child Sexual Abuse Reform Implementation Monitor to: a. monitor and report to Parliament annually on the implementation of i. the recommendations of this COI ii. any recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse that were accepted by the Tasmanian Government and have not been implemented iii. the recommendations of the Independent Inquiry into the Tasmanian Department of Education's Responses to Child Sexual Abuse b. undertake independent evaluations of the effectiveness of the measures and actions taken in response to the recommendations identified above, especially the impact on the safety and wellbeing of children in government and government funded institutions and victim-survivors of child sexual abuse in institutional contexts.	Lead agency for the implementation of actions for this rec –DPAC. · The <i>Child Safety Reform Implementation Monitor Act 2024</i> received Royal Assent on 5 July 2024 and establishes an independent monitor to oversee and report on the implementation of recommendations made by the COI. · Arrangements are in place for Regulations and the Act to be proclaimed on 6 November 2024. · Funding totalling \$5.2 million over four years has been provided in 2024 to 2025 State Budget, with \$757,000 allocated in 2024 to 2025. · An Assistant Director has been appointed to lead the project establishment reporting to an Implementation Monitor Oversight Committee consisting of Deputy Secretaries from Department of Premier and Cabinet and Department of Justice. · An open merit-based recruitment process has been undertaken to select the statutory office of the Implementation Monitor. A cabinet package is being prepared for Cabinet for consideration in November.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		2. Independent evaluations should enable assessment of change over time and involve: a. identifying an evaluation framework and baseline data requirements within the first year of the appointment of the Implementation Monitor b. commencing collection of data identified in the evaluation framework as soon as possible after the evaluation framework has been developed c. assessing the change against the evaluation framework at five- and ten-year intervals following the tabling of this report d. making independent evaluations publicly available. 3. The Tasmanian Government should protect the independence of the Implementation Monitor by: a. appointing the Implementation Monitor for a fixed term that cannot be prematurely terminated except in extraordinary circumstances. b. maintaining the role of the Implementation Monitor until implementation of the recommendations identified above is substantively complete c. separately and directly funding the Implementation Monitor, rather than through a line agency. 4. The Tasmanian Government, through the Secretaries Board, should be required to report to: a. the Implementation Monitor as requested and in the form required by the Implementation Monitor b. the public on its implementation and reform activity through the Department of Premier and Cabinet's annual report.			

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. the public on its implementation and reform activity through the Department of Premier and Cabinet's annual report. b. maintaining the role of the Implementation Monitor until implementation of the recommendations identified above is substantively complete c. separately and directly funding the Implementation Monitor, rather than through a line agency. 5. The Implementation Monitor should consult as required with: a. the Premier's Youth Advisory Council b. the adult victim-survivors of child sexual abuse advisory group (Rec 19.5) c. the peak body for the sexual assault service system (Rec 21.3) d. the institution-specific advisory groups established within Tasmanian government agencies (Recs 9.6, 12.8 and 15.7).			
COI Phase 2					
6.1	Children in Schools	1. The Department for Education, Children and Young People should introduce and fund a mandatory child sexual abuse prevention curriculum as part of the mandatory respectful behaviours curriculum from early learning programs to Year 12, across all types of government schools (including specialist schools).	Lead agency for the implementation of actions for this rec – DECYP. Examine best practice approaches in other jurisdictions to identify key features for Tasmanian Child Sexual Abuse Prevention curriculum (Complete).	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		2. This mandatory prevention curriculum should draw on expert evidence of best practice and successful approaches adopted in other states and territories, including South Australia's mandatory curriculum. 3. The Department should develop a plan for sustained implementation of the mandatory prevention curriculum. The plan should: a. set out the goals and objectives of implementing the mandatory prevention curriculum b. define the roles and responsibilities of key participants c. include criteria for evaluating the curriculum. 4. The Department should evaluate the effectiveness of the mandatory prevention curriculum five years after its implementation.	Gap analysis of Respectful Relationships and Consent Education and Child Sexual Abuse Prevention curriculum content (Complete) - an external expert has undertaken a rapid review of evidence based best practice child sexual abuse prevention education, and mapped content areas against DECYP's Respectful Relationships and Consent Education teaching and learning packages. Now negotiating engagement of an external organisation to develop evidence based, age-appropriate resources to address content area gaps (commencing with primary school years).		
6.5	Children in Schools	1. The Department for Education, Children and Young People should adopt and implement a training certification program that is mandatory for all education staff and volunteers. This training should be structured to provide basic and advanced levels of training for different role holders and targeted most directly at staff and volunteers operating in higher-risk settings. 2. Training should cover: a. key safeguarding policies of the Department, including appropriate standards of behaviour between adults and students and what to do if child sexual abuse or harmful sexual behaviours are witnessed or disclosed	Lead agency for the implementation of actions for this rec – DECYP. In February 2025, updated mandatory Safeguarding training was released which includes two modules - mandatory reporting training and child sexual abuse awareness module. Employees and relief staff must also acknowledge that they have read and understood the Department's Conduct and Behaviour Policy and Conduct Standards. All volunteers and external providers working with children in the Department are required to complete a video version of the safeguarding training module.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. relevant legal obligations, including requirements for reporting to Tasmania Police, Child Safety Services, the Registrar of the Registration to Work with Vulnerable People Scheme, the Independent Regulator under the <i>Child and Youth Safe Organisations Act 2023</i>, and the Teachers Registration Board. 3. Training should be refreshed periodically and delivered at a time and in a format that will maximise engagement. It should be centrally recorded to monitor participation. 4. The Department should work with the Teachers Registration Board to establish the minimum training requirements for teachers (Rec 6.15).	Optional advanced training modules are available on the Department's public internet site for volunteer and external providers at DECYP sites, and anyone else in the community who wants to learn more about how to keep children and young people safe.		
6.6	Children in Schools	Summarised: Establish a Child-Related Incident Management Directorate to investigate child sexual abuse complaints and concerns (see full recommendation for further detail).	Lead agency for the implementation of actions for this rec – DPAC. Work to scope the Directorate is ongoing. The Keeping Children Safe Reform Group is working with agencies across government to map current processes for managing child-related incidents to inform the scope of the Directorate, including how it will interact with existing systems and processes. Representatives from key agencies have met with the Child Safety Reform Implementation Monitor to discuss the underlying intent of the recommendation and will keep the Monitor informed as the mapping work progresses.	Challenges or delays but delivery remains achievable	There are challenges associated with the scale of the Directorate, as recommended by the COI and the complexity of existing incident management systems, many of which have developed and matured since the COI report was released. Mapping will determine where there are gaps that the new Directorate can address and where there are existing arrangements that meet the COI's intent.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
6.7	Children in Schools	1. The Department for Education, Children and Young People should develop guidelines that outline the ongoing supports that should be provided for victim survivors, families, staff and the school community when there are allegations or incidents of child sexual abuse by staff or harmful sexual behaviours. 2. The guidelines should include policies, procedures, and templates for: a. Counselling and support—a counselling and support plan should be developed for victim-survivors and their parents and carers, other children or young people at the school, staff at the school, and the alleged perpetrator and their family. b. Risk assessment—a risk assessment should be conducted to determine whether there is any concern for the ongoing safety of other children and whether there may be other victim-survivors. c. Informing responsibly—the Department should develop specific policies that outline what communications should be made by the Department, and to whom they should be made, at particular stages of a child sexual abuse matter. These policies should take account of all legal obligations and the importance of informing victim-survivors, parents and the community. Communication may be needed with children and young people, staff, School Association Committees, parents, previous students and other schools.	Lead agency for the implementation of actions for this rec –DECYP. DECYP has created two Student Support Response Coordinator roles who help workers in schools and Child and Family Learning Centres to ensure ongoing support is provided to children and young people who are impacted by child sexual abuse or harmful sexual behaviour and their families. All DECYP staff follow step-by-step guidance to ensure they respond to incidents of child abuse or harmful sexual behaviour in a trauma-informed way. This is supported by the annual completion of mandatory reporting training and child sexual abuse awareness training for all departmental employees; safeguarding training by all volunteers, contractors and external providers, and by supporting information contained in 'Our Safeguarding Framework: Safe. Secure. Supported.' DECYP has completed a desktop scan and analysis of guidelines, other documents and research that outline current supports for victim-survivors, families, staff and communities and commenced an interjurisdictional analysis to ensure new resources are based on best practice. In March 2025 the Department met with the South Australian Government for an in-depth analysis of the SA system, noting the COI recommended this project be influenced by the work of the SA Government.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		3. Any policy outlining the communications that should be made by the Department should extend to matters where conduct does not amount to a criminal offence or where police do not proceed with charges but the matter is investigated as a possible breach of the State Service Code of Conduct, a professional conduct policy or reportable conduct under the Reportable Conduct Scheme. 4. Guidelines should also be developed for Child Safety Services, out of home care and youth justice contexts.	Next steps include preliminary internal consultation, drafting of a staged rollout plan, and drafting of guidelines including policies, procedures and templates.		
6.8	Children in Schools	The Department for Education, Children and Young People should work with the Catholic and independent school sectors to adopt a statewide approach to responding to child sexual abuse in schools.	Lead agency for the implementation of actions for this rec – DECYP. The Secretary of DECYP and the Executive Directors of Catholic Education Tasmania and Independent Schools Tasmania meet regularly to discuss and advise the Minister on cross-sectoral education matters and education regulation strategy. Child safety is a regular topic of discussion at these meetings. Over the past 12 months, DECYP's Office of Safeguarding Children and Young People has facilitated meetings with representatives from Catholic Education Tasmania, the Office of the Education Registrar (OER) and Independent Schools ("the working group"). Finalised Terms of Reference have been circulated to members. Scoping and drafting of a Memorandum of Understanding is complete with internal clearance and consultation taking place in April 2025.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			This working group collaborates on safeguarding matters including sharing insights, resources, and strategies to adopt a consistent approach to responding to child sexual abuse in all Tasmanian schools. A Topics Plan 2025-2026 was developed to plan the subject matter of each working group meeting. Additional out-of-session meetings and communication have occurred between DECYP and Catholic Education Tasmania, and DECYP and Independent Schools Tasmania to support these sectors to improve and achieve the goal of safeguarding measures in schools across Tasmania. Next steps include revision of the Memorandum of Understanding following consultation feedback, delivering the April/May and July working group meetings and leading further individual out of session meetings with Catholic Education Tasmania and Independent Schools Tasmania.		
6.9	Children in Schools	The Department for Education, Children and Young People should develop detailed education-specific policies, protocols and guidelines for preventing, identifying and responding to harmful sexual behaviours (HSB) in schools. The development of these policies, protocols and guidelines should be: - led and informed by the Harmful Sexual Behaviours Support Unit (Rec 9.28) - informed by the Tasmanian Government's statewide framework and plan to address harmful sexual behaviours (Rec 21.8).	Currently in schools, staff are supported by a flowchart to respond to child sexual abuse, together with a harmful sexual behaviour specific flowchart. There are two Student Support Response Coordinators who support schools to respond to incidents and ensure students have appropriate supports in place. DECYP has commenced initial scoping and investigation of available resources (policies, procedures, guidelines and operational advice) on preventing, identifying and responding to incidents of harmful sexual behaviour in schools.	Challenges or delays but delivery remains achievable	The work under this recommendation is partially dependent on the statewide framework and plan to address harmful sexual behaviours, which is in turn dependent on some work occurring at the national level. The Office of Safeguarding Children and Young People at DECYP is working closely with the Department of Premier and Cabinet who are responsible for Recommendation 21.8. The Office of Safeguarding Children and Young People already has published guidance and a flowchart on responding to instances of harmful sexual behaviour in schools. Staff are also trained in preventing, identifying and responding to child abuse, including harmful sexual behaviour, each year.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			DECYP is collaborating with DPAC and, once drafted, the statewide framework (for preventing and responding to HSB – Rec 21.8) and plan will be used to update the existing guidelines and develop policies.		
6.10	Children in Schools	The Tasmanian Government should introduce legislation to: a. allow the Teachers Registration Board to compel relevant entities—including the Department for Education, Children and Young People, other employers of teachers, the Registrar of the Registration to Work with Vulnerable People Scheme, police, and Child Safety Services—to give the Board information or documentation that is relevant to child sexual abuse matters involving a registered teacher or a holder of a Limited Authority to Teach b. compel these relevant entities to notify the Teachers Registration Board when they become aware of allegations or suspicions of child sexual abuse by a teacher. Such entities should also be required to notify the Board if they begin any formal investigation that involves allegations or suspicions of child sexual abuse by a teacher or a holder of a Limited Authority to Teach, and the outcome of any investigation c. allow entities, when investigating matters involving child sexual abuse by a registered teacher or holder of a Limited Authority to Teach, to jointly appoint investigators to investigate the matter, taking into account the different criteria required for investigations by the Department and the Board.	Lead agency for the implementation of actions for this rec –DECYP. Recommendation 6.10 will form part of the broader Teachers Registration Act Review. The Review will review the Teachers Registration Act 2000 in its entirety, and make recommendations to ensure: · children are safe while they learn · teachers, including those in early childhood education and care, are high quality and meet professional standards · the legislative framework reflects modern regulatory practice and is fit-for-purpose. The Review Steering Committee was established by the Minister in October 2024 with consultation on the Discussion Paper open until 11 April 2025. The Review is due for completion in 2026, at which stage legislation will be introduced to parliament to give effect to associated COI recommendations. In addition to the above, DECYP has received an exemption from the Personal Information Protection Act, to facilitate information sharing in line with this recommendation. This will go some way to addressing information sharing issues ahead of the legislative amendments, which are more complex and take longer.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
6.11	Children in Schools	The Tasmanian Government should: a. introduce legislation to amend the Teachers Registration Act 2000 (or regulations) to require details of the prospective or current place of employment of a teacher (or a holder of Limited Authority to Teach) to be included on the Register of Teachers b. develop an electronic means of updating the Register of Teachers with details of the place of employment of a teacher (or a holder of Limited Authority to Teach) c. require employers to make updates to a teacher's place of employment— including when a teacher (or a holder of Limited Authority to Teach) begins working at the school or is no longer working at the school d. fund the Teachers Registration Board to develop an upgraded, fit-for-purpose Customer Records Management System to enable the Board to maintain a Register of Teachers which can support information exchange in real time with other bodies working with children, and other jurisdictions.	Lead agency for the implementation of actions for this rec –DECYP. Recommendation 6.11 will form part of the broader Teachers Registration Act Review. The Review will review the Teachers Registration Act 2000 in its entirety, and make recommendations to ensure: · children are safe while they learn · teachers, including those in early childhood education and care, are high quality and meet professional standards · the legislative framework reflects modern regulatory practice and is fit-for- purpose. The Review Steering Committee was established by the Minister in October 2024 with consultation on the Discussion Paper open until 11 April 2025. The Review is due for completion in 2026, by which time legislation will have been introduced to Parliament to give effect to associated COI recommendations.	Challenges or delays but delivery remains achievable	While the Act review is on track to make the required changes, there are challenges with system work to develop the new Customer Relationship Management System (CRM) which is a key enabler for the Teachers Registration Board (TRB) to fulfil most of the COI recommendations that relate to teacher registration. The timeline for the work has been adjusted and the implementation of the recommendation is expected to meet delivery timeframes.
6.12	Children in Schools	The Tasmanian Government should introduce legislation to amend the <i>Teachers Registration Act 2000</i> to allow administrative infringement notices to be issued for noncompliance with the provisions of the Act that currently carry penalties in the form of fines.	Lead agency for the implementation of actions for this rec –DECYP. Recommendation 6.12 will form part of the broader Teachers Registration Act Review. The Review will review the Teachers Registration Act 2000 in its entirety, and make recommendations to ensure: · children are safe while they learn · teachers, including those in early childhood education and care, are high quality and meet professional standards	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			the legislative framework reflects modern regulatory practice and is fit-for- purpose. The Review Steering Committee was established by the Minister in October 2024 with consultation on the Discussion Paper open until 11 April 2025. The Review is due for completion in 2026, by which time legislation will have been introduced to Parliament to give effect to associated COI recommendations.		
6.13	Children in Schools	The Tasmanian Government should introduce legislation to amend section 24B of the <i>Teachers Registration Act 2000</i> to: a. allow for the immediate rather than emergency suspension of registration or a Limited Authority to Teach when the Teachers Registration Board considers there is an unacceptable risk of harm to children b. allow the Board to suspend a person's registration or a Limited Authority to Teach where that person has been charged with a serious offence.	Lead agency for the implementation of actions for this rec – DECYP. An administrative amendment was made to partly address Recommendation 6.13. On 18 April 2024 the term 'Emergency' was replaced with 'immediate'. The remaining actions for Recommendation 6.13 will form part of the broader Teachers Registration Act Review. The Review will review the <i>Teachers Registration Act 2000</i> in its entirety, and make recommendations to ensure: - children are safe while they learn - teachers, including those in early childhood education and care, are high quality and meet professional standards - the legislative framework reflects modern regulatory practice and is fit-for- purpose. The Review Steering Committee was established by the Minister in October 2024 with consultation on the Discussion Paper open until 11 April 2025.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			The Review is due for completion in 2026, by which time legislation will have been introduced to Parliament to give effect to associated COI recommendations.		
6.15	Children in Schools	1. The Tasmanian Government should introduce legislation to amend the Teachers Registration Act 2000 to allow the Teachers Registration Board to set requirements for minimum training and ongoing professional development. 2. The Teachers Registration Board should make child safeguarding training (Rec 6.5) a mandatory requirement for the granting of teacher registration and as part of ongoing registration requirements.	Lead agency for the implementation of actions for this rec –DECYP. Recommendation 6.15 will form part of the broader Teachers Registration Act Review. The Review will review the Teachers Registration Act 2000 in its entirety, and make recommendations to ensure: · children are safe while they learn · teachers, including those in early childhood education and care, are high quality and meet professional standards · the legislative framework reflects modern regulatory practice and is fit-for- purpose. The Review Steering Committee was established by the Minister in October 2024 with consultation on the Discussion Paper open until 11 April. The Review is due for completion in 2026, by which time legislation will have been introduced to Parliament to give effect to associated COI recommendations.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
6.16	Children in Schools	The Tasmanian Government should ensure the Teachers Registration Board is funded to perform its core function of regulating the professional conduct of teachers.	Lead agency for the implementation of actions for this rec – DECYP. An independent sustainability review is currently being undertaken by Deloitte with an anticipated completion date of mid-2025. The review is examining resourcing, functions and overall funding required to ensure future sustainability of the Teachers Registration Board's functions. In 2024 in response to the COI, the Teachers Registration Board, with the approval of DECYP recruited additional permanent staff to provide investigation and conduct oversight to address an historic, but consistent backlog of investigations.	In progress and on track	N/A
9.2	Children in out of home care	1. The Department for Education, Children and Young People should outsource the provision of all forms of out of home care to the non-government sector. 2. The Department should maintain and improve its role in: a. the budgeting and purchasing of out of home care services from the non government sector b. establishing and leading the strategic plan and policy framework for out of home care c. monitoring the quality of out of home care d. providing case management and leadership in out of home care e. ensuring carers and staff receive adequate education and skill development f. responding to complaints and safety and wellbeing concerns about children in out of home care	Lead agency for the implementation of actions for this rec – DECYP. The Uplifting Care Implementation Team (out of home care reform implementation) has recently been established to lead and coordinate policy and project outputs to support reform of the system of out of home care (OOHC) as recommended by the COI, including the approach to outsourcing OOHC. An independent expert panel has been established to inform reform work and ensure it is evidence-based and informed by best practice. An advisory committee is also in the process of being established to provide advice on system level impacts of the reform program, with representation from key stakeholder groups.	Challenges or delays but delivery remains achievable	The Uplifting Care Implementation Team was established between September and December 2024, which has seen some delays experienced in progressing the significant work program. The initial focus of the team has been on planning, scoping and sequencing the program of work which is now underway. Planning has commenced to scope and assess current and future needs, develop a model of care and quantify the cost of delivering a service system to meet these needs. This will include significant engagement with the sector to understand and assess capacity.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		g. cross-sector (government and non-government) data collection, ICT infrastructure and public reporting h. carer registration and monitoring. 3. The outsourcing of the provision of out of home care should be achieved through an orderly, staged and trauma-informed transition process and commissioning strategy. 4. The Department should establish a minimum out of home care dataset and a plan for two-way data sharing between the Department and non-government out of home care providers.	Engagement will commence in April 2025 through the Uplifting Care governance model, particularly with the Service Provider Reference Group and Foster and Kinship Carer Advisory Group, to start informing the approach to outsourcing.		
9.3	Children in out of home care	1. The Department for Education, Children and Young People should develop new funding agreements with non-government out of home care providers that set quality and accountability requirements, including: a. compliance with the National Standards for out of home care b. compliance with the Child and Youth Safe Standards c. provision of trauma-informed, therapeutic models of care (Rec 9.18) d. adoption of preventive measures for harmful sexual behaviours and child sexual exploitation e. only using carers who are registered on the Carer Register (Rec 9.20) f. governance and organisational structures to support monitoring and responding to child sexual abuse including grooming, harmful sexual behaviours and child sexual exploitation	Lead agency for the implementation of actions for this rec –DECYP. DECYP organisational structure has been reviewed and a new portfolio structure implemented. A Deputy Secretary for the new Child Safety and Youth Justice Operations portfolio was appointed in December 2024 and has commenced implementation of a new organisational and leadership structure within the portfolio. This structure includes the Office for the Chief Practitioner Professional Practice. The Executive Director, Services for Children, Young People and Families was appointed in March 2025. A process will be undertaken to recruit the Executive Director Care and Custodial Support Services later in 2025.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.4	Children in out of home care	1. The Tasmanian Government should fund and restructure the Department for Education, Children and Young People to ensure (in addition to the current roles of Deputy Secretary for Keeping Children Safe, and the Executive Director for Youth Justice): a. there is separate executive-level responsibility for out of home care services b. there is separate executive-level responsibility for the combined areas of Child Safety Services, the Strong Families, Safe Kids Advice and Referral Line and family support services c. the classification level of these executive roles reflects the level of risk and responsibility carried by the positions d. the holders of these executive roles have knowledge and understanding in the area of child protection or out of home care and experience in providing strategic direction and leadership e. executive responsibility for child safeguarding in the education context is not combined with responsibility for child safeguarding in the children and family services context. f. the role of Executive Director for Aboriginal Children and Young People is established and supported by an Office of Aboriginal Policy and Practice (Rec. 9.7) j. relevant centralised functions within the Department, such as human resources, procurement, and staff learning and development, address the distinct needs of schools, Child Safety Services, out of home care and youth detention	Lead agency for the implementation of actions for this rec – DECYP. DECYP organisational structure has been reviewed and a new portfolio structure implemented. A Deputy Secretary for the new Child Safety and Youth Justice Operations portfolio was appointed in December 2024 and has commenced implementation of a new organisational and leadership structure within the portfolio. This structure includes the Office for the Chief Practitioner Professional Practice. The Executive Director, Services for Children, Young People and Families was appointed in March 2025. A process will be undertaken to recruit the Executive Director Care and Custodial Support Services later in 2025. Early communication with Aboriginal Community Controlled Organisations (ACCOS) was undertaken in preparation for collaborating with ACCOs to design a culturally appropriate Statement of Duties for the Executive Director for Aboriginal Children and Young People.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.5	Children in Out of Home Care	1. The Department for Education, Children and Young People should establish a Quality and Risk Committee for Child Safety Services, out of home care, and youth justice. 2. The Secretary of the Department should chair the committee. 3. The functions of the committee should include monitoring: a. the system performance of the out of home care sector b. the performance against the outcomes and reporting framework (Rec 9.9) c. children's safety and wellbeing in out of home care, including from child sexual abuse d. progress on implementing the Child and Youth Safe Standards and the National Standards for out of home care e. practices in youth detention, including in relation to searches, isolation and the use of force (Recs 12.31, 12.32 and 12.33). 4. The committee should report routinely to the Commission for Children and Young People.	Lead agency for the implementation of actions for this rec – DECYP. Options for a future state model have been analysed, taking into consideration existing internal governance arrangements. Next steps will focus on agreeing a preferred model and commencing drafting and consultation on Terms of Reference for the Quality and Risk Committee.	In progress and on track	N/A
9.6	Children in out of home care	1. The Department for Education, Children and Young People should, in consultation with the Commission for Children and Young People (Rec 18.6), develop an empowerment and participation strategy for children and young people in out of home care. This strategy should have regard to best practice principles for children's participation in organisations at the individual and systemic levels.	Lead agency for the implementation of actions for this rec – DECYP. First stage of developing the Participation and Empowerment Strategy is complete: · The Participation and Empowerment Strategy Action Plan – Year 1 went live in March 2025. · Broad external consultation commenced March 2025. · Broad external consultation commenced March 2025.	In progress and on track	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		2. The empowerment and participation strategy should include: a. establishing a permanent out of home care advisory group to be involved in developing the out of home care strategic plan (Rec 9.8) and have ongoing input into the out of home care system b. building engagement with children into the Department's quality assurance and continuous improvement activities under the strategic plan (Rec 9.8) c. implementing the Viewpoint online questionnaire without delay d. regular monitoring and evaluation of the effectiveness of the empowerment and participation strategy. 3. The out of home care permanent advisory group should: a. include children, young people and young adults up to the age of 25 years with current or previous experience of out of home care in Tasmania, including Aboriginal people and people with disability b. have clear terms of reference developed in consultation with children, young people and young adults with experience of out of home care c. enable its members to participate in a safe and meaningful way and express their views on measures to empower children and young people in out of home care d. meet regularly, be chaired by a person independent of the Department and be attended by a senior departmental leader e. be adequately funded and resourced.	A co-design process with DECYP workforce and child, youth and community voice commenced in April 2025 to: · develop first-year strategy outputs; and · action plans for years two and three. Trial of Youth Voice Survey completed as at October 2024. Evaluation report in progress to inform ongoing rollout (Rec 9.6 (2c)).		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.7	Children in out of home care	The Department for Education, Children and Young People should appoint an Executive Director for Aboriginal Children and Young People for the whole of the Department. The office holder should: a. report directly to the Secretary b. be supported by a sufficiently resourced Office of Aboriginal Policy and Practice c. oversee and report on the implementation of the Aboriginal and Torres Strait Islander Child Placement Principle (Rec 9.15) d. facilitate departmental engagement and build partnerships with Aboriginal communities e. promote and help establish recognised Aboriginal organisations (Rec 9.15) f. ensure Aboriginal culture, views and interests are represented in all departmental activities g. promote cultural safety for Aboriginal staff and Aboriginal children and families who come into contact with the Department h. increase recruitment of Aboriginal staff in the Department i. participate in the Quality and Risk Committee at least every six months in discussions about the number of Aboriginal children in out of home care, the proportion of Aboriginal children placed with Aboriginal carers, the proportion of Aboriginal children in out of home care with a cultural support plan, reunification rates for Aboriginal children and other key performance indicators to be agreed with the Quality and Risk Committee.	Lead agency for the implementation of actions for this rec –DECYP. Stakeholder mapping complete for engagement with Aboriginal Community Controlled Organisations.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.9	Children in out of home care	The Department for Education, Children and Young People should: a. establish an outcomes and performance reporting framework against which it can measure the performance of the out of home care sector, including in relation to child safety b. develop the data capability to enable reporting against the framework c. routinely report against the framework.	Lead agency for the implementation of actions for this rec –DECYP. DECYP has recently finalised a department-wide outcomes framework, to which the outcomes framework for Child Safety and out of home care will be aligned. A draft version of the Child Safety and Out of Home Care (OOHC) Outcomes Framework has been developed for consultation as described in this recommendation by the Uplifting Care Implementation Team. Targeted consultation on the draft Outcomes Framework will occur through the Uplifting Care Governance and Advisory groups from April through to November 2025. The final version of the Outcomes Framework is expected to be available in early 2026, with an accompanying Implementation Guide available by June 2026 as per the recommendation timeline.	In progress and on track	N/A
9.12	Children in out of home care	1. The Department for Education, Children and Young People should ensure the Foster and Kinship Carers Handbook is updated to include: a. information applicable to all carer types b. more information on child sexual abuse, including harmful sexual behaviours and child sexual exploitation c. mandatory reporting requirements for carers d. the professional conduct policy for foster and kinship carers. 2. The Department should: a. make the Handbook available publicly on its website b. ensure the Handbook is regularly updated in line with any relevant changes to policy.	Lead agency for the implementation of actions for this rec –DECYP. The Foster and Kinship Association Tasmania (FKAT) has been engaged to deliver information to carers impacted by the COI recommendations. Proposed plan and scope of work has been provided. Work is on track and tasks are being delivered. Who Can Say OK resource has been released. The Becoming a Foster Carer booklet is being finalised.	In progress and on track	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.14	Children in out of home care	The Tasmanian Government should appoint a Commissioner for Aboriginal Children and Young People with statutory powers and functions to monitor the experiences of Aboriginal children in out of home care and youth detention.	Lead agency for the implementation of actions for this rec – DPAC. The draft Bill to establish the Commission for Children and Young People contains provisions to establish the role of the Commissioner for Aboriginal Children and Young People within the Commission and its proposed functions and powers. Consultation on the draft Bill occurred over a 12-week period in late 2024. As well as inviting written submissions, targeted engagement sessions with key stakeholders were held. This included workshops with Aboriginal organisations and people from across the State. On 3 April 2025, the Government released a What We Heard Report, outlining the key themes and insights from the 14 targeted consultation sessions. Thirty one written submissions were also received. Submissions subject to the Public Submissions Policy have been published on the Department of Justice's website. A follow up session to report back to workshop participants on how their feedback is being addressed has been scheduled for 13 May 2025. The Bill is nearing finalisation and is expected to be introduced to Parliament in 2025. The commencement of the various roles and functions within the Commission for Children and Young People is intended to be staged, consistent with the COI's recommendations.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			While the delivery of Recommendation 18.6 (the establishment of the Commission) has been delayed, the commencement of the Commissioner for Aboriginal Children and Young People, due for delivery in 2026, is not expected to be impacted.		
9.16	Children in out of home care	1. The Department for Education, Children and Young People should: a. ensure all children in care, including those on guardianship orders until age 18, have a case manager b. set a maximum case load for Child Safety Officers. 2. The Department should report quarterly to the Quality and Risk Committee on the: a. number of children without an individual case manager b. average case load for Child Safety Officers c. average frequency of case manager visits children received, and the longest and shortest time periods between visits d. the number of children with a care team and Aboriginal representatives on the care team (where appropriate) e. average frequency of care team meetings f. percentage of children with a current care plan. 3. The Department should ensure these figures are published quarterly on its website.	Lead agency for the implementation of actions for this rec – DECYP. Recruitment of specialist support functions is ongoing. Disability Liaison Officers and Youth Workers have been recruited in all regions and are working well across the service. These roles are part of care teams and feedback has been very positive. DECYP has been working to establish care teams for all children and young people in care. The Sure Start interagency escalation process has been implemented to enable specific needs to be raised by care teams at the local level, escalating to an Inter-Agency Directors Care team, and then through to the Secretaries Board Care Team Subcommittee, if required. The Government has also implemented a significant workforce package for staff employed in Child Safety, including critical Child Safety Officers. This includes a market allowance for the North-West region and other incentives for staff statewide. Negotiation of the Child Safety Service Agreement has commenced with relevant unions.	Challenges or delays but delivery remains achievable	Whilst there has been successful recruitment during the fourth quarter of 2024, there are still ongoing vacancies across the Child Safety Service. Recruitment for Child Safety Officers will continue through 2025. The biggest marketing campaign for recruitment was held in the fourth quarter of 2024. The Make a Difference Campaign resulted in the highest rate of recruitment to date with new permanent Child Safety Officers appointed in every region. The Make a Difference Campaign has been evaluated and strengthened to be relaunched at the end of January 2025 to ensure current vacancies are filled.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.18	Children in out of home care	1. The Department for Education, Children and Young People should require out of home care to be trauma-informed and therapeutic and identify the key components of trauma-informed, therapeutic models of care. 2. The Department should require non- government out of home care providers to deliver services that align with these key components of trauma-informed, therapeutic models of care, noting some providers have already adopted such models of care. 3. The Department should ensure children are assessed for trauma symptoms when entering care through the holistic assessment (Rec 9.23) and, where needed, receive appropriate therapy and intervention for their trauma.	Lead agency for the implementation of actions for this rec – DECYP. Development of a consultation draft of the Child Safety and out of home care (OOHC) Model of Care is underway. The Model of Care outlines the purpose and vision, core principles and organisational framework for the service, including the key components of a trauma-informed and therapeutic service model. Targeted internal consultation on the vision and principles of the draft Model of Care commenced in March via Uplifting Care's governance and advisory groups, and staff engagement opportunities, which will continue through May and June 2025. Subject to endorsement and clearance processes the model of care is planned to be made available in the second half of 2025. DECYP is working alongside the Youth Justice Reform Team within the Department of Premier and Cabinet, to ensure alignment between the models of care for Youth Justice and OOHC.	In progress and on track	N/A
9.19	Children in out of home care	1. The Department for Education, Children and Young People, in developing a professional conduct policy (Rec 20.2), should ensure: a. there is a separate professional conduct policy for staff who have contact with children and young people in Child Safety Services and out of home care	Lead agency for the implementation of actions for this rec – DECYP. DECYP has completed its Conduct and Behaviour Policy and published it on the DECYP website.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. the professional conduct policy for Child Safety Services and out of home care, in addition to the matters set out in Recommendation 20.2, specifies expectations outlined in other relevant policies and procedures, including the policy on concerns about child safety and wellbeing and the duty of care owed by staff members c. the professional conduct policy for Child Safety Services and out of home care articulates expected standards of behaviour for volunteers, contractors and sub- contractors, and carers d. the Department uses appropriate mechanisms to ensure compliance by volunteers, contractors and sub-contractors, and carers with the professional conduct policy for Child Safety Services and out of home care. 2. The Department should develop guidance material and information sessions for children in care about the expected behaviour of carers, staff, volunteers and adults in their lives.	DECYP has commenced work on the supporting Conduct Standards for workers in child safety and out of home care settings, which will support the policy and sit alongside other standards for workers in schools and Child and Family Learning Centres, and standards for workers in residential youth justice settings.	In progress and on track	N/A
9.22	Children in out of home care	1. The Department for Education, Children and Young People's out of home care processes, including assessments, placements and care planning, should be tailored to address the specific needs of individual children. 2. These processes should address the specific needs of all children, including Aboriginal children, children from other culturally diverse backgrounds, children with disability, children with mental illness and children who identify as LGBTIQ+.	Lead agency for the implementation of actions for this rec – DECYP. Recruitment of specialist support functions is ongoing. Disability Liaison Officers and Youth Workers have been recruited in all regions and are working well across the service. These roles are part of care teams and feedback has been very positive. DECYP has been working to establish Care Teams for all children and young people in care.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		3. The Department's empowerment and participation strategy for children and young people in out of home care (Rec 9.6) should include processes that enable children's views to inform all elements of their individual care, including their assessments, placements and care planning.	Funding had been confirmed in the State Budget for 3 FTE Aboriginal Liaison Officers for the Child Safety Service. The Liaison Officers will assist in connecting Aboriginal child and young people in care with Aboriginal organisations. These will be recruited by June 2025 and be a part of the care teams.		
9.23	Children in out of home care	1. The Tasmanian Government should ensure all children in care have access to: a. a timely holistic assessment when entering care across all domains of physical health, trauma and mental health, disability and educational need b. health and wellbeing assessments conducted annually, or more often where there is an identified need. 2. Multidisciplinary health teams should provide expert consultation to the care team around a child about the child's needs, and input into the child's care plan. 3. The Department for Education, Children and Young People should create a specialised role to support children in out of home care to access the National Disability Insurance Scheme.	Lead agency for the implementation of actions for this rec – DECYP. Children entering out of home care receive holistic assessments through Kids Care Clinics. These are being rolled out statewide by the Department of Health (DoH). Care Teams continue to be established as the main mechanism for all planning and decision making with and for children and young people in care. DECYP has provided input to, and worked closely with DoH in finalising models of care for paediatric and mental health services for children and young people in care. Disability Liaison Officers have been recruited in all regions – Recommendation 9.23 (3) complete.	In progress and on track	N/A
9.24	Children in out of home care	1. The Tasmanian Government should increase funding for specialist trauma therapy services for children in care to ensure their needs are met. 2. The Tasmanian Government should ensure the Child and Adolescent Mental Health Service's new specialist mental health service for children in out of home care is resourced to meet demand.	Lead agency for the implementation of actions for this rec – DoH. Following successful recruitment of a Lead practitioner, Consultant Psychiatrist (0.8 FTE) and clinical staff in the south - the CYMHS OOHHC South commenced a pilot of the OOHHC program in March 2025.	In progress and on track	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			The pilot is to test the Model of Care prior to final endorsement and roll out/implementation to the North and North-West. A psychiatrist has been appointed for OOHC North with proposed commencement June 2025. Regional Complex Care Coordinator positions have been appointed to the three regions, and extended to June 2027 to provide specialist clinical coordination for children and/or young people who have multisystemic needs and complex mental health issues, primarily in the context of being in OOHC.		
9.25	Children in out of home care	The Department for Education, Children and Young People should improve placement stability and reduce the risk of sexual abuse of children in care by: a. considering the views of the child or children about their out of home care placement b. using placement matching guidelines to aid placement decisions and support planning c. placing siblings together or maintaining sibling connection where safe to do so d. ensuring carers are aware of any history of abuse in relation to the child and the child's specific needs relevant to this e. introducing an intensive salaried or professional foster care model to allow children with challenging behaviours to remain in family-based care	Lead agency for the implementation of actions for this rec –DECYP. The Permanency and Stability in OOHC project is delivering on the following aspects of the recommendation: · Recommendation 9.25 a and c, through implementation of the Permanency and Stability Policy, which elevates the voice of children and young people and placing siblings together when safe to do so. · An intensive supported foster care pilot (Rec 9.25 e) commenced in early 2024 through the Care2Thrive program delivered by Life Without Barriers. · Recommendation 9.25 f (funding placements to fully meet a child's assessed needs), will be considered through the ongoing delivery of Recommendation 9.01	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		f. funding all placements (including kinship, foster, respite and residential care) to fully meet all the child's assessed needs to the extent these are not covered by other schemes (such as the National Disability Insurance Scheme and public health or education services).	· The work to deliver Recommendation 9.25 b (placement matching guidelines) and c (placing siblings together) has commenced. Delivery of sub-recommendation d (ensuring carers are aware of a history of abuse) will be considered in the work. Consultation will be ongoing, with publishing and implementing likely in late 2025. Concept paper on Child Story tool was developed. Draft of updated policy guidelines "Expenditure on Children and Young People in Out of Home Care" also completed.		
9.26	Children in out of home care	The Department for Education, Children and Young People should ensure: a. each child is involved in developing their care plan b. each child's care plan is informed by the holistic assessment (Rec 9.23) and the interests and aspirations of the child c. care plans include strategies to address identified risks of child sexual abuse, including the risk of harmful sexual behaviours and child sexual exploitation d. the care team reviews any risk assessments and management plans for child sexual abuse at least every six months, or more frequently if incidents occur or circumstances change such as when a new child joins the household.	Lead agency for the implementation of actions for this rec –DECYP. DECYP is continuing to implement Care Teams and care planning for all children and young people in care. The Youth Voice Survey has been implemented to ensure children and young people have a say in their care planning. The Sure Start interagency escalation process has been implemented to enable specific unmet need to be addressed by government agencies. Concerns relating to safety and wellbeing continue to be managed in accordance with DECYP's Wellbeing in Care policy and procedure.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.28	Children in out of home care	1. The Department for Education, Children and Young People should establish a Harmful Sexual Behaviours Support Unit to support best practice responses to harmful sexual behaviours across the Department, including in schools, Child Safety Services, out of home care and youth detention. The unit should: a. provide advice, guidance, and support across the Department b. develop context- specific policies for all settings informed by the Tasmanian Government's statewide framework and plan to address harmful sexual behaviours (Rec 21.8) c. work closely with the Quality and Risk Committee (Rec 9.5) to ensure systemic risks, practice issues and opportunities for improvement are identified. 2. The Tasmanian Government should allocate additional funding to support responses to harmful sexual behaviours in out of home care and youth justice. 3. The Harmful Sexual Behaviours Support Unit should develop detailed out of home care-specific policies, protocols and practice guidance to support best practice responses to harmful sexual behaviours in out of home care. 4. The Department should ensure the advanced professional development for departmental staff in understanding and responding to harmful sexual behaviours (Rec 9.11) includes tailored professional development for both Child Safety Officers and carers, and is available to staff in relevant roles in schools and youth justice.	Lead agency for the implementation of actions for this rec – DECYP. DECYP has commenced consultation with relevant internal stakeholders (Student Support, Child Safety and Youth Justice Portfolio) to establish a Harmful Sexual Behaviours Support Unit. DECYP has commenced coping and investigation of available resources (policies, procedures, guidelines and operational advice) on preventing, identifying and responding to incidents of harmful sexual behaviour in out of home care.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		The Department should ensure staff working in the Harmful Sexual Behaviours Support Unit are suitably experienced or undertake additional professional development to advance their knowledge in responding to harmful sexual behaviours. 6. The Department should ensure Power to Kids or another program or approach with comparable components is implemented in government funded residential care homes as a supplementary strategy to address the heightened risk of harmful sexual behaviours (including child sexual exploitation and dating violence) in out of home care.			
9.31	Children in out of home care	1. The Department for Education, Children and Young People should develop and maintain a complaints policy and procedures for Child Safety Services and out of home care. The policy and procedures should: a. explain how to make a complaint and who to complain to using a 'no wrong door' approach b. direct who should be informed when a person receives a complaint c. direct who is responsible for responding and within what timeframes d. ensure a child-friendly complaints procedure is made available to all children in care e. apply to all types of complaints or incidents f. cross-refer to the new concerns about the safety and wellbeing of children in care policy (Rec 9.32) g. explain how to seek an internal review of a decision made by the Department	Lead agency for the implementation of actions for this rec – DECYP. The Complaints Management Oversight Unit (CMOU) is developing a Complaints Management Framework that will support business areas across DECYP by providing advice and guidance on best- practice, and child- centred complaints management. The CMOU has drafted an action plan to support the implementation of upcoming Complaints Policy, Procedure, and guidance material for Child Safety Services/ out of home care. A working group with members of the CMOU, and practice and community liaison staff from Child and Family Services, has been established to support scoping of this project.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		h. outline how to provide feedback and support for a complainant. 2. The Department should implement a centralised complaints and incident recording system. 3. The Chief Practitioner should receive all complaints about Child Safety Services and out of home care and be adequately resourced to receive, triage, record, monitor and coordinate responses. 4. The Chief Practitioner should report regularly on complaints handling to the Quality and Risk Committee and the Commission for Children and Young People. 5. The complaints policy and procedure should be published on the Department's website.			
9.33	Children in out of home care	1. The Tasmanian Government should establish an independent Child Advocate, to be included in the Commission for Children and Young People (Rec 18.6). 2. The Child Advocate should have responsibility for: a. the independent community visitor scheme (Rec 9.34) b. individual advocacy for children, including making complaints to the Ombudsman on behalf of a child in care (Rec 9.35) c. the permanent out of home care advisory group (Rec 9.6).	Lead agency for the implementation of actions for this rec – DPAC. The draft Bill to establish the Commission for Children and Young People contains provisions to establish the role of the Child Advocate within the Commission and its proposed functions and powers. Consultation on the draft Bill occurred over a 12-week period in late 2024. As well as inviting written submissions, 14 targeted engagement sessions were held with key stakeholders including children and young people, victim- survivors, Aboriginal organisations and people, and foster and kinship carers. On 3 April 2025, the Government released a What We Heard Report, outlining the key themes and insights from the targeted consultation sessions. 31 written submissions were received.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			Submissions subject to the Public Submissions Policy have been published on the Department of Justice's website. The Bill is nearing finalisation and is expected to be introduced to Parliament in 2025. The commencement of the various roles and functions within the Commission for Children and Young People is intended to be staged, consistent with the COI's recommendations. While the delivery of Recommendation 18.6 (the establishment of the Commission) has been delayed, the commencement of the Child Advocate, due for delivery in 2026, is not expected to be impacted.		
9.37	Children in out of home care	1. The Secretary of DECYP should notify the Commission for Children and Young People of sexual abuse allegations involving children in out of home care that fall outside the Reportable Conduct Scheme, including incidents of child abuse by non-carers, and of the outcomes of investigations into those allegations. 2. The Commission for Children and Young People should have the power to require the Department to provide it with information about its responses to such allegations.	Lead agency for the implementation of actions for this rec – DECYP. Legislative reforms to establish the new Commission for Children and Young People (Rec 18.6) are being led by the Department of Premier and Cabinet. Implementation of this recommendation has been considered as part of that work. A consultation draft of the Commission for Children and Young People Bill 2024 was tabled in the House of Assembly on 19 September 2024. The draft Bill has been developed to include all roles and functions recommended by the COI. Consultation closed on 15 December 2024 and the final draft Bill is expected to be tabled in Parliament in 2025.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.1	Children in Youth Detention	The Tasmanian Government should close Ashley Youth Detention Centre as soon as possible.	Lead agency for the implementation of actions for this rec – DPAC. On 5 May, the Minister for Children and Youth announced the release of the Youth Justice Facility Masterplan. The media statement also included advice that the upcoming State Budget will include approximately \$150 million for Tasmanian Youth Justice Facilities, including the new Facility in Masterplan. The Masterplan has been released for public consultation until 25 May 2025. The Youth Justice Development Bill, 2025 (the Bill) was introduced into Parliament on 6 May 2025. The Bill reduces the risk of time delays by excluding third-party appeals, which could potentially delay the project by up to 12 months. The Bill also excludes refusal of the Development Application by the Southern Midlands Council. Feedback on the Bill will be received during the public consultation on the Masterplan. The Bill will be debated in Parliament on 27 May 2025. The Development Application is on track to be submitted to the Southern Midlands Council in July 2025. Presentations on the Masterplan have been provided to both the Southern Midlands and Brighton Councils and community drop-in sessions are scheduled over the coming weeks. The Government has announced that the Facility will be delivered in late 2027. The Model of Care for the new facility is being delivered in parallel to the design of the facility.	Challenges or delays but delivery remains achievable	The new agreed timeline is not consistent with the COI recommendation.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.2	Children in Youth Detention	Once Ashley Youth Detention Centre is closed, the Tasmanian Government should establish a memorial to victim-survivors who experienced abuse at the Centre. The form and location of the memorial should be decided in consultation with victim survivors of abuse at Ashley Youth Detention Centre.	Lead agency for the implementation of actions for this rec – DoJ. The Department is committed to realising this recommendation in a meaningful and sensitive way, with victim-survivors at the centre of the memorial's creation, including its specific location and form. A lived experience engagement approach to support this pivotal role is under development. The Department is finalising a project manager resource who will lead the completion of the recommendation.	In progress and on track	N/A
12.3	Children in Youth Detention	The Tasmanian Government should ensure no person who has been detained at Ashley Youth Detention Centre is detained or imprisoned in any redeveloped facility at the same site unless the person expresses a preference for this to occur.	Lead agency for the implementation of actions for this rec – DoJ. While no decision has yet been made regarding the future use of the Ashley Youth Detention Centre (AYDC), the Minister for Corrections and Rehabilitation, the Hon Madeleine Ogilvie, has issued a formal directive to the Director of Prisons, Tasmania Prison Service to implement this recommendation. This directive states that no individual previously detained at AYDC should be detained or imprisoned at the site unless they express a preference for this to occur.	Completed in this reporting cycle	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.4	Children in Youth Detention	The Department for Education, Children and Young People should work with the Office of the State Archivist to: a. establish a process to identify, recover, restore, collate, digitise, index and catalogue all historical records relating to children and young people and staff at Ashley Youth Detention Centre, and all other children in, or staff or carers connected with, state care b. ensure digitised records are searchable, retrievable, secure and protected against corruption or loss c. determine which physical records should be retained following digitisation, and maintain these physical records in line with the National Royal Commission's record-keeping principles d. determine protocols and guidance on how people who have been detained at Ashley Youth Detention Centre can access their records.	Lead agency for the implementation of actions for this rec – DECYP. To date, the majority of records held in the Tasmanian Archives and by DECYP relating to Ashley Youth Detention Centre have already been digitised. In addition, surveillance data (CCTV) from Ashley Youth Detention Centre is being stored in line with established retention periods. DECYP is progressing with collection, assessment and classification of all hardcopy records associated with child safety and youth justice, digitising those associated with AYDC and state care. Approximately 3600 of an estimated 6900 boxes of records have now been processed and securely stored. DECYP is continuing to refine processes for accessing these records. A foundational training course on information management has been revised and introduced over October to December 2024 across Tasmania. Commencement in February 2025 of the Training Officer position in the Office of the State Archivist will enable the development of a broader and more fit for purpose suite of training resources. Libraries Tasmania has identified funding to support the replacement of Archives One. The Request for Tender for an Archives Collections Management Systems is in progress, it is anticipated the tender will be awarded in May 2025.	Challenges or delays but delivery remains achievable	The current system, Archives One, continues to be outdated and therefore a high risk if it fails prior to the new Archives Collections Management system being purchased and implemented.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.5	Children in Youth Detention	Summarised: Conduct an audit of all past and current child abuse allegations in state care and youth detention, add identified staff or carers to a misconduct register. Share all relevant information with authorities, improve information-sharing frameworks, support victim-survivors, and remove barriers to effective information sharing (see full recommendation for further detail).	Lead agency for the implementation of actions for this rec – DoJ. The Department has put appropriate mechanisms in place to ensure that referrals and notifications in relation to allegations arising from the National Redress Scheme (NRS) are made in a timely manner. The Department has also commenced work in relation to advocating its concerns about the NRS at a national level, and an initial scoping of the audit of allegations. The Department has undertaken significant audit and assurance work over State records in both the Joint Safety and Accountability Team and Joint Referral Review Team. This work will continue to be built upon to complete this recommendation.	In progress and on track	N/A
12.6	Children in Youth Detention	The Department for Education, Children and Young People should: a. have appropriate processes in place to ensure leaders in youth detention have the knowledge, skills, aptitude and core capability requirements to effectively manage people and to lead a child safe organisation b. ensure the person who holds the position of Executive Director, Services for Youth Justice, has knowledge and understanding of youth justice and therapeutic models of care in youth justice, and experience in providing strategic direction and leadership. c. ensure cultural change in youth detention is included in the key performance indicators of the Secretary, Associate Secretary and Executive Director, Services for Youth Justice.	Lead agency for the implementation of actions for this rec – DECYP. A Deputy Secretary for the new Child Safety and Youth Justice Operations portfolio was appointed in December 2024 and has commenced implementation of a new organisational and leadership structure within the portfolio. Implementation of the structure includes appointment of an Executive Director Care and Custodial Support Services, Director Custodial Youth Justice Services and Director Youth Services. The Cultural Change Lead, AYDC (Rec 12.7a) commenced in February 2025 and has commenced working with leadership to drive cultural change in youth detention.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		d. reclassify the position of Manager, Custodial Youth Justice from Band 8 in the Tasmanian State Service Award to at least a Senior Executive Service Level 1 e. ensure the position description and performance measures for the role of Manager, Custodial Youth Justice include implementing cultural change in youth detention.			
12.7	Children in Youth Detention	The Tasmanian Government should: a. develop measures to monitor and evaluate progress towards cultural change in youth detention and include these in the Outcomes Framework under the Youth Justice Blueprint and associated action plans b. include monitoring and evaluation of progress towards cultural change in youth detention in the Youth Justice Reform Governance Framework c. urgently begin data collection and monitoring of progress towards cultural change d. ensure there is an ongoing governance structure to oversee and monitor the functioning of the youth justice system, including the performance and culture of youth detention, beyond the implementation of the youth justice reforms e. fund the Department for Education, Children and Young People to immediately appoint a culture change manager at Ashley Youth Detention Centre reporting to the Centre Manager and whose role is to work with and support the Centre Manager to: i. drive cultural change in youth detention ii. create a child safe organisation	Lead agency for the implementation of actions for this rec – DECYP. Culture Change Lead (Band 7, Full-time, Permanent) position commenced on 19 February 2025. The role will support initiatives at the AYDC to deliver a therapeutic model of care, and a child safe organisation. Foundational cultural work to support the establishment of a child safe culture has occurred. Positive centre- wide behavioural expectations aligned with DECYP values developed at a leadership level. DECYP is developing measures to monitor and evaluate cultural change, which may include the development of surveys for staff and key stakeholders.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		iii. establish a positive, collaborative and supportive working environment f. maintain the culture change manager position or function beyond the closure of Ashley Youth Detention Centre for as long as monitoring indicates there is a need for it.			
12.8	Children in Youth Detention	The Department for Education, Children and Young People should, in consultation with the new Commission for Children and Young People (Rec 18.6), develop an empowerment and participation strategy for children and young people in detention, having regard to best practice principles for children's participation in organisations. The strategy should include: a. the establishment of a permanent advisory group that i. includes children, young people and young adults up to the age of 25 years with previous experience of youth detention in Tasmania, including Aboriginal people and people with disability ii. has clear terms of reference developed in consultation with young people with experience of detention iii. enables its members to participate in a safe and meaningful way and express their views on measures to empower children and young people in detention (including the role and purpose of the Resident Advisory Group) and achieve cultural change in detention iv. meets regularly and is chaired by a person independent of the Department and attended by a senior departmental leader	Lead agency for the implementation of actions for this rec – DECYP. First stage of developing the Participation and Empowerment Strategy is complete: · The Participation and Empowerment Strategy Action Plan – Year 1 went live in March 2025 · Broad external consultation commenced March 2025. A co-design process with DECYP workforce and child, youth and community voice commenced in April 2025 to: · develop first-year strategy outputs; and · action plans for years two and three. An AYDC Young People Consultation Group, with membership of those currently in detention has been established and meeting monthly (Rec 12.8 b). The AYDC Young People Consultation Group is facilitated by the Australian Childhood Foundation.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		v. is adequately funded and resourced. b. a review of the Ashley Youth Detention Centre Resident Advisory Group to ensure it conforms with best practice principles for children's participation and provides a safe forum for children and young people in detention to express their views, including on measures to achieve cultural change in detention, without fear of reprisal c. a consultation forum for children and young people in any youth detention facility that replaces Ashley Youth Detention Centre d. mechanisms to ensure children and young people in detention are aware of their rights e. regular monitoring and evaluation of the effectiveness of the empowerment and participation strategy.			
12.12	Children in Youth Detention	The Tasmanian Government should ensure legislation to replace or amend the <i>Youth Justice Act 1997</i> contains updated general principles of youth justice that reflect contemporary understandings of child development, children's antisocial behaviour and children's needs.	Lead agency for the implementation of actions for this rec – DECYP. Comprehensive research and analysis has been completed to inform a proposed approach to the Review of the <i>Youth Justice Act</i>. Research has been completed on contemporary understandings of child development and models to underpin the updated general principles required by Recommendation 12.12, including how to embed a public health, rights-based, developmentally appropriate, trauma-informed and integrated approach to youth justice legislation.	Challenges or delays but delivery remains achievable	The reform of the general principles will occur in 2026 before the comprehensive review of the Act by 2029, resulting in a temporary potential inconsistency. DECYP is currently considering approaches to managing this risk.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.16	Children in Youth Detention	The Tasmanian Government should ensure its proposed new detention facility (and any future detention facilities) are small and homelike and incorporate design features that reflect best practice international youth detention facilities. This includes features that: a. promote the development of trusting and therapeutic relationships between staff and children and young people b. facilitate and enhance trauma-informed, therapeutic interventions for children and young people c. minimise stigma to children and young people d. facilitate and promote connections between children and young people, and their families and communities e. protect children and young people against the risks of child sexual abuse (including harmful sexual behaviours)—for example, by enabling line-of-sight supervision as far as possible, without infringing on children and young people's privacy.	Lead agency for the implementation of actions for this rec – DPAC. On 5 May 2025, the Minister for Children and Youth announced the release of the Youth Justice Facility Masterplan. The media statement also included advice that the upcoming State Budget would include approximately \$150 million for Tasmanian Youth Justice Facilities, including the new Facility in Masterplan. The Masterplan has been released for public consultation until 25 May 2025. The Youth Justice Development Bill, 2025 (the Bill) was introduced into Parliament on 6 May 2025. The Bill reduces the risk of time delays by excluding third-party appeals, which could potentially delay the project by up to 12 months. The Bill also excludes refusal of the Development Application by the Southern Midlands Council. Feedback on the Bill will be received during the public consultation on the Masterplan. The Bill will be debated in Parliament on 27 May 2025. The Development Application is on track to be submitted to the Southern Midlands Council in July 2025. Presentations on the Masterplan have been provided to both the Southern Midlands and Brighton Councils and community drop-in sessions are scheduled over the coming weeks. The Government has announced that the Facility will be delivered in late 2027. The Model of Care for the new facility is being delivered in parallel to the design of the facility.	Challenges or delays but delivery remains achievable	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.17	Children in Youth Detention	1. The Tasmanian Government, to enhance the safety of children and young people in Ashley Youth Detention Centre and any new detention facility, should: a. ensure all public areas of the facility are subject to electronic surveillance b. introduce viewing panel swipe readers c. introduce body-worn cameras, supported by comprehensive policies and procedures for their use by staff d. develop and implement a policy for managing and retaining surveillance footage that: i. takes account of the record-keeping principles identified by the National Royal Commission and the disposal freeze on records relating to children issued by the Office of the State Archivist ii. promotes transparency of staff conduct and enables regular audits of staff performance to be undertaken iii. requires footage to be made available on a timely basis on the lawful request of a government department or oversight body. 2. The Commission for Children and Young People (Rec 18.6) should annually review the use of electronic surveillance in detention to determine whether it increases children and young people's feelings of safety in detention and should continue to be used. The initial review should seek the views of children and young people at Ashley Youth Detention Centre on whether electronic surveillance should be deployed in the proposed new detention facility.	Lead agency for the implementation of actions for this rec – DECYP. New electronic surveillance system has been installed, eliminating black spots in communal and public spaces. An independent trial of Body Worn Cameras has been completed. Recommendations from the review are being considered for implementation. The financial impact together with implementation options and planning has commenced. Implementation of the electronic access control re-keying system on all bathroom viewing panels has been completed. Installation of an integrated Control Room to support the continuous monitoring of surveillance systems through the centre has commenced and is expected to be completed by mid-April 2025. Eight new Safety and Security Officer positions have been approved and a recruitment process has commenced to staff the new Control Room and the upgraded Gatehouse secure entry. Procedure for retaining and managing surveillance data has been drafted and consultation has commenced.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.18	Children in Youth Detention	1. The Tasmanian Government should ensure: a. use of the Behaviour Development Program is discontinued in Ashley Youth Detention Centre and not adopted in any new detention facility b. the Youth Justice Model of Care planned to be developed by 2025 includes a specific operating philosophy, service objectives and service standards for detention facilities that are based on non-punitive, child-centred, trauma informed, culturally safe practice and reflect international best practice in youth justice c. staff in youth detention facilities have the skills needed to undertake evidence based, trauma-informed, child-centred interventions with children and young people, including the skills to anticipate, de-escalate and respond effectively to challenging behaviours without resorting to force or restrictive practices d. implementation of the Youth Justice Model of Care and updated Practice Framework for youth detention is monitored by the governance structure outlined in Recommendation 12.7. 2. The Custodial Inspector, or the body responsible for inspection standards for youth detention centres in Tasmania, should review standards and guidelines on the appropriate use in youth detention of behaviour management programs that incorporate incentives and rewards, having regard to international best practice and research on effective responses to children and young people with trauma backgrounds and emotional regulation challenges.	Lead agency for the implementation of actions for this rec – DPAC. The Youth Justice Model of Care and associated Implementation Plan were released by the Tasmanian Government on 10 December 2024. The Youth Justice Reform Taskforce is continuing to work with key stakeholders across the youth justice continuum to ensure successful implementation of the Youth Justice Model of Care. Implementation of the Youth Justice Model of Care is underway including the development of a self-assessment tool, online training and other resources to support organisations providing youth justice services to assess their current activities against the Youth Justice Model of Care and make changes as appropriate. The Youth Justice Model of Care Implementation Working Group has been established to collaborate on the development of the self-assessment tool, online training and other resources that will support organisations to embed the Youth Justice Model of Care in their practice. Members of the Youth Justice Model of Care Implementation Working Group include government, community service providers and Aboriginal organisations that work directly with young people, children and their families that have contact with, or at risk of contact with, the youth justice system. A Youth Justice Reform Cross-Agency Steering Committee has been established and has met on two occasions to date.	Challenges or delays but delivery remains achievable	The Youth Justice Model of Care Implementation Plan indicated a timeline for the Taskforce to deliver strategies under sector engagement/preparedness as per the below: - Development and distribution of implementation self-assessment tool noting the sector will be engaged in the design and development of the self-assessment tool to be delivered Dec 2024-Jan 2025 - Development and distribution of implementation support tools e.g. case studies to be delivered Jan-Feb 2025 - Development of a sector education and training calendar to provide ongoing support for implementation and shared understanding to be delivered May 2025. These strategies are currently underway as noted under the progress update and will be delivered within the timeframe of the Phase 2 COI Response timeframe.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			The Steering Committee's responsibilities include monitoring the implementation of the Youth Justice Model of Care and reporting progress to the Secretaries Board.		
12.19	Children in Youth Detention	The Tasmanian Government should: a. establish clear processes and guidelines for assessment, case planning and case management for children and young people in detention, to enable the delivery of tailored, multidisciplinary, therapeutic responses to each child and young person as part of their daily routine, which meet their health and wellbeing needs and address the factors contributing to their offending behaviour b. implement a collaborative, multidisciplinary approach to responding to each child and young person in detention that includes all relevant service providers and, to the greatest extent possible, the child or young person's family c. develop a memorandum of understanding between agencies involved in delivering services to children and young people in detention, including child protection, health, disability support and education that: i. describes the roles and responsibilities of each agency in case planning and case management ii. commits to agencies adopting a collaborative, child-centred approach iii. contains clear protocols for record keeping, information sharing, incident reporting and dispute resolution.	Lead agency for the implementation of actions for this rec – DECYP. Jurisdictional research and literature review complete. Design of the overall structure of the case management system is underway in line with the Diversionary Services Framework (to be approved). It will also be informed by the literature review, along with input from young people. The current IT systems in Ashley are being replaced with a new integrated IT system called YJPlus, which will create a unified data set and provide an integrated view of the young person across both Community and Custodial Youth Justice services.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		ii. commits to agencies adopting a collaborative, child-centred approach iii. contains clear protocols for record keeping, information sharing, incident reporting and dispute resolution. d. ensure each child or young person in detention (and/or their representative) is given the opportunity to participate in case planning and case management processes, express their views and have those views given due weight e. ensure each child and young person on remand has access to therapeutic services and supports, with statutory protections that prohibit using disclosures made during interventions and programs on remand as evidence of guilt.			
12.21	Children in Youth Detention	The Tasmanian Government should ensure children and young people in detention (including on remand): a. receive a mental and physical health assessment on admission to the detention facility, and when needed while in detention b. have access to 24/7 medical care c. have a say in their mental and physical health care.	Lead agency for the implementation of actions for this rec – DoH. Proposal for The Tasmanian Centre for Mental Health Service Innovation (TCMHSI) to undertake comprehensive health (physical/mental/sexual/ AOD) screening of current and previous AYDC detainees evaluation has been approved and this work will commence in May 2025. This evaluation will provide the basis for the Model of Care for Correctional Primary Health Service (CPHS) in delivering Primary Health Care services to children in detention and will clearly identify the pathway for those young people requiring tertiary mental health care by the CYMHS Youth Forensic Services both in detention and on release.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.22	Children in Youth Detention	The Department for Education, Children and Young People should: a. ensure the Youth Justice Model of Care emphasises the central importance for children and young people in detention of access to high-quality education and vocational training that is tailored to their individual learning needs, and that includes learning life skills. b. make education programs and other structured activities accessible to all children and young people in detention (including on remand) c. ensure a child or young person's access to educational programs or physical exercise in detention is not linked to, or limited by, their ranking in behaviour management programs d. develop and establish partnerships with community organisations to create employment and training opportunities for children and young people leaving detention.	Lead agency for the implementation of actions for this rec – DECYP. Youth Justice Model of Care was released in December 2024, highlighting the need for a therapeutic and strengths-based service provision, and addressing unmet needs such as education and training (Rec 12.22 a). AYDC Assistant Principal appointed. Staffing levels at Ashley School have increased and an education engagement, monitoring and transition team has been established. All children and young people in detention have access to education programs and other structured activities (Rec 12.22b). In 2024, truancy at Ashley School was less than 5 percent. No young person misses any school program based on their behaviour ranking (Rec 12.22c). Ashley School is prioritising and resourcing ongoing training including attending the Australian Association for Flexible and Inclusive Education (AAFIE) and the Children and Young People at Risk Summit. Access to an external Literacy Coach delivers professional learning, leading to the development of a multi-tiered system of supports. Ashley School works with Case Management, other DECYP workers and external providers to arrange and support opportunities for ongoing access to education.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			This has included but is not limited to accompanying released young people to meet with a new school, arranging onsite and video link meeting with schools, arranging for a young person to access TAFE information sessions, finding and negotiating off site opportunities for 'Off Property' experiences and working with external providers to support transition back to community.		
12.25	Children in Youth Detention	The Tasmanian Government should introduce a new process for approving transfers of young people from youth detention to an adult prison facility that: a. limits transfers to young people aged 16 years or older b. requires the Department for Education, Children and Young People to notify the Commission for Children and Young People (Rec 18.6) of any proposed transfer c. requires the Department to apply to the Magistrates Court (Youth Justice Division) or the new specialist children's division of the Magistrates Court (Rec 12.15) for approval to transfer d. requires the Magistrates Court, in determining whether to approve the transfer, to consider, among other matters, the steps the Department has taken to avoid the need for the transfer, whether the transfer is in the young person's best interests and the views of the Commission for Children and Young People on the appropriateness of the transfer.	Lead agency for the implementation of actions for this rec – DECYP. Work has commenced to review work completed prior to COI and current processes, including discussions with key internal stakeholders. A Steering Committee has been established. This Steering Committee includes representatives from all relevant agencies. Work has begun on developing Terms of Reference for the Steering Committee. Next steps include the development of a Transfer Policy and Procedure, and establishment of a Transfer Assessment Panel.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.27	Children in Youth Detention	1. The Tasmanian Government, to protect Aboriginal children and young people against the risk of sexual abuse in youth detention, should urgently develop in partnership with Aboriginal communities, an Aboriginal youth justice strategy that is underpinned by self-determination and that focuses on prevention, early intervention and diversion strategies for Aboriginal children and young people. Aboriginal communities should be funded to participate in developing strategy. 2. The strategy should consider and address among other matters: a. legislative reform to enable recognised Aboriginal organisations to design, administer and supervise elements of the youth justice system for Aboriginal children and young people b. capacity building and funding for recognised Aboriginal organisations to participate in youth justice decision making in relation to Aboriginal children and young people, and to deliver youth justice service to Aboriginal children and young people c. the use of police discretion in the investigation and processing of Aboriginal children and young people, including cautioning, arrest, custody, charging and bail d. alternative pre-court diversionary options for Aboriginal children and young people. e. mechanisms to increase the likelihood of Aboriginal children and young people receiving bail and minimise the number of Aboriginal children and young people on remand, including culturally responsive supported bail accommodation and other bail assistance programs	Lead agency for the implementation of actions for this rec –DPAC. Work on project planning, interjurisdictional research, and the first stage of engagement with Aboriginal organisations and key stakeholders has been completed. On 15 April 2025 the Minister released Have Your Say on the Tasmanian Aboriginal Youth Justice Strategy pamphlets and posters, focussing discussions on Aboriginal-led youth justice services, Aboriginal-led support services (for example, health, substance abuse, homelessness), and family and local community support networks. Have Your Say was produced, working closely with the Youth Justice Reform Aboriginal Reference Group and Aboriginal leaders to workshop priorities and first steps for Aboriginal led services, and coordinate cross-agency engagement on implementing the strategic priorities. It draws together key information on the over-representation of Aboriginal children in youth justice from the Youth Justice Blueprint 2024-2034 and the ideas and actions under discussion with various groups and individuals. Priority services and actions will form the basis of an Outcomes Framework approach. Feedback received during April and May will inform the first iteration of the Tasmanian Aboriginal Youth Justice Strategy. All ongoing feedback received will be carefully considered and used to inform the Strategy over its lifespan.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		and legislative reform to require bail decision makers to consider a child's Aboriginal status f. mechanisms to support Aboriginal children and young people to comply with the conditions of community-based youth justice orders, to minimise their likelihood of breaching conditions and entering detention.	In parallel to work on the Strategy, the Taskforce is working with Aboriginal organisations and the Youth Justice Reform Aboriginal Reference Group to help coordinate input on Aboriginal youth justice reforms ranging across: prevention and early intervention initiatives; diversion and bail support services; a new facility; and other key reform initiatives.		
12.28	Children in Youth Detention	The Tasmanian Government should ensure: a. any new facilities intended to replace Ashley Youth Detention Centre are co-designed with Aboriginal communities and include culturally enriching environments for Aboriginal children and young people that promote connection to family, community and Country b. the Aboriginal youth justice strategy (Rec 12.27) considers whether a small, homelike facility that has Aboriginal staff, provides trauma- informed care and enables Aboriginal children and young people to connect with culture through the involvement of local Aboriginal communities, should be established specifically for Aboriginal children and young people who are remanded or serving a custodial sentence. Careful consideration should be given to the most appropriate management model for such a facility.	Lead agency for the implementation of actions for this rec –DPAC. This recommendation is being implemented alongside related COI recommendations: - Rec 12.1 – The Tasmanian Government should close the Ashely Youth Detention Centre - Rec 12.16 - The Tasmanian Government should ensure its proposed new detention facility (and any future facilities) are small and homelike and incorporate design features that reflect best practice international youth detention facilities. A Lead Design Consultant has been appointed to coordinate and deliver architectural, engineering and other design services for the new Tasmanian Youth Justice Facility. A Masterplan for the new Facility has been released for public consultation. The Masterplan includes an opportunity for a cultural walk program and link to dedicated cultural spaces within the Facility. A presentation has been provided to the Aboriginal Reference Group and letters sent out to 30+ Aboriginal organisations in relation to engagement opportunities to inform the new Facility.	Challenges or delays but delivery remains achievable	The Government has committed to co-designing elements of the new facility with Aboriginal organisations and communities to ensure that it is culturally safe and supports the new therapeutic model of care. The project team has contacted the Tasmanian Aboriginal Centre (TAC) to understand how it can be engaged in this process.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			An Aboriginal engagement session has been scheduled for 20 May 2025 at the Pontville Memorial Hall.		
12.29	Children in Youth Detention	The Tasmanian Government should take steps to ensure Ashley Youth Detention Centre and any replacement facilities are culturally safe for Aboriginal children and young people. These steps should include: a. Updating admission procedures and case management guidelines to require staff to: i. ask children and young people who identify as Aboriginal whether they would like the support of an Aboriginal organisation or an Aboriginal community member while they are detained. ii. notify the nominated organisation or individual within 12 hours of the child or young person's admission iii. facilitate the involvement of the child or young person's nominated representative in case planning, case management and exit planning in respect of the child or young person. b. updating relevant guidelines and procedures to require staff to consult with an Aboriginal child or young person's community to determine how best to provide individual cultural support to the child or young person while they are in detention c. working with Aboriginal communities to establish ongoing culture programs for Aboriginal children and young people in detention, such as visiting Elders programs, on-Country programs, and cultural mentoring programs.	Lead agency for the implementation of actions for this rec –DPAC. An Aboriginal Culturally Responsive Practice Lead position is being established within the Office of the Chief Practitioner in DECYP. Statement of Duties is being finalised and the next steps include approval and advertisement of the role. Early work and stakeholder engagement underway for the Admissions Procedure to improve supports available for Aboriginal young people in detention, and their connection to community.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		d. ensuring the new policy on supporting children and young people in detention to maintain connections to their families and communities (Rec 12.23) emphasises the central importance of connection to family, community and culture for the well-being of Aboriginal children and young people in detention e. establishing the role of Aboriginal liaison officer in youth detention to support Aboriginal children and young people, including by facilitating cultural support and becoming involved in case planning, case management and exit planning f. ensuring the updated Ashley Youth Detention Centre Learning and Development Framework is designed to equip staff with knowledge and skills to provide culturally safe environment for Aboriginal children and young people, including providing trauma-informed and culturally safe. responses to children and young people engaging in self-harm or other challenging behaviours.			
12.30	Children in Youth Detention	1. The Harmful Sexual Behaviours Support Unit (Rec 9.28) should develop detailed youth justice-specific policies, protocols and practice guidelines to support best practice responses to harmful sexual behaviours in youth detention and other residential youth justice facilities. 2. All incidents of harmful sexual behaviours in youth detention or other residential youth justice facilities should be reported to:	Lead agency for the implementation of actions for this rec –DECYP. Currently in youth detention, a case management process supports instances of harmful sexual behaviours (HSB). DECYP has commenced a scan and analysis of youth justice-specific policies, protocols and practice guidelines to support best practice responses to HSB in youth justice facilities.	Challenges or delays but delivery remains achievable	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		a. the Harmful Sexual Behaviours Support Unit to enable data on harmful sexual behaviours in youth detention and other residential youth justice facilities to be included in the Department for Education, Children and Young People's monitoring and oversight of harmful sexual behaviours through the new Quality and Risk Committee (Rec 9.5) b. the Commission for Children and Young People (Rec 18.6). 3. The Department should explore the potential to implement Power to Kids (or another program or approach with comparable components) in youth detention and other residential youth justice facilities as a supplementary strategy to address the heightened risk of harmful sexual behaviours in those settings and take a proactive approach to prevention. 4. The Tasmanian Government should ensure measures are in place to facilitate timely access to specialist therapeutic interventions for children in youth detention displaying or harmed by harmful sexual behaviours. Where treatment is likely to extend beyond their custodial sentence this should be provided by a clinician external to the detention centre who can continue the treatment after the child is released from detention.	Investigation of Power to Kids (or comparable program) for implementation within youth detention and other residential youth justice settings has commenced. The program will provide parents, carers and workers with the knowledge and skills to strengthen prevention of and responses to harmful sexual behaviour, encouraging them to hold 'brave conversations' around sexual health and safety.		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.31	Youth Detention	1. The Tasmanian Government should introduce legislation to amend the <i>Youth Justice Act 1997</i> to ensure the Act expressly prohibits fully unclothed searches of children and young people in detention. 2. The Department for Education, Children and Young People should: - introduce body scanner technology at Ashley Youth Detention Centre and include such technology in any facility designed to replace the Centre - update the Department's Personal Searches of Young People Detained at AYDC procedure to: - define a fully unclothed search as a form of child sexual abuse - explicitly outline the hierarchy of search options, from the least to the most intrusive - align gender requirements for staff who conduct or observe searches with requirements in the <i>Youth Justice Act 1997</i> - specify internal and external reporting requirements in relation to searches - publish the personal searches procedure on the Department's website - consider what search policies and procedures, if any, should apply in the proposed new assisted bail and supported residential facilities - ensure Ashley Youth Detention Centre (and any future detention facility) provides: - monthly reports on searches of children and young people in detention to the Secretary	Lead agency for the implementation of actions for this rec – DECYP. Comprehensive research and analysis has been completed to inform a proposed approach to the Review of the Youth Justice Act. High-level cross-agency consultation is scheduled for May 2025 to confirm this approach due to the interdependencies in youth justice reform. Research has been completed on evidence-based best practice and contemporary understandings of searches in youth detention to underpin the updated provisions required by Recommendation 12.31 and internal consultations are underway. A body scanner has been introduced at AYDC, alongside supporting policy and procedures. The Personal Searches Procedure has been updated and implemented. This will require further refinement as relevant legislation is amended. A Personal Searches Information Sheet has been developed for young people. Reports are being provided monthly to CCYP along with supporting information. Updating the Personal Searches Procedure to define fully unclothed searches as a form of 'child sexual abuse' as per COI Recommendation 12.31 is dependent on the amendment of the Youth Justice Act.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		ii. quarterly reports on searches of children and young people in detention to the Quality and Risk Committee (Rec 9.5) to enable it to monitor trends and identify any areas of concern iii. the search register and all relevant supporting documentation to the Commission for Children and Young People (Rec 18.6) on a monthly basis or more frequently, as agreed with the Commission for Children and Young People.	An update to the Personal Searches Procedure has been drafted to clarify that partially unclothed searches cannot take place in a location recorded by CCTV, and that staff cannot use their Body Worn Cameras to record searches.		
12.32	Children in Youth Detention	Summarised Recommendation 12.32: Introduce legislation to amend the <i>Youth Justice Act 1997</i> to ensure the Act prevents isolation of detainees unless absolutely necessary; and update the Department's Use of Isolation procedure (see full recommendation for further detail).	Lead agency for the implementation of actions for this rec – DECYP. Comprehensive research and analysis has been completed to inform a proposed approach to the Review of the Youth Justice Act. High-level cross-agency consultation is scheduled for May 2025 to confirm this approach due to the interdependencies in youth justice reform. Research has been completed on evidence-based best practice and contemporary understandings of isolation and solitary confinement practice in youth detention to underpin the updated provisions required by Recommendation 12.32 and internal consultations are underway. An improved model for isolation has been developed to address immediate improvements, along with an information sheet for staff. A further comprehensive review of isolation practices at AYDC has commenced to support the development of a Procedure to be aligned with proposed legislative amendments.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			A review of the use of Quiet Time at AYDC has commenced. This review will assess whether Quiet Time should continue to be used at AYDC.		
12.33	Children in Youth Detention	Summarised Recommendation 12.33: Amend the <i>Youth Justice Act 1997</i> to strictly limit the use of force on children in detention to situations of imminent and serious harm or escape, prohibit its use for punishment or compliance, make unlawful use a criminal offence, and require updated procedures, transparency, and reporting on use of force incidents (see full recommendation for further detail).	Lead agency for the implementation of actions for this rec – DECYP. Comprehensive research and analysis has been completed to inform a proposed approach to the Review of the Youth Justice Act. High-level cross- agency consultation is scheduled for May to confirm this approach due to the interdependencies in youth justice reform. Research has been completed on evidence-based best practice and contemporary understandings of the use of force in youth detention to underpin the updated provisions required by Recommendation 12.33. Use of Force policy and procedure scope is identified to align with the updated Use of Force training, which commenced in March 2025. The new Use of Force training model with a focus on non- physical interventions (Awareness, De- escalation and Protection) was developed by an external consultant in conjunction with AYDC staff in 2024. The training implementation commenced in March 2025, with a further round of training scheduled for June 2025. An updated Use of Physical Force Procedure is being drafted.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.34	Children in Youth Detention	1. The Department for Education, Children and Young People should provide regular joint training and professional development for staff who have contact with children and young people in youth detention facilities and relevant staff of the Youth Justice Services directorate on laws, standards, policies and procedures regarding the use of isolation, the use of force and searches of children and young people in detention to ensure consistency in understanding and application. This training should be mandatory. 2. Tasmania Police should ensure its members receive regular training and guidance on laws and procedures on the use of isolation, the use of force and searches of children and young people in detention to enable police to readily identify conduct that falls outside the parameters of acceptable professional conduct among staff and may constitute a criminal offence.	Lead agency for the implementation of actions for this rec – DECYP. New Relational Security training model for AYDC (Awareness, De-escalation and Protection) developed and training commenced in March 2025. Supported by train-the-trainer course and Emergency Response System and training from mid-2025. Certificate IV in Youth Justice course for existing staff commenced in late 2024 with more participants joining in January 2025. Scoping of isolation and search training is yet to commence – noting the Personal Search Procedure has been updated. Youth Worker Induction Review Project planning has commenced. A first draft of the Youth Justice Workforce Action Plan has been completed.	In progress and on track	N/A
12.35	Children in Youth Detention	Summarised Recommendation 12.35: Update complaints, concerns and critical incident procedures for youth detention (see full recommendation for further detail).	Lead agency for the implementation of actions for this rec –DECYP . Testing and implementation of interim complaints register, new complaint help form and phone helpline to DECYP completed. DECYP is also developing an interim register which will inform the delivery of Recommendation 9.31(2): Centralised Complaints and Incident Recording System.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
12.36	Children in Youth Detention	The Tasmanian Government, in establishing and resourcing the new independent community visitor scheme (Rec 9.34), should ensure: a. independent community visitors visit children and young people in detention facilities weekly, at a minimum b. Aboriginal children and young people in detention or other residential youth justice facilities have access, wherever possible, to visits from an Aboriginal independent community visitor or from the Commissioner for Aboriginal Children and Young People, depending on the child's preference c. independent community visitors have the necessary statutory powers to perform their functions, including the power to enter the facility, have access to children and young people in the facility and inspect the facility d. each facility where children and young people are detained or reside has a safe, dedicated space where independent community visitors can meet with children and young people and discuss concerns without being observed or overheard by staff or other children and young people.	Lead agency for the implementation of actions for this rec – DECYP A consultation draft of the Commission for Children and Young People Bill 2024 was tabled in the House of Assembly on 19 September 2024. The draft Bill has been developed to include all roles and functions recommended by the COI. Consultation closed on 15 December 2024 and the final draft Bill is expected to be tabled in Parliament in 2025.	In progress and on track	N/A
12.38	Children in Youth Detention	The Tasmanian Government should ensure the Commission for Children and Young People (Rec 18.6): a. has functions and powers to monitor the operation of youth detention centres and other residential youth justice facilities, and the safety and wellbeing of, and the provision of services to, children and young people in detention, and in the youth justice system more broadly, by:	Lead agency for the implementation of actions for this rec – DPAC. The Department of Premier and Cabinet (DPAC) has worked collaboratively with the Department of Justice (DoJ) and the Department for Education, Children and Young People (DECYP) to develop a draft Bill to establish the new Commission for Children and Young People, consistent with the recommendations of the COI.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		i. regularly monitoring and reviewing custodial population data and information on serious or adverse incidents (such as child sexual abuse, assaults, attempted suicide, self-harm, riots, escapes, and property damage) and the use of isolation, force, restraints, and searches ii. conducting regular onsite inspections of youth detention and other residential youth facilities iii. conducting own-motion systemic inquiries into issues that are identified through monitoring iv. conducting own-motion inquiries into the youth justice services received by an individual child or group of children b. has the power to enter adult prison facilities to visit children and young people in those facilities to monitor their safety and wellbeing, and is adequately resourced on an ongoing basis to fulfill its systemic monitoring functions.	The draft Bill provides for the functions and powers detailed in this recommendation. Consultation on the draft Bill occurred over a 12-week period in late 2024, culminating in a What We Heard Report released by Government on 3 April 2025. The Bill is now nearing finalisation and is expected to be introduced to Parliament in 2025. Funding for the establishment of the Commission has been provided for in the 2024-25 State Budget, as well as ongoing funding in the forward estimates.		
12.39	Children in Youth Detention	The Tasmanian Government should: a. appoint the Commission for Children and Young People (Rec 18.6) as an additional National Preventive Mechanism under the United Nations Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT), with expertise in child rights, child trauma, the prevention and identification of child abuse, the needs of Aboriginal children and young people and the needs of children and young people with disability, and with power to inspect places where children and young people are detained	Lead agency for the implementation of actions for this rec – DoJ. The Department of Justice is considering options to implement Recommendation 12.39 a, including whether legislative change is required given the Governor may appoint a Tasmanian national preventative mechanism under the <i>OPCAT Implementation Act 2021</i>. Consideration of this recommendation is influenced by the separate ongoing development of the draft Commission for Children and Young People Bill 2024, including submissions from key stakeholders on the draft consultation Bill which were received in late	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. resource Tasmanian National Preventive Mechanisms sufficiently to allow them to effectively fulfil their functions under OPCAT.	December 2024 and early January 2025.		
15.2	Children in Health Services	1. The Tasmanian Government and Department of Health should continue to implement the National Principles for Child Safe Organisations across all health services. 2. The Tasmanian Government should advocate at a national level for compliance with the National Principles for Child Safe Organisations to be a mandatory requirement for accrediting health services against the National Safety and Quality Health Service Standards under the Australian Health Service Safety and Quality Accreditation Scheme.	Lead agency for the implementation of actions for this rec – DoH. Ongoing implementation of the national principles via the Department's Child Safety and Wellbeing Framework is supported by the Child Safety and Wellbeing Service. Planning is in progress to develop an evaluation approach to the continued DoH implementation of the Child Safety and Wellbeing Framework (National Principles).	In progress and on track	N/A
15.6	Children in Health Services	The Department of Health, to support health services become child safe organisations, should ensure: a. child safety, including safety from abuse in health services, is overseen by the governance and leadership structures established through the cultural improvement program b. child safety is built into the safety and quality systems of health services c. staff responsible for providing care to children have the knowledge and skills to respond to child safety concerns in line with the expectations of a child safe organisation and relevant health service policies, including being equipped to identify and respond to indicators of child sexual abuse	Lead agency for the implementation of actions for this rec – DoH. The Department's Independent Child Safety and Wellbeing Panel undertakes comprehensive reviews of child safeguarding concerns via individual referrals from the Secretary, DoH and through review of child safeguarding safety reporting and learning system (SRLS) reports. The Child Safety and Wellbeing Service undertakes systematic review of SRLS reports to identify themes and target project activities, education and training programs across DoH e.g. Clear Steps, Strong Voices Mandatory Reporting Project.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		d. staff act consistently with the National Principles for Child Safe Organisations (reflected in Tasmania's Child and Youth Safe Standards) when performing their work, including in discussions between health practitioners, health workers and children about care planning and treatment.	The release of Child and Youth Safe Behaviours for DoH and associated resources, with development of a structured education program to support implementation to be released in July 2025. Practice Guidance - Recognising the Signs of Child Abuse (for all DoH workers) is under final review, with a proposed release of June 2025. A review of the Fundamentals of Safeguarding Children and Young People all worker mandatory training is in progress.		
15.10	Children in Health Services	The Department of Health should work with relevant stakeholders to consider the needs and backgrounds of children and young people using health services, including Aboriginal children, children from culturally diverse backgrounds, children with disability, children with mental illness and children who identify as LGBTIQ+. The Department should consult with Aboriginal communities on how it can provide culturally safe spaces for Aboriginal children across its health services.	Lead agency for the implementation of actions for this rec – DoH. The inaugural Children and Young People Advisory Group (CYPAG) membership was established following an Expression of Interest process and is open to young Tasmanians aged 12 to 18 years old. Efforts were made to establish a membership that has a mixture of age, gender, and representation from a range of backgrounds. Funding of \$718,000 over the next four years has been provided in the 2024-25 State Budget to support the continued engagement with children and young people. Building on the membership of the CYPAG and engaging with specific communities, including the Tasmanian Aboriginal community, will be an ongoing priority for the Child Safety and Wellbeing Service. An expression of interest process for additional CYPAG members was undertaken in late 2024, with new members to be inducted in early 2025.	Complete	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			In addition to CYPAG, providing ad hoc, issue-based consultation with young Tasmanians including: - the introduction of new feedback tools, a mini-book and survey to support young Tasmanians to provide their ideas of how the Department can strengthen its services to children and young people; - development of Child and Youth Safe Behaviours and associated resources that include a focus on respecting diversity and cultural safety; - engagement with children and young people at large-scale community events, such as a Child Safety and Wellbeing Service presence at AGFEST 2024; - initiation of a "Welcoming Resources" project in January 2025 that will seek to create and make available a suite of resources that work areas can provide to children and young people accessing DoH services including a Welcome to Department poster or similar that recognises the Tasmanian Aboriginal community. Project lead to seek engagement with key stakeholders from the Aboriginal community. - engagement with key stakeholder, Working It Out in September 2024 to discuss health access issues for young LGBTIQ+ Tasmanians, with a communique developed with recommendations for consideration by DoH. A draft project plan to strengthen and build upon engagement and feedback from children and young people around health service delivery is due for completion in May 2025, with implementation planned throughout 2025.		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			Planned attendance at AGFEST 2025 (May 1-3) is scheduled, with activities to engage with children, young people and families around ideas to strengthen health service delivery. Collaboration with Working It Out Tasmania, Child Safety and Wellbeing Panel and Child Safety and Wellbeing Service to develop a communique for DoH with recommendations around strengthening health care delivery for LGBTIQ+ young Tasmanians, the latter of which will be considered as part of the broader DoH LGBTIQ+ Action Plan. Development of Welcoming Resources for children and young people to include a "Welcome to the DoH" poster which includes an Acknowledgement of Country and designs that celebrate the Tasmanian Aboriginal Community. CYPAG - additional members recruited, with meetings scheduled in February and April 2025.		
15.15	Children in Health Services	The Department of Health should identify minimum requirements for professional development on child safety for different levels of staff, including staff, volunteers and contractors, as well as leadership. Professional development should cover, at a minimum: a. understanding child sexual abuse (including grooming and boundary breaches) b. the requirements and expectations of a child safe organisation c. mandatory and voluntary reporting obligations, including the role and function of Tasmania Police, Child Safety Services, the Registrar	Lead agency for the implementation of actions for this rec – DoH. In addition to the requirement for all workers to complete the Department's minimum online mandatory child safeguarding training, a total of 680 staff across the state received face-to-face training in child safeguarding topics delivered in 45 sessions, from 1 Feb - 30 April 2025 across a variety of worker groups and business units across DoH/THS statewide. A Review and update of the Fundamentals of Safeguarding Children and Young People all worker mandatory	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		of the Registration to Work with Vulnerable People Scheme, the Independent Regulator under the Child and Youth Safe Organisations Act 2023 and the Australian Health Practitioner Regulation Agency. d. relevant child safeguarding policies and procedures. 2. The Department should have appropriate processes in place to ensure leaders have the knowledge, skills, aptitude and core capability requirements to effectively manage people and to lead a child safe organisation 3. The Department should develop outcomes-based measures of the effectiveness of child safety professional development initiatives for all categories of staff, volunteers, and contractors, including management, leadership, human resources, and professional and non-professional staff. 4. These outcomes-based measures should be reviewed annually and the results used to inform further professional development initiatives and leadership selection.	training underway, with associated educational resources also under review. Child and Youth Safeguarding Advisors (who are located in each major hospital) are tracking all training, education and advice provided to workers around safeguarding topics to assist in identifying themes and to further target safeguarding training. A new statewide Mandatory Reporting Of Child Safety And Wellbeing Concerns Protocol and supporting resources is undergoing testing statewide and is currently due for release in July 2025. Ongoing worker knowledge checks via an online training quiz and through a feedback survey delivered at the end of all training. The new child safeguarding Safety Reporting and Learning System (SRLS) reports are used to inform and target training, education and advice to DoH workers on safeguarding topics.		
15.17	Children in Health Services	1. The Department of Health should establish a separate Health Services Child Related Incident Management Directorate or partner with the Child-Related Incident Management Directorate (Rec 6.6) to respond to allegations of child sexual abuse and related conduct by staff, breaches of the State Service Code of Conduct and professional conduct policies, and reportable conduct (as defined by the <i>Child and Youth Safe Organisations Act 2023</i>) in health services.	Lead agency for the implementation of actions for this rec – DoH. The Statewide Complaints Management Oversight Unit (CMOU) undertakes initial assessment and triage of all child safeguarding concerns raised through the Safety reporting learning system or the Inappropriate Behaviour Form, other child related concerns may be received by referral directly to CMOU from other teams or organisations.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		2. If the Department partners with the Child-Related Incident Management Directorate, it should ensure the directorate has access to specialised advice to inform investigations against health services staff, particularly where allegations have arisen in the context of provision of health care. 3. If the Department establishes a new Health Services Child-Related Incident Management Directorate, it should mirror the functions and manner of operation reflected in the Child-Related Incident Management Directorate, including having three distinct roles and skill sets covering incident response management, investigations, and misconduct and disciplinary advice.	CMOU works closely with the Child Safety and Wellbeing Service (CSWS) to respond to child-related concerns/ complaints, and fulfills regular reporting obligations through to the independent Child Safety and Wellbeing Panel (on a quarterly basis). CMOU continues to build working relationships with Tasmania Police, Child Safety Services and the Office of the Independent Regulator (OIR) for fulfilment of the reportable conduct scheme obligations under the Child, Youth and Safe Organisations Act 2023. An ongoing quarterly meeting is being established between CSWS, CMOU, and Child Safety Services, for improved information sharing and actioning of systemic improvements. The Department, through CMOU and People and Culture are involved in cross-agency work to determine the best approach to implementing Recommendation 6.6, and any flow-on from this recommendation in the Department of Health.		
15.19	Children in Health Services	The Department of Health should develop and implement a critical incident response plan for human-caused traumatic events where numerous staff and patients are affected, including serious child-related incidents. The response plan should: a. identify who is responsible for leading the response to a critical incident and set out the applicable reporting arrangements b. identify the steps to responding to a human-caused traumatic event (including incidents relating to child safety)	Lead agency for the implementation of actions for this rec – DoH. The DoH is developing a critical incident response framework which will be a Department- wide framework that links escalation pathways, reporting mechanisms and avenues of support. This will ensure processes are clear, and incidents are being managed and escalated appropriately. Work is continuing on the design of the Protocol, including integration with the broader critical incident response processes.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		c. provide for external assistance from experts with training and expertise in crisis management d. be based on best practice responses to traumatic events e. provide for early communication of information about the event f. provide psychological first aid to affected people g. provide extra support from skilled psychologists on an 'as needed' basis to affected people h. provide for information about other support services that can assist affected people i. facilitate communication and support among affected people as a means of social support j. provide for critical incident debriefing run by a neutral and trained expert where appropriate k. provide for a review of the Department's response to the critical incident l. provide for an evaluation of any actions to be implemented as part of the Department's response to the critical incident m. provide for any lessons from a review or an evaluation of the Department's response to the critical incident, to be shared with the Secretaries Board to further inform responses to critical incidents across the whole of government.			
16.1	The justice system and victim-survivors	1. The Tasmanian Government should fund and establish specialist units in Tasmania Police, based on the Victorian Sexual Offences and Child Abuse Investigation Teams model, to investigate child sexual abuse and to be based in three locations (Hobart, Launceston and the North West).	Lead agency for the implementation of actions for this rec – DPFEM. Specialist sex crimes units are operational in the north, south and west. These units specialise solely in sex crime investigation and do not undertake family violence work unless it is connected with the sexual assault.	Challenges or delays but delivery remains achievable	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		2. The specialist police units should: a. specialise in the investigation of child sexual abuse, including historical child sexual abuse (and potentially adult sexual assault) but not undertake domestic and family violence work unless it is directly connected to child sexual abuse (or adult sexual assault) b. be staffed by police officers who have undertaken specialised professional development (Rec 16.3) and members who have trauma-informed training (Rec 19.2) c. partner with other agencies and support services involved in responding to child sexual abuse to create multidisciplinary teams. These teams do not have to be co-located, although this may be appropriate in some areas d. have access to a 'soft' interview room, ideally offsite from police stations and potentially in multidisciplinary centres e. be directed to perform other policing duties only in exceptional circumstances and not as part of a unit's usual roster f. support the wellbeing of police officers and members working in the specialist unit g. develop and implement strategies to engage and build trust with marginalised communities, particularly Aboriginal people and people with criminal histories (Rec 16.2). 3. Tasmania Police should measure and report on victim-survivor satisfaction with the operation of the specialist units within two years of establishment and regularly thereafter.	Professional development, per Recommendation 16.3, in relation to the inaugural Sexual Assault Response and Investigation Course (SARIC) has been delivered with 20 participants at the Tasmanian Police Academy in February 2025. More courses will be rolled out February/ March 2026, and annually. Access to soft interview rooms are available in the two existing multi-disciplinary centres (South and North) and additional rooms will be available in the Arch NW. In addition to that, soft interview rooms in police stations across the State are well underway with Devonport being completed and Launceston, Glenorchy and Hobart (Professional Standards) close to completion. Builds are also being included in the new Bridgewater and St Helens police stations. Arch NW project has encountered challenges in site selection, however is on track for 25/26 FY. Wellbeing support of police and members within the specialist unit is coordinated in collaboration with the DPFEM Wellbeing support unit. Development of a community engagement framework and strategy is underway in collaboration with the new Community Engagement Command, which will commence on 1 July 2025. Tasmania Police are assessing ways to appropriately measure and report on victim survivor satisfaction.		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
16.2	The justice system and victim-survivors	1. Tasmania Police should establish ways for people to report child sexual abuse online. 2. The Department of Justice and the Department for Education, Children and Young People should review their internal processes to make it easier for people in prison and youth detention to report abuse to the police or other bodies, including online or by phone hotline, and ensure appropriate confidentiality of reports. 3. Specialist police units (Rec 16.1) should develop a strategy to engage with 'priority communities', by implementing measures to develop relationships, build trust and encourage reporting of child sexual abuse, and to assist prevention and 'disruptive' policing (Recs 9.29 and 9.30). 4. Priority communities include: a. Aboriginal communities b. people who are or were in prison or youth detention c. people who are or were in out of home care (or youth support services).	Lead agency for the implementation of actions for this rec – DPFEM. An online reporting option has been launched in April 2025 for limited offences. The project is being scoped for inclusion of an option to report child and sexual abuse as part of this. Professional development, per Recommendation 16.3, in relation to the inaugural Sexual Assault Response and Investigation Course (SARIC) has been delivered, with 20 participants at the Tasmanian Police Academy in February 2025. Development of a community engagement framework and strategy is underway in collaboration with the new Community Engagement Command, which will commence on 1 July 2025. Mobile Police Van (Poli) has been launched on 28 April 2025 by the Commissioner of Police. Poli allows police to proactively take police services and information directly to the communities and community groups who need them the most. Together with partnering organisations like Neighbourhood Watch, PCYC, and Crime Stoppers, Poli and the community engagement team will be available to visit communities and community groups, and attend local events, including schools, community and sporting events around the state. Officers on board Poli, will be able to: · discuss local crime issues and provide crime prevention and general advice to residents and business owners.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			· provide information and resources about personal, residential and business safety, as well as child safety and safeguarding · customise Poli's visit to the community/ community group's needs.		
16.3	The justice system and victim-survivors	Tasmania Police should review its professional development on child sexual abuse to ensure: a. all police are trained in: i. the dynamics of sexual abuse and the concept of grooming, and how perpetrators use these to facilitate a crime ii. myths and misconceptions about child sexual abuse and disclosure iii. responding to child and adult victim-survivors sensitively and with an understanding of trauma b. child sexual abuse specialist detectives are trained in: i. approaches to interviewing child and adult victim-survivors and vulnerable witnesses, including the Whole Story framework (or similar specialist interviewer training) ii. understanding the vulnerability of specific groups of children (such as those in out of home care and youth detention) and common myths about these children c. all police receive scheduled and regular refresher training and ongoing professional development.	Lead agency for the implementation of actions for this rec – DPFEM. Child Sex Abuse Awareness Training for all staff – The material is being reviewed and an eDeveloper is assigned to the project. Discussions are progressing with stakeholders regarding the content. An Education Advisor has been appointed, and commenced on 14 April 2025, to assist with content and delivery. Professional development, as per Recommendation 16.3, in relation to the inaugural Sexual Assault Response and Investigation Course (SARIC) has been delivered with 20 participants at the Tasmanian Police Academy in February 2025. More courses are being rolled out in February/March 2026.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
16.4	The justice system and victim-survivors	1. Tasmania Police should develop and implement quality audit and assurance processes for investigating child sexual abuse offences, including random file sampling. 2. File sampling should: a. capture data on how well police are complying with procedures for investigating child sexual abuse offences, including the requirements set out in the Initial Investigation and Notification of Child Sexual Abuse Guidelines b. assess whether: i. contact was made with the person reporting child sexual abuse ii. every effort was made to establish the victim's identity and to assess and investigate the report, where appropriate iii. a thorough examination of intelligence on Tasmania Police databases was conducted iv. cross-agency and interstate requests for information checks were made to determine whether any intelligence held outside Tasmania might assist the investigation v. contact details of the investigating officer were provided to the victim, parent, guardian or other support person vi. a supervisor confirmed whether the above actions were taken. c. capture data on the timeliness of investigations d. go beyond technical adherence to requirements and assess the overall quality of police investigative responses and outcomes for victim-survivors, including identifying any opportunities for improvement.	Lead agency for the implementation of actions for this rec – DPFEM. Management Review commenced file sampling in July 2023 as part of regular reporting. Scoping is underway to extend this capability to meet this recommendation. A Quality and Audit Assurance Framework has been disseminated across DPFEM for consultation and feedback. Further work is required to develop a checklist which will address all the particular points of the recommendation as per Recommendation 16.4 (2).	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
16.5	The justice system and victim-survivors	Tasmania Police should: a. review the adequacy and availability of equipment used to record evidence by video or audio, and ensure this equipment is available in all police facilities where victim statements relating to child sexual abuse are taken b. ensure specialist child sexual abuse police officers receive training on the use of recording equipment and refresher training if they have not used the equipment for six months or more.	Lead agency for the implementation of actions for this rec – DPfEM. Soft interview rooms are operational and being used at Arch North, Arch South and Devonport Police Stations. Further rooms are ready for installation of recording equipment at Professional Standards (Hobart), Glenorchy and Launceston. Additional rooms will be included in the projected builds of the new St Helen's and Bridgewater Police Stations. Equipment is scheduled for delivery in May 2025. Installation has been arranged with a contractor and will occur at all three locations within the following month from delivery. The building, decor and furniture for the soft interview rooms at Launceston and Glenorchy police stations, and Professional Standards have been finished.	In progress and on track	N/A
16.6	The justice system and victim-survivors	1. The Department of Health should increase the availability of forensic medical examination services for child victim-survivors of sexual abuse, to ensure all child victim-survivors can access an examination with minimal delay. To achieve this, the Department should: a. train existing adult sexual assault forensic medical examination services to examine child victim-survivors b. ensure, in areas of Tasmania where no sexual assault forensic medical examination services exist, suitably qualified local health professionals are trained and supported to conduct forensic medical examinations for child sexual abuse.	Lead agency for the implementation of actions for this rec – DoH. The Department is identifying all staff who have relevant training to be able to assist in carrying out forensic medical examinations. A longer term approach will be to continue to upskill staff across the THS - not just those working specifically in the forensic medical examination space - in relevant training to allow for the appropriate capability and availability across the state, to carry out examinations as required.	Challenges or delays but delivery remains achievable	There are ongoing challenges that will need to be addressed to implement this recommendation of the COI, including: - attracting and retaining high quality and appropriately qualified staff to work in sexual assault and family violence examinations. This is an ongoing challenge nationwide. - limited access to training for registered nurses and midwives to obtain graduate qualifications in forensic nursing. There is no course available in Tasmania.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		2. At a minimum, the training should include: a. an external, recognised qualification in forensic medical examinations b. external recognised training in sexual abuse care for children.			
16.7	The justice system and victim-survivors	Tasmania Police should: a. establish a clear, publicly accessible process for reporting and responding to allegations of child sexual abuse against a member of Tasmania Police, including the ability to report to an entity independent of police such as the Integrity Commission b. expand the domestic violence review panel to cover child sexual abuse and ensure independence in investigations when a member is alleged to have been involved in child sexual abuse.	Lead agency for the implementation of actions for this rec –DPFEM. The online portal in relation to members of the public reporting complaints against police, has been developed and is live. This has been delivered by the Professional Standards Command and the portal also includes the opportunity for members of the public to report complimentary behaviour of police. The public portal contains important links to the below Abacus document and oversight bodies: Abacus - Commissioner's Directions for Conduct and Complaint Management, and Compliance Review Integrity Commission Tasmania Ombudsman Tasmania Commissioner for Children and Young People Tasmania. Members of the public have the ability to report complaints against police to the Office of the Ombudsman and the Integrity Commission. The Integrity Commission has oversight of Professional Standards and all serious misconduct matters involving police must be referred to the Integrity Commission. Professional Standards undertake investigations of family and sexual violence (including child sexual abuse) involving police officers.	Completed in this reporting cycle	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			The Family and Sexual Violence Review Committee have oversight all such investigations. The Committee is led by an independently-appointed Chair.		
16.8	The justice system and victim-survivors	1. The Office of the Director of Public Prosecutions should provide ongoing professional development to staff on child sexual abuse, including: a. specialist training on trauma-informed practice b. training on issues that children and adult victim-survivors may face in giving evidence and approaches that can be taken to make the process trauma informed, including the role of witness intermediaries c. training on the laws of evidence and procedure that apply in child sexual abuse cases d. training on the nature, causes and methods of child sexual abuse and grooming, including addressing common myths about child sexual abuse. 2. The Office of the Director of Public Prosecutions should also explore opportunities with Tasmania Legal Aid and the Law Society of Tasmania for joint training on the dynamics of child sexual abuse and trauma-informed practice.	Lead agency for the implementation of actions for this rec – DoJ. The Office of the Director of Public Prosecutions has undertaken training in trauma-informed best practice training as part of its continued legal education prior to the recommendations being made. This training has been provided to all members of the Office and has been supported and attended by the Office's senior leadership.	In progress and on track	N/A
16.10	The justice system and victim-survivors	1. The Tasmanian Government should extend the Witness Intermediary Scheme to include children who are under investigation for, or who have been charged with, sexual offences, and fund it to do so.	Lead agency for the implementation of actions for this rec –DoJ. Key units within the Department are collaborating to progress the legislative amendments required, alongside the development of supporting policies, guidance material, training, and material for project governance.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		2. The Tasmanian Government should consider whether legislation should be enacted requiring police to use witness intermediaries in police interviews of children and young people and adults with communication needs (including defendants), relating to sexual offences.	A detailed project plan has been developed outlining key milestones for the project, including the establishment of a decision-making body comprised of judicial and legal stakeholders. A recruitment process is in its final stages to increase the number of witness intermediaries on the Intermediaries Panel. A Review of the Pilot phase of Tasmania's intermediary scheme has recently been completed by international expert Professor Penny Cooper and is published on the Department of Justice website. Recommendations made by Professor Cooper have been accepted in-principle by Cabinet. Many of Professor Cooper's recommendations will need to be implemented to give practical effect to Recommendation 16.10.		
16.12	The justice system and victim-survivors	The Tasmanian Government should: - update the audiovisual equipment available to the Supreme and Magistrates Courts - discuss with the Supreme and Magistrates Courts ongoing training for relevant staff on using audiovisual equipment.	Lead agency for the implementation of actions for this rec – DoJ. The updating of audiovisual and digital recording equipment for Magistrates and Supreme Court courtrooms and a number of remote witness rooms is on track to be completed by 30 June 2026.	In progress and on track	N/A
16.13	The justice system and victim-survivors	The Tasmanian Government should introduce legislation to extend the principles of section 13B of the <i>Family Violence Act 2004</i> to sexual assault matters, including child sexual abuse. This will ensure that where a person is acquitted in the Magistrates Court because the prosecution has informed the Court it will not be offering any evidence in support of the charge, the acquittal does not prevent admitting evidence of relationship, tendency or coincidence evidence in a later related matter.	Lead agency for the implementation of actions for this rec – DoJ. Implemented via the <i>Justice Miscellaneous (Commissions of Inquiry) Act 2024</i> which received Royal Assent on 2 October 2024.	Complete	The Tasmanian Government has now completed the necessary amendments to the <i>Criminal Code Act 1924</i> .

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
16.14	The justice system and victim-survivors	The Tasmanian Government should, in similar terms to sections 199, 204 and 205 of the <i>Criminal Procedure Act 2009</i> (Vic), amend the <i>Criminal Code Act 1924</i> (including section 361A) to: a. allow pre-trial rulings or orders to be made before the accused person has entered a plea b. provide that such pre-trial rulings or orders are binding on a trial judge, even where a different judge made the order, unless the trial judge considers that would not be in the interests of justice c. provide that such pre-trial rulings or orders apply at a new trial unless this would be inconsistent with any order or decision made on an appeal or would not be in the interests of justice.	Lead agency for the implementation of actions for this rec – DoJ. Implemented via the <i>Justice Miscellaneous (Commissions of Inquiry) Act 2024</i> which received Royal Assent on 2 October 2024.	Complete	The Tasmanian Government has now completed the necessary amendments to the <i>Criminal Code Act 1924</i> .
16.15	The justice system and victim-survivors	Summarised Recommendation 16.15: Introduce and amend legislation to require judges to give directions to juries to better understand evidentiary difficulties and complexity of child sexual abuse evidence (see full recommendation for further detail).	Lead agency for the implementation of actions for this rec – DoJ. The Justice Miscellaneous (COI) Bill 2024 was available for community consultation 24 May to 7 June 2024 and proposed to implement Recommendation 16.15. Stakeholder feedback including from the TLRI and legal stakeholders, supported further time to consider these amendments, to ensure there were no unintended effects.	Challenges or delays but delivery remains achievable	While the stakeholder feedback has delayed the original project timeline, it is still on track to be implemented by 1 July 2026.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
16.16	The justice system and victim-survivors	The Tasmanian Government should: a. fund the Supreme Court to support the professional development of judicial officers on the dynamics of child sexual abuse and trauma-informed practice b. consider introducing legislation dealing with the responsibility of the Chief Justice to direct the professional development and continuing education and training of judicial officers, in similar terms to section 28A of the <i>Supreme Court Act 1986</i> (Vic).	Lead agency for the implementation of actions for this rec – DoJ. Funding for this recommendation has been allocated in the 2024-2025 State Budget. Additionally, in October 2024, the Judicial Commissions Bill 2024 successfully passed both houses of Parliament and received Royal Assent on 13 December 2024. The Bill stipulates that the Chief Justice is responsible for promoting the training, education, and professional development of the judges of the Supreme Court and may implement programs for this purpose.	Completed in this reporting cycle	N/A
16.17	The justice system and victim-survivors	The Tasmanian Government should ensure preventive programs for adults who are at risk of abusing, or have abused, children are available beyond the custodial setting. These programs should be: a. properly funded b. align with the practice guidelines issued by the Association for the Treatment and Prevention of Sexual Abusers c. include a monitoring and evaluation process.	Lead agency for the implementation of actions for this rec – DoJ. Community Corrections has completed recruitment activities to support the delivery of this program of work, and continues to negotiate the procurement of an internal manualised program to prevent re-offending of those convicted.	In progress and on track	N/A
16.20	The justice system and victim-survivors	1. The Department of Justice should: a. prioritise collecting and publishing key data about institutional child sexual abuse, including: i. the number of reports of child sexual abuse made to police ii. police, prosecution and court outcomes of reports, and reasons for outcomes, including the reasons why cases did not proceed iii. the time between reporting, charging or a decision not to progress, and prosecution iv. whether the abuse took place in an institutional setting	Lead agency for the implementation of actions for this rec – DoJ. The Data Collection and Reporting Working Group meets quarterly to progress Recommendation 16.20. A draft report has been developed on the collection and publication of key data with a view to publishing early and further developing over time as additional data is collected as per the recommendation. Discussions are underway to determine a process to appoint an organisation to conduct periodic surveys of victim- survivors.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		v. basic demographics of victim-survivors and alleged perpetrators (for example, age, gender and Aboriginal status) vi. trends in relation to particular groups, including Aboriginal people. b. support the Office of the Director of Public Prosecutions to improve its data collection for child sexual abuse cases so it can effectively monitor: i. the cases on which police seek advice, that proceed to court and are discontinued, including the reasons for discontinuance ii. the number, type and success rate of appeals in child sexual abuse matters c. cause periodic surveys to be conducted and published with victim-survivors of child sexual abuse on their experience and satisfaction with the criminal justice system, including on whether the victim-survivor: i. felt listened to ii. felt believed iii. understood the process iv. was kept informed of the progress of the case. 2. The Sentencing Advisory Council should periodically review trends in sentencing for child sexual abuse offences in Tasmania and compare them with sentencing outcomes for equivalent offences in other Australian jurisdictions.			

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
17.2	The justice system and victim-survivors	1. The Tasmanian Government should ensure all lawyers who act for the Tasmanian Government in civil claims relating to child sexual abuse receive regular professional development on: a. the nature and effects of child sexual abuse, including institutional child sexual abuse, perpetrator tactics and impacts on victim-survivors b. how to consider these effects when victim-survivors are involved in civil litigation processes. 2. The Solicitor-General or the new State Litigation Office should issue and ensure compliance with guidelines relating to: a. trauma-informed management of settlement processes and conferences in child sexual abuse cases b. whether and when legal professional privilege should be claimed by the Tasmanian Government in relation to medical reports or expert evidence, adopting the principle that generally legal professional privilege should be waived c. making apologies before reaching a final settlement.	Lead agency for the implementation of actions for this rec – DoJ. Training has been provided to legal practitioners at the State Litigation Office (SLO) on trauma-informed practices in the mediation process, with further training to be arranged. Bespoke trauma-informed practice training was also arranged and delivered to law firms undertaking or intending to undertake Abuse in Care legal work. Revised guidelines are the final stage of development and will be made publicly available once completed.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
17.6	The justice system and victim-survivors	The Department of Justice should ensure that: a. in relation to claims for financial assistance under the Victims of Crime Assistance Scheme, delays are minimised and applications for compensation are handled in a sensitive and trauma-informed manner b. staff in Victims Support Services receive regular professional development on the effects of child sexual abuse and how to respond to victim-survivors in a trauma-informed manner c. people being considered for appointment as Criminal Injuries Compensation Commissioners are required to take part in professional development on the effects of child sexual abuse and how to respond to victim-survivors in a trauma-informed manner before their appointment and regularly thereafter.	Lead agency for the implementation of actions for this rec – DoJ. Additional staff have been appointed by the Victims Support Service to assist in reducing delay and to ensure the trauma-informed handling of applications. Training has been provided for Victims Support Service staff and independent Criminal Injuries Compensation Commissioners, including Blue Knot Foundation and Building Trauma Awareness training.	Completed in this reporting cycle	N/A
17.7	The justice system and victim-survivors	The Tasmanian Government should introduce legislation to amend the <i>Victims of Crime Assistance Act 1976</i> to create a right of review on the merits by the Tasmanian Civil and Administrative Tribunal (TASCAT) in relation to a decision of the Criminal Injuries Compensation Commissioners: a. to refuse financial assistance to a victim-survivor of child sexual abuse b. about the amount of financial assistance to which a victim-survivor of child sexual abuse is entitled.	Lead agency for the implementation of actions for this rec – DoJ. The Department of Justice has received feedback from the TASCAT regarding critical issues arising from this recommendation. The Department notes this valuable feedback and will work through these issues with key stakeholders in developing the reform.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
17.8	The justice system and victim-survivors	Summarised Recommendation 17.8: Review and reform the <i>Right to Information Act 2009</i> and the <i>Personal Information Protection Act 2004</i> to ensure victim-survivors of CSA in institutional contexts can obtain information relating to that abuse (see full recommendation for further detail).	Lead agency for the implementation of actions for this rec – DoJ. The independent review of Tasmania's right to information framework led by Associate Professor Rick Snell and Professor Tim McCormack will report to the Premier by 30 June 2025.	Challenges or delays but delivery remains achievable	The Government's RTI reform work will be guided by the <i>Independent Review of Tasmania's Right to Information Framework</i> and the TLRI in its May 2024 Report Review of Privacy Laws in Tasmania have made similar recommendations relating to the RTI and PIP Acts. As a result, this project is anticipated to contain complex and interconnected reforms with significant stakeholder interest and a foundational basis in multiple reports.
18.8	Oversight, coordination and therapeutic support	The Tasmanian Government should ensure the Commission for Children and Young People is separately and directly funded, rather than through the Department for Education, Children and Young People. Any funding arrangements or conditions should be structured to ensure the Commission has power to control its budget and staffing.	Lead agency for the implementation of actions for this rec – DPAC. The draft Bill to establish the Commission for Children and Young People contains provisions establishing the Commission as an agency for the purposes of the Financial Management Act 2016. The Commission will therefore appear as a separate and distinct budget chapter, rather than an output of another department. The draft Bill also includes consequential amendments to the State Service Act 2000, establishing the Commission as a State Agency under that Act. In doing so, the Commission's Head of Agency will have the ability to appoint staff directly. Consultation on the draft Bill occurred over a 12-week period in late 2024, culminating in a What We Heard Report released by Government on 3 April 2025 that outlined key themes and insights. The Bill is now nearing finalisation and is expected to be introduced to Parliament in 2025. DPAC's 2024-25 Budget includes funding for the establishment of the Commission.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			Funding for the Commissioner for Children and Young People and the Office of the Independent Regulator appear as separate line items under DECYP and DoJ budgets respectively. However, once the Commission is established, all three funding streams will be combined.		
18.9	Oversight, coordination and therapeutic support	A joint standing committee of the Tasmanian Parliament should oversee the performance and proper execution of functions of the Commission for Children and Young People.	Lead agency for the implementation of actions for this rec – DPAC. The draft Bill to establish the Commission for Children and Young People contains provisions to establish a Joint Standing Committee, similar to the Joint Standing Committee on Integrity in the <i>Integrity Commission Act 2009</i>. Consultation on the draft Bill occurred over a 12-week period in late 2024. Due to the volume of comprehensive feedback received, and the associated policy and drafting complexity, the Government agreed to delay the introduction of the final Bill until 2025. The Bill is now nearing finalisation. It is ultimately the decision of Parliament as to how a committee of this nature is established.	In progress and on track	N/A
18.11	Oversight, coordination and therapeutic support	The Tasmanian Government should implement Recommendation 11 of the Independent Reviewer's 2016 Independent Review of the <i>Integrity Commission Act 2009</i> , which would oblige public authorities to notify the Integrity Commission of any allegations of serious misconduct.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation was to be implemented through the Justice Legislation Amendment (Evidence and Integrity Commission Reforms) Bill 2024. The Bill was available for public consultation on the Department of Justice Community Consultations website from 1 to 17 November 2024.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			The Department has considered submissions and redrafted the Bill following the consultation period. Introduction of the final Bill will be in 2025.		
18.15	Oversight, coordination and therapeutic support	The Commission for Children and Young People, the Integrity Commission, the Ombudsman and the Registrar of the Registration to Work with Vulnerable People Scheme should develop a formal memorandum of understanding relating to the management and oversight of reports, complaints and concerns relating to child sexual abuse and information sharing. The memorandum of understanding should: a. define the roles, responsibilities, functions and limitations of each agency and describe where these overlap or intersect b. require consultation prior to the initiation of systemic reviews or inquiries where the subject of that inquiry relates to areas of common interest or intersecting functions c. provide for permissive and enabling information-sharing practices that prioritise the safety and welfare of children for individual matters and ensure each party receives from others de-identified trend data necessary to perform its functions.	Lead agency for the implementation of actions for this rec – DoJ. The Independent Statutory Officer Working Group (ISOWG) chaired by the Interim Commissioner for Children and Young People has resolved to progress an interim Memorandum of Understanding while the new Commission for Children and Young People is established.	In progress and on track	N/A
19.5	Oversight, coordination and therapeutic support	1. The Tasmanian Government should ensure, in setting out the governance structure for the child sexual abuse reform strategy and action plan, that children and young people and adult victim-survivors of child sexual abuse are part of this governance structure through: a. the Premier's Youth Advisory Council	Lead agency for the implementation of actions for this rec – DPAC. The Keeping Children Safe Reform Governance review was finalised in February 2025. The review focused on strengthening governance and accountability arrangements across the broader Keeping Children Safe Reform program, including confirming	Completed in this reporting cycle	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. the establishment of an advisory group comprising adult victim-survivors of child sexual abuse, including child sexual abuse in institutions, of different ages, backgrounds, cultures, gender identities and geographical locations and parents of child victim-survivors. 2. The Department of Premier and Cabinet should report on the activities of these advisory groups in its annual report. 3. These advisory groups should: a. be guided by clear terms of reference that have been developed in consultation with the advisory groups b. have a clear purpose and objectives in terms of how they can contribute across the whole of government c. receive secretarial support and be adequately funded and resourced d. ensure trauma-informed processes apply in their interactions e. support and enable members' attendance by covering the costs of travel and expenses, and providing honorariums where appropriate.	arrangements for incorporating the voices of victim-survivors and children and youth. Victim-Survivors Victim-Survivors are formally integrated into the governance structure through the Victim-Survivor Advisory Group. The Group commenced onboarding and training in March 2025 following a trauma-informed recruitment process. Once appointed and trained, the Group will finalise its Terms of Reference and a workplan. Specialist staff in the Keeping Children Safe Reform Unit will provide Secretariat support to the group. Children and young people have been integrated into the governance structure through the inclusion of the Premier's Youth Advisory Council, which enables children and young people aged 12-24 to meet with the Premier and Minister for Children and Youth and Government to discuss their ideas on how we can make Tasmania a better place. While the PYAC and VSAG are formally reflected in the governance structure, the Tasmanian Government will continue to use a range of engagement approaches to inform policy development, minimise risk of consultation fatigue and recognise the autonomy of members to choose how they engage in policy development.		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
19.6	Oversight, coordination and therapeutic support	The Tasmanian Government should introduce legislation to amend the <i>Registration to Work with Vulnerable People Act 2013</i> to clarify that, in addition to the duty to report in certain circumstances, any person can notify reportable behaviour to the Registrar of the Registration to Work with Vulnerable People Scheme.	Lead agency for the implementation of actions for this rec – DoJ. In April 2025, the Justice Miscellaneous (Reporting Procedures) Bill 2025 passed both houses of Parliament. Additionally, on 31 March 2025, the Attorney-General and Minister for Justice, the Hon. Guy Barnett MP, announced the launch of a new, user-friendly Registration to Work with Vulnerable People (RWVP) website.	Completed in this reporting cycle	N/A
19.8	Oversight, coordination and therapeutic support	1. The Department of Premier and Cabinet should lead the development of child safety information sharing, coordination, and response guidelines to support government and government funded agencies and statutory bodies to respond to child safety issues. The guidelines should: a. set out the principles which guide information sharing, cross-agency coordination and the roles of different services and entities in responding to child safety issues, and require that staff are trained on these issues b. identify a process for nominating a lead agency for cross-agency responses to individual child safety issues and set out the lead agency's role and responsibilities	Lead agency for the implementation of actions for this rec – DPAC. Information sharing has been identified as a priority focus area for the Keeping Children Safe Committee - Secretaries Board in 2025. A cross-agency workshop including policy and subject matter experts was convened in late 2024 to understand work undertaken to date on data and information-sharing, to discuss issues/gaps and consider governance arrangements for further work. The workshop identified themes and focus areas to progress within the priority area. The Memorandum of Understanding,	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		c. identify a process for setting out the roles and responsibilities of collaborating agencies in responding to child safety issues d. explain child safety information-sharing obligations and responsibilities and how staff can fulfil them e. set out an escalation and dispute resolution process to resolve disagreements that may arise across agencies f. identify resources and professional development opportunities for staff in relation to responding to child safety issues g. be subject to periodic review to ensure they remain up to date and accurately reflect best practice cross-agency information sharing and coordination arrangements. 2. The Tasmanian Government should fund the culture change work required to achieve good information-sharing practices.	which focuses on enabling and guiding information sharing through administrative arrangements has been considered by the Keeping Children Safe Committee - Secretaries Board with feedback integrated before final release. The Information and Data Governance Group (IDGG) has been established and the first meeting held. The Sharing Community of Practice will be established to progress the priority area and take leadership of Recommendation 19.8 (whole of government information sharing policy, protocols, guidelines and practice), as well as work to enhance: · Authorising environments to share data (may be a legislation or MoU requirements): between agencies, with Statutory Authorities and with non-government bodies - open data publishing; data sharing capability; and opportunity for learnings to be shared across government An update and scoping paper has been provided as a first step towards a work plan to the Keeping Children Safe Committee - Secretaries Board. The Board's Data and Digital Subcommittee will be engaged on related matters as work progresses. Initial discussions have also commenced with agencies regarding the legislative complexity with regards to data and information sharing and work will continue in the coming months to determine the impact and scope of work for legislative reform.		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
20.5	Oversight, coordination and therapeutic support	1. The State Service should develop guidance material for conducting preliminary assessments to ensure: a. they are conducted quickly (within three to five business days after an allegation is received) b. the reasons for any delays are documented, a new timeframe set, and the reasons for the delay and the new timeframe are communicated to parties if applicable in the circumstances c. they are confined to a basic gathering of information and do not require evidence of wrongdoing d. they do not assess whether the alleged conduct occurred in the course of the employee's State Service employment. 2. Victim-survivors and child witnesses should not normally be interviewed at the preliminary assessment stage to avoid them being interviewed more than once by a person without special skills. If it is necessary to interview a child or young person at this stage, then this should be done in line with clause 7.3 of Employment Direction No.5 – Breach Code of Conduct. Any such interview should be conducted by individuals who have been trained. 3. Any engagement with a child or young person during the preliminary assessment stage should be child- centred and trauma- informed. 4. The Child-Related Incident Management Directorate should conduct preliminary assessments in child sexual abuse or related conduct matters.	Lead agency for the implementation of actions for this rec – DPAC. The recently established Shared Capability and Centralised Investigations (SCCI) Unit will be building capability across the Tasmanian State Service in relation to investigative practices, in particular, child centred and trauma informed practices. Regina Weiss has been engaged and is providing expert practical and strategic advice to the SCCI Unit, which includes expert knowledge and experience to support investigations that involve children and victim-survivors.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
20.6	Oversight, coordination and therapeutic support	The Tasmanian Government should amend Employment Direction No.4 – Suspension to: a. specify that in matters involving complaints or concerns about child sexual abuse or related conduct of an employee, they may be suspended immediately b. clarify, to avoid any doubt, that suspension can occur before the start of any disciplinary processes, including preliminary assessments c. exclude, in matters involving complaints or concerns of child sexual abuse or related conduct, the requirement that the Head of Agency must have a reasonable belief that it is in the public interest to suspend the employee d. include the safety of children and young people among the matters a Head of Agency must take into account when deciding whether to suspend an employee.	Lead agency for the implementation of actions for this rec – DPAC. The review, redrafting and consultation with key stakeholders of ED4 has been undertaken. The delivery of this recommendation is still anticipated to be early 2025, ahead of the recommended Phase Two timeframe. It is noted that the release of the Peter Woolcott Review may also inform further considerations of ED4. Work has been progressing due to issues and ongoing TIC matters. Considerations relating to the Woolcott Review are to be released in the near future.	In progress and on track	N/A
20.7	Oversight, coordination and therapeutic support	The Tasmanian Government should ensure investigations into misconduct in relation to child sexual abuse or related conduct by State Service employees of the Department for Education, Children and Young People and the Department of Health under Employment Direction No.5-Breach of Code of Conduct, are conducted by the Child-Related Incident Management Directorate.	Lead agency for the implementation of actions for this rec – DPAC. This recommendation is being progressed as part of work to establish the Child Related Incident Management Directorate – refer to Recommendation 6.6. Work on Recommendation 6.6 includes consideration of how the Directorate will work with existing complaints and incident management systems, including enhanced arrangements for managing ED5 investigations that are being implemented through other recommendations from Chapter 20 of the COI report.	Challenges or delays but delivery remains achievable	There are challenges associated with the scale of the Directorate, as recommended by the COI, and the complexity of existing incident management systems, many of which have developed and matured since the COI report was released. Mapping will determine where there are gaps that the new Directorate can address and where there are existing arrangements that meet the COI's intent. The Implementation Monitor has indicated that he will consider changes to the implementation approach for this recommendation (including changes to scope and timeframe) where these meet the intent of the recommendation. Further advice will be provided to Government, and will inform further consultation with the Implementation Monitor, following the mapping exercise, which is currently in progress.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
20.8	Oversight, coordination and therapeutic support	The Tasmanian Government should amend Employment Direction No. 5—Breach of Code of Conduct, as it relates to child sexual abuse or related conduct, to: a. ensure people making a complaint and children or young people who have been abused have the right to: i. reply to any factual matters put forward by the alleged abuser ii. know the outcome of an investigation iii. seek a review of decisions in an appropriate forum. b. clarify timeframes for carrying out investigations, set out the process for seeking an extension of time for an investigation and the considerations involved, and require the granting of, and reasons for, an extension of time be communicated to the parties affected c. provide that all matters of concern relevant to an employee's conduct with a child or young person pertaining to child sexual abuse or related conduct be treated as potential serious misconduct d. note the importance, in circumstances where it is appropriate to summarily dismiss an employee for misconduct, of conducting an investigation to identify children who have been harmed and any systemic problems that need to be addressed e. ensure investigations are conducted by people who have been trained in child development, child sexual abuse (including taking a Whole Story approach) and trauma- related behaviours.	Lead agency for the implementation of actions for this rec – DPAC. Employment Direction (ED) No. 5 has been amended to include a new clause to make it clear that the safety and protection of children is paramount in the consideration of all matters. Guidance material was developed on the changes to ED5 clarifying that where a matter relates to child sexual abuse or related conduct, this would clearly be a potential serious breach of the Code of Conduct and could not be dealt with in any other way, other than as a potential breach of the Code (c). As part of the government panel of investigators, an investigator is to be given a maximum of 12 weeks to complete their investigation. Regular updates are to be provided and where any delays identified, an explanation of the delay and an extension of time is to be sought (b). It was a requirement that investigators on the panel have undertaken trauma informed training, with a requirement to undertake regular training and professional development and that details on an investigator's relevant skills or training are recorded so that investigations can be conducted by people with appropriate training, depending on the nature of the investigation (e). Trauma-informed training has been made mandatory for those involved in ED5 processes and continues to be rolled out across the Service. This training includes the importance of communicating timeframes and any delays to all parties.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			As part of building capability, the SCCI Unit, will consider (in relation to investigations of child sexual abuse or related conduct) the identification of any systemic problems that need to be addressed, as part of the outcome of the investigation process (d). ED5 Guidance includes clarity that the Personal Information Protection Act 2004 (the PIP Act) prevents advising anyone other than the respondent employee of the outcome of the ED5 process, including complainants/ victim-survivors. However, this does not preclude providing regular updates to complainants/ victim survivors as the matter progresses. Where timeframes are anticipated, these may be provided to the employee and the complainant, where this is relevant. Additionally, where a Head of Agency (HoA) decides to take no further action on the allegation(s) or to deal with it other than as an alleged breach of the Code in accordance with clause 8.8 of ED5, both the employee and complainant/ victim-survivor could be informed of this, noting the detail of any further action may be considered personal information subject to the <i>Personal Information Protection Act 2004</i> and only shared with the employee. Where there is specific authority provided in legislation that enables the sharing of information between relevant regulatory organisations and the Employer, then this also supports the sharing of information ie with Ahpra, TRB, WWVP, OIR, Integrity Commission.		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			Where relevant, Agencies (as part of the Tasmanian State Service) are able to share information with each other, deemed to be employee information unless restricted otherwise. Clause 12.1 has been added and provides that 'Agencies are to ensure any information provided to any parties in accordance with this Direction is compliant with the provisions of the <i>Personal Information Protection Act 2004</i>.		
20.9	Oversight, coordination and therapeutic support	The Tasmanian Government should maintain a central cross-government register of misconduct concerning complaints and concerns about child sexual abuse and related conduct. This register should contain records of substantiated and unsubstantiated matters, including those that did not proceed to investigation.	Lead agency for the implementation of actions for this rec – DPAC. A register has been implemented in relation to State Service Code of Conduct Breaches “resulting in” or that “would have resulted in Termination”. This includes where a breach of the Code of Conduct is found in relation to child sexual abuse and related conduct. This Register records details where a breach of the Code has occurred that resulted in termination, or where an employee may resign, where a sanction of termination would have applied. Prior to any employment in the State Service, Agencies are to cross reference successful applicants against the Register and consideration as to the nature of the previous breach and potential risk of re-employment is considered. Work has progressed on a whole-of-service case management system with the initial prototype being used in DoH. This will continue to be enhanced and improvements considered as a second phase when rolling out across the Service.	Challenges or delays but delivery remains achievable	The broader scope of this recommendation will continue to be advanced in Phase Two including potential to improve the sharing of information between Legislation/Agencies, eg between OIR, RWVP, Tas Police, TRB. Implementing both the intent and the specifics of this recommendation will require potential regulation/legislative reform. With regard to broader employment and privacy considerations, stakeholder concerns and considerations will be challenging, as was evidenced by strong union opposition to the introduction of the initial PSS5 register.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
20.10	Oversight, coordination and therapeutic support	1. The Tasmanian Government should take measures to ensure that misconduct investigations under Employment Direction No.5-Breach of Conduct in relation to complaints and concerns of child sexual abuse are able to take into account prior substantiated complaints, allegations and disciplinary action, in addition to the immediately alleged misconduct. 2. The Tasmanian Government should take measures to ensure that prior allegations (including unsubstantiated allegations) should be considered at various stages of the disciplinary process, including in determining: a. the process to be used to deal with new allegations b. whether the conduct occurred on the balance of probabilities, with previous substantiated allegations being given more weight than unsubstantiated allegations c. if misconduct has occurred d. the sanction to be applied.	Guidance material will be developed to build capability across Agencies regarding how and when prior allegations, including untested and unsubstantiated allegations of child sexual abuse or related conduct can be considered at various stages of the disciplinary process. Work has commenced on the design of the Training for Decision Makers.	In progress and on track	N/A
20.11	Oversight, coordination and therapeutic support	1. The Head of the State Service should monitor and publicly report annually on the management of misconduct matters related to child sexual abuse or related conduct. 2. Heads of Agencies should report quarterly to the Head of the State Service on all misconduct matters related to child sexual abuse on all misconduct matters related to child sexual abuse or related conduct, substantiated and unsubstantiated.	Lead agency for the implementation of actions for this rec – DPAC. Since December 2023, the Tasmanian Government has been publishing monthly updates regarding the assessments and actions by relevant Heads of Agencies of all current and former State Service employees referred to in the COI report including alleged perpetrators. Monthly reporting exceeds the COI recommendation for annual reporting.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		The Tasmanian Government should take measures to ensure that prior allegations (including unsubstantiated allegations) should be considered at various stages of the disciplinary process, including in determining: - the process to be used to deal with new allegations - whether the conduct occurred on the balance of probabilities, with previous substantiated allegations being given more weight than unsubstantiated allegations - if misconduct has occurred - the sanction to be applied.	This disclosure report contains five sections that provides assessment and actions for: - all current and former employees named in the report (who are not alleged perpetrators); - all current and former employees that are alleged perpetrators; and - all current and former Tasmanian Police Officers in relation to matters referred to in the COI report. - Notifications of State Service employee suspensions as a result of child sexual abuse (cumulative since October 2020), including the length of suspension of employees suspended with full pay. - Updates on the Joint Referral Review Team (JRRT) matters of interest identified through the COI (Section 34A notices and other data sources). The routine disclosure report, reports on actions for those current and former State Service employees referred to in the COI report, and the suspensions and JRRT report on current and former employees accused of child sexual abuse or related conduct from the COI and other data sources. Routine disclosure is occurring on monthly basis – further work to occur with consistency and defining ‘related conduct’.		

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
20.12	Oversight, coordination and therapeutic support	The Tasmanian Government should introduce legislation to amend Employment Direction No.6 – Inability to provide for: a. a simplified process that applies to matters where the employee no longer has an essential employment requirement (for example, no registration under the <i>Registration to Work with Vulnerable People Act 2013</i>) b. powers to immediately terminate a person's employment if the employee no longer meets an employment requirement for working with children or young people c. any interview with a child or young person in line with Employment Direction No.6 – Inability to be subject to the same considerations as should apply under clause 7.3 of Employment Direction No.5 – Breach of Code of Conduct (Rec 20.8).	Lead agency for the implementation of actions for this rec – DPAC. Initial work has commenced on the review of ED6. Further changes to the employment framework including ED6, will be considered following finalisation of the Woolcott Review.	In progress and on track	N/A
20.13	Oversight, coordination and therapeutic support	1. The Head of State Service should issue guidance on State Service disciplinary processes that contains key principles and procedures to be followed. This guidance should include information on: a. the steps involved in the process of dealing with disciplinary matters b. maintaining confidentiality c. setting timeframes for investigation and communicating timeframes to the parties d. preliminary assessments e. employee suspensions, in particular where matters are alleged to involve child sexual abuse f. considerations when interviewing children	Lead agency for the implementation of actions for this rec – DPAC. In light of the revised ED5, initial Guidance has been produced in relation to the key changes made to the ED and what that means in practice. Further guidance will be developed when additional changes are made to ED5. The work of the Shared Capability and Centralised Investigations Unit (SCCI) will also begin to build capability across State Service Agencies in how ED5 processes are managed. This will include guidance relating to preliminary assessments.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		g. an employee's inability to perform a role due to loss of employment requirements h. the rights of an employee and any complainant 2. This guidance should be developed in line with relevant child safety considerations, relevant recommendations of the COI and the Integrity Commission's Guide to Managing Misconduct in the Tasmanian Public Sector.	As part of the government panel of investigators, an investigator is given a maximum of 12 weeks to complete their investigation. Regular updates are to be provided and where any delays identified, an explanation of the delay and an extension of time is to be sought. Training for the government panel of investigators includes trauma-informed training. The new refresher training is focusing on considerations and approach when interviewing children. Work has commenced on the review of the: - ED4 relating to the suspension of employees, with or without pay, and will particularly consider matters alleged to involve child sexual abuse. - ED6 which will particularly consider where the employee no longer has essential employment requirements. Further changes to the employment framework including to ED6, will be considered following the finalisation of the Woolcott Review.		
20.15	Oversight, coordination and therapeutic support	The Government should fund the Tasmanian Industrial Commission to enable its members to attend training on child sexual abuse either locally or through any relevant interstate program or training, such as the programs offered by the Judicial College of Victoria.	Lead agency for the implementation of actions for this rec – DoJ. The Tasmanian Civil and Administrative Tribunal is leading efforts to centralised and consolidate training for judicial and quasi-judicial officers. Opportunities are being explored with the Australian Institute of Family Studies and the National Judicial College.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
21.2	Oversight, coordination and therapeutic support	1. The Tasmanian Government should conduct an independent process and outcomes evaluation for the pilot multidisciplinary Arch centres and any future centres after three years of operation to inform the Government of any systems improvements that could be made to the centres and whether they have resulted in improvements in client outcomes. The evaluation should incorporate: a. an evaluation and data outcomes framework established during the first year that includes required baseline and outcomes data for clients receiving services through the Arch centres, and considers how Arch centre outcomes can be compared with the outcomes of cases that have not received an Arch centre response b. the collection of data in line with the data outcomes framework in the first year c. the storing and retention of data in a format that can be provided to the independent evaluators. 2. The evaluation and data outcomes framework should include outcome measures for adult and child victim-survivors of child sexual abuse and children who have experienced or displayed harmful sexual behaviours. 3. The Tasmanian Government should ensure multidisciplinary centres are not the sole response to the therapeutic needs of adult and child victim-survivors of child sexual abuse.	Lead agency for the implementation of actions for this rec – DPFEM. An evaluation framework has been developed by Australia's National Research Organisation for Women's Safety. Recommendation 21.2 requires a three-year period of operation before implementation can begin. To prepare for July 2026, Arch is establishing systems and processes with guidance from independent evaluators at the Australian Catholic University. Arch is also seeking clarification from the COI Implementation Committee regarding the misalignment between the two-year Arch pilot period and the three-year recommendation requirement.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
21.3	Oversight, coordination and therapeutic support	1. The Tasmanian Government should establish a peak body for the sexual assault service system, including therapeutic interventions for children who have engaged in harmful sexual behaviours, to: a. ensure the needs of adult and child victim-survivors of child sexual abuse and children who have experienced or displayed harmful sexual behaviours are met by the sexual assault service system b. represent sexual assault service providers in a coordinated way c. share evidence and experience d. develop or identify practice standards for sexual assault services and interventions for child sexual abuse and harmful sexual behaviours e. coordinate service delivery for victim-survivors f. advocate for improvements in the sexual assault service system. 2. This peak body for the sexual assault service system should be distinct from, but work in cooperation with, a family violence peak body.	Lead agency for the implementation of actions for this rec – DPAC. Action 14 of Tasmania's Third Family and Sexual Violence Action Plan 2022-27 commits to: Investigate the establishment of a Tasmanian Family and Sexual Violence Peak to improve coordination of family and sexual violence services and advice on policy development and service design.	In progress and on track	N/A
21.4	Oversight, coordination and therapeutic support	1. The Tasmanian Government should increase funding for free or low-cost sexual assault counselling services to: a. reduce waiting times to no longer than four weeks for victim-survivors, regardless of where they live in Tasmania b. enable fortnightly access to sexual assault counselling in Ashley Youth Detention Centre	Lead agency for the implementation of actions for this rec – DPAC. The Tasmanian Government has taken immediate action to strengthen the therapeutic service system during the reporting period. This has included \$3,540,000 to Tasmania's specialist sexual violence support services for the 2024-25 Financial Year.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		c. assist peer support groups. 2. The Department of Premier and Cabinet should adopt strategies to increase the number of professionals with skills to provide therapeutic responses to abuse-related trauma to address the challenge in attracting and retaining sufficient suitably qualified staff to fill vacancies and meet the need for therapeutic responses to child sexual abuse.	This COI Uplift Funding has been committed to the Sexual Assault Support Service (SASS) and Laurel House to increase staffing and work towards a reduction in waitlists for child and adult victim-survivors of child sexual abuse. This is a significant increase from the \$1.2 million that was provided in 2023-24 for COI sexual violence services uplift. DPAC will work with SASS and Laurel House on further strengthening the therapeutic service system to ensure delivery of the recommendation by 1 July 2026. The implementation of this recommendation is being considered alongside related Recommendations 21.1, 21.6 and 21.8.		
21.5	Oversight, coordination and therapeutic support	The Tasmanian Government should increase the capacity of the Victims of Crime Service by: a. increasing the number of counsellors available in each of the Victims of Crime Service offices to at least three in southern Tasmania, two in northern Tasmania and two in the North West b. promoting the availability of the Victims of Crime Service counselling service to victim-survivors of sexual assault.	Lead agency for the implementation of actions for this rec – DoJ. Additional funding of \$2.8 million over four years announced in the 2024-2025 State Budget has allowed additional trauma counsellors to be employed as part of the Victims of Crime Service. There are now two counsellors in Hobart, Launceston and Burnie, with a third counsellor to be appointed in the South.	Completed in this reporting cycle	N/A
21.6	Oversight, coordination and therapeutic support	1. The Tasmanian Government should ensure that the needs of particular groups of victim-survivors are met by the therapeutic service system and related contracting of services, including the needs of: a. children who are victim-survivors or have displayed harmful sexual behaviours (Rec 21.8)	Lead agency for the implementation of actions for this rec – DPAC. Through the development of the Change for Children Strategy, the Department of Premier and Cabinet has also engaged with key priority groups and service providers which included relevant context around the therapeutic service system.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. victim-survivors with disability or mental illness c. victim-survivors who identify as LGBTIQ+ d. male victim-survivors e. victim-survivors who are from culturally and linguistically diverse backgrounds. 2. The Tasmanian Government should consult on the therapeutic service system with relevant stakeholder groups, including the Interim Disability Commissioner, community groups and representative bodies.	Broad consultation will continue through the development of the Harmful Sexual Behaviours Framework and finalisation of the Change for Children Action Plan, as well as targeted consultation specific to this recommendation. The Department of Premier and Cabinet provided \$100,000 to the Multicultural Council of Tasmania to establish a Multicultural Advisory Group to ensure that the needs of Culturally and Linguistically Diverse victim- survivors, and their families, are met by the service system. The Multicultural Advisory Group has met twice and will meet twice more before producing their report. Work will continue to engage with other population priority groups and service providers to ensure the improved therapeutic service system is contemporary, fit for purpose, and reflective of needs of all population priority groups. The implementation of this recommendation is being considered alongside the related Recommendations 21.4, 21.1 and 21.8.		
21.10	Oversight, coordination and therapeutic support	Tasmania Police and the Department for Education, Children and Young People should update the Keeping Children Safe Handbook to reflect the Tasmanian Government's statewide framework and plan for addressing harmful sexual behaviours, including by: a. modifying the language used when discussing children who have displayed harmful sexual behaviours to align with the definitions developed through the National Office of Child Safety	Lead agency for the implementation of actions for this rec – DECYP. This recommendation is reliant upon the work led by DPAC at Recommendation 21.8 (develop a statewide framework and plan for preventing, identifying and responding to harmful sexual behaviours), due June 2025.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. clarifying the roles and responsibilities of the two agencies in responding to incidents involving harmful sexual behaviours, including the conditions under which each agency will lead the response c. clarifying the involvement of specialist therapeutic services in responses to incidents.	Once work on recommendations relating to harmful sexual behaviours (Rec 9.28) is completed, the Handbook will be updated.		
COI Phase 3					
9.8	Children in out of home care	Summarised: Develop a strategic plan for the out of home care system (see full recommendation for further detail).	Lead agency for the implementation of actions for this rec – DECYP. Drafting of the out of home care strategic plan and a supporting action plan is underway. Targeted consultation commenced in February 2025 via Uplifting Care's governance and advisory groups. Consultation with key stakeholders is planned to be completed in May 2025. Subject to endorsement and clearance processes, the strategic plan is planned to be publicly released later in 2025. The accompanying 2024-2026 Action Plan is planned to be released at the same time as the strategic plan, or shortly after.	In progress and on track	N/A
9.10	Children in out of home care	The Department for Education, Children and Young People should develop a workforce strategy for the child and family welfare sector to pursue the following objectives: a. an increase in staff numbers and retention b. workplace conditions that make the sector a more attractive employer, particularly in the Department c. a reduction in unplanned staff vacancies, particularly in the Department	Lead agency for the implementation of actions for this rec – DECYP. DECYP has completed the Child Safety and out of home care Workforce Action Plan 2024-2027. Consultation with service partners, unions and other stakeholders continue with the shared objective of supporting ongoing staffing. A Child and Youth Workforce Roundtable is currently being established. An expression of interest process is underway to finalise the membership of the Roundtable.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		d. promoting staff wellbeing, at the individual and system levels, including by addressing the causes and effects of trauma and vicarious trauma e. a workforce equipped with the knowledge and skills to respond effectively to the needs of children and families.	Submissions have been received, with finalisation of the membership still to occur. Targeted recruitment campaigns were rolled out nationally in August 2024, to market the sector as an employer of choice. This resulted in the largest single intake of new staff experienced in Child Safety and out of home care in recent times. Recruitment has continued to occur, and this has contributed to reduced vacancies across the Child Safety service. The recruitment campaign was supported by the introduction of the Tasmanian Government Workforce Incentive Package to attract and retain Child Safety staff.		
9.11	Children in out of home care	1. The Department for Education, Children and Young People should establish mandatory core knowledge requirements for Child Safety Officers, which include an understanding of: a. child sexual abuse, including grooming, harmful sexual behaviours and child sexual exploitation b. the effects of trauma, trauma-informed care and therapeutic responses to trauma c. ethical and professional conduct. 2. The Department should ensure Child Safety Officers attain this knowledge during their induction period. 3. The Department should provide regular refresher training and continuous professional development opportunities to enable Child Safety Officers to continue to advance their knowledge and skills (advanced professional development).	Lead agency for the implementation of actions for this rec – DECYP. The Uplifting Care Implementation Team has begun the planning work associated with this recommendation. This recommendation is dependent on the development of the Model of Care (Rec 9.18), which is being progressed prior to this recommendation.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		4. In its role of overseeing the out of home care system, the Department should: a. determine the core knowledge and skills required for staff in non-government organisations providing carer assessment and support, and for residential, foster and kinship carers b. ensure non-government out of home care staff and carers have access to professional development in core knowledge and skills, recognising existing high-quality training available in Tasmania and developing or funding new training where required.			
9.13	Children in out of home care	The Department for Education, Children and Young People should ensure staff have access to the latest out of home care practice knowledge by becoming a learning organisation, including by: a. implementing purposeful means for critical reflection and internal review b. establishing strategic partnerships with specialist out of home care, child maltreatment and child protection researchers c. engaging in cross-jurisdictional partnerships where there are opportunities for shared learning d. developing opportunities for formal recognition of ongoing learning for staff through these partnerships, such as via micro-credentialling pathways.	Lead agency for the implementation of actions for this rec – DECYP. Out of home care (OOHC) planning work associated with this recommendation is to be led by the recently established Uplifting Care Implementation Team (OOHC reform implementation). DECYP is continuing to actively contribute to and progress the implementation of new practice approaches under its national policy partnerships. DECYP will continue to access professional knowledge and expertise through its partnerships with groups such as the national Chief Practitioner Group, and through commissioned research and development projects with universities and research organisations with specialist child safety expertise.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.15	Children in Out of home care	Summarised: Fully implement all elements of the Aboriginal and Torres Strait Islander Child Placement Principle (see full recommendation for further detail).	Lead agency for the implementation of actions for this rec – DECYP. The project planning for this recommendation has commenced and will be completed by March 2025. Governance arrangements and stakeholder consultation mechanisms are being finalised. The Deputy Secretary for Child Safety and Youth Justice Operations will be meeting with Aboriginal Organisations in the first quarter of 2025. The Tasmanian Aboriginal Centre received a capacity building grant through the Government's Closing the Gap Capacity Building Fund, to develop a strategy and action plan for self-determination for Aboriginal children and young people in care. The Report is pending and will inform implementation of this recommendation. Funding has been confirmed in the State Budget for 3 FTE Aboriginal Liaison Officers for the Child Safety Service. These will be recruited by June 2025. The Tasmanian Government has signed a Partnership Agreement committing to shared decision making with the National Aboriginal Leadership Group to implement Safe and Supported – the National Framework for Protecting Australia's Children 2021 – 2031. Services for Children and Families have been focused on ensuring that Aboriginal children, young people and their carers are identified and connected with community. Aboriginal community representatives are included in care teams and decision-making forums.	Challenges or delays but delivery remains achievable	Stakeholder engagement and consultation with staff has commenced. Further scoping work and a baseline assessment on investment in Aboriginal-led early intervention and prevention services will inform project planning to fully implement the recommendation.

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.17	Children in out of home care	1. The Department for Education, Children and Young People should appoint a Chief Practitioner to lead clinical practice and quality assurance across Child Safety Services, the Strong Families, Safe Kids Advice and Referral Line, and out of home care. 2. The Chief Practitioner should lead an Office of the Chief Practitioner, manage a team of clinical practice experts across Child Safety Services and report to the Secretary. 3. The Chief Practitioner should be responsible for: a. developing the clinical capacity of practitioners through professional development and supervision b. informing clinical policies, procedures and practice directions to ensure they reflect best practice in child protection and trauma-informed care c. receiving, triaging, recording, monitoring and coordinating responses to complaints about Child Safety Services and out of home care (Rec 9.31) and concerns about the safety and wellbeing of children in care (Rec 9.32) d. supporting best practice responses to children in out of home care experiencing or at risk of child sexual exploitation e. conducting file reviews and audits to inform an understanding of current clinical practice and identify areas for reform.	Lead agency for the implementation of actions for this rec – DECYP. Planning and design of the Chief Practitioner role is underway and has been identified under one of six priority organisational change projects named up by the Department in August 2024. Research and interjurisdictional analysis of the Chief Practitioner role has occurred. Child Safety and Youth Justice Operations Portfolio has confirmed a new structure for the portfolio, following a change proposal that went out to consultation to staff in March. The new structure delivers on COI recommendations relating to executive leadership structure capability and functions, including the establishment of an Office of the Chief Practitioner. An implementation plan has been developed for the portfolio to transition to the new structure, to establish new roles and functions over three phases throughout 2025. It is aimed to have the Office of the Chief Practitioner established by the end of 2025 and further work will be undertaken in 2026 to establish the full suite of functions specified in the COI recommendation.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.20	Children in out of home care	1. The Department for Education, Children and Young People should establish and maintain a Carer Register of all types of carers in the out of home care setting to ensure all third-party guardians, and foster, respite, kinship, and salaried residential carers can provide quality care to children and act protectively. 2. The Department should: - set minimum requirements for registration as a carer - record allegations of concern about a carer or members of their household - set out a process for de-registering carers - enable easy information sharing between the Carer Register, the Registration to Work with Vulnerable People Scheme and the Reportable Conduct Scheme. 3. The minimum requirements for carer registration should include: - current Registration to Work with Vulnerable People and satisfactory National Police Checks - best practice and tailored approaches to foster, kinship and residential carer screening and assessment - mandatory knowledge and skill requirements for carers, including: - understanding child sexual abuse, including grooming, harmful sexual behaviours and child sexual exploitation - understanding the effects of trauma, trauma-informed care and therapeutic responses to trauma - understanding the professional conduct policy and ethical behaviour	Lead agency for the implementation of actions for this rec – DECYP. Ongoing meetings and communication have occurred with the Commonwealth Department of Social Services (DSS). Detailed planning, scoping and costing of the project has progressed with a draft approach prepared for approval. This required significant internal consultation and adapting of planning documents. Final approvals are expected in next reporting period, leading to a high-level and detailed design, before commencing the build of technology.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		d. requiring other relevant adults who routinely spend time in the carer household to hold Registration to Work with Vulnerable People and to have been subject to carer assessment e. satisfactory annual carer reviews conducted by non-government providers and reported to the Carer Register.			
9.21	Children in out of home care	To improve placement stability and the oversight of the care of children by third party guardians, the Department for Education, Children and Young People should: a. make publicly available the criteria and process for a carer to become a third party guardian b. sufficiently resource the team responsible for third-party guardianship applications to ensure appropriate assessments and timely processing c. require third-party guardians to be registered on the Carer Register to maintain their guardianship d. ensure third-party guardians receive the same level of support in their caring role as received by foster or kinship carers e. ensure children in third-party guardianship arrangements continue to have their safety and wellbeing supported and monitored (for example, through independent community visitors (Rec 9.34)).	Lead agency for the implementation of actions for this rec – DECYP. Public-facing information has been written and consulted on with internal stakeholders and is being finalised. Family, carer and child friendly third-party guardian information has been identified as requiring updating. Work will be commenced. Scoping of the team for supporting third-party guardians will be completed including funding requirements. A report on third-party guardians will be completed to inform and guide the project plan to most effectively deliver Recommendation 9.21. Recommendation 9.21 c and d are yet to be scoped.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.27	Children in out of home care	In its role as statutory guardian of a child in care, the Department for Education, Children and Young People should: a. ensure a representative of the Department with knowledge of the child appears for a child in out of home care in the Magistrates Court (Youth Justice Division) and in the new specialist children's division of the Magistrates Court (Rec 12.15), in order to: i. support the child in court ii. inform the court of all relevant considerations to the court, including the child's child protection history iii. make submissions to the court on behalf of the child with arrangements in place for this to occur in out-of-hours bail hearings as well as those that occur during normal business hours b. take actions that may address any causes contributing to child offending, including changes to care plans c. ensure, when a child in care is admitted to youth detention or another residential youth justice facility, that the child's Child Safety Officer: i. arranges an immediate review of the child's care plan with their care team, which includes developing a transition plan for when the child leaves detention ii. visits the child as soon as practicable and regularly thereafter, with a minimum of one visit during their admission in line with the child's revised care plan iii. notifies the Commission for Children and Young People of the child's admission to youth detention d. report to the Quality and Risk Committee on the number of children in care in detention and on the activities listed above.	Lead agency for the implementation of actions for this rec – DECYP. Child Safety Service recently strengthened its protocols and communication arrangements with the Magistrates Court to ensure a representative appears in court with a child or young person in the Youth Justice Division of the Magistrates Court. To support this occurring outside of business hours, a new after-hours service has been established, with recruitment currently occurring. The service is set to go live in the second quarter of 2025.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.29	Children in out of home care	1. The Department for Education, Children and Young People and Tasmania Police should work with non-government providers and other relevant stakeholders to develop a framework for preventing and responding to sexual exploitation of children in care that is informed by best practice and evidence from other jurisdictions. The framework should: a. acknowledge the responsibility of the Department to lead the protection of children in care from child sexual exploitation b. outline the prevention strategies to be used and each agency's role in delivering those strategies c. outline the detection, disruption and intervention strategies to be used and each agency's role in delivering those strategies d. outline how children in care who have been exploited will be supported to heal and recover e. describe how agencies will work together f. implement a reporting framework about the incidence of sexual exploitation of children in care, which is reported to the Quality and Risk Committee. 2. The Chief Practitioner should lead the development of the framework. 3. The Keeping Children Safe Handbook and Tasmania Police operating guidelines should be updated to reflect the role of police in responding to child sexual exploitation in the new framework.	Lead agency for the implementation of actions for this rec –DECYP. DECYP has commenced a scan and analysis of best practice and frameworks of other jurisdictions and is considering alignment with Recommendation 21.8 – development of a statewide framework and plan for preventing, identifying and responding to harmful sexual behaviours.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.32	Children in out of home care	1. The Department for Education, Children and Young People should develop a new policy to guide responses to concerns about the safety and wellbeing of children in care. The policy should: a. identify all forms of sexual abuse—including grooming, child sexual exploitation, harmful sexual behaviours, abuse by adults within and outside the out of home care system—as serious and requiring a higher-level response b. describe response pathways for concerns about the sexual abuse of children in care depending on the context. Specifically: i. concerns or complaints about the sexual abuse of a child in care, or related conduct, by departmental staff should be referred to the Child Related Incident Management Directorate (Rec 6.6) ii. responses to concerns about the sexual abuse of children in care, or related conduct, by adults who are not departmental staff should be led or overseen by the Chief Practitioner iii. responses to concerns about sexual exploitation of children in care should be led or overseen by the Chief Practitioner (Rec 9.17) iv. responses to concerns about harmful sexual behaviours involving children in care should be led or overseen by the Harmful Sexual Behaviours Support Unit (Rec 9.28). 2. The Chief Practitioner should receive all concerns about the safety and wellbeing of children in care and be adequately resourced to receive, triage, record, monitor and coordinate responses.	Lead agency for the implementation of actions for this rec – DECYP. In 2023, DECYP released a Wellbeing in Care Policy and Procedure to ensure that any concerns relating to the safety and wellbeing of children in care are responded to appropriately. The procedure sets out the process of responding to sexual abuse in out of home care, including a requirement to immediately notify Tasmania Police. The procedure has been implemented, with information sessions held for all relevant staff. This procedure is currently being reviewed and updated to reflect feedback from staff and recommendations from the Commissioner for Children and Young People. In addition, DECYP has strengthened oversight of Wellbeing in Care processes with the pending appointment of a dedicated Practice Manager. Concerns are currently managed through the child's Care Team, to ensure they receive appropriate treatment and support. This recommendation is dependent upon Recommendation 9.17 (appointment of the Chief Practitioner role). Recommendation 9.17 is on track to be completed within the specified timeframe.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		Where the Chief Practitioner has referred a matter to another entity, the Office of the Chief Practitioner should support the localised response to the child's safety and ongoing welfare. 3. The Office of the Chief Practitioner should include staff with skills in investigation and child interviewing to conduct investigations. 4. The outcomes of all concerns about the sexual abuse of children in care should be reported to the Quality and Risk Committee.			
9.34	Children in out of home care	1. The Tasmanian Government should introduce legislation to establish an independent community visitor scheme for children in out of home care, youth detention and other residential youth justice facilities. 2. The scheme should be administered by the Commission for Children and Young People (Rec 18.6) and led by the Child Advocate (Rec 9.33). 3. The scheme should be funded to enable every child in care, youth detention or another residential youth justice facility to receive regular and frequent visits, and children in family-based care to be visited regularly or when they request a visit. Resourcing should also enable community visitors to undertake advocacy on behalf of the children they visit. 4. Community visitors should be appointed by the Child Advocate based on their skills, knowledge and expertise, and remuneration should be comparable to similar paid roles in other jurisdictions.	Lead agency for the implementation of actions for this rec – DECYP. The scheme will sit within the new Commission for Children and Young People and form part of its functions to amplify children's voices and provide advocacy at an individual level. Legislative reforms enabling the implementation of the community visitor scheme are being developed and progressed in conjunction with the establishment of the new Commission for Children and Young People (Rec 18.6) and new Independent Child Advocate (Rec 9.33). A consultation draft of the Commission for Children and Young People Bill 2024 was tabled in the House of Assembly on 19 September 2024. Consultation closed on 15 December 2024 and the final draft Bill is expected to be tabled in Parliament in 2025.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		5. Aboriginal children should have access to Aboriginal community visitors under the scheme. 6. Community visitors should be responsible, among other matters, for: a. developing trusting and supportive relationships with children in out of home care, youth detention or other residential youth justice facilities b. advocating on behalf of children by listening to, giving voice to and helping to resolve their concerns and grievances c. facilitating children's access to support services d. inquiring about and reporting on children's physical and emotional wellbeing e. inquiring about whether children's needs are being met. 7. The program should include funding for a small number of legally trained child advocacy officers, also appointed by the Child Advocate (Rec 9.33), to assist children with more complex concerns and to support them in seeking independent review of departmental decision making.			
9.35	Children in out of home care	Legislation establishing an independent Child Advocate in the Commission for Children and Young People should provide the Child Advocate with power to make a complaint to the Ombudsman on behalf of a child who is in out of home care, youth detention or another residential youth justice facility, seeking the child's permission to do so first.	Lead agency for the implementation of actions for this rec – DECYP. DECYP has provided input to the drafting of legislation to establish the new Commission for Children and Young People, being led by the Department of Premier and Cabinet. Implementation of this recommendation will be progressed as part of reforms to establish the new Commission of Children and Young People (Rec 18.6) including the independent Child Advocate role (Rec 9.33).	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			A consultation draft of the Commission for Children and Young People Bill 2024 was tabled in the House of Assembly on 19 September 2024. Consultation closed on 15 December 2024 and the final draft Bill is expected to be tabled in Parliament in 2025.		
9.36	Children in out of home care	1. The Tasmanian Government should introduce legislation to: a. expand the jurisdiction of the Tasmanian Civil and Administrative Tribunal to include review of decisions of the Department for Education, Children and Young People in exercising its custody or guardianship powers—including decisions about where a child should live and arrangements for the child's care b. ensure children whose cases are subject to review have the right to express their views and participate in Tribunal proceedings c. give the Child Advocate the power to apply for a Tribunal review of a decision about the care arrangements for a child on behalf of the child, or on the Child Advocate's own initiative d. grant parties, such as parents or carers, the right to apply for a Tribunal review depending on the nature of the decision. 2. To support their understanding of the experiences of children in out of home care, Tribunal members should be specifically trained in the nature and effects of trauma and child sexual abuse.	Lead agency for the implementation of actions for this rec – DoJ. DoJ Planning/scoping has commenced. Project is on track for delivery in Phase 3.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
9.38	Children in out of home care	1. The Commission for Children and Young People should have the following functions in relation to out of home care: a. monitoring the operation of the out of home care system and the provision of out of home care services to children, by regularly monitoring data and conducting own motion systemic inquiries into aspects of the system b. conducting own motion inquiries into the services received by an individual child or group of children in out of home care c. making recommendations to the Government for out of home care system improvements d. advocating for individual children in out of home care, including supporting children to make complaints to the Ombudsman and to apply for independent reviews of departmental decision making e. administering the independent community visitor scheme f. upholding and promoting the rights of children in out of home care. 2. The Commission should be fully resourced on an ongoing basis to perform these functions.	Lead agency for the implementation of actions for this rec – DECYP. A consultation draft of the Commission for Children and Young People Bill 2024 was tabled in the House of Assembly on 19 September 2024. The draft Bill has been developed to include all roles and functions recommended by the COI. Consultation closed on 15 December 2024 and the final draft Bill is expected to be tabled in Parliament in 2025.	In progress and on track	N/A
12.9	Children in Youth Detention	Summarised Recommendation 12.9: DECYP should initiate a change management process that includes identifying the aptitudes, attitudes and capabilities expected of youth workers, and requires all current youth workers to reapply for their positions (see full recommendation for further detail).	Lead agency for the implementation of actions for this rec –DECYP. Scoping of a Youth Justice Workforce Strategy, and a related action plan to address immediate operational needs at AYDC have both commenced. Strong leadership and values, and capability-based, recruitment and retention is the focus.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			Early engagement between DECYP and DPAC has occurred to identify interdependencies between related recommendations and programs of work. Recruitment is underway for the Cultural Change Lead which will allow for a dedicated resource to progress the cultural improvement actions at the Ashley Youth Detention Centre.		
12.11	Children in Youth Detention	The Tasmanian Government should: a. introduce legislation to increase the minimum age of criminal responsibility to 14 years, without exception b. develop and provide a range of community-based health, welfare and disability programs and services that are tailored to meet the needs of children and young people under the age of 14 years who are engaging in antisocial behaviour, and to address the factors contributing to that behaviour c. work towards increasing the minimum age of detention (including remand) to 16 years by developing alternatives to detention for children aged 14 and 15 years who are found guilty of serious violent offences and who may be a danger to themselves or the community.	Lead agency for the implementation of actions for this rec – DPAC. Planning/scoping has commenced. Project is on track for delivery in Phase 3.	In progress and on track	N/A
12.13	Children in Youth Detention	1. The Tasmanian Government, in reviewing current diversion processes and developing a Diversionary Services Framework, should: a. examine the exercise of police discretion to determine whether opportunities for cautioning and community conferencing are being maximised, particularly for Aboriginal children and young people, and children and young people without a strong family support network	Lead agency for the implementation of actions for this rec – DECYP. Planning/scoping has commenced. Project is on track for delivery in Phase 3. As a first step, the Diversion Framework is currently expected to be publicly released in May 2025.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. commission research to examine the effectiveness of formal cautions imposed with undertakings and the sanctions imposed by community conferences, to ensure they are proportionate to the alleged offending and not unnecessarily onerous c. introduce legislation to widen the range of alleged offences in respect of which diversion may be pursued and create a presumption in favour of pre-court diversion for children and young people. 2. The Tasmanian Government should begin statewide delivery of new diversion programs under the Diversionary Services Framework by 2025.	Initial scoping has commenced for Recommendation 12.13 a and b with consultants expected to be engaged by June 2025.		
12.14	Children in Youth Detention	The Tasmanian Government, to maximise opportunities for children and young people to be admitted to bail and minimise the number of children and young people on remand, should: a. introduce legislation to i. require bail decision makers to consider the matters specified in section 3B of the <i>Bail Act 1977</i> (Vic) when determining bail for a child, as well as the child's age (including their developmental age at the time of the alleged offence), Aboriginal status and any previous experience of trauma or out of home care ii. prohibit the refusal of bail to a child on the sole ground that the child does not have any, or any adequate, accommodation b. examine the effectiveness of the existing bail support program with a view to expanding its capacity and funding additional bail support programs c. establish and fully resource a statewide 24-hour bail system for children and young people with:	Lead agency for the implementation of actions for this rec – DoJ. Public consultation on the Bail Bill 2024 has concluded. The Department aims to introduce the Bill into Parliament in 2025.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		i. specialised and trained decision makers who have knowledge of children and young people, Aboriginal children and young people, and the impact of trauma ii. access to corresponding bail support services iii. access to legal representation for children and young people. d. ensure its proposed assisted bail facilities: i. are small, homelike and, subject to bail conditions, and do not place restrictions on the movements of children and young people ii. have the capacity to deal with children and young people with complex needs iii. are designed to include wraparound services, such as health, education and employment iv. are culturally safe for Aboriginal children and young people v. include specialist, therapeutically-trained bail support workers to help children and young people attend programs and services, and to comply with their conditions of bail.			
12.15	Children in Youth Detention	The Tasmanian Government should: a. ensure any legislation designed to amend or replace the <i>Youth Justice Act 1997</i> provides that: i. rehabilitation is the primary purpose of sentencing a child ii. the list of sentencing options is a hierarchy and a sentencer can only impose a sentence at a particular level of the hierarchy if satisfied that it is not appropriate to impose a sentence that is 'lower' in the hierarchy iii. a sentence imposed on a child should be the minimum intervention required in the circumstances.	Lead agency for the implementation of actions for this rec – DECYP. Comprehensive research and analysis has been completed to inform a proposed approach to the Review of the <i>Youth Justice Act</i>. The work is currently in the policy development phase.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. ensure children who are sentenced to a supervised community-based order receive adequate support to comply with the conditions of the order from therapeutically trained, culturally competent staff.			
12.20	Children in Youth Detention	The Tasmanian Government should ensure: a. there are appropriate mechanisms and pathways for children in contact with the criminal justice system to be diverted to the mental health system for assessment and treatment b. the proposed Youth Forensic Mental Health Service provides timely referral and access to mental health treatment, care and support for children and young people when appropriate, whether they are under community-based supervision, in detention or not yet sentenced (including on remand) c. children and young people in detention have daily access to an onsite child and adolescent psychologist and fortnightly access to an onsite child and adolescent psychiatrist d. the proposed mental health inpatient unit for children and adolescents in Hobart provides for children and young people in detention.	Lead agency for the implementation of actions for this rec – DoH. The first draft of the CYMHS Youth Forensic Model of Care has been completed and being finalised stakeholder consultation. CYMHS will be looking to utilise positions that are currently funded to prioritise the COI Youth Forensic Mental Health recommendations. Current service provision is delivered via a youth forensic psychiatrist and a 0.4 FTE senior psychologist - this is focused on requests for court reports as well as in-reach into AYDC for urgent assessment for court or cognitive/ neurodevelopmental assessment for diagnostic clarification and secure appropriate ongoing supports.	In progress and on track	N/A
12.24	Children in Youth Detention	The Tasmanian Government should: a. establish an integrated throughcare service for children and young people in detention that i. begins exit planning as soon as possible after a child or young person enters detention for the provision of safe and stable accommodation, access to physical and mental health support, and assistance with education or employment after release to facilitate their reintegration into the community	Lead agency for the implementation of actions for this rec – DPAC. Planning and scoping are underway, with delivery scheduled for Phase 3. This recommendation is also being partially addressed through the implementation of the Youth Justice Model of Care, publicly released in December 2024.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		ii. provides increased access to the detention facility for staff of community based providers of post-release services iii. adopts a collaborative, child-centred, cross-organisation approach involving child protection, housing, health, disability support and education services, supported by a memorandum of understanding and clear policies and procedures iv. involves the child or young person and, to the greatest extent possible, their parent, guardian or other significant adult in exit planning v. includes post-release wraparound support services for children and young people vi. is culturally safe for Aboriginal children and young people b. deliver community-based schooling options for children and young people with complex behavioural challenges, including those who are or have been involved in the youth justice system, to provide appropriate learning environments for children to transition to when they leave detention.	An intensive case management pilot—the Youth Collaboration project—is proactively supporting high-risk young people exiting detention using a multidisciplinary, child-centred approach. This includes care teams involving professionals, family, and community supports. Early results show most participating young people have transitioned into the JCP Youth BEAST Program, with tailored reintegration support focused on stability, safety, and wellbeing.		
15.9	Children in Health Services	The Department of Health should require its health services to undertake regular and ongoing monitoring of children and young people's sense of safety in health services to inform continuous improvements to child safety, including in the safety of the physical environment.	Lead agency for the implementation of actions for this rec – DoH. Draft project plan to strengthen and increase feedback from children around sense of safety and other issues/topics is due for completion in May 2025. The Department will be in attendance at AGFEST 2025 (May 1-3) with activities to engage with children, young people and families around ideas to strengthen health service delivery.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			Collaboration between Working It Out Tasmania, the Child Safety and Wellbeing Panel and the Child Safety and Wellbeing Service to develop a communique for DoH with recommendations around strengthening health care delivery for LGBTIQ+ young Tasmanians, the latter of which will be considered as part of the broader DoH LGBTIQ+ Action Plan. A review of opportunities to conduct audits of the physical health environment is in progress.		
15.21	Children in Health Services	The Tasmanian Government should ensure a review of the <i>Health Complaints Act 1995</i> is completed and consider the role of the Health Complaints Commissioner in relation to: a. addressing systemic issues within health services related to child safety b. incorporating the administration, monitoring and oversight of the Code of Conduct for Unregistered Health Care Workers c. coordinating with the role of the new Commission for Children and Young People (Rec 18.6), and the Independent Regulator under the <i>Child and Youth Safe Organisations Act 2023</i>.	Lead agency for the implementation of actions for this rec – DoJ. Planning/scoping has commenced. Project is on track for delivery in Phase 3.	In progress and on track	N/A
17.1	The justice system and victim-survivors	1. The Tasmanian Government should ensure victim-survivors of child sexual abuse in Tasmanian Government institutions have access to a redress scheme irrespective of when the abuse occurred, when they were born or whether they have committed a serious offence.	Lead agency for the implementation of actions for this rec – DoJ. Planning/scoping has commenced. Project is on track for delivery in Phase 3.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		2. To achieve this outcome, the Tasmanian Government should advocate at a national level for: a. the National Redress Scheme to apply to child sexual abuse in institutions experienced on or after 1 July 2018, with no specified closing date for applications b. changes to the National Redress Scheme that will allow access to redress for people sentenced to imprisonment for five years or longer for a state, territory, federal or foreign country offence. 3. If the National Redress Scheme is not extended, the Tasmanian Government should itself establish a redress scheme for victim-survivors of child sexual abuse in Tasmanian Government institutions, with no specified closing date for applications to be made. 4. The design and operation of any Tasmanian redress scheme should: a. ensure delays are minimised and that applications for redress are handled in a sensitive and trauma-informed manner b. incorporate relevant recommendations made in the Second Year Review of the National Redress Scheme c. make it available to people sentenced to imprisonment for five years or longer for a state, territory, federal or foreign country offence d. allow information to be shared to reduce current risk to children wherever possible, and to facilitate disciplinary action and reporting to Tasmania Police, Child Safety Services, the Registrar of the Registration to Work with Vulnerable People			

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		Scheme and the Independent Regulator under the <i>Child and Youth Safe Organisations Act 2023</i> (Rec 12.5).			
18.1	Oversight, coordination and therapeutic support	The Tasmanian Government should continue to advocate for Tasmania to receive the full benefit of Australian Government prevention strategies, including under the National Strategy to Prevent and Respond to Child Sexual Abuse 2021–2030.	Lead agency for the implementation of actions for this rec – DPAC. The Department of Premier and Cabinet (DPAC) is leading this work through intergovernmental coordination of Tasmania's engagement with and contribution to the National Strategy to Prevent and Respond to Child Sexual Abuse 2021-2030 (the National Strategy) and its associated First Action Plan. DPAC assumed responsibility for coordination of Tasmanian Government agencies in working groups under the National Strategy from 1 January 2025. This will ensure a coordinated and cohesive approach to national engagement on child sexual abuse-related matters and increase opportunities for alignment, collaboration and advocacy. A key focus in 2025 will be to ensure Tasmania receives the full benefit of national work to develop the National Second Action Plan and incorporating relevant actions into the Tasmanian Action Plan under Change for Children: Tasmania's 10-year strategy for upholding the rights of children by preventing, identifying and responding to child sexual abuse (Change for Children).	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
18.5	Oversight, coordination and therapeutic support	The Tasmanian Government should ensure its independent three-year review of the <i>Child and Youth Safe Organisations Act 2023</i> has a particular focus on: a. whether the Independent Regulator is sufficiently resourced and empowered to perform its functions effectively, and new or additional resourcing, functions and powers are necessary to support compliance b. how effectively the Independent Regulator is working with other agencies, including the Ombudsman or other oversight bodies, Registrar of the Registration to Work with Vulnerable People Scheme, Tasmania Police, professional regulatory bodies and other peak bodies, to support compliance, share information and manage active risks to children and young people c. how organisations captured by the Child and Youth Safe Standards and the Reportable Conduct Scheme have experienced the new regulatory requirements, and in particular whether they have felt sufficiently supported to comply d. analysing data emerging from the operation of the schemes, particularly as they relate to complaints and notifications and trends within and across sectors e. whether the Universal Principle requiring organisations to uphold cultural safety is achieving its intended objective, and whether it should become an additional Child and Youth Safe Standard, mirroring the approach in Victoria	Lead agency for the implementation of actions for this rec – DPAC. The Department of Justice (DoJ) led the implementation of the Child and Youth Safe Organisations Framework (CYSOF) and administers the <i>Child and Youth Safe Organisations Act 2023</i> (the Act). The Act specifies that the three-year review must be commenced by 1 July 2026 and be completed within 12 months. The Department of Premier and Cabinet (DPAC) will ensure that the terms of reference for the independent review reflect the specific considerations identified by the COI, including resourcing, collaboration, impact and the need for any further legislative change, as well as being informed by DoJ's work to develop a monitoring and evaluation plan for the CYSOF.	In progress and on track	

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		f. whether any further legislative changes are required to ensure appropriate information sharing between the Independent Regulator and other agencies.			
19.7	Oversight, coordination and therapeutic support	The Tasmanian Government should review confidentiality and secrecy provisions in Tasmanian legislation, including the <i>Personal Information Protection Act 2004</i> , to identify any specific legislative barriers that hinder the sharing of information necessary to protect the safety and wellbeing of children and young people and remove these barriers.	Lead agency for the implementation of actions for this rec –DoJ. Planning/scoping has commenced. Project is on track for delivery in Phase 3.	In progress and on track	N/A
20.1	Oversight, coordination and therapeutic support	1. The Tasmanian Government should, by introducing legislation or through other means, ensure that the State Service Code of Conduct includes the following binding obligations: a. if a state servant's conduct creates an unacceptable risk to the safety and wellbeing of children or young people accessing government and government funded services, the State Service disciplinary framework should apply, and termination, suspension or sanction should be available (including being able to terminate employment based on a loss of confidence) b. in relation to child sexual abuse and related conduct, the requirement that state servants must comply with all applicable Australian law is determined on the basis of a balance of probabilities test and does not require a breach of the law to be determined by a court c. where a state servant has contact with a child or young person through their work, and an allegation is made of child	Lead agency for the implementation of actions for this rec – DPAC. Recommendations relating to State Service reforms are inter-related. Planning is well underway to deliver on these important reforms (Rec 21.6). Recommendation 20.1 outlines a range of obligations in relation to an employee's conduct that should be introduced through legislation or other means. The implementation of the remaining elements of this recommendation will be considered through further building on the guidance, training and capability building in relation to the management of Code of Conduct matters across Agencies. An important element for consideration will be the recommendations from the upcoming Woolcott Review.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		sexual abuse or related conduct in relation to that child, this contact is sufficient to establish the conduct occurred 'in the course of employment' or, in the case of section 9 (14), has a nexus to employment regardless of whether the conduct complained of occurred outside the workplace or outside working hours. 2. The Tasmanian Government should develop policy documents or guidance on the interpretation of the State Service Code of Conduct explaining (among other things): a. how the required connection between a state servant's employment and a child and young person should be interpreted in matters that involve child sexual abuse or related conduct b. explain that all provisions of the Code of Conduct should be interpreted to prioritise the protection of children.			
21.1	Oversight, coordination and therapeutic support	1. The Department of Premier and Cabinet should lead, coordinate and fund a therapeutic service system for child and adult victim-survivors of child sexual abuse and children who have experienced or displayed harmful sexual behaviours. 2. The Department should ensure the therapeutic service system: a. addresses service gaps and provides coordination of services, appropriate coverage and equitable access to quality services b. is easily understood and accessible to the public, state servants and other mainstream service providers. 3. The Department, in leading this work, should consult with:	Lead agency for the implementation of actions for this rec – DPAC. The Tasmanian Government has taken immediate action to strengthen the therapeutic service system during the reporting period. This has included \$3,540,000 to Tasmania's specialist sexual violence support services for the 2024-25 Financial Year. COI Uplift Funding has been committed to the Sexual Assault Support Service (SASS) and Laurel House to work towards a reduction in waitlists for child and adult victim-survivors of child sexual abuse. This is a significant increase from the \$1.2 million that was provided in 2023-24 for COI sexual violence services uplift.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		a. any relevant government departments, including the Department for Education, Children and Young People, the Department of Health and Tasmania Police b. sexual assault and abuse counselling services c. the Premier's Youth Advisory Council and the adult victim-survivors of child sexual abuse advisory group (Rec 19.5) d. the peak body for the sexual assault service system (Rec 21.3). 4. The Tasmanian Government should ensure funding agreements with nongovernment specialist services include appropriate governance requirements, sexual abuse service standards, service evaluation and child safe accreditation.	The Department of Premier and Cabinet will work with key partners across the broader service system on further strengthening the therapeutic service system to ensure delivery of the Recommendation by 1 July 2029. The implementation of this recommendation is being considered alongside related Recommendations 21.1, 21.4 and 21.8.		
21.7	Oversight, coordination and therapeutic support	The Tasmanian Government should improve healing services for Aboriginal victim survivors and their families and communities by: a. fully resourcing and supporting recognised Aboriginal organisations across the state to design, develop and deliver Aboriginal-led healing approaches targeted to victim-survivors of child sexual abuse b. ensuring Aboriginal representation on the boards of management or in the executive structures of sexual assault services.	Lead agency for the implementation of actions for this rec – DPAC. During the reporting period, Aboriginal Partnerships engaged extensively with Aboriginal community-controlled organisations in the development of the Tasmanian Closing the Gap Plan 2025– 2028, which is close to being finalised. The draft plan includes actions to support progress against Outcome 13 – Aboriginal families and households are safe. Proposed actions include facilitating stronger relationships between the Aboriginal community-controlled sector and the sexual assault service sector; and commencing discussion with the Aboriginal community-controlled sector on the design, development and implementation of healing programs for Aboriginal victim- survivors of child sexual abuse, as per Recommendation 21.7a.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
21.8	Oversight, coordination and therapeutic support	1. The Tasmanian Government, in collaboration with key stakeholders, should develop a statewide framework and plan for preventing, identifying and responding to harmful sexual behaviours. The framework should: a. agree on a common definition and understanding of harmful sexual behaviours, including adopting a recognised, contemporary continuum of sexual behaviours from 'developmentally expected' to 'harmful' b. use an evidence-informed framework for understanding, preventing, identifying and responding to harmful sexual behaviours c. clarify the roles and responsibilities of the various agencies and departments involved in preventing and responding to the full continuum of harmful sexual behaviours, including programs delivered by non-government providers d. meet the needs of particular groups of children (Rec 21.6) e. include structures to support ongoing engagement with emerging evidence regarding harmful sexual behaviours f. include an evaluation framework. 2. The Tasmanian Government should ensure the therapeutic service system for children who have displayed harmful sexual behaviours: a. provides sufficient therapeutic services that can be accessed in a timely manner b. ensures timely access to therapeutic services for all children who need them, regardless of their age, identity or location in the state (including in youth detention)	Lead agency for the implementation of actions for this rec – DPAC. The recommendation is being split into two key projects and phased over the next four years. The initial project will focus on development of the Harmful Sexual Behaviours (HSB) Framework, while the other is focused on improving the therapeutic service system and will be considered alongside Recommendations 21.1, 21.4, 21.6 as well as the outcomes of the HSB Framework. Recommendation 21.8 (1) : Developing the HSB Framework Desktop scoping, research, jurisdictional analysis, stakeholder engagement and mapping have commenced and project plan finalised. Next steps include working with key stakeholders across government and community to scope the Framework from a systemic perspective; and engaging with National Office for Child Safety to align the Framework with their national policy developments for harmful sexual behaviours. Recommendations 21.8 (2) and (3) : Improving the Therapeutic Services system The Government has committed \$1.2m in 2024-25 for specialist services to deliver the Statewide Harmful Sexual Behaviours Program (PAST). Collaboration has commenced with key service providers to understand needs and opportunities for harmful sexual behaviours intervention services.	In progress and on track	N/A

Rec No	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		c. ensures specialist interventions for children with disability d. ensures all providers of therapeutic interventions for harmful sexual behaviours have Aboriginal representation in their governance structure.			
21.9	Oversight, coordination and therapeutic support	The Tasmanian Government should introduce legislation to amend the <i>Children, Young Persons and Their Families Act 1997</i> and the <i>Youth Justice Act 1997</i> to: a. give the Magistrates Court explicit power to order that a child who has displayed harmful sexual behaviours (and their family) engage in a therapeutic intervention for harmful sexual behaviours b. ensure the Magistrates Court has the power to divert from the criminal justice system a child who has been charged with a criminal offence and who has engaged in harmful sexual behaviours, by adjourning the criminal proceeding to enable the child to engage in a therapeutic intervention, and discharging the child where the intervention has been completed successfully.	Lead agency for the implementation of actions for this rec – DECYP. Work on a comprehensive review of the <i>Youth Justice Act and Children, Young Persons and Their Families Act (CYPFA)</i> has commenced. The work is in the policy development phase, noting the delivery date of 2029, the extensive and complex legislative review program for DECYP with COI deliverable dates in 2026, the <i>Teachers Registration Act</i> and <i>Youth Justice Act</i> Reviews must be advanced as key priorities ahead of the CYPFA.	In progress and on track	N/A

Appendix D: Royal Commission

Status of the Tasmanian implementation of accepted recommendations from Royal Commission into Institutional Responses to Child Sexual Abuse (Royal Commission)

Table detailing the current status of each recommendation on 30 April 2025 as stated by the Department of Premier and Cabinet (DPAC) in June 2025.

Table details:

The recommendation number:	per the Royal Commission
The recommendation overview:	this is a high level capture of the area the recommendation addresses
The recommendation text:	what the recommendation actually says
Implementation update:	this is a declaration by DPAC of the activity to date in implementing this recommendation
Recommendation completion status:	captures the status of implementation of the recommendation in progress/complete
Related ongoing activity:	whilst a recommendation may be implemented there is likely related ongoing work

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
4	Criminal Justice Report	To encourage reporting of allegations of child sexual abuse, including institutional child sexual abuse, each Australian government should ensure that its policing agency: a. takes steps to communicate to victims (and their families or support people where the victims are children or are particularly vulnerable) that their decision whether to participate in a police investigation will be respected – that is, victims retain the right to withdraw at any stage in the process and to decline to proceed further with police and/or any prosecution b. provides information on the different ways in which victims and survivors can report to police or seek advice from police on their options for reporting or not reporting abuse – this should be in a format that allows institutions and survivor advocacy and support groups and support services to provide it to victims and survivors c. makes available a range of channels to encourage reporting, including specialist telephone numbers and online reporting forms, and provides information about	Lead agency for the implementation of actions for this rec – the Department of Police Fire and Emergency Management (DPFEM). Recommendations 4 a, d, e, and f are complete and incorporated within the Tasmania Police Manual and Child Sexual Abuse Guidelines. Recommendations 4 b and c are currently the subject of further advice and review. Information communication technologies are being reviewed within the context of Project Unify to explore delivery models.	In progress	Further implementation and improvements will be undertaken in conjunction with Recommendation 16.2.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		what to expect from each channel of reporting d. works with survivor advocacy and support groups and support services, including those working with people from culturally and linguistically diverse backgrounds and people with disability, to facilitate reporting by victims and survivors e. allows victims and survivors to benefit from the presence of a support person of their choice if they so wish throughout their dealings with police, provided that this will not interfere with the police investigation or risk contaminating evidence f. is willing to take statements from victims and survivors in circumstances where the alleged perpetrator is dead or is otherwise unlikely to be able to be tried.			
5	Criminal Justice Report	To encourage reporting of allegations of child sexual abuse, including institutional child sexual abuse, among Aboriginal and Torres Strait Islander victims and survivors, each Australian government should ensure that its policing agency: a. takes the lead in developing good relationships with Aboriginal and Torres Strait Islander communities b. provides channels for reporting outside of the community (such as telephone numbers and online reporting forms).	Lead agency for the implementation of actions for this rec – DPFEM. Recommendation 5 a has been incorporated into existing and strengthening relationships via Tasmania Police Aboriginal Liaison Officers. Recommendation 5 b is currently the subject of further advice and review. Information communication technologies are being reviewed within the context of Project Unify to explore delivery models.	In progress	Further implementation and improvements will be undertaken in conjunction with Recommendation 16.2.
6	Criminal Justice Report	To encourage prisoners and former prisoners to report allegations of child sexual abuse, including institutional child sexual abuse, each Australian government should ensure that its policing agency: a. provides channels for reporting that can be used from prison and that allow reports to be made confidentially b. does not require former prisoners to report at a police station.	Lead agency for the implementation of actions for this rec – DPFEM. Consultation with the Department of Justice (DoJ) is underway to explore short- term solutions to allow confidential reporting. This includes consideration of options for prisoners via technology upgrade and access improvements. Longer-term solutions will be explored via procedural and technical developments within the context of Project Unify.	In progress	Further implementation and improvements will be undertaken in conjunction with Recommendation 16.2.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
6.04	Making institutions child safe	All institutions should uphold the rights of the child. Consistent with Article 3 of the United Nations Convention on the Rights of the Child, all institutions should act with the best interests of the child as a primary consideration. In order to achieve this, institutions should implement the Child Safe Standards identified by the Royal Commission.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
6.05	Making institutions child safe	The Child Safe Standards are: 1. Child safety is embedded in institutional leadership, governance and culture; 2. Children participate in decisions affecting them and are taken seriously; 3. Families and communities are informed and involved; 4. Equity is upheld and diverse needs are taken into account; 5. People working with children are suitable and supported; 6. Processes to respond to complaints of child sexual abuse are child focused; 7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training; 8. Physical and online environments minimise the opportunity for abuse to occur; 9. Implementation of the Child Safe Standards is continuously reviewed and improved; 10. Policies and procedures document how the institution is child safe.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
6.06	Making institutions child safe	Institutions should be guided by the following core components when implementing the Child Safe Standards: Standard 1: Child safety is embedded in institutional leadership, governance and culture a. The institution publicly commits to child safety and leaders champion a child safe culture. b. Child safety is a shared responsibility at all levels of the institution. c. Risk management strategies focus on			

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		preventing, identifying and mitigating risks to children. d. Staff and volunteers comply with a code of conduct that sets clear behavioural standards towards children. e. Staff and volunteers understand their obligations on information sharing and recordkeeping. Standard 2: Children participate in decisions affecting them and are taken seriously a. Children are able to express their views and are provided opportunities to participate in decisions that affect their lives. b. The importance of friendships is recognised and support from peers is encouraged, helping children feel safe and be less isolated. c. Children can access sexual abuse prevention programs and information. d. Staff and volunteers are attuned to signs of harm and facilitate child-friendly ways for children to communicate and raise their concerns. Standard 3: Families and communities are informed and involved a. Families have the primary responsibility for the upbringing and development of their child and participate in decisions affecting their child. b. The institution engages in open, two- way communication with families and communities about its child safety approach and relevant information is accessible. c. Families and communities have a say in the institution's policies and practices. d. Families and communities are informed about the institution's operations and governance. Standard 4: Equity is upheld and diverse needs are taken into account a. The institution actively anticipates children's diverse circumstances and responds effectively to those with additional vulnerabilities.	Lead agency for the implementation of actions for this rec – DoJ. The Department of Justice considers this recommendation to be complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b. All children have access to information, support and complaints processes. c. The institution pays particular attention to the needs of Aboriginal and Torres Strait Islander children, children with disability, and children from culturally and linguistically diverse backgrounds. Standard 5: People working with children are suitable and supported a. Recruitment, including advertising and screening, emphasises child safety. b. Relevant staff and volunteers have Working With Children Checks. c. All staff and volunteers receive an appropriate induction and are aware of their child safety responsibilities, including reporting obligations. d. Supervision and people management have a child safety focus. Standard 6: Processes to respond to complaints of child sexual abuse are child focused a. The institution has a child- focused complaint handling system that is understood by children, staff, volunteers and families. b. The institution has an effective complaint handling policy and procedure which clearly outline roles and responsibilities, approaches to dealing with different types of complaints and obligations to act and report. c. Complaints are taken seriously, responded to promptly and thoroughly, and reporting, privacy and employment law obligations are met. Standard 7: Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training a. Relevant staff and volunteers receive training on the nature and indicators of child maltreatment, particularly institutional child sexual abuse. b. Staff and volunteers receive training on the institution's child safe			

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		practices and child protection. c. Relevant staff and volunteers are supported to develop practical skills in protecting children and responding to disclosures. Standard 8: Physical and online environments minimise the opportunity for abuse to occur a. Risks in the online and physical environments are identified and mitigated without compromising a child's right to privacy and healthy development. b. The online environment is used in accordance with the institution's code of conduct and relevant policies. Standard 9: Implementation of the Child Safe Standards is continuously reviewed and improved a. The institution regularly reviews and improves child safe practices. b. The institution analyses complaints to identify causes and systemic failures to inform continuous improvement. Standard 10: Policies and procedures document how the institution is child safe a. Policies and procedures address all Child Safe Standards. b. Policies and procedures are accessible and easy to understand. c. Best practice models and stakeholder consultation inform the development of policies and procedures. d. Leaders champion and model compliance with policies and procedures. e. Staff understand and implement the policies and procedures.			
6.08	Making institutions child safe	State and territory governments should require all institutions in their jurisdictions that engage in child-related work to meet the Child Safe Standards identified by the Royal Commission at Recommendation 6.5.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see Schedules 2 and 3) and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
6.09	Making institutions child safe	Legislative requirements to comply with the Child Safe Standards should cover institutions that provide: a. accommodation and residential services for children, including overnight excursions or stays b. activities or services of any kind, under the auspices of a particular religious denomination or faith, through which adults have contact with children c. childcare or childminding services d. child protection services, including out-of-home care e. activities or services where clubs and associations have a significant membership of, or involvement by, children f. coaching or tuition services for children g. commercial services for children, including entertainment or party services, gym or play facilities, photography services, and talent or beauty competitions h. services for children with disability i. education services for children j. health services for children k. justice and detention services for children, including immigration detention facilities l. transport services for children, including school crossing services.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see Schedules 2 and 3) and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
6.10	Making institutions child safe	State and territory governments should ensure that: a. an independent oversight body in each state and territory is responsible for monitoring and enforcing the Child Safe Standards. Where appropriate, this should be an existing body. b. the independent oversight body is able to delegate responsibility for monitoring and enforcing the Child Safe Standards to another state or territory government body, such as a sector regulator.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see Part 2 - Independent Regulator and Deputy Independent Regulator) and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		c. regulators take a responsive and risk-based approach when monitoring compliance with the Child Safe Standards and, where possible, utilise existing regulatory frameworks to monitor and enforce the Child Safe Standards.			
6.11	Making institutions child safe	Each independent state and territory oversight body should have the following additional functions: a. provide advice and information on the Child Safe Standards to institutions and the community b. collect, analyse and publish data on the child safe approach in that jurisdiction and provide that data to the proposed National Office for Child Safety c. partner with peak bodies, professional standards bodies and/or sector leaders to work with institutions to enhance the safety of children d. provide, promote or support education and training on the Child Safe Standards to build the capacity of institutions to be child safe e. coordinate ongoing information exchange between oversight bodies relating to institutions' compliance with the Child Safe Standards.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see Part 2 - Independent Regulator and Deputy Independent Regulator) and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
6.12	Making institutions child safe	With support from governments at the national, state and territory levels, local governments should designate child safety officer positions from existing staff profiles to carry out the following functions: a. developing child safe messages in local government venues, grounds and facilities b. assisting local institutions to access online child safe resources c. providing child safety information and support to local institutions on a needs basis d. supporting local institutions to work collaboratively with key services to ensure child safe approaches are culturally safe, disability aware and appropriate for children from diverse backgrounds.	Lead agency for the implementation of actions for this rec – DPAC. Complete - The Local Government Association of Tasmania (LGAT) continues to develop and provide webinars, workshops, and online resources to support local government's implementation of the Child and Youth Safe Framework (CYSOFF). Seminars have been hosted by LGAT in partnership with government agencies as part of this process. The resources include child safe messages, child safety information, and are designed to meet the needs of diverse communities. LGAT will continue to work with councils on cultural change to ensure that	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			children are safe now and in the future. Local government's role in supporting community wide commitment to child safety is a major theme that is consistent with Recommendation 6.12.		
6.23	Making institutions child safe	State and territory education departments should consider introducing centralised mechanisms to support government and non-government schools when online incidents occur. This should result in appropriate levels of escalation and effective engagement with all relevant entities, such as the Office of the eSafety Commissioner, technical service providers and law enforcement. Consideration should be given to: a. adopting the promising model of the Queensland Department of Education and Training's Cyber Safety and Reputation Management Unit, which provides advice and a centralised coordination function for schools, working in partnership with relevant entities to remove offensive online content and address other issues b. strengthening or re-establishing multi-stakeholder forums and case-management for effective joint responses involving all relevant agencies, such as police, education, health and child protection.	Lead agency for the implementation of actions for this rec – DECYP. Work to implement this recommendation is ongoing with substantial actions having been undertaken prior to the release of the Fifth Annual Progress Report and Action Plan 2023. Whilst this work is ongoing, a review of actions following the implementation of the Child and Youth Safe Organisations Framework is underway to determine if additional implementation actions are required. Over the past 12 months DECYP's Office of Safeguarding Children and Young People has facilitated meetings with representatives from Catholic Education Tasmania, the Office of the Education Registrar and Independent Schools Tasmania ("the working group"). The working group collaborates on safeguarding matters including sharing insights, resources, and strategies to adopt a consistent approach to responding to child sexual abuse in all Tasmanian schools (COI Rec 6.8 - 2026).	In progress	N/A
7.05	Improving institutional responding and reporting	The Australian Government and state and territory governments should ensure that legislation provides comprehensive protection for individuals who make reports in good faith about child sexual abuse in institutional contexts. Such individuals should be protected from civil and criminal liability and from reprisals or other detrimental action as a result of making a complaint or report, including in relation to: a) mandatory and voluntary reports to child protection authorities under child protection legislation	Lead agency for the implementation of actions for this rec – DECYP. <i>The Children, Young Persons and their Families Act 1997</i> provides substantive protections to individuals who report concerns in respect of children. That Act is currently subject to review and further amendments or protections will be considered as part of that process. It is further noted that the implementation of the Child and Youth Safe Organisations Framework and reforms to the Registration to Work with Vulnerable People Scheme have further strengthened		

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		b) notifications concerning child abuse under the Health Practitioner Regulation National Law.	reporting and institutional responses, with the Independent Regulator now able to progress matters that may have otherwise had to have been pursued by an individual.	In progress	N/A
7.06	Improving institutional responding and reporting	State and territory governments should amend child protection legislation to provide adequate protection for individuals who make complaints or reports in good faith to any institution engaging in child-related work about: a) child sexual abuse within that institution or b) the response of that institution to child sexual abuse. Such individuals should be protected from civil and criminal liability and from reprisals or other detrimental action as a result of making a complaint or report.	Lead agency for the implementation of actions for this rec – DECYP. <i>The Children, Young Persons and their Families Act 1997</i> provides substantive protections to individuals who report concerns in respect of children. That Act is currently subject to review and further amendments or protections will be considered as part of that process. It is further noted that the implementation of the Child and Youth Safe Organisations Framework and reforms to the Registration to Work with Vulnerable People Scheme have further strengthened reporting and institutional responses, with the Independent Regulator now able to progress matters that may have otherwise had to have been pursued by an individual.	In progress	N/A
7.07	Improving institutional responding and reporting	Consistent with Child Safe Standard 6: Processes to respond to complaints of child sexual abuse are child focused, institutions should have a clear, accessible and child-focused complaint handling policy and procedure that sets out how the institution should respond to complaints of child sexual abuse. The complaint handling policy and procedure should cover: a) making a complaint b) responding to a complaint c) investigating a complaint d) providing support and assistance e) achieving systemic improvements following a complaint.	Lead agency for the implementation of actions for this rec – DECYP. Implementation actions following the implementation of the Child and Youth Safe Frameworks and responses to the Independent Department of Education Review (DoE Review) are currently being reviewed to determine if any further implementation actions are required under this recommendation. It is noted that Recommendations 1, 4 and 16 of the DoE Review have related outcomes. DECYPs Complaints Management Oversight Unit (CMOU) is developing a Complaints Management Framework that will support business areas across DECYP by providing advice and guidance on best-practice and child-centred complaints management (COI Rec 9.31).	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			The CMOU has drafted an action plan to support the implementation of the Complaints Policy, Procedure, and guidance material for Child Safety Services/out of home care. A working group with members of the CMOU, and practice and community liaison staff from Child and Family Services, has been established to support scoping of this project. DECYP is developing an interim complaints register which will inform the delivery of a centralised complaints and incident recording system (COI Rec 9.31(2)). Testing and implementation of the interim complaints register; new complaint help form and phone helpline to DECYP has been completed (COI Recs 9.31 & 12.35). DECYP has created two Student Support Response Coordinator roles who help workers in schools and Child and Family Learning Centres to ensure ongoing support is provided to children and young people who are impacted by child sexual abuse or harmful sexual behaviour, and their families (COI Rec 6.7) DECYP has created two Student Support Response Coordinator roles who help workers in schools and Child and Family Learning Centres to ensure ongoing support is provided to children and young people who are impacted by child sexual abuse or harmful sexual behaviour and their families (COI Rec 6.7 - 2026). All departmental staff also follow step-by-step guidance to ensure they respond to incidents of child abuse or harmful sexual behaviour in a trauma-informed way. This is supported by the annual completion of mandatory reporting training and child sexual abuse awareness training for all departmental employees; safeguarding training by all volunteers, contractors and external providers, and by supporting information contained in Our Safeguarding Framework: Safe. Secure. Supported (COI Rec 6.7).		

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
7.08	Improving institutional responding and reporting	Consistent with Child Safe Standard 1: Child safety is embedded in institutional leadership, governance and culture, institutions should have a clear code of conduct that: a. outlines behaviours towards children that the institution considers unacceptable, including concerning conduct, misconduct or criminal conduct b. includes a specific requirement to report any concerns, breaches or suspected breaches of the code to a person responsible for handling complaints in the institution or to an external authority when required by law and/or the institution's complaint handling policy c. outlines the protections available to individuals who make complaints or reports in good faith to any institution engaging in child-related work (see Rec 7.6 on reporter protections). State and territory governments should establish nationally consistent legislative schemes (reportable conduct schemes), based on the approach adopted in New South Wales, which oblige heads of institutions to notify an oversight body of any reportable allegation, conduct or conviction involving any of the institution's employees.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i>, the establishment of the Office of the Independent Regulator on 1 January 2024, and the work undertaken by Agencies in response to COI Recommendation 20.2.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
7.09	Improving institutional responding and reporting	State and territory governments should establish nationally consistent legislative schemes (reportable conduct schemes), based on the approach adopted in New South Wales, which oblige heads of institutions to notify an oversight body of any reportable allegation, conduct or conviction involving any of the institution's employees.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
7.10	Improving institutional responding and reporting	Reportable conduct schemes should provide for: a. an independent oversight body b. obligatory reporting by heads of institutions c. a definition of reportable conduct that covers any sexual offence, or sexual misconduct, committed	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		against, with, or in the presence of, a child d. a definition of reportable conduct that includes the historical conduct of a current employee e. a definition of employee that covers paid employees, volunteers and contractors f. protection for persons who make reports in good faith g. oversight body powers and functions that include: i. scrutinising institutional systems for preventing reportable conduct and for handling and responding to reportable allegations, or reportable convictions ii. monitoring the progress of investigations and the handling of complaints by institutions iii. conducting, on its own motion, investigations concerning any reportable conduct of which it has been notified or otherwise becomes aware iv. power to exempt any class or kind of conduct from being reportable conduct v. capacity building and practice development, through the provision of training, education and guidance to institutions vi. public reporting, including annual reporting on the operation of the scheme and trends in reports and investigations, and the power to make special reports to parliaments.			
7.11	Improving institutional responding and reporting	State and territory governments should periodically review the operation of reportable conduct schemes, and in that review determine whether the schemes should cover additional institutions that exercise a high degree of responsibility for children and involve a heightened risk of child sexual abuse.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see section 64) and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
7.12	Improving institutional responding and reporting	Reportable conduct schemes should cover institutions that: · exercise a high degree of responsibility for children · engage in activities that involve a heightened risk of child sexual abuse, due to institutional characteristics, the nature of the activities	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see Schedules 2 and 3) and the establishment of the	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		involving children, or the additional vulnerability of the children the institution engages with. At a minimum, these should include institutions that provide: a. accommodation and residential services for children, including: i. housing or homelessness services that provide overnight beds for children and young people ii. providers of overnight camps b. activities or services of any kind, under the auspices of a particular religious denomination or faith, through which adults have contact with children c. childcare services, including: i. approved education and care services under the Education and Care Services National Law ii. approved occasional care services d. child protection services and out-of-home care, including: i. child protection authorities and agencies ii. providers of foster care, kinship or relative care iii. providers of family group homes iv. providers of residential care e. disability services and supports for children with disability, including: i. disability service providers under state and territory legislation ii. registered providers of supports under the National Disability Insurance Scheme f. education services for children, including: i. government and non-government schools ii. TAFEs and other institutions registered to provide senior secondary education or iii. training, courses for overseas students or student exchange programs g. health services for children, including: i. government health departments and agencies, and statutory corporations	Office of the Independent Regulator on 1 January 2024.		

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		ii. public and private hospitals iii. providers of mental health and drug or alcohol treatment services that have inpatient beds for children and young people h. justice and detention services for children, including: i. youth detention centres immigration detention facilities.			
8.04	Record-keeping and information sharing	All institutions that engage in child-related work should implement the following principles for records and recordkeeping, to a level that responds to the risk of child sexual abuse occurring within the institution. Principle 1: Creating and keeping full and accurate records relevant to child safety and wellbeing, including child sexual abuse, is in the best interests of children and should be an integral part of institutional leadership, governance and culture. Institutions that care for or provide services to children must keep the best interests of the child uppermost in all aspects of their conduct, including recordkeeping. It is in the best interest of children that institutions foster a culture in which the creation and management of accurate records are integral parts of the institution's operations and governance. Principle 2: Full and accurate records should be created about all incidents, responses and decisions affecting child safety and wellbeing, including child sexual abuse. Institutions should ensure that records are created to document any identified incidents of grooming, inappropriate behaviour (including breaches of institutional codes of conduct) or child sexual abuse and all responses to such incidents. Records created by institutions should be clear, objective and thorough. They should be created at, or as close as possible to, the time the incidents occurred, and clearly show the author (whether individual or institutional)	Lead agency for the implementation of actions for this rec – DECYP. Following the implementation of the Child and Youth Safe Frameworks, actions in response to Independent Department of Education Review (DoE Review) and actions by the State Archivist (including a record disposal freeze), DECYP is considering whether any further actions are required under this recommendation. DECYP is progressing with the collection, assessment and classification of all hardcopy records associated with child safety and youth justice, digitising those associated with AYDC and state care (COI Rec. 12.4).	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		and the date created. Principle 3: Records relevant to child safety and wellbeing, including child sexual abuse, should be maintained appropriately. Records relevant to child safety and wellbeing, including child sexual abuse, should be maintained in an indexed, logical and secure manner. Associated records should be collocated or cross-referenced to ensure that people using those records are aware of all relevant information. Principle 4: Records relevant to child safety and wellbeing, including child sexual abuse, should only be disposed of in accordance with law or policy. Records relevant to child safety and wellbeing, including child sexual abuse, must only be destroyed in accordance with records disposal schedules or published institutional policies. Records relevant to child sexual abuse should be subject to minimum retention periods that allow for delayed disclosure of abuse by victims, and take account of limitation periods for civil actions for child sexual abuse. Principle 5: Individuals' existing rights to access, amend or annotate records about themselves should be recognised to the fullest extent. Individuals whose childhoods are documented in institutional records should have a right to access records made about them. Full access should be given unless contrary to law. Specific, not generic, explanations should be provided in any case where a record, or part of a record, is withheld or redacted. Individuals should be made aware of, and assisted to assert, their existing rights to request that records containing their personal information be amended or annotated, and to seek review or appeal of decisions refusing access, amendment or annotation.			

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
8.06	Record-keeping and information sharing	The Australian Government and state and territory governments should make nationally consistent legislative and administrative arrangements, in each jurisdiction, for a specified range of bodies (prescribed bodies) to share information related to the safety and wellbeing of children, including information relevant to child sexual abuse in institutional contexts (relevant information). These arrangements should be made to establish an information exchange scheme to operate in and across Australian jurisdictions.	Lead agency for the implementation of actions for this rec – DECYP. Actions to implement this recommendation are substantial and impact multiple areas of government. Reforms and interjurisdictional information sharing is a key element of policing, along with regulatory schemes such as RWVP, Ahpra, CYSO, etc. This recommendation will be considered alongside information sharing reforms such as those set out in COI Recommendations 12.4, 12.5, 16.20, 17.8, 18.15, 19.7, 19.8 and 20.9. Work on related COI rec 12.04 is being led by DECYP. Other relevant COI recs are led by DoJ, DPAC and DPfEM. In response to Recommendation 12.04, DECYP is progressing collection, assessment and classification of all hardcopy records associated with child safety and youth justice, digitising those associated with Ashley Youth Detention Centre (AYDC) and state care. DECYP is continuing to refine processes for accessing these records. A foundational training course on information management has been revised and introduced over October to December 2024 across Tasmania. Commencement in February 2025 of a Training Officer position in the Office of the State Archivist will enable the development of a broader and more fit for purpose suite of training resources on information management.	In progress	N/A
8.07	Record-keeping and information sharing	In establishing the information exchange scheme, the Australian Government and state and territory governments should develop a minimum of nationally consistent provisions to: a. enable direct exchange of relevant information between a range of prescribed bodies, including service providers, government and non-government agencies, law enforcement agencies, and regulatory and oversight bodies, which have responsibilities related to	Lead agency for the implementation of actions for this rec – DECYP. Actions to implement this recommendation are substantial and impact multiple areas of government. Reforms and interjurisdictional information sharing is a key element of policing, along with regulatory schemes such as RWVP, Ahpra, CYSO, etc. This recommendation will be considered alongside information sharing reforms such as those set out in COI	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		children's safety and wellbeing; b. permit prescribed bodies to provide relevant information to other prescribed bodies without a request, for purposes related to preventing, identifying and responding to child sexual abuse in institutional contexts; c. require prescribed bodies to share relevant information on request from other prescribed bodies, for purposes related to preventing, identifying and responding to child sexual abuse in institutional contexts, subject to limited exceptions; d. explicitly prioritise children's safety and wellbeing and override laws that might otherwise prohibit or restrict disclosure of information to prevent, identify and respond to child sexual abuse in institutional contexts; e. provide safeguards and other measures for oversight and accountability to prevent unauthorised sharing and improper use of information obtained under the information exchange scheme; f. require prescribed bodies to provide adversely affected persons with an opportunity to respond to untested or unsubstantiated allegations, where such information is received under the information exchange scheme, prior to taking adverse action against such persons, except where to do so could place another person at risk of harm.	Recommendations 12.4, 12.5, 16.20, 17.8, 18.15, 19.7, 19.8 and 20.9. Work on related COI Recommendation 12.04 is led by DECYP. Other relevant COI Recommendations are led by DoJ, DPAC and DPFEM. In response to Recommendation 12.04, DECYP is progressing collection, assessment and classification of all hardcopy records associated with child safety and youth justice, digitising those associated with AYDC and state care. A foundational training course on information management has been revised and introduced over October to December 2024 across Tasmania. Commencement in February 2025 of a Training Officer position in the Office of the State Archivist will enable the development of a broader and more fit for purpose suite of training resources.		
8.17	Record-keeping and information sharing	State and territory governments should introduce legislation to establish carers registers in their respective jurisdictions, with national consistency in relation to: a. the inclusion of the following carer types on the carers register: i. foster carers ii. relative/kinship carers iii. residential care staff b. the types of information which, at a minimum,	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendation 9.20 and will be progressed as part of that project. Statutory reforms will be considered as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		must be made available to agencies or bodies with responsibility for assessing, authorising or supervising carers, or other responsibilities related to carer suitability and safety of children in out of home care.			
8.18	Record-keeping and information sharing	Carers registers should be maintained by state and territory child protection agencies or bodies with regulatory or oversight responsibility for out of home care in that jurisdiction.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendation 9.20 and will be progressed as part of that project. Statutory reforms will be considered as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.	In progress	N/A
8.19	Record-keeping and information sharing	State and territory governments should consider the need for carers registers to include, at a minimum, the following information (register information) about, or related to, applicant or authorised carers, and persons residing on the same property as applicant/ authorised home-based carers (household members): a. lodgement or grant of applications for authorisation b. status of the minimum checks set out in Recommendation 12.6 as requirements for authorisation, indicating their outcomes as either satisfactory or unsatisfactory c. withdrawal or refusal of applications for authorisation in circumstances of concern (including in relation to child sexual abuse) d. cancellation or surrender of authorisation in circumstances of concern (including in relation to child sexual abuse) e. previous or current association with an out-of-home care agency, whether by application for authorisation, assessment, grant of authorisation, or supervision f. the date of reportable conduct allegations, and their status as either current, finalised with ongoing risk-related concerns, and/or requiring contact with the reportable conduct oversight body.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendation 9.20 and will be progressed as part of that project. Statutory reforms will be considered as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
8.20	Record-keeping and information sharing	State and territory governments should consider the need for legislative and administrative arrangements to require responsible agencies to: a. record register information in minimal detail b. record register information as a mandatory part of carer authorisation c. update register information about authorised carers.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendation 9.20 and will be progressed as part of that project. Statutory reforms will be considered as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.	In progress	N/A
8.21	Record-keeping and information sharing	State and territory governments should consider the need for legislative and administrative arrangements to require responsible agencies: a. before they authorise or recommend authorisation of carers, to: i. undertake a check for relevant register information, and ii. seek further relevant information from another out-of-home care agency where register information indicates applicant carers, or their household members (in the case of prospective home-based carers) have a prior or current association with that other agency b. in the course of their assessment, authorisation, or supervision of carers, to: i. seek further relevant information from other agencies or bodies, where register information indicates they hold, or may hold, additional information relevant to carer suitability, including reportable conduct information. State and territory governments should give consideration to enabling agencies to seek further information for these purposes under our recommended information exchange scheme (Recs 8.6 to 8.8).	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendation 9.20 and will be progressed as part of that project. Statutory reforms will be considered as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.	In progress	N/A
8.22	Record-keeping and information sharing	State and territory governments should consider the need for effective mechanisms to enable agencies and bodies to obtain relevant information from registers in any state or territory holding such information.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendation 9.20 and will be progressed as part of that project. Statutory reforms will be considered	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		Consideration should be given to legislative and administrative arrangements, and digital platforms, which will enable: a. agencies responsible for assessing, authorising or supervising carers b. other agencies, including jurisdictional child protection agencies and regulatory and oversight bodies, with responsibilities related to the suitability of persons to be carers and the safety of children in out of home care to obtain relevant information from their own and other jurisdictions' registers for the purpose of exercising their responsibilities and functions.	as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.		
8.23	Record-keeping and information sharing	In considering the legislative and administrative arrangements required for carers registers in their jurisdiction, state and territory governments should consider the need for guidelines and training to promote the proper use of carers registers for the protection of children in out of home care. Consideration should also be given to the need for specific safeguards to prevent inappropriate use of register information.	Lead agency for the implementation of actions for this rec -DECYP. This recommendation aligns with COI Recommendation 9.20 and will be progressed as part of that project. Statutory reforms will be considered as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.	In progress	N/A
9	Criminal Justice Report	Investigative interviews for use as evidence in chief Each Australian government should ensure that its policing agency conducts investigative interviewing in relation to reports of child sexual abuse, including institutional child sexual abuse, in accordance with the following principles: a. All police who provide an investigative response (whether specialist or generalist) to child sexual abuse should receive at least basic training in understanding sexual offending, including the nature of child sexual abuse and institutional child sexual abuse offending. b. All police who provide an investigative response (whether specialist or generalist) to child sexual abuse should be trained to interview the complainant in accordance with current	Lead agency for the implementation of actions for this rec - DPFEM. In the Fifth Annual Progress Report and Action Plan 2023, only Recommendation 9(f) was incomplete as of December 2022. Experts within Tasmania Police now routinely review video recorded interviews with children and other vulnerable witnesses conducted by specialist police for quality assurance and training purposes and to reinforce best-practice interviewing techniques.	Complete	Further improvements will be considered and implemented alongside COI Recommendations 6.6, 9.32, 16.1, 16.3, 16.4, 16.5, 16.10, 20.5, 20.12, 20.13

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		research and learning about how memory works in order to obtain the complainant's memory of the events c. The importance of video recorded interviews for children and other vulnerable witnesses should be recognised, as these interviews usually form all, or most, of the complainant's and other relevant witnesses' evidence in chief in any prosecution. d. Investigative interviewing of children and other vulnerable witnesses should be undertaken by police with specialist training. The specialist training should focus on: i. a specialist understanding of child sexual abuse, including institutional child sexual abuse, and the developmental and communication needs of children and other vulnerable witnesses ii. skill development in planning and conducting interviews, including use of appropriate questioning techniques. e. Specialist police should undergo refresher training on a periodical basis to ensure that their specialist understanding and skills remain up to date and accord with current research. f. From time to time, experts should review a sample of video recorded interviews with children and other vulnerable witnesses conducted by specialist police for quality assurance and training purposes and to reinforce best-practice interviewing techniques. g. State and territory governments should introduce legislation to remove any impediments, including in relation to privacy concerns, to the use of video recorded interviews so that the relevant police officer, his or her supervisor and any persons engaged by police in quality assurance and training can review video recorded interviews for quality assurance and training purposes.			

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		This should not authorise the use of video recorded interviews for general training in a manner that would raise privacy concerns. h. Police should continue to work towards improving the technical quality of video recorded interviews so that they are technically as effective as possible in presenting the complainant's and other witnesses' evidence in chief. i. Police should recognise the importance of interpreters, including for some Aboriginal and Torres Strait Islander victims, survivors and other witnesses. j. Intermediaries should be available to assist in police investigative interviews of children and other vulnerable witnesses.			
9.01	Advocacy, support and therapeutic treatment services	The Australian Government and state and territory governments should fund dedicated community support services for victims and survivors in each jurisdiction, to provide an integrated model of advocacy and support and counselling to children and adults who experienced childhood sexual abuse in institutional contexts. Funding and related agreements should require and enable these services to: a. be trauma-informed and have an understanding of institutional child sexual abuse b. be collaborative, available, accessible, acceptable and high quality c. use case management and brokerage to coordinate and meet service needs d. support and supervise peer-led support models.	Lead agency for the implementation of actions for this rec – DPAC. Implementation work under this recommendation is being incorporated into the response to Recommendation 21.1 of the COI and the development, delivery and implementation of the Government Change for Children Action Plan, which will consolidate and prioritise activities under remaining COI recommendations and those of related reviews and inquiries. Following the release of this strategic framework, this recommendation will be reviewed, and additional implementation advice considered. It is noted that Recommendation 21.1 was identified by the COI for Phase 3 delivery. The Tasmanian Government has taken immediate action to strengthen the therapeutic service system during the reporting period. This has included \$3,540,000 to Tasmania's specialist sexual violence support services for the 2024-25 Financial Year. COI Uplift Funding has been committed to the Sexual Assault Support Service (SASS) and Laurel House to work towards a reduction in waitlists for child and	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			and adult victim- survivors of child sexual abuse. This is a significant increase from the \$1.2 million that was provided in 2023-24 for COI sexual violence services uplift. The Department of Premier and Cabinet will work with key partners across the broader service system on further strengthening the therapeutic service system to ensure delivery of the recommendation by 1 July 2029. The implementation of this recommendation is being considered alongside related Recommendation 21.4, 21.1 and 21.8.		
9.02	Advocacy, support and therapeutic treatment services	The Australian Government and state and territory governments should fund Aboriginal and Torres Strait Islander healing approaches as an ongoing, integral part of advocacy and support and therapeutic treatment service system responses for victims and survivors of child sexual abuse. These approaches should be evaluated in accordance with culturally appropriate methodologies, to contribute to evidence of best practice.	Lead agency for the implementation of actions for this rec – DPAC. Implementation work under this recommendation is being incorporated into the response to Recommendation 21.7 of the COI and the development, delivery and implementation of the Government Change for Children Strategy and Action Plan, which will consolidate and prioritise activities under remaining COI recommendations with those of related reviews and inquiries. Following the release of this strategic framework, this recommendation will be reviewed, and additional implementation advice considered. It is noted that Recommendation 21.7 was identified by the COI for Phase 3 delivery. During the reporting period, Aboriginal Partnerships engaged extensively with Aboriginal community- controlled organisations in the development of the Tasmanian Closing the Gap Plan 2025– 2028, which is close to being finalised. The draft plan includes actions to support progress against Outcome 13 – Aboriginal families and households are safe. Proposed actions include facilitating stronger relationships between the Aboriginal community-controlled sector and the sexual assault service	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			sector; and commencing discussion with the Aboriginal community-controlled sector on the design, development and implementation of healing programs for Aboriginal victim-survivors of child sexual abuse, as per Recommendation 21.7a.		
9.03	Advocacy, support and therapeutic treatment services	The Australian Government and state and territory governments should fund support services for people with disability who have experienced sexual abuse in childhood as an ongoing, integral part of advocacy and support and therapeutic treatment service system responses for victims and survivors of child sexual abuse.	Lead agency for the implementation of actions for this rec – DPAC. Implementation work under this recommendation is being incorporated into the response to Recommendation 21.6 of the COI and the development, delivery and implementation of the Government Change for Children Action Plan, which will consolidate and prioritise activities under remaining COI recommendations with those of related reviews and inquiries. Following the release of this strategic framework, this recommendation will be reviewed, and additional implementation advice considered. It is noted that Rec 21.6 was identified by the Commission for Phase 2 delivery. Refer to Implementation Update for Recommendation 9.01, above.	In progress	N/A
9.06	Advocacy, support and therapeutic treatment services	The Australian Government and state and territory governments should address existing specialist sexual assault service gaps by increasing funding for adult and child sexual assault services in each jurisdiction, to provide advocacy and support and specialist therapeutic treatment for victims and survivors, particularly victims and survivors of institutional child sexual abuse. Funding agreements should require and enable services to: a. be trauma-informed and have an understanding of institutional child sexual abuse b. be collaborative, available, accessible, acceptable and high quality c. use collaborative community development approaches	Lead agency for the implementation of actions for this rec – DPAC. Implementation work under this recommendation is being incorporated into the response to Recommendation 21.4 of the COI. Funding of \$3,540,000 in uplift funding has been provided to Tasmania's specialist sexual violence support services for the 2024-25 Financial Year, further to uplift funding of \$1.2 million in 2023-24. Following the release of the Change for Children Strategy and Action Plan strategic framework, this recommendation will be reviewed, and additional implementation advice considered. It is noted that due to the scope of the recommendation and potential resourcing		

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		d. provide staff with supervision and professional development.	implications, it is noted that Recommendation 21.4 was identified by the COI for Phase 2 delivery. Refer to Implementation Update for Recommendation 9.01, above.	In progress	N/A
9.08	Advocacy, support and therapeutic treatment services	The Australian Government and state and territory government agencies responsible for the delivery of human services should ensure relevant policy frameworks and strategies recognise the needs of victims and survivors and the benefits of implementing trauma informed approaches.	Lead agency for the implementation of actions for this rec – DECYP. Work to implement this recommendation is ongoing with substantial actions having been undertaken prior to the release of the Fifth Annual Progress Report and Action Plan 2023. Whilst this work is ongoing, a review of actions following the implementation of the Child and Youth Safe Organisations Framework is underway to determine if additional work is required. In February 2025, updated mandatory Safeguarding training was released which includes two modules - mandatory reporting training and child sexual abuse awareness module. This training discusses the need to ensure that a trauma informed approach is taken when responding to any incidents or disclosures of abuse. Work is ongoing to implement related COI recommendations such as Recommendation 9.11 which requires child safety staff to have mandatory core knowledge including on the effects of trauma, trauma informed care and therapeutic responses to trauma.	In progress	N/A
12	Criminal Justice Report	Police responses to reports of historical child sexual abuse Each Australian government should ensure that, if its policing agency does not provide a specialist response to victims and survivors reporting historical child sexual abuse, its policing agency develops and implements a document in the nature of a 'guarantee of service' which sets out for the benefit of victims and survivors – and as a reminder to the police involved – what victims and survivors are entitled to expect in the police	Lead agency for the implementation of actions for this rec – DPFEM. Tasmania Police has incorporated this recommendation within the Tasmania Police Manual section 4.4.10.1 (Victim Principles), as well as incorporating a Guarantee of Service (Service Charter) document into its corporate documents and as a part of its complaints handling processes.	Complete	Further improvements will be considered and implemented alongside COI Recommendations 6.6, 9.32, 16.1, 16.3, 16.4, 16.5, 16.10, 20.5, 20.12, 20.13

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		response to their report of child sexual abuse. The document should include information to the effect that victims and survivors are entitled to: a. be treated by police with consideration and respect, taking account of any relevant cultural safety issues b. have their views about whether they wish to participate in the police investigation respected c. be referred to appropriate support services d. contact police through a support person or organisation rather than contacting police directly if they prefer e. have the assistance of a support person of their choice throughout their dealings with police unless this will interfere with the police investigation or risk contaminating evidence f. have their statement taken by police even if the alleged perpetrator is dead g. be provided with the details of a nominated person within the police service for them to contact h. be kept informed of the status of their report and any investigation unless they do not wish to be kept informed i. have the police focus on the credibility of the complaint or allegations rather than focusing only on the credibility of the complainant, recognising that many victims of child sexual abuse will go on to develop substance abuse and mental health problems, and some may have a criminal record.			
12.02	Contemporary out of home care	The Australian Government and state and territory governments should prioritise enhancements to the Child Protection National Minimum Data Set to include: a. data identifying children with disability, children from culturally and linguistically diverse backgrounds and Aboriginal and Torres Strait Islander children b. the number of children who were the subject of a substantiated report of sexual abuse while in	Lead agency for the implementation of actions for this rec – DECYP. This work is being led by the Commonwealth Australian Institute of Health and Welfare (AIHW) and Tasmania is contributing through engagement in development work led by national working groups. Further actions will be considered as part of the Uplifting Care project and the review of the <i>Children, Young Persons and Their Families Act 1997</i>.	In progress	N/A

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		out of home care c. the demographics of those children d. the type of out of home care placement in which the abuse occurred e. information about when the abuse occurred f. information about who perpetrated the abuse, including their age and their relationship to the victim, if known.			
12.03	Contemporary out of home care	State and territory governments should agree on reporting definitions and data requirements to enable reporting in the Report on government services on outcome indicators for 'improved health and wellbeing of the child', 'safe return home' and 'permanent care'.	Lead agency for the implementation of actions for this rec – DECYP. This work is being led by the AIHW and Tasmania is contributing through engagement in development work led by national working groups. Further actions will be considered as part of the Uplifting Care project and the review of the <i>Children, Young Persons and Their Families Act 1997</i>.	In progress	N/A
12.04	Contemporary out of home care	Each state and territory government should revise existing mandatory accreditation schemes to: a. incorporate compliance with the Child Safe Standards identified by the Royal Commission b. extend accreditation requirements to both government and non-government out of home care service providers.	Lead agency for the implementation of actions for this rec – DECYP. Following the implementation of the Child and Youth Safe Framework, actions are currently being reviewed to determine if any further work is required under this recommendation. DECYP has established a Commissioning and Sector Engagement unit to manage relationships with non-government providers. Work includes benchmarking providers' capacity to respond to the COI recommendations and to understand where attention needs to be directed. Work is underway with the Office of the Crown Solicitor to develop an appropriate service contract to secure out of home care services (COI Rec 9.3). Work is underway on a consultation draft of the Child Safety and Out of Home Care Model of Care. The Model of Care outlines the purpose and vision, core principles and organisational framework for the service, including the key components of a trauma-informed and therapeutic service model. The Model of Care is planned to be made	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			available in the second half of 2025 (COI Rec 9.18).		
12.05	Contemporary out of home care	In each state and territory, an existing statutory body or office that is independent of the relevant child protection agency and out-of-home care service providers, for example a children's guardian, should have responsibility for: a. receiving, assessing and processing applications for accreditation of out-of-home care service providers b. conducting audits of accredited out-of-home care service providers to ensure ongoing compliance with accreditation standards and conditions.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendation 9.20 and will be considered as part of that project. Statutory reforms will be considered as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.	In progress	N/A
12.06	Contemporary out of home care	In addition to a National Police Check, Working with Children Check and referee checks, authorisation of all foster and kinship/relative carers and all residential care staff should include: a. community services checks of the prospective carer and any adult household members of home-based carers b. documented risk management plans to address any risks identified through community services checks c. at least annual review of risk management plans as part of carer reviews and more frequently as required.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendation 9.20 and will be considered as part of that project. Statutory reforms will be considered as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.	In progress	N/A
12.07	Contemporary out of home care	All out-of-home care service providers should conduct annual reviews of authorised carers that include interviews with all children in the placement with the carer under review, in the absence of the carer.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI recommendation 9.20 and will be considered as part of that project. Statutory reforms will be considered as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.	In progress	N/A
12.08	Contemporary out of home care	Each state and territory government should adopt a model of assessment appropriately tailored for kinship/relative care. This type of assessment should be designed to: a. better identify the strengths as well as the support and training needs of kinship/relative carers b. ensure holistic approaches to supporting	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI recommendation 9.20 and will be considered as part of that project. Statutory reforms will be considered as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		placements that are culturally safe c. include appropriately resourced support plans.			
12.09	Contemporary out of home care	All state and territory governments should collaborate in the development of a sexual abuse prevention education strategy, including online safety, for children in out of home care that includes: a. input from children in out of home care and care-leavers b. comprehensive, age-appropriate and culture-appropriate education about sexuality and healthy relationships that is tailored to the needs of children in out of home care c. resources tailored for children in care, for foster and kinship/relative carers, for residential care staff and for caseworkers d. resources that can be adapted to the individual needs of children with disability and their carers.	Lead agency for the implementation of actions for this rec – DECYP. Following the implementation of the Child and Youth Safe Framework, actions are currently being reviewed to determine if any further work is required under this recommendation. DPAC leads this work through intergovernmental coordination of Tasmania's engagement with and contribution to the National Strategy to Prevent and Respond to Child Sexual Abuse 2021-2030 and its associated First Action Plan (COI Rec 18.1).	In progress	N/A
12.11	Contemporary out of home care	State and territory governments and out of home care service providers should ensure that training for foster and relative/kinship carers, residential care staff and child protection workers includes an understanding of trauma and abuse, the impact on children and the principles of trauma-informed care to assist them to meet the needs of children in out of home care, including children with harmful sexual behaviours.	Lead agency for the implementation of actions for this rec – DECYP. Following the implementation of the Child and Youth Safe Frameworks and the delivery of the Tasmanian Out of Home Care Standards, actions are currently being reviewed to determine if any further work is required under this recommendation. DECYP is undertaking work on associated COI recommendations. The Foster and Kinship Association Tasmania (FKAT) has been engaged to deliver information to carers impacted by the COI recommendations. Who Can Say Okay resource has been released. The Becoming a Foster Carer booklet is being finalised.	In progress	N/A
12.12	Contemporary out of home care	When placing a child in out of home care, state and territory governments and out of home care service providers should take the following measures to support children with harmful sexual behaviours:	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendation 9.28 and will be considered as part of that project. Statutory reforms will be considered	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		a. undertake professional assessments of the child with harmful sexual behaviours, including identifying their needs and appropriate supports and interventions to ensure their safety b. establish case management and a package of support services c. undertake careful placement matching that includes: i. providing sufficient relevant information to the potential carer/s and residential care staff to ensure they are equipped to support the child, and additional training as necessary ii. rigorously assessing potential threats to the safety of other children, including the child's siblings, in the placement.	as part of the <i>Children, Young Persons and Their Families Act 1997</i> review.		
12.13	Contemporary out of home care	State and territory governments and out of home care service providers should provide advice, guidelines and ongoing professional development for all foster and kinship/relative carers and residential care staff about preventing and responding to the harmful sexual behaviours of some children in out of home care.	Lead agency for the implementation of actions for this rec – DECYP. Following the implementation of the Child and Youth Safe Frameworks and the delivery of the Tasmanian Out of Home Care Standards, actions are currently being reviewed to determine if any further work is required under this recommendation.	In progress	N/A
12.14	Contemporary out of home care	All state and territory governments should develop and implement coordinated and multi-disciplinary strategies to protect children in residential care by: a. identifying and disrupting activities that indicate risk of sexual exploitation b. supporting agencies to engage with children in ways that encourage them to assist in the investigation and prosecution of sexual exploitation offences.	Lead agency for the implementation of actions for this rec – DECYP. Following the implementation of the Child and Youth Safe Framework, actions are currently being reviewed to determine if any further work is required under this recommendation. Drafting of the Out of Home Care strategic plan and a supporting action plan is underway. Consultation with key stakeholders is planned to be completed in May 2025 and the Plan publicly released later in 2025 (COI Rec 9.8).	In progress	N/A
12.16	Contemporary out of home care	All institutions that provide out of home care should develop strategies that increase the likelihood of safe and stable placements for children in care. Such strategies should include: a. improved processes for 'matching' children with	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendation 9.08 and will be considered as part of that project. Statutory reforms will be considered	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		carers and other children in a placement, including in residential care b. the provision of necessary information to carers about a child, prior to and during their placement, to enable carers to properly support the child c. support and training for carers to deal with the different developmental needs of Children as well as managing difficult situations and challenging behaviour.	as part of the <i>Children, Young Persons and Their Families Act 1997</i> review. Drafting of the out of home care strategic plan and a supporting action plan is underway. Consultation with key stakeholders is planned to be completed in the first half of 2025 and the Plan publicly released later in 2025 (COI Rec 9.8).		
12.17	Contemporary out of home care	Each state and territory government should ensure that: a. the financial support and training provided to kinship/relative carers is equivalent to that provided to foster carers b. the need for any additional support are identified during kinship/relative carer assessments and are funded c. additional casework support is provided to maintain birth family relationships.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendations 9.02 and 9.03 and will be considered as part of those projects.	In progress	N/A
12.20	Contemporary out of home care	Each state and territory government, in consultation with appropriate Aboriginal and Torres Strait Islander organisations and community representatives, should develop and implement plans to: a. fully implement the Aboriginal and Torres Strait Islander Child Placement Principle b. improve community and child protection sector understanding of the intent and scope of the principle c. develop outcome measures that allow quantification and reporting on the extent of the full application of the principle, and evaluation of its impact on child safety and the reunification of Aboriginal and Torres Strait Islander children with their families d. invest in community capacity building as a recognised part of kinship care, in addition to supporting individual carers, in recognition of the role of Aboriginal and Torres Strait Islander communities in bringing up children.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation aligns with COI Recommendation 9.15 and will be considered as part of that project.	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
13.01	Schools	All schools should implement the Child Safe Standards identified by the Royal Commission.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see Schedules 2 and 3) and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
13.02	Schools	State and territory independent oversight authorities responsible for implementing the Child Safe Standards (see Rec 6.10) should delegate to school registration authorities the responsibility for monitoring and enforcing the Child Safe Standards in government and non-government schools.	Lead body for the implementation of actions for this rec – Office of the Education Regulator. This recommendation will be reviewed in light of the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see Schedules 2 and 3) and the establishment of the Office of the Independent Regulator on 1 January 2024.	In progress	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
13.03	Schools	School registration authorities should place particular emphasis on monitoring government and non-government boarding schools to ensure they meet the Child Safe Standards. Policy guidance and practical support should be provided to all boarding schools to meet these standards, including advice on complaint handling.	Lead body for the implementation of actions for this rec – Office of the Education Regulator. This recommendation will be reviewed in light of the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see Schedules 2 and 3) and the establishment of the Office of the Independent Regulator on 1 January 2024.	In progress	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
13.05	Schools	Boarding hostels for children and young people should implement the Child Safe Standards identified by the Royal Commission. State and territory independent oversight authorities should monitor and enforce the Child Safe Standards in these institutions.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see Schedules 2 and 3) and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
13.07	Schools	State and territory governments should provide nationally consistent and easily accessible guidance to teachers and principals on preventing and responding to child sexual abuse in all government and non-government schools.	Lead agency for the implementation of actions for this rec – DECYP. Following the implementation of the Child and Youth Safe Frameworks and responses to the Independent Department of Education Review (DoE Review), actions are currently being reviewed to determine if any further work is required under this recommendation. Work will continue under related COI Recommendations, including 6.1.	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
14.01	Sport, recreation, arts, culture, community and hobby groups	All sport and recreation institutions, including arts, culture, community and hobby groups, that engage with or provide services to children should implement the Child Safe Standards identified by the Royal Commission.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see Schedules 2 and 3) and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
14.04	Sport, recreation, arts, culture, community and hobby groups	The independent state and territory oversight bodies that implement the Child Safe Standards should establish a free email subscription function for the sport and recreation sector so that all providers of these services to children can subscribe to receive relevant child safe information and links to resources.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
15.01	Contemporary detention environments	All institutions engaged in child-related work, including detention institutions and those involving detention and detention-like practices, should implement the Child Safe Standards identified by the Royal Commission.	Lead agency for the implementation of actions for this rec – DECYP. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> (see Schedules 2 and 3) and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
15.03	Contemporary detention environments	Youth justice agencies in each state and territory should review the building and design features of youth detention to identify and address elements that may place children at risk. This should include consideration of how to most effectively use technology, such as closed-circuit television (CCTV) cameras and body-worn cameras, to capture interactions between children and between staff and children without unduly infringing children's privacy.	Lead agency for the implementation of actions for this rec – DECYP. Implementation of this recommendation will be aligned with the Government's work in the Youth Justice Priority area and implementation of related COI recommendations including Recommendation 12.31.	In progress	N/A
15.04	Contemporary detention environments	As part of efforts to mitigate risks of child sexual abuse in the physical environment of youth detention, state and territory governments should review legislation, policy and procedures to ensure. a. appropriate and safe placements of children in youth detention, including a risk assessment process before placement decisions	Lead agency for the implementation of actions for this rec – DECYP. Implementation of this recommendation will be aligned with the Government's work in the Youth Justice Priority area and with implementation of related COI recommendations including Recommendations 12.6, 12.7 and 12.12.	In progress	N/A

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		that identifies if a child may be vulnerable to child sexual abuse or if a child is displaying harmful sexual behaviours. b. children are not placed in adult prisons c. frameworks take into account the importance of children having access to trusted adults, including family, friends and community, in the prevention and disclosure of child sexual abuse and provide for maximum contact between children and trusted adults through visitation, and use of the telephone and audio-visual technology d. best practice processes are in place for strip searches and other authorised physical contact between staff and children, including sufficient safeguards to protect children such as: i. adequate communication between staff and the child before, during and after a search is conducted or other physical contact occurs ii. clear protocols detailing when such practices are permitted and how they should be performed. The key elements of these protocols should be provided to children in an accessible format iii. staff training that highlights the potential for strip searching to re-traumatise children who have been sexually abused and how the misuse of search powers can lead to sexual humiliation or abuse. State and territory governments should consider implementing strategies for detecting contraband, such as risk assessments or body scanners, to minimise the need for strip searching children.			
15.05	Contemporary detention environments	State and territory governments should consider further strategies that provide for the cultural safety of Aboriginal and Torres Strait Islander children in youth detention including: a. recruiting and developing Aboriginal and Torres Strait Islander staff to work at all levels of	Lead agency for the implementation of actions for this rec- DECYP. Implementation of this recommendation will be aligned with the Government's work in the Youth Justice Priority area and with implementation of related COI recommendations, including Recommendations 12.8, 12.12, 12.27 and 12.36.	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		the youth justice system, including in key roles in complaint handling systems b. providing access to interpreters, particularly with respect to induction and education programs, and accessing internal and external complaint handling systems c. ensuring that all youth detention facilities have culturally appropriate policies and procedures that facilitate connection with family community and culture, and reflect an understanding of, and respect for, cultural practices in different clan groups. d. employing, training and professionally developing culturally competent staff who understand the particular needs and experiences of Aboriginal and Torres Strait Islander children, including the specific barriers that Aboriginal and Torres Strait Islander children face in disclosing sexual abuse.			
15.06	Contemporary detention environments	All staff should receive appropriate training on the needs and experiences of children with disability, mental health problems, and alcohol or other drug problems, and children from culturally and linguistically diverse backgrounds that highlights the barriers these children may face in disclosing sexual abuse.	Lead agency for the implementation of actions for this rec – DECYP. Implementation of this recommendation will be aligned with the Government's work in the Youth Justice Priority area.	In progress	N/A
15.07	Contemporary detention environments	State and territory governments should improve access to therapeutic treatment for survivors of child sexual abuse who are in youth detention, including by assessing their advocacy, support and therapeutic treatment needs and referring them to appropriate services, and ensure they are linked to ongoing treatment when they leave detention.	Lead agency for the implementation of actions for this rec – DECYP. Implementation of this recommendation will be aligned with the Government's work in the Youth Justice Priority area and with implementation of related COI recommendations including Recommendation 12.19.	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
15.08	Contemporary detention environments	State and territory governments should ensure that all staff in youth detention are provided with training and ongoing professional development in trauma-informed care to assist them to meet the needs of children in youth detention, including children at risk of sexual abuse and children with harmful sexual behaviours.	Lead agency for the implementation of actions for this rec – DECYP. Implementation of this recommendation will be aligned with the Government's work in the Youth Justice Priority area and with implementation of related COI recommendations including Recommendations 12.6, 12.7, 12.9, 12.30 and 12.34.	In progress	N/A
15.09	Contemporary detention environments	State and territory governments should review the current internal and external complaint handling systems concerning youth detention to ensure they are capable of effectively dealing with complaints of child sexual abuse, including so that: a. children can easily access child-appropriate information about internal complaint processes and external oversight bodies that may receive or refer children's complaints, such as visitor's schemes, ombudsmen, inspectors of custodial services, and children's commissioners or guardians b. children have confidential and unrestricted access to external oversight bodies c. staff involved in managing complaints both internally and externally include Aboriginal and Torres Strait Islander peoples and professionals qualified to provide trauma-informed care d. complaint handling systems are accessible for children with literacy difficulties or who speak English as a second language e. children are regularly consulted about the effectiveness of complaint handling systems and systems are continually improved.	Lead agency for the implementation of actions for this rec – DECYP. Implementation of this recommendation will be aligned with the Government's work in the Youth Justice Priority area and with implementation of related COI recommendations including Recommendations 12.6, 12.7, 12.8 and 12.35.	In progress	N/A
16	Criminal Justice Report	Blind reporting In relation to blind reporting, institutions and survivor advocacy and support groups should: a. be clear that, where the law requires reporting to police, child protection or another agency, the institution or group or its relevant staff member or official will report as			

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		required b. develop and adopt clear guidelines to inform staff and volunteers, victims and their families and survivors, and police, child protection and other agencies as to the approach the institution or group will take in relation to allegations, reports or disclosures it receives that it is not required by law to report to police, child protection or another agency.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
19	Criminal Justice Report	Blind reporting Regardless of an institution or survivor advocacy and support group's policy in relation to blind reporting, the institution or group should provide survivors with: a. information to inform them about options for reporting to police b. support to report to police if the survivor is willing to do so.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the commencement of the <i>Child and Youth Safe Organisations Act 2023</i> and the establishment of the Office of the Independent Regulator on 1 January 2024.	Complete	The Child and Youth Safe Organisations Framework (CYSOFF) has a broad scope and impact, and future work relating to this recommendation may be captured under future CYSOFF implementation projects.
20	Working With Children Checks report	State and territory governments should amend their WWCC laws to respond to records in the same way, specifically that: a. the absence of any relevant criminal history, disciplinary or misconduct information in an applicant's history leads to an automatic grant of a WWCC b. any conviction and/or pending charge in an applicant's criminal history for the following categories of offence leads to an automatic WWCC refusal, provided the applicant was at least 18 years old at the time of the offence: i. murder of a child ii. manslaughter of a child iii. indecent or sexual assault of a child iv. child pornography-related offences v. incest where the victim was a child vi. abduction or kidnapping of a child vii. animal-related sexual offences. c. all other relevant criminal, disciplinary or misconduct information should trigger an assessment of the person's suitability for a WWCC (consistent with the risk assessment factors set out below).	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete with the making of the Registration to Work with Vulnerable People (NDIS Disqualifying Offences) Order 2020, in combination with sections 32(2A) and 51(1A) of the <i>Registration to Work with Vulnerable People Act 2013</i> .	Complete	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
21	Working With Children Checks report	State and territory governments should amend their WWCC laws to specify that relevant criminal records for the purposes of Recommendation 20 (c) include but are not limited to the following: a. juvenile records and/or non-conviction charges for the offence categories specified in Recommendation 20 (b) b. sexual offences, regardless of whether the victim was a child and including offences not already covered in Recommendation 20 (b) c. violent offences, including assaults, arson and other fire- related offences, regardless of whether the victim was a child and including offences not already covered in Recommendation 20 (b) d. child welfare offences e. offences involving cruelty to animals f. drug offences.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete pursuant to sections 28 and 46 of the <i>Registration to Work with Vulnerable People Act 2013</i>.	Complete	N/A
34	Working With Children Checks report	The Commonwealth, state and territory governments should: a. through COAG, or a relevant ministerial council, adopt the standards and set a timeframe within which all jurisdictions must report back to COAG, or a relevant ministerial council, on implementation b. establish a process whereby changes to the standards or to state and territory schemes need to be agreed to by COAG, or a relevant ministerial council, and must be adopted across all jurisdictions.	Lead agency for the implementation of actions for this rec – DoJ. State and Territory Ministers in all jurisdictions broadly endorsed the National Standards in 2019, through the Council of Attorneys-General and Community Services Ministers Forum, thereby committing to work towards implementation in their respective jurisdictions. Tasmania is a member of the Commonwealth, State and Territory Information Sharing Working Group (ISWG). As at November 2024, the ISWG have been developing a template for benchmarking the implementation of Working with Children Check (WWCC) National Standards to pursue the standardisation of WWCC. The ISWG is also progressing the national information sharing reforms under the Royal Commission recommendations and promoting accessibility and inclusion in WWCC processes. The ISWG reports to the Ministerial Forum on Child Safety which prioritises WWCC harmonisation.	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
35	Working With Children Checks report	The Commonwealth, state and territory governments should provide an annual report to COAG, or a relevant ministerial council, for three years following the publication of this report, to be tabled in the parliaments of all nine jurisdictions, detailing their progress in implementing the recommendations in this report and achieving a nationally consistent approach to WWCCs.	Lead agency for the implementation of actions for this rec – DoJ. State and Territory Ministers in all jurisdictions broadly endorsed the National Standards in 2019, through the Council of Attorney-General and Community Services Ministers Forum, thereby committing to work towards their implementation in their respective jurisdictions. Tasmania is a member of the Commonwealth, State and Territory Information Sharing Working Group (ISWG). As at November 2024, the ISWG have been developing a template for benchmarking the implementation of WWCC National Standards to pursue the standardisation of WWCC. The ISWG is also progressing the national information sharing reforms under the Royal Commission recommendations and promoting accessibility and inclusion in WWCC processes. The ISWG reports to the Ministerial Forum on Child Safety which prioritises WWCC harmonisation.	In progress	N/A
55	Criminal Justice Report	Prerecording State and territory governments should work with courts to improve the technical quality of closed circuit television and audiovisual links and the equipment used and staff training in taking and replaying prerecorded and remote evidence.	Lead agency for the implementation of actions for this rec – DoJ. Upgrades to audiovisual equipment in the Magistrates and Supreme Courts, along with training for relevant staff, was completed as a result of this recommendation. Additional funding was also received as a result of COI Recommendation 16.12 to provide further updating of audiovisual and digital recording equipment for Magistrates and Supreme Court courtrooms and a number of remote witness rooms are on track to be completed by 30 June 2026.	Complete	Under COI Recommendation 16.12 - provide further updating of audiovisual and digital recording equipment for Magistrates and Supreme Court courtrooms and a number of remote witness rooms is on track to be completed by 30 June 2026.
57	Criminal Justice Report	Recording State and territory governments should ensure that the courts are adequately resourced to provide this facility, in terms of both the initial recording and its use in any subsequent trial or retrial.	Lead agency for the implementation of actions for this rec – DoJ. Upgrades to audiovisual equipment in the Magistrates and Supreme Courts, along with training for relevant staff, was completed as a result of this recommendation.	Complete	Under COI Recommendation 16.12 - provide further updating of audiovisual and digital recording equipment

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			Additional funding was also received as a result of COI recommendation 16.12 to provide further updating of audiovisual and digital recording equipment for Magistrates and Supreme Court courtrooms and a number of remote witness rooms' are on track to be completed by 30 June 2026.		
59	Criminal Justice Report	Intermediaries State and territory governments should establish intermediary schemes similar to the Registered Intermediary Scheme in England and Wales which are available to any prosecution witness with a communication difficulty in a child sexual abuse prosecution. Governments should ensure that the scheme: a. requires intermediaries to have relevant professional qualifications to assist in communicating with vulnerable witnesses b. provides intermediaries with training on their role and in understanding that their duty is to assist the court to communicate with the witness and to be impartial c. makes intermediaries available at both the police interview stage and trial stage enables intermediaries to provide recommendations to police and the court on how best to communicate with the witness and to intervene in an interview or examination where they observe a communication breakdown.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation was given effect through the establishment of the Witness Intermediary Scheme Pilot, which began on 1 March 2021 with the commencement of the Evidence (Children and Special Witnesses) Amendment Act 2020. A Review of the Witness Intermediary Scheme Pilot has recently been conducted by Professor Penny Cooper. Professor Cooper is a world-leading expert on the effective participation of witness and intermediary schemes. Professor Cooper has now provided her report to the Department of Justice, and its findings are being considered.	Complete	A Review of the Witness Intermediary Scheme Pilot has recently been conducted by Professor Penny Cooper. Professor Cooper is a world-leading expert on the effective participation of witness and intermediary schemes. Professor Cooper has now provided her report to the Department of Justice, and its findings are being considered. The Scheme continues to operate as an established program.
60	Criminal Justice Report	Intermediaries State and territory governments should work with their courts administration to ensure that ground rules hearings are able to be held – and are in fact held – in child sexual abuse prosecutions to discuss the questioning of prosecution witnesses with specific communication needs, whether the questioning is to take place via a	Lead agency for the implementation of actions for this rec – DoJ. This recommendation was given effect through the establishment of the Witness Intermediary Scheme Pilot, which began on 1 March 2021 with the commencement of the Evidence (Children and Special Witnesses) Amendment Act 2020. A Review of the Witness Intermediary Scheme	Complete	A Review of the Witness Intermediary Scheme Pilot has recently been conducted by Professor Penny Cooper. Professor Cooper is a world-leading expert on the effective participation of witness and intermediary schemes. Professor Cooper has now provided her report to the Department of Justice, and its findings are being considered. The Scheme continues to operate as an established program.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		prerecorded hearing or during the trial. This should be essential where a witness intermediary scheme is in place and should allow, at a minimum, a report from an intermediary to be considered.	Pilot has recently been conducted by Professor Penny Cooper. Professor Cooper is a world-leading expert on the effective participation of witness and intermediary schemes. Professor Cooper has now provided her report to the Department of Justice, and its findings are being considered.		
62	Criminal Justice Report	Courtroom issues State and territory government should introduce legislation to allow a child's competency to give evidence in child sexual abuse prosecutions to be tested as follows: a. Where there is any doubt about a child's competence to give evidence, a judge should establish the child's ability to understand basic questions asked of them by asking simple, non-theoretical questions – for example, about their age, school, family et cetera. b. Where it does not appear that the child can give sworn evidence, the judge should simply ask the witness for a promise to tell the truth and allow the examination of the witness to proceed.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is currently the subject of further consideration and advice. It is noted that whilst the recommendation is not currently implemented in the terms outlined by the Child Abuse Royal Commission (CARC), the introduction of the Witness Intermediary Scheme has provided information and operational advice to judicial officers on best practice processes for taking sworn and unsworn evidence from children and vulnerable people.	In progress	N/A
64	Criminal Justice Report	Reforming judicial directions State and territory governments should consider or reconsider the desirability of partial codification of judicial directions now that Victoria has established a precedent from which other jurisdictions could develop their own reforms.	Lead agency for the implementation of actions for this rec – DoJ. All recommendations related the giving of jury directions or information to juries is being considered alongside COI Recommendation 16.15, due for delivery by the end of Phase 2, 1 July 2026.	In progress	N/A
65	Criminal Justice Report	Reforming judicial directions Each state and territory government should review its legislation and introduce any amending legislation necessary to ensure that it has the following provisions in relation to judicial directions and warnings: a. Delay and credibility: Legislation should provide that: i. there is no requirement for a direction or warning that delay affects the complainant's credibility ii. the judge must not direct, warn or suggest to the jury that delay affects	Lead agency for the implementation of actions for this rec – DoJ. All recommendations related the giving of jury directions or information to juries is being considered alongside COI Recommendation 16.15, due for delivery by the end of Phase 2, 1 July 2026.	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		the complainant's credibility unless the direction, warning or suggestion is requested by the accused and is warranted on the evidence in the particular circumstances of the trial iii. in giving any direction, warning or comment, the judge must not use expressions such as 'dangerous or unsafe to convict' or 'scrutinise with great care'. b. Delay and forensic disadvantage: Legislation should provide that: i. there is no requirement for a direction or warning as to forensic disadvantage to the accused ii. the judge must not direct, warn or suggest to the jury that delay affects the complainant's credibility unless the direction, warning or suggestion is requested by the accused and is warranted on the evidence in the particular circumstances of the trial iii. in giving any direction, warning or comment, the judge must not use expressions such as 'dangerous or unsafe to convict' or 'scrutinise with great care'. b. Delay and forensic disadvantage: Legislation should provide that: i. there is no requirement for a direction or warning as to forensic disadvantage to the accused ii. the judge must not direct, warn or suggest to the jury that delay has caused forensic disadvantage to the accused unless the direction, warning or suggestion is requested by the accused and there is evidence that the accused has suffered significant forensic disadvantage iii. the mere fact of delay is not sufficient to establish forensic disadvantage iv. in giving any direction, warning or comment, the judge should inform the jury of the nature of the forensic disadvantage suffered by the accused v. in giving any direction, warning or comment, the judge must not use expressions such as 'dangerous or unsafe to			

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		convict' or 'scrutinise with great care'. c. Uncorroborated evidence: Legislation should provide that the judge must not direct, warn or suggest to the jury that it is 'dangerous or unsafe to convict' on the uncorroborated evidence of the complainant or that the uncorroborated evidence of the complainant should be 'scrutinised with great care'. d. Children's evidence Legislation should provide that: i. the judge must not direct, warn or suggest to the jury that children as a class are unreliable witnesses ii. the judge must not direct, warn or suggest to the jury that it would be 'dangerous or unsafe to convict' on the uncorroborated evidence of a child or that the uncorroborated evidence of a child should be 'scrutinised with great care' iii. the judge must not give a direction or warning about, or comment on, the reliability of a child's evidence solely on account of the age of the child.			
66	Criminal Justice Report	Reforming judicial directions The New South Wales Government, the Queensland Government and the government of any other state or territory in which Markuleski directions are required should consider introducing legislation to abolish any requirement for such directions.	Lead agency for the implementation of actions for this rec – DoJ. All recommendations related the giving of jury directions or information to juries is being considered alongside COI Recommendation 16.15, due for delivery on Phase 2, 1 July 2026.	In progress	N/A
70	Criminal Justice Report	Improving information for jurors Each state and territory government should lead a process to consult the prosecution, defence, judiciary and academics with relevant expertise in relation to judicial directions containing educative information about children and the impact of child sexual abuse, with a view to settling standard directions and introducing legislation as soon as possible to authorise and require the directions to be given. The National Child Sexual Assault Reform	Lead agency for the implementation of actions for this rec – DoJ. All recommendations related the giving of jury directions or information to juries is being considered alongside COI Recommendation 16.15, due for delivery on Phase 2, 1 July 2026.	In progress	N/A

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		Committee's recommended mandatory judicial directions and the Victorian Government's proposed directions on inconsistencies in the complainant's account should be the starting point for the consultation process, subject to the removal of the limitation in the third direction recommended by the National Child Sexual Assault Reform Committee in relation to children's children's responses to sexual abuse so that it can apply regardless of the complainant's age at trial.			
71	Criminal Justice Report	Improving information for jurors In advance of any more general codification of judicial directions, each state and territory government should work with the judiciary to identify whether any legislation is required to permit trial judges to assist juries by giving relevant directions earlier in the trial or to otherwise assist juries by providing them with more information about the issues in the trial. If legislation is required, state and territory governments should introduce the necessary legislation.	Lead agency for the implementation of actions for this rec – DoJ. All recommendations related the giving of jury directions or information to juries is being considered alongside COI Recommendation 16.15, due for delivery on Phase 2, 1 July 2026.	In progress	N/A
72	Criminal Justice Report	Each state and territory government should work with its courts, prosecution, legal aid and policing agencies to ensure that delays are reduced and kept to a minimum in prosecutions for child sexual abuse offences, including through measures to encourage: a. the early allocation of prosecutors and defence counsel b. the Crown - including subsequently allocated Crown prosecutors - to be bound by early prosecution decisions c. appropriate early guilty pleas d. case management and the determination of preliminary issues before trial.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is currently the subject of further consideration and advice. The Department of Justice is assisting with an analysis of feedback from key legal stakeholders on backlog issues for the criminal justice system. Next steps in that process, including a consideration of early pleas of guilty, will be considered by Government.	In progress	N/A
79	Criminal Justice Report	State and territory governments should introduce legislation, where necessary, to expand the Director of Public Prosecution's right to bring an	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is currently being considered and is the subject of further advice	For consideration	These recommendations are currently the subject of review and further advice.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		interlocutory appeal in prosecutions involving child sexual abuse offences so that the appeal right: a. applies to pre-trial judgments or orders and decisions or rulings on the admissibility of evidence, but only if the decision or ruling eliminates or substantially weakens the prosecution's case b. is not subject to a requirement for leave c. extends to 'no case' rulings at trial.	The Supreme Court of Tasmania has 6 current judges, in addition to the Chief Justice and the Associate Justice – a total of 8 judicial officers. Whilst it is noted that there are an additional 3 acting judges, those roles are not permanent. Implementing an interlocutory appeal process in this context is complex, as if a criminal matter was subject to an interlocutory appeal, the usual trial process, and an appeal to the Court of Criminal Appeal – this would require the involvement of all 6 puisne judges and the Chief Justice. This poses a potential substantive resourcing or capacity issue for implementation.		
80	Criminal Justice Report	State and territory governments should work with their appellate court and the Director of Public Prosecutions to ensure that the court is sufficiently well resourced to hear and determine interlocutory appeals in prosecutions involving child sexual abuse offences in a timely manner.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is dependent upon implementation of Recommendation 79 and would be considered simultaneously.	For consideration	These recommendations are currently the subject of review and further advice.
84	Criminal Justice Report	State and territory governments should review their legislation – and, if necessary, introduce amending legislation – to ensure that complainants in child sexual abuse prosecutions do not have to give evidence on any additional occasion in circumstances where the accused, or one of two or more co-accused, is a juvenile at the time of prosecution or was a juvenile at the time of the offence.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete. On 1 March 2014, the <i>Evidence (Children and Special Witnesses) Amendment Act 2013</i> introduced amendments to the <i>Evidence (Children and Special Witnesses) Act 2001</i> to enable prerecording of the entirety of a child witnesses' evidence in child sexual abuse proceedings. That Act also provided that where facilities are available, an affected child's or special witness's evidence given at trial be audio-visually recorded and a judge may order that the audio-visual record be admitted into evidence in any later proceeding to which it is relevant and relieve the affected child or special witness from giving evidence wholly or in part at the later proceeding. On 2 October 2019, the <i>Criminal Code and Related Legislation Amendment (Child Abuse) Act 2019</i>	Complete	Under COI Recommendation 16.12 - provide further updating of audiovisual and digital recording equipment for Magistrates and Supreme Court courtrooms and a number of remote witness rooms' is on track to be completed by 30 June 2026.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			received Royal Assent and strengthened the operation of the <i>Evidence (Children and Special Witnesses) Act 2001</i> to extend the use of pre-recordings for vulnerable witnesses.		
85	Criminal Justice Report	State and territory governments should keep the interaction of: a. their legislation relevant to regulatory responses to institutional child sexual abuse b. their crimes legislation and the crimes legislation of all other Australian jurisdictions, particularly in relation to child sexual abuse offences and sex offender registration under regular review to ensure that their regulatory responses work.	Lead agency for the implementation of actions for this rec – DoJ. This recommendation is recorded as complete. The Tasmanian Government continues to regularly reviews its criminal statutes and monitors the effectiveness of criminal laws in other Australian jurisdictions.	Complete	The Tasmanian Government continues to regularly reviews its criminal statutes and monitors the effectiveness of criminal laws in other Australian jurisdictions.

Appendix E: Education Inquiry

Status of the implementation of recommendations from the Independent Inquiry into the Department of Education's Responses to Child Sexual Abuse.

Table detailing the current status of each recommendation on 30 April 2025 as stated by the Department for Children and Young People (DECYP) in June 2025.

Table details:

The recommendation number:	per the Independent Inquiry into the Department of Education's Responses to Child Sexual Abuse
The recommendation overview:	this is a high level capture of the area the recommendation addresses
The recommendation text:	what the recommendation actually says
Implementation update May 2025:	this is a declaration by the Department for Education, Children and Young People (DECYP) of the activity to date in implementing this recommendation
Recommendation completion status May 2025:	captures the status of implementation of the recommendation in progress/complete
Related ongoing activity:	whilst a recommendation may be implemented there is likely related ongoing work – this captures that

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
1	Safeguarding Records	All sexual abuse concerns, complaints, responses, and outcomes be systematically recorded by DoE and that these records are periodically analysed to monitor patterns and trends	Lead agency for the implementation of actions for this rec – DECYP. Since January 2024, all staff have been required to report any concerns in relation to an employee, volunteer or contractor suspected of, or known to be, perpetrating child abuse to be reported in a Concern Notice. These Concern Notices are submitted into the Case Management Platform. This allows the Department to record concerns, responses and outcomes and analyse the data to monitor patterns and trends and target resources accordingly. A Complaints Management Oversight Unit (CMOU) has been established to triage these complaints and refer them to areas to ensure support for the child, and for appropriate action to be taken in relation to the worker. The CMOU reports these incidents to the Independent Regulator where they fall within the definition of reportable conduct or a reportable allegation. Work is underway to capture and analyse all other forms of child sexual abuse across the Department, including child sexual exploitation and harmful sexual behaviour. An interim system has been implemented for Youth Justice using Microsoft technologies. In Child Safety Service and out of home care settings, an interim approach to record child abuse is being finalised and is likely to be similar to that in Youth Justice. In schools, child abuse concerns, complaints and responses are recorded and analysed using an interim process.	In Progress	DECYP notes that work is underway to capture and analyse all other forms of child sexual abuse across the Department, including child sexual exploitation and harmful sexual behaviour.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
2	Best interests of students	DoE's Learners First philosophy be extended to all aspects of student safeguarding, so that the principle of 'acting in the best interests of students' is embedded in all considerations, decisions and actions concerning student safeguarding	Lead agency for the implementation of actions for this rec – DECYP. Work is continuing to implement the Child and Youth Safe Standards, and in turn the Safeguarding Framework. DECYPs Child and Youth Empowerment team are developing a Participation and Empowerment Strategy which aims to build the voice and influence of children and young people in decisions that affect them. It will enhance opportunities for children and young people to participate in the design of services and supports provided by the Department. They have developed a Youth Friendly Participate and Empowerment Action Plan that summarises the approach, goals and actions.	Complete	DECYP notes that the framework will be continually updated. A child and young person friendly version is under development and will be co-designed with children and young people.
3	Embedding prevention	DoE's student safeguarding systems are designed to prevent student sexual abuse from occurring, as well as to respond promptly, sensitively, and effectively to known concerns or allegations	Lead agency for the implementation of actions for this rec – DECYP. Work is ongoing through implementation of the Department's Safeguarding Framework, the Child and Youth Safe Organisations Framework, and training for all workers. All DECYP workers are required to complete annual safeguarding training and follow policies and protocols to prevent, identify and respond to concerns or allegations of child abuse. This training provides workers with practical information about how to safeguard children and young people from harm, including when and how to report concerns and information about child abuse. School and Child and Family Learning Centre (CFLC) Safeguarding Leads, and Safeguarding Champions in Libraries, have a specific focus on helping staff build their skills and knowledge in understanding, preventing, and responding to child abuse. All Schools and Early Years psychologists and social workers have undertaken training in child sexual harm. Student Support Response Coordinators are in place to respond to incidents of child sexual abuse and support staff to respond promptly, sensitively and effectively. DECYP offers a Trauma Informed Practice in Schools Professional Learning Program which is a partnership between DECYP and the Australian Childhood Foundation with input from the University of Tasmania. Stage 1 of the program has been available since August 2022 and is a self-paced online course in Canvas that provides staff with the foundations of trauma informed practice. Stage 2 of the program includes face-to-face sessions and online virtual classrooms and provides staff with opportunities to experience a deeper look into a range of topics that are at the heart of trauma-informed practice.	Complete	DECYP notes that all resources will be continually reviewed and improved.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
4	Student Safeguarding Policy	DoE develop and implement a comprehensive, integrated Student Safeguarding Policy	Lead agency for the implementation of actions for this rec – DECYP. DECYPs ‘Safe. Secure. Supported – Our Safeguarding Framework’ was published in April 2023 and describes DECYPs approach to safeguarding children and young people from abuse. The implementation of the Safeguarding Framework is ongoing. A Child and Youth Safe Standards Reference Group is being established with representatives from all of the department’s portfolios to gather and share information in relation to the department’s compliance with the Child and Youth Safe Standards, and to identify any gaps and work required. A child-friendly Safeguarding Framework will be developed in late 2025.	Complete	DECYP notes that the framework will be periodically updated. A child and young person friendly version is under development and will be co-designed with children and young people.
5	Director of Safeguarding	DoE establish a new permanent full-time position of Director of Safeguarding, to report directly to the Secretary, DoE to lead the development, coordination, monitoring, and evaluation of a comprehensive student safeguarding system.	Lead agency for the implementation of actions for this rec – DECYP. This role has been in place since August 2021. While the role initially reported directly to the Secretary, once the Office of the Safeguarding Children and Young People was fully implemented, the role moved to report directly to a Deputy Secretary as part of agency restructures.	Complete	The intention is that the role will be ongoing and the Office of Safeguarding Children and Young People will remain in the agency to continue to promote the safeguarding of our children and young people.
6	Local Safeguarding Assessments	Every government school principal be required to undertake a safeguarding risk assessment and to develop a risk management plan. DoE to develop guidelines and resources to assist schools for this purpose	Lead agency for the implementation of actions for this rec – DECYP. Safeguarding Leads have been in place in all Tasmanian Government schools since November 2022. Safeguarding Leads are School Principals, Assistant Principals or Advanced Skills Teachers. Part of their role is to facilitate and support the development, implementation, and ongoing review of their site’s Safeguarding Risk Management Plan (S-RMP), focusing on preventing, identifying, and mitigating risks of child abuse at a whole-of-school. All Tasmanian Government schools have a S-RMP which is reviewed every term and updated at least annually.	Complete	The resources will be reviewed periodically and updated.
7	School Safeguarding Officers	Every government school principal be required to appoint a school staff person as the school Student Safeguarding Officer. The induction and training for persons appointed to these roles be overseen by the Director of Safeguarding	Lead agency for the implementation of actions for this rec – DECYP. Safeguarding Leads have been in place in all Tasmanian Government schools since November 2022. All Safeguarding Leads receive induction, support, training and access to professional learning. The Safeguarding in Early Years Model is overseen by the Director Safeguarding with safeguarding operational activities within Schools and Child and Family Learning Centres being supported by the Safeguarding Schools and Early Years team, who are located within Student Support, reporting to the Deputy Secretary Schools and Early Years.	Complete	The model will be reviewed periodically and updated. The model has been extended to Libraries, with Safeguarding Champions supporting library staff.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
8	Teacher Training	DoE enter into negotiations with the School of Education, UTAS, to introduce into the BEd and MTeach programs substantive content and assessment of understanding, preventing, and responding to sexual abuse in schools	Lead agency for the implementation of actions for this rec – DECYP. UTAS has developed two modules – ‘Introduction to Children’s Rights and Safety’ and ‘Child Safety: Child Abuse Awareness and Prevention.’ UTAS Education students are required to undertake these modules from 2024 (noting many will have already completed the modules on a voluntary basis). In addition to the modules developed by UTAS, since Semester 1 2024, all education students have been required to complete the ‘Your Obligations’ module on the public DECYP website prior to working in schools. In 2024, the Director Safeguarding presented to UTAS students in nursing, education and social work on safeguarding, mandatory reporting and professional boundaries.	Complete	The Office will continue to work with UTAS to review and update the training and to assist in developing future modules.
9	Teacher Training	Information about understanding, preventing, identifying, and responding to sexual abuse be included in inductions, and in annual training, for all principals, teachers, and teacher aides.	Lead agency for the implementation of actions for this rec – DECYP. All DECYP employees, relief staff and externally contracted employees are required to complete safeguarding training annually. This was introduced in February 2023. In 2025, safeguarding training was refreshed to ensure it reflects best practice and was moved to a new system to enable automated reporting by managers. The safeguarding training consists of two modules - ‘Mandatory Reporting’ and ‘Child Sexual Abuse Awareness training’. Staff are also required to read and acknowledge the Conduct and Behaviour Policy and Standards relevant to their area. This training provides employees and relief staff with practical information about how to safeguard children and young people from harm, including when and how to report concerns and information about child abuse.	Complete	The resources will be periodically reviewed and updated.
10	Early Intervention	DoE develop instructions, guidelines and training for teachers and student support staff for the purposes of responding to, reporting, and recording concerns about staff and student behaviour that may be relevant to preventing sexual abuse, but that falls below the threshold required by DoE’s Mandatory Reporting Procedures	Lead agency for the implementation of actions for this rec – DECYP. Step-by-step guidance for responding to concerns, information, and incidents of child abuse, along with a set of flowcharts, is available to all staff. Staff are made aware of these resources in the annual mandatory Safeguarding Training. The training, guidance and flowcharts assist staff to identify, prevent, respond, report and record concerns about child abuse. The Office of Safeguarding Children and Young People’s intranet page has been updated to include a link titled “I’m worried about a child/young person.” This link directs users to access the abovementioned guidance and accompanying flowcharts.	Complete	The resources will be periodically reviewed and updated.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
11	Early Intervention	DoE's Mandatory Reporting Procedures, and particularly its training in these procedures, should situate mandatory reporting within the wider context of a comprehensive safeguarding system – one that aims to prevent, and not just respond to, sexual and other abuse.	Lead agency for the implementation of actions for this rec – DECYP. DECYPs 'Safe. Secure. Supported – Our Safeguarding Framework' was published in April 2023 and describes DECYPs approach to safeguarding children and young people from abuse. DECYP has a Mandatory Reporting Procedure which is currently under review. This Procedure notes that it is not enough to respond to instances of abuse; and that it is the role of all staff to create a child-safe culture and prevent abuse from occurring. All staff are required to complete safeguarding training (a Mandatory Reporting training module and a Child Sexual Abuse Awareness training module) each year. These modules have a strong focus on identification, prevention and response.	Complete	The resources will be regularly reviewed and updated.
12	Code of Conduct	A formal Code of Conduct for DoE personnel be introduced to elevate the status of safeguarding obligations for DoE employees and volunteers and so create schools-specific disciplinary measures.	Lead agency for the implementation of actions for this rec – DECYP. In August 2024, DECYP released the: - Conduct and Behaviour Policy - Conduct and Behaviour Standards for all workers - Conduct and Behaviour Standards for workers in colleges/schools and CFLCs - Conduct and Behaviour Standards in Detention Centre and Residential Youth Justice setting - Conduct and Behaviour Standards in all other settings The Conduct and Behaviour Standards in Child Safety settings are under development. All employees, relief staff and contracted employees are required to read and acknowledge the Policy and Standards relevant to them as part of their annual safeguarding training.	Complete	The resources will be regularly reviewed and updated.
13	Integrating Safeguarding Policies	The Duty of Care policy be reviewed so as to more explicitly include safeguarding as a central duty of care consideration, and to better integrate this policy with DoE's other safeguarding policies and procedures.	Lead agency for the implementation of actions for this rec – DECYP. The Duty of Care on Departmental Educational Sites Procedure was last published in August 2023. This procedure provides guidance to Department for Education, Children and Young People (the Department) staff on their duties and obligations to manage student safety and safeguard students from harm. This procedure applies to all principals/managers/site leaders, teaching staff, non-teaching staff, volunteers and external providers who work with children and young people (students) in an educational setting. It includes the steps to follow if there are concerns of child abuse and references key safeguarding documents It contains key duties which relate to protecting children from child abuse; reporting child abuse and providing support to a child who has or may have been abused.	Complete	All policies are regularly reviewed and updated.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
14	Integrating Safeguarding Policies	The Conditions of Use Policy for all Users of Information and Communications Technology be reviewed so as to more explicitly include student safeguarding as a key consideration, and to better integrate this policy with DoE's other safeguarding policies and procedures.	Lead agency for the implementation of actions for this rec – DECYP. The Information and Communications Technology Conditions of Use Policy defines what is deemed as acceptable use by all users granted access to Information and Communications Technology resources provided and/or owned by the Department or Tasmanian Government. It addresses online child sexual abuse and online child sexual exploitation, and links to the Mandatory Reporting Procedure and relevant guidance which must be followed if there are concerns of child abuse. This Procedure is linked as a safeguarding resource in the Safeguarding Framework.	Complete	
15	Integrating Safeguarding Policies	Mandatory Reporting Procedures, and particularly the annual staff training in these procedures, should situate mandatory reporting within the wider context of a comprehensive safeguarding system – one that aims primarily to prevent, and not just respond to, sexual and other abuse.	Lead agency for the implementation of actions for this rec – DECYP. Addressed through implementation of Recommendation 11. DECYPs 'Safe. Secure. Supported – Our Safeguarding Framework' was published in April 2023 and describes DECYPs approach to safeguarding children and young people from abuse. DECYP has a Mandatory Reporting Procedure which is currently under review. This Procedure notes that it is not enough to respond to instances of abuse; and that it is the role of all staff to create a child-safe culture and prevent abuse from occurring. All staff are required to complete safeguarding training (a Mandatory Reporting training module and a Child Sexual Abuse Awareness training module) each year. These modules have a strong focus on identification, prevention and response.	Complete	The resources will continually be reviewed and updated.
16	Response Protocols	DoE develop and implement a suite of protocols for responding to concerns or complaints about a) teacher-student abuse; b) student – student abuse; c) staff involved in non-school abuse; d) students involved in non-school abuse; e) abuse involving the Internet and related technologies; and f) abuse incidents involving visitors or strangers.	Lead agency for the implementation of actions for this rec – DECYP. All DECYP workers are required to follow the Step by Step Guidance for Concerns, Incidents and Information of Child Abuse, and the following flowcharts (which are under review): Flowchart - Responding to incidents, disclosures or suspicions of harmful sexual behaviour initiated by a child or young person Flowchart - Responding to incidents, disclosures or suspicions of child sexual abuse by an adult in the family or community, including visitors in schools Flowchart - Responding to incidents disclosures or suspicions of child sexual abuse by a current Department employee or volunteer Flowchart - Responding to incidents, disclosures or suspicions of child sexual abuse by a former Department employee Flowchart - Online Child Sexual Abuse Material: Response flow chart for staff Since January 2024, all staff have been required to report any concerns in relation to an employee, volunteer or contractor suspected of, or known to be, perpetrating child abuse to be reported in a Concern Notice.	Complete	The resources will continually be reviewed and updated.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
17	Response Protocols	DoE enter into negotiations with Tasmania Police to develop a Memorandum of Understanding (MoU) for preventing and responding to sexual abuse in government schools. The MoU to include agreements on respective roles and responsibilities; information gathering, exchange, and recording; and how outcomes for child complainants and their guardians are to be monitored.	Lead agency for the implementation of actions for this rec – DECYP. A Memorandum of Understanding Between the Department of Education and Tasmania Police on Preventing and Responding to Child Sexual Abuse in Government Schools and Education and Care Services was finalised by all parties in June 2022. It includes agreements on respective roles and responsibilities; information gathering, exchange, and recording; and how outcomes for child complainants and their guardians are to be monitored. This MoU is under review with a view to having a whole of Department MoU, as this MoU only relates to the former Department of Education.	Complete	This MoU is under review with a view to having a whole of Department MoU, as this MoU only relates to the former Department of Education.
18	Partnership with Department of Communities	DoE enter into negotiations with the Department of Communities to develop an MoU for preventing and responding to sexual abuse in government schools. The MoU to include agreements on respective roles and responsibilities; information gathering, exchange, and recording; and how outcomes for child complainants and their guardians are to be monitored.	Lead agency for the implementation of actions for this rec – DECYP. Superseded by the creation of DECYP. Work is ongoing to ensure that outcomes for child complainants and their guardians are monitored. All DECYP workers are required to complete annual safeguarding training designed to equip them to prevent and respond to child sexual abuse. Refer to Recommendation 1 for an update in relation to recording and monitoring incidents of child sexual abuse in DECYP services. The Student Support team support school staff to respond to child sexual abuse in government schools. Where impacted children are involved in the child safety space, staff work with child safety workers to ensure adequate supports are in place.	Complete	
19	Accessibility of Policies	DoE review and re-organise its official website so as to improve public accessibility to relevant information about student safeguarding.	Lead agency for the implementation of actions for this rec – DECYP. DECYP public website has been updated and includes a link on the front page to 'Keeping children safe through safeguarding'. This page assists members of the community to find information on how to report child abuse; how to access support; how to keep children and young people safe; links to safeguarding training and resources; and information on how the department is working to keep children safe by creating a child safe organisation. In addition, at the top of the home page of DECYP's public website there is a button titled "worried about child safety", which directs users to the Strong Families Safe Kids website.	Complete	DECYP will continue to work with DPAC on future Tell Someone campaigns. The websites will be reviewed regularly and updated.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
20	Response Protocols	DoE review its complaints and grievances procedures and processes so as to improve access by students, their parents, or other concerned persons.	Lead agency for the implementation of actions for this rec – DECYP. Following a review of existing complaints management processes across DECYP, a new centralised Complaints Management Oversight Unit (CMOU) has been established. The CMOU is developing DECYPs Complaints Management Framework, which will communicate best-practice across the department, and support business units to review their processes and policies against best-practice. The CMOU will also support internal reviews of complex complaint matters that have been escalated The CMOU have developed a Strategic Plan which notes its purpose is to “build DECYPs culture and capability for person- and child- centred complaints management, ensuring risk mitigation and continuous improvement.”	Complete	

Appendix F: Child Safe Governance Review

Status of the implementation of accepted recommendations for the Independent Child Safe Governance Review of the Launceston General Hospital and Human Resources (Child Safe Governance Review).

Table detailing the current status of each recommendation on 30 April 2025 as stated by the Department for Health (DoH) in June 2025.

Table details:

The recommendation number:	per Child Safe Governance Review
The recommendation overview:	this is a high level capture of the area the recommendation addresses
The recommendation text:	what the recommendation actually says
Implementation update:	this is a declaration by the Department of Health (DoH) of the activity to date in implementing this recommendation
Recommendation completion status:	captures the status of implementation of the recommendation in progress/complete
Related ongoing activity:	whilst a recommendation may be implemented there is likely related ongoing work – this captures that

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
1	Governance with a Child Safety Lens	The executive and clinical leadership team of the Launceston General Hospital (LGH) join with the Secretary and executive of the Department by collectively and individually committing to improving the safety of children and young people. This will include: (i) local implementation of the Child Safety and Wellbeing Framework (ii) LGH executive and clinical leadership team signing the Statement of Commitment (iii) undertaking an annual review of child safety and wellbeing status confirmed through a publicly reported attestation statement.	Lead agency for the implementation of actions for this rec – DoH. A Statement of Commitment has been signed by the Department of Health Executive as well as the Hospitals North Executive. The Department's Statement of Commitment is regularly updated to reflect changes to the Executive. Work on establishing child safeguarding as a component of annual accreditation for health services is being implemented via Recommendation 15.2 of the COI as well as ongoing work to update and evaluate the performance of the Department's Child Safety and Wellbeing Framework.	Complete	The Department is working at a national level to include the child safety standards in ongoing accreditation processes. Evaluation of the Completion status 1(iii) is ongoing and under consideration by The Department of Health and the Implementation Monitor.
2	Organisation Structure	The position of Chief Executive Hospitals North/ North West be replaced by two distinct senior executive roles, being the Chief Executive Hospitals North Region encompassing the LGH and primary and community services and smaller facilities in the northern region, and a similar position of Chief Executive Hospitals for the North West region.	Lead agency for the implementation of actions for this rec – DoH. The positions of Chief Executive Hospitals North and Chief Executive Hospitals North-West have been created. Both positions have been filled.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
3	Organisation Structure	The position of Chief Executive Hospitals North be created, advertised and filled on merit, with a key focus of the recruitment being organisational renewal and the ability to lead organisation wide cultural change.	Lead agency for the implementation of actions for this rec – DoH. Completed, with the appointment of a Chief Executive Hospitals North announced on 14 December 2022.	Complete	
4	Organisation Structure	The Director of Allied Health sit at the second tier of the LGH executive structure.	Lead agency for the implementation of actions for this rec – DoH. This has been implemented statewide. The Director of Allied Health LGH role has been converted to a statewide Executive Director of Allied Health.	Complete	
5	Organisation Structure	The Executive Director of Nursing position be retitled Executive Director Nursing and Midwifery to properly reflect its professional accountabilities.	Lead agency for the implementation of actions for this rec – DoH. The Statement of Duties and position title for the Executive Director of Nursing has been updated in consultation with the Chief Nurse and Midwifery Officer. This has been implemented in all regions.	Complete	
6	Organisation Structure	The attached revised structure be adopted with a second tier operationally responsible to the Chief Executive, including for all aspects of the performance of the Hospital.	Lead agency for the implementation of actions for this rec – DoH. The Acting Deputy Secretary Hospitals and Primary Care and Chief Executive Hospitals North met with the co-chairs of the Review on 9 March 2023 and discussed an alternative structure for Hospitals North. A revised committee structure was also discussed. The co-chairs supported changes to the structure being made by the hospital leadership. Due to several factors, the changes were put on hold in mid-2023. In 2024 a change proposal was approved to finalise structure changes, by creating two nursing director positions for acute medicine and critical care.	Complete	
7	Organisation Structure	The Director of Improvement be re-titled to Executive Director of Clinical Governance and that the statement of duties for this position reflect a focus on implementation of NSQHS Standards.	Lead agency for the implementation of actions for this rec – DoH. Statement of Duties for the Director of Improvement have been updated and the title of the position changed to Executive Director of Patient Safety. This title will be consistent across the state.	Complete	
8	Organisation Structure	A new Sub-Acute, Ambulatory and Community Care clinical stream be established in Hospitals North.	Lead agency for the implementation of actions for this rec – DoH. The Acting Deputy Secretary Hospitals and Primary Care and Chief Executive	Complete, noting approved revision to original recommendation	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			Hospitals North met with the GAP chairs on 9 March 2023 and discussed that the new sub-acute, ambulatory and community care stream will deviate slightly from the recommendation to avoid creation of a new large portfolio, as per the proposed LGH structure. The Co-chairs supported changes to the structure being made by the hospital leadership. Following appointment of the new Chief Executive Hospitals North, consultation on the structural changes recommenced and the change proposal was updated. In 2024 a change proposal was approved to finalise structural changes by creating two Nursing Director positions for Acute Medicine and Critical Care.		
9	Organisation Structure	A well-publicised Hospitals North internal governance and communication plan be developed that includes the following components: (i) An Executive Group, comprising the Chief Executive Hospitals North and second tier executives, which will meet at least weekly and be responsible for operational management, planning and strategy, and which will regularly (at least quarterly) communicate to staff on progress of local culture improvement action plans and implementation of the Child Safe Organisations Framework at LGH. (ii) A Clinical Council comprising the Chief Executive Hospitals North, second tier Executive Directors, stream nursing and clinical directors, which will meet at least monthly, and be focussed on clinical operations, clinical safety and quality and service planning. (iii) Management accountability meetings for each of the domains of Performance and Operations, Medical Services, Nursing and Midwifery Services, Allied Health Services and Clinical Governance, initially to be held at least weekly, comprising the Chief Executive Hospitals North, second and third tier staff.	Lead agency for the implementation of actions for this rec – DoH. The Acting Deputy Secretary Hospitals and Primary Care and Chief Executive Hospitals North met with the co-chairs of the Review on 9 March and discussed the proposed clinical council for the North. The co-chairs agreed that, given the size of Tasmania and the single Tasmanian Health Service, it is appropriate for the Clinical Council to be positioned at a statewide level, as a forum for engaging clinicians in decision making. It was also agreed that the Clinical Executive, which draws on leads from across THS and DoH, was the same concept as the clinical council. A Change Management Proposal has been completed and costing is being finalised. The Clinical Senate has met and the LGH meeting structure is now in place. Staff broadcasts, open forums, internal newsletters and active rounding by senior leaders form the basis of the communication plan. Positive feedback has been received from staff.	Complete	The Hospital North Organisation Chart is in the process of being updated to reflect these changes and will be communicated once finalised.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
10	Management and Leadership - Roles and Accountabilities	The Executive Director of Nursing and Midwifery's position be revised to reflect operational and professional responsibility for nursing and midwifery services and standards within all clinical streams, consistent with any statewide frameworks and policies – supported by a nursing and midwifery workforce unit which is responsible for local workforce planning, rostering, recruitment and retention, career development and education and training.	Lead agency for the implementation of actions for this rec – DoH. Statement of Duties has been revised to capture the operational component of the role. Committee structure has been finalised and implemented. Operational responsibility is built through the committee structure with attendance at accountability meetings, performance and operational meetings. A statewide Health Workforce Planning Unit is also in place.	Complete	
11	Management and Leadership - Roles and Accountabilities	The Executive Director of Medical Services' position be revised to reflect operational and professional responsibility for medical services and standards within all clinical streams, consistent with any statewide frameworks and policies – supported by a medical workforce unit which is responsible for local workforce planning, rostering, recruitment and retention, career development and education and training.	Lead agency for the implementation of actions for this rec – DoH. Statement of Duties has been revised to capture the operational component of the role. Committee structure to drive operational role has been implemented. Operational responsibility is built through committee structure with attendance at accountability meetings, performance and operational meetings. A statewide Health Workforce Planning Unit is also in place.	Complete	
12	Management and Leadership - Roles and Accountabilities	The position of Director of Operations be re-titled to Executive Director of Performance and Operations and the position be revised: (i) to reflect responsibility for patient access and flow performance, pathology and hotel services (ii) to provide day-to-day local oversight of the delivery of Shared Services including finance and budget, data management and reporting, Human Resources including Workplace Health and Safety) and engineering services, consistent with any statewide frameworks and policies (iii) to provide local oversight of the delivery of statewide services including Hospital Pharmacy Services, Mental Health, Oral Health and Forensic Medical Services within Hospitals North, consistent with any statewide frameworks and policies	Lead agency for the implementation of actions for this rec – DoH. Executive Director Performance and Operations positions are in place across all hospital regions. Committee structure has Executive Director Performance and Operations responsible for Performance and Operational Meetings; attends Accountability meetings and relevant professional meetings. Position has been recruited to and new responsibilities have been incorporated into the position.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
13	Management and Leadership - Roles and Accountabilities	The Director of Allied Health position be re-titled to Executive Director of Allied Health (North) and that the position be revised to reflect operational and professional responsibility for allied health services, consistent with any statewide frameworks and policies.	Lead agency for the implementation of actions for this rec – DoH. See Recommendation 4. This has been implemented statewide. The Director of Allied Health LGH role has been converted to a statewide Executive Director of Allied Health.	Complete	
14	Management and Leadership - Roles and Accountabilities	The Nursing Director Primary Health position be incorporated into the Sub-Acute, Ambulatory and Community Care clinical stream.	Lead agency for the implementation of actions for this rec – DoH. CLOSED. DoH will not implement this recommendation. The Acting Deputy Secretary Hospitals and Primary Care and Chief Executive Hospitals North met with the co-chairs on 9 March 2023 and discussed that the new sub-acute, ambulatory and community care stream will deviate slightly from the recommendation to avoid creation of a new large portfolio.	Complete noting approved revision to original recommendation	
15	Management and Leadership - Roles and Accountabilities	New positions of Nursing Director/s and Clinical Director of Sub-Acute, Ambulatory and Community Care be created to manage the Sub-Acute, Ambulatory and Community Care clinical stream, consistent with any statewide frameworks and policies.	Lead agency for the implementation of actions for this rec – DoH. Linked to the Hospitals North restructure above. Change proposals completed for Nursing Director Critical Care and Nursing Director Acute Medicine. Change proposals are underway for Clinical Director roles.	Complete	Positions advertised
16	Management and Leadership - Roles and Accountabilities	Clear communication mechanisms such as email/newsletters/intranet are in place to ensure decision-making by executives and managers is well communicated within the Organisation.	Lead agency for the implementation of actions for this rec – DoH. The Department has reviewed governance and effectiveness of Reach and implemented a communication mechanism titled Tas Health News. Staff broadcasts, open forums, newsletters, and active rounding by senior leaders forms the basis of communication activity at the LGH. Positive feedback has been received from staff.	Complete	Strategic communications support is being provided by the central communications unit. Further work to be undertaken to coordinate strategic communications across all operational areas of Hospitals and Primary Care as well as Community Mental Health and Wellbeing, including resource requirements.
17	Management and Leadership - Roles and Accountabilities	Reporting templates are developed which provide executives and managers with regular performance reports (at least quarterly) on the operations of the Hospital.	Lead agency for the implementation of actions for this rec – DoH. Completed and there is an ongoing process of reporting. Excellence Together provides reported monthly performance reports.	Complete	

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18	Management and Leadership - Roles and Accountabilities	Tasmanian Health support the ongoing engagement of the Launceston General Hospital (LGH) with the Studer program for a minimum of three years and that it be embedded within the day-to-day business of the LGH.	Lead agency for the implementation of actions for this rec – DoH. Studer program signed up for three years minimum. Excellence Together Program is ongoing within Hospitals North. Studer program currently also in place in the North West and the Pathways to Excellent program is in place in the South.	Complete	
19	Management and Leadership - Roles and Accountabilities	Hospitals North implement valid and reliable performance review processes (including staff conduct) that are conducted annually and expressly stated in LGH policies, protocols and statements of duties.	Lead agency for the implementation of actions for this rec – DoH. Hospitals North developed an initial Performance Development Agreement (PDA) template that incorporates agency values, including with a child safety lens. To avoid inconsistency with the broader agency, the agency wide PDA template will be now used at the LGH, which captures child safety.	Complete	
20	Management and Leadership - Roles and Accountabilities	Hospitals North senior executive and manager performance agreements including performance measures relating to child safety, relating to child safety, culture, workplace safety and patient safety, and be reviewed at least annually.	Lead agency for the implementation of actions for this rec – DoH. The Deputy Secretary Hospitals and Primary Care and hospital Chief Executives have performance agreements in place which will flow through to hospital executive teams. All Department of Health staff now have child safety captured as part of their PDAs and Statement of Duties (SoDs)	Complete	
21	Management and Leadership - Roles and Accountabilities	That until such time as the new Chief Executive Hospitals North has been appointed, the Deputy Secretary Hospitals and Primary Care has oversight of new appointments (including internal redeployments and transfers) to clinical management, child and patient safety positions at the LGH, to ensure demonstrated capability in child safeguarding is properly considered in determining such appointments.	Lead agency for the implementation of actions for this rec – DoH. Chief Executive Hospitals North was appointed and announced on 14 December 2022.	Complete	
22	Management and Leadership - Development and Training - LGH specific	The One Health Leadership and Management Training, including people management training on how to have difficult conversations and manage staff grievances, be prioritised for those frontline and middle managers at the LGH who have not yet undertaken any structured leadership or management training.	Lead agency for the implementation of actions for this rec – DoH. The Elevate Management Development Program commenced on 18 April 2023, prioritising LGH and Ambulance Tasmania managers. An initial cohort of 50 finished the program, with further cohorts commencing in the program at regular intervals since.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
23	Management and Leadership - Development and Training - Statewide	The continued Statewide rollout of leadership and management training through the One Health Cultural Improvement Program be supported, ensuring that the Programs retain a multi-disciplinary focus rather than a siloed approach involving different professional cohorts.	Lead agency for the implementation of actions for this rec – DoH. The Aspire Leadership Development Program was officially launched in August 2022, with 20 participants successfully completing the pilot program and further cohorts commencing the program at regular intervals since.	Complete	Under review to determine future format of this program
24	Management and Leadership - Development and Training - Statewide	For those undertaking One Health leadership and management programs the Department of Health explore: (i) obtaining accreditation for the One Health leadership and management programs to count as Continuing Professional Development (note – this should not impact on existing Continuing Professional Development budgets at the LGH) (ii) receiving credit by way of Recognition of Prior Learning, in undertaking further formal external management qualification courses such as those offered through the University of Tasmania.	Lead agency for the implementation of actions for this rec – DoH. A number of peak bodies have moved away from accrediting and recognition of prior learning. Recognition is dependent on the individuals and how they frame it with the education provider. The Department is issuing certificates of completion to enable staff to do this and discussions with UTAS on further learning pathway opportunities will be ongoing.	Complete	
25	Management and Leadership - Development and Training - Statewide	Further consideration be given to framing the Leadership and Management Development and Training programs as a supportive and enabling opportunity for staff and a benefit for the organisation rather than through a compliance frame. There should also be an assessment of the resourcing available to enable the effective delivery of these programs.	Lead agency for the implementation of actions for this rec – DoH. The Aspire Leadership Development Program and the Elevate Management Development Program are framed as a way to develop the skills and knowledge required to lead the One Health Culture. Funding was secured through the 2024-25 State budget to address the resourcing requirements of these programs.	Complete	
26	Human Resources Governance - LGH Specific	Locally based HR Business Partners support the development of a culture improvement strategy sponsored by the CE Hospitals North including a baseline assessment of culture using available data from the People Matters survey and the Child Safe Organisation survey at LGH, complemented by any local survey data and additional pulse surveys as required.	Lead agency for the implementation of actions for this rec – DoH. The release of the One Health Culture Program is the Department's overarching strategy. The LGH has developed its own complementary action plan to implement culture change at the local level (linked to Rec 28). The whole of State Service People Matter Survey, along with local employee surveys have provided a baseline to measure progress. Local action plans are developed for areas based on results.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
27	Human Resources Governance - LGH Specific	Baseline assessment results and corresponding local action plan/s be disseminated to all staff.	Lead agency for the implementation of actions for this rec – DoH. Linked to Recommendation 37. Baseline assessment results are known, employee surveys will be undertaken on a regular basis to measure progress and local action plans are developed to respond to results.	Complete	
28	Human Resources Governance - LGH Specific	A LGH Culture Improvement Advisory Group be established which includes staff and managers, chaired by Chief Executive Hospitals North, and supported by HR Business Partner. Regular progress reports on implementation of local action plans be provided to staff from the Group. This should occur at least bi-annually. Membership of the LGH Culture Improvement Advisory Group to include First Nations and Diversity Inclusion identified positions.	Lead agency for the implementation of actions for this rec – DoH. The LGH Cultural Advisory Group has been established and is meeting.	Complete	
29	Human Resources Governance - LGH Specific	Locally based HR staff be upskilled to effectively perform the HR Business Partner role, including ensuring staff are able to interpret and use HR data and trends. Individual Annual Performance Development Plans and Performance Reviews are necessary to ensure the staff stay up to date with obligations, HR Strategic Direction and strengthen their capabilities.	Lead agency for the implementation of actions for this rec – DoH. Linked to Recommendations 30, 31, 33, 34, 35, 40. Dedicated advisors were providing executive level advice to Hospital Chief Executives, while the new Business Partner model was being implemented. These advisory services were skilled up to provide business partner services. The new HR Business Partner Model has now been implemented across the Department. Statements of Duties were developed as part of the change proposal for Business Partners and positions have been recruited to.	Complete	
30	Human Resources Governance - LGH Specific	Locally-based HR Business Partners participate in and understand the enterprise risk management system, plans and other risk management activities of LGH.	Lead agency for the implementation of actions for this rec – DoH. As a result of the Service Delivery Model changes, Business Partners are an established function within People and Culture. Working closely with the Chief Executive Hospitals North and as a member of the LGH Executive, the Business Partner participates in and understands the enterprise risk management system.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
31	Human Resources Governance - LGH Specific	Locally based HR Business Partners pro-actively encourage and support incident reporting, including self-reporting where relevant, and the timely escalation of more serious matters.	Lead agency for the implementation of actions for this rec – DoH. While the role of the HR Business Partner was still being developed, all staff within People and Culture completed the mandatory 'Foundations on The Safeguarding of Children and Young People' e-learning module by February 2023. Relevant staff were also trained to support incident reporting, as have the new Business Partners. Training will continue as the new service delivery model is further implemented.	Complete	
32	Human Resources Governance - LGH Specific	Hospital North Executive continuously monitor staff safety and well-being through regular reports on HR matters such as work-related injuries, grievances number and type, completion of mandatory training, vacancy rates and workplace culture measures.	Lead agency for the implementation of actions for this rec – DoH. Regular HR reports are provided to executives each month, including Work Health and Safety (WHS) and Conduct matters. Reporting on mandatory training is provided by the Child Safety and Wellbeing Service. Further work is being undertaken to refine HR reporting as part of developing the culture action plans and the implementation of the Human Resources Information System (HRIS).	Complete	New Business Partners for HR and Finance to assist any improvements in this space.
33	Human Resources Governance - LGH Specific	Given the split of the North and North West, a senior business partner for each locally based HR Business Partner team be established.	Lead agency for the implementation of actions for this rec – DoH. Dedicated advisors in the N/ NW were providing executive level advice to Hospital Chief Executives while the business partner model was implemented. Each region now has a dedicated Business Partner.	Complete	
34	Human Resources Governance - Statewide	Statewide Human Resources (HR) continue the transition to a Business Partner Model and provide a standard service charter for each health service. The service charter should clearly set out functions and expected service levels of the HR service streams including the locally based Human Resource Business Partners.	Lead agency for the implementation of actions for this rec – DoH. As a result of the Service Delivery model changes, Business Partners are an established function within People and Culture. A service charter has been developed to better inform employees of the services People and Culture teams offer, how they can help, how they will measure that and how they will work with the business to ensure success.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
35	Human Resources Governance - Statewide	There be a well-designed statewide implementation and consultative program to complement the development and rollout of governance reforms and system improvements for HR. This should include an assessment of the required resources for both transition to, and the end-state, HR structure.	Lead agency for the implementation of actions for this rec – DoH. While this action was completed with the transition to the three-tiered service delivery model for People and Culture in February 2024, this work will be ongoing as the Department transition to the HRIS.	Complete	
36	Human Resources Governance - Statewide	Statewide HR ensure its Risk Management activities in respect of the management and delivery of its services are aligned with, and embedded within, the Department's Enterprise Risk Management Framework.	Lead agency for the implementation of actions for this rec – DoH. People and Culture operate under the Department's statewide Risk Framework. Service delivery risks are monitored and reviewed in line with the framework. A copy of the Department's risk framework was provided to the independent oversight group .	Complete	
37	Human Resources Governance - Statewide	In future, Statewide HR Services be responsible for coordination and oversight of the conduct of the public service wide People Matters Survey for Tasmanian Health to ensure: (i) it is designed within a strategic and operational framework that optimises engagement of Tasmanian Health staff (ii) that the survey results are disseminated to (at a minimum) hospital level and (iii) local action plans are developed in response to the Survey.	Lead agency for the implementation of actions for this rec – DoH. To support the People Matters Survey, People and Culture developed a Communication and engagement strategy and undertook discussions with Orima (survey provider) to provide in-depth analysis to assist business areas and staff to identify appropriate actions to take in response to survey outcomes. This item is linked to Recommendation 27 which will progress how these action plans are implemented and managed.	Complete	
38	Human Resources Governance - Statewide	An overarching Change Plan be developed that strategically integrates the One Health Culture Program and Child Safe Organisation project with oversight provided by a People and Culture Sub-committee, supported by effective project management and communication plans.	Lead agency for the implementation of actions for this rec – DoH. An overarching document has been developed to capture the linkages and integrate the One Health Program and Child Safety Framework.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
39	Human Resources Governance - Statewide	The new Human Resource Information System and new rostering system enable automatic notification of changes to health professional registration status by Aphra.	Lead agency for the implementation of actions for this rec – DoH noting the lead agency for HRIS implementation has transitioned to the Department of Premier and Cabinet (DPAC). Contractual arrangements to this include within the HRIS are complete with integration development underway. Tender specifications written to enable automatic notification of changes. In addition, a Memorandum of Understanding (MoU) with the Australian Health Practitioner Regulation Agency (Ahpra).	Complete	
40	Human Resources Governance - Statewide	As part of implementing the statewide HR reforms, including the new Human Resources Information System (HRIS), a capability review is conducted to enable any necessary training and upskilling of statewide HR staff.	Lead agency for the implementation of actions for this rec – DoH. Linked to Recommendations 29, 30, 31, 33, 34, 35. Ongoing consultation on the Service Delivery Model and resources required occurred through the formal change process. People and Culture worked with staff to identify needs and requirements for further development and training prior to implementation of the new model.	Complete	
41	Human Resources Governance - Statewide	Audits of staff records be undertaken to identify gaps in record keeping practice.	Lead agency for the implementation of actions for this rec – DoH. Internal Audit commenced scoping and audit of HRIS readiness in 2023, however due to a number of factors, including changes of governance for the HRIS project, it deferred A whole of government HRIS audit is now being progressed by the Tasmanian Audit Office. Ownership of the HRIS project has been transferred to DPAC, with a team at DoH working on DoH specific parts of the project for implementation.	Complete	
42	Child Safeguarding - LGH specific	The size and complexity of the LGH warrants full-time resources for Child Safety Liaison and the establishment of a dedicated Child Safe unit to support the reporting and training in child safety at the LGH under the Child Safe Organisation Framework and to provide expert advice to staff where needed. (Interim Recommendation – Approved by the Tasmanian Government on 30 September 2022).	Lead agency for the implementation of actions for this rec – DoH. Child Safeguarding Advisors have been appointed in every region from June 2023. A dual reporting arrangement is in place for the Child Safeguarding Advisors with the statewide Child Safety and Wellbeing Service and the hospital Chief Executives.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
43	Child Safeguarding - LGH specific	A simple, concise protocol and flow chart, preferably one page, communicating relevant contact points and details for the reporting of child safety concerns be immediately developed to give patients, carers, families, and staff at the LGH clarity around how to report child safety concerns under current arrangements. (Interim Recommendation – Approved by the Tasmanian Government on 30 September 2022).	Lead agency for the implementation of actions for this rec – DoH. [Appendix 7 of the Child Safety Governance Review (CSGR) report.] A mandatory reporting factsheet has been developed. This fact sheet has been updated since the CSGR report. A cross agency working group was convened in August 2024 to review current documentation and the flow chart, with a view to producing a new protocol, updated reporting of child safety concerns one page flow chart and with an implementation, education and evaluation plan. Updated documents currently in the approval process.	Complete	Flow chart has been reviewed and is in the approval process.
44	Child Safeguarding - LGH specific	The key executive management responsibility for ensuring oversighting of child safeguarding at the LGH be clarified as a matter of urgency and the Child Safe unit report to this executive position. (Interim Recommendation – Approved by the Tasmanian Government on 30 September 2022).	Lead agency for the implementation of actions for this rec – DoH. Responsibility was confirmed in the letter from the Secretary to the co- chairs accepting the interim recommendations.	Complete	
45	Child Safeguarding - LGH specific	As part of the Statewide Child Safety and Wellbeing Service within the Community, Mental Health and Wellbeing Group, the Child Safety Unit within the LGH have a direct day-to-day operational reporting line to the Chief Executive Hospitals North, as well as a professional reporting line to the Statewide Service.	Lead agency for the implementation of actions for this rec – DoH. The Child Safety and Wellbeing Service initially set up a regular monthly meeting with the Chief Executive. Child Safeguarding Advisors are now in place across each region and have a dual reporting arrangement to the Director Child Safeguarding and the Hospital Chief Executives (South, North, North West). Statement of Duties for Child Safeguarding Advisors have been updated in consultation with Regional Hospital Chief Executives and a scope of practice developed to enhance the integration of the roles.	Complete	Ongoing promotion and review of roles.
46	Child Safeguarding - LGH specific	Reports from the Child Safety Unit be routinely provided to the regular Hospitals North Executive meetings.	Lead agency for the implementation of actions for this rec – DoH. Monthly meetings were set up with the Chief Executive of all three hospitals regions with the Child Safety Wellbeing Service Manager. This engagement has transitioned to the Child Safeguarding Advisors reporting regularly to the Chief Executives.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
47	Child Safeguarding - LGH specific	All leaders and managers at the LGH prioritise child safety as part of broader patient safety. Managers should be accountable through their performance agreements and reviews for the timely completion of mandatory training on child safety and reporting requirements by their staff.	Lead agency for the implementation of actions for this rec – DoH. Initial training module was rolled out to all staff, with a revised program rolled out since January 2024. The Mandatory Education, Training and Assessment Policy was updated in 2023. This has now been replaced by the statewide Core Learning and Development Policy. Child safety has been incorporated in the Performance Development Agreement template for all Senior Executive Service (SES). The Deputy Secretary Hospitals and Primary Care and Chief Executives have updated performance agreements in place which will flow down to Hospital Executives also.	Complete	
48	Child Safeguarding - LGH specific	Mandatory Training (including course content and frequency of training) for all LGH staff be reviewed as soon as possible to streamline and ensure an optimum environment for the implementation of child safety mandatory training.	Lead agency for the implementation of actions for this rec – DoH. Linked to Recommendation 30. The Mandatory Education, Training and Assessment Policy was updated in 2023 in response to the Review but has now been superseded by the statewide Core Learning and Development Policy which applies to all Departmental staff.	Complete	
49	Child Safeguarding - Statewide	The Secretary of the Department of Health write to all staff in Tasmanian Health as soon as possible to advise them that they must undertake the Child Safety mandatory training by 30 June 2023.	Lead agency for the implementation of actions for this rec – DoH. The Secretary's commitment to ensure 100% completion rate for 15,000 staff was published in the Mercury 22 March 2023. The child Safeguarding Training program was undertaken by over 15,500 people by 30 June 2023.	Complete	
50	Child Safeguarding - Statewide	The Department of Health develop an online form for children and young people to report concerns about their safety (in real time).	Reporting complaints or Lead agency for the implementation of actions for this rec – DoH. The reporting complaints or concerns online form is in place and accessible on the Department's website. Following on from engagement activities in April 2023 with children and young people, a workbook was developed which is accessible online and in paper form for children and young people to raise any concerns or complaints or provide more general feedback.	Complete	The existing feedback tools including surveys, posters and mini-books have been released, with Stage 2 now underway to strengthen and uplift their usage and find targeted ways to obtain feedback from diverse groups. Stage 2 will consider all feedback and engagement activities and resources developed and implemented over the past 18 months.

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51	Child Safeguarding - Statewide	All staff in Tasmanian Health undertake the Child Safety mandatory training by 30 June 2023 and regular refresher training is provided to all staff at appropriate intervals (noting that appropriate intervals will differ depending on the role of the staff member and their interaction with children in the workplace).	Lead agency for the implementation of actions for this rec – DoH. The Child Safeguarding Training program was undertaken by over 15,500 people by 30 June 2023. A safety planning process for employees with lived experience is in place.	Complete	A review of the annual mandatory training “Fundamentals of Safeguarding Children and Young People” is currently underway and subject to continuous improvement, noting some changes have been made in real time in response to immediate feedback. The longer-term aim is to stratify the training to different worker groups, e.g. clinical versus non-clinical staff.
52	Child Safeguarding - Statewide	Child Safe mandatory training be undertaken during paid working hours and there be no expectation that it be undertaken in an employee's own time.	Lead agency for the implementation of actions for this rec – DoH. The Child Safeguarding Training program was undertaken by over 15,000 people by 30 June 2023. It is mandatory for staff to undertake the Child Safeguarding Training program annually. This is an ongoing responsibility for all Health Executive members to support on a continuing basis as new staff come on board and annual mandatory training is due.	Complete	
53	Child Safeguarding - Statewide	All HR Business Partners complete Child Safety mandatory training by the end of February 2023.	Lead agency for the implementation of actions for this rec – DoH. All People and Culture staff did the Child Safeguarding Training program prior to the new business partner model being in place. For new employees it is done as a part of the induction.	Complete	
54	Child Safeguarding - Statewide	Children and young people who are provided with health care within the Tasmanian Health Service be provided with the opportunity to complete a survey of their patient experience.	Lead agency for the implementation of actions for this rec – DoH. The Child Safety and Wellbeing Service has developed a number of resources to gather feedback from children and young people, including online and hard copy workbooks and an online survey, all of which are actively promoted. Feedback tools including workbook and survey were released in August 2023 and are being actively promote.	Complete	Engagement and development of tools will be an ongoing priority

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
55	Child Safeguarding - Statewide	The Chaperone – Intimate Examinations – THS Statewide Protocol that is currently under review by the Department of Health be broadened to include all examinations of vulnerable or at-risk patients.	Lead agency for the implementation of actions for this rec – DoH. The revised policy, now titled Support Persons Policy, has been released and implemented throughout the first half of 2024. The Policy has now been reviewed and updated based on feedback received through the implementation process.	Complete	
56	Child Safeguarding - Statewide	Onboarding training for all new Tasmanian Health Service staff provide practical steps that frontline staff can take to safeguard children.	Lead agency for the implementation of actions for this rec – DoH. Onboarding materials relating to child safeguarding have been developed and are available for all onboarding processes. All new staff, as well as any students, volunteers and contractors, are required to complete the fundamentals of child safeguarding mandatory training.	Complete	
57	Child Safeguarding - Statewide	The information pack that is provided to all Tasmanian Health Service patients / carers/ family members be updated to include the offer of the presence of an additional staff member during examinations or during episodes of care where no family member or carer is able to be present. Patients under the age of 18 must have a family member, carer or support person present during all examinations or episodes of care. If a family member, carer or support person cannot be present then an additional staff member must be present.	Lead agency for the implementation of actions for this rec – DoH. The Department's Support Person Policy was initially released in December 2023. The Policy has been reviewed and updated based on feedback received through the implementation process. Through implementation of Recommendation 15.8 of the COI, patient and child safety resources have been developed to inform patients of their rights and expectations in our health services.	Complete	
58	Child Safeguarding - Statewide	Statements of Duties for all Tasmanian Health positions, including those at the LGH and in Statewide Human Resource Services, include a statement outlining the relevant position holder's responsibilities and accountabilities for Child Safeguarding and Workplace Health and Safety. These responsibilities include staying up to date with the mandatory training in child safety relevant and appropriate to the position.	Lead agency for the implementation of actions for this rec – DoH. The Secretary signed a directive under the <i>State Service Act 2000</i> to the effect that as of 6 July 2023, the duties of all employees are varied to include child safety accountabilities. The Statement of Duties for all employees has been updated to reflect this.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
59	Child Safeguarding - Statewide	Every patient should be approached with the understanding that they may have experienced previous traumas. Trauma-aware care should be part of the standard level of care required to be provided. Trauma-informed or trauma-aware training should be available to all health professional staff, and they should be encouraged to undertake the training.	Lead agency for the implementation of actions for this rec – DoH. Trauma informed training is available to all staff via the Tasmania Health Education Online (THEO) platform. Trauma-informed workshops are also being undertaken by services and business areas across DoH, including Hospitals North.	Complete	
60	Child Safeguarding - Statewide	For the victim-survivors who experienced trauma at the LGH, carefully developed and trauma-sensitive assistance be made available if they need to access further healthcare at the LGH.	Lead agency for the implementation of actions for this rec – DoH. Additional support is available to victim survivors within the existing model of care (MoC) at the LGH if they choose to identify during an episode of care. The Chief Executive of Hospitals North has written to known victim-survivors to offer the option of including a note on their patient record to allow for the most appropriate trauma-informed approach to treatment.	Complete	
61	Record keeping	All current and historic family violence / sexual assault (including child sexual assault) medical records are digitised as soon as possible and are included on a patient's digital medical record so that there is one medical record for each patient (rather than one patient having multiple patient records).	Lead agency for the implementation of actions for this rec – DoH. The Digital Medical Record (DMR) Clinical Forensic Tab went live on the 3 July 2023 with access provided to all Sexual Assault Medical Services (SAMS) and Sexual Assault and Family Violence Forensic Services (SAFE) staff, nominated Health Information Management Services (HIMS) staff and after-hours Nurse Managers/ Nurse Unit Manager's, and the Safe Families Coordination Unit. All new presentations (from go-live date) are priority-scanned on the date they are received. The back-scanning requirements for this recommendation have also been completed in December 2023. The total number of records back-scanned is now 2711. The Protocol has been implemented and is available on the Strategic Document Management System (SDMS) for all staff.	Complete	
62	Record keeping	Family violence / sexual assault medical records should be secured with access provided only to approved clinicians. Access permissions should be audited regularly.	Lead agency for the implementation of actions for this rec – DoH. After-hours access process confirmed and the protocol updated and approved. A secure tab is now live in the Digital Medical Record.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
63	Complaints management - LGH specific	On a regular basis, the Northern Consumer and Community Engagement Council (CCEC) receive a clear, concise and well-targeted summary of the complaints made in relation to the LGH, as well as other useful reports. Specifically, it is recommended that dashboard reports on complaints management, Safety Reporting and Learning System (SRLS) data and Hospital Acquired Complications should be provided routinely to the CCEC.	Lead agency for the implementation of actions for this rec – DoH. The North West Quality Patient Service (QPSS) team has established a reporting structure (dashboard report) for their CECC, that is supported through local QPSS team, accessing data from SRLS and Health Round Table (HRT). Statewide QPSS has worked with QPSS North to recreate the report for the Northern CECC. This is now available monthly. Reports for North, North West and South are now aligned and available to the Consumer and Community Engagement Councils.	Complete	
64	Complaints management - LGH specific	A patient advocate role for the LGH be explored within the consumer and community engagement framework for Tasmanian Health and include members of the Lived Experience: Expert Reference Group who are willing to be involved.	Lead agency for the implementation of actions for this rec – DoH. The role for the LGH has been explored as per the recommendation and a patient advocate statement of duties has been drafted for the role, with input from some members of the Lived Experience Expert Reference Group. Alternative approaches to undertaking this function, as detailed in the Statement of Duties, are also being explored.	Complete	
65	Complaints management - Statewide	The LGH implement all policies and protocols arising from the Statewide Complaints Oversight Unit in the Office of the Secretary which will have responsibility for the review of all reports of inappropriate behaviour or misconduct by an employee, in particular child sexual abuse or grooming behaviours.	Lead agency for the implementation of actions for this rec – DoH. The Statewide Complaints Management Framework has been implemented agency-wide, including at the LGH. A Statewide Complaints Management Oversight Unit has also been established and has significant engagement with staff from Hospitals North.	Complete	
66	Complaints management - Statewide	The Statewide Complaints Oversight Unit describe the complaints approach to ensure a consistent alignment with better practice complaints management and provide a one-page flow chart that explains the processes to staff.	Lead agency for the implementation of actions for this rec – DoH. The approved Statewide Complaints Management Framework includes a one page process. A Complaints Policy has now been developed and is supported by a workflow process for Tier 1 serious complaints.	Complete	The Framework is being reviewed for inclusion of closure criteria and other updates

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
67	Complaints management - Statewide	Statewide Complaints Oversight Unit develop a single form for patients / carers / next of kin and/or family members to use to report concerns to lodge a complaint or report a concern, including about any child safety issue or boundary violation. The complaints form be accompanied by an information sheet that describes what complainants can expect in terms of the management and resolution of their complaints.	Lead agency for the implementation of actions for this rec – DoH. The form is available on the department's website and information will be reviewed and updated periodically to ensure it remains current. A separate information sheet was not created, as information on where the complaint is directed, who can use the form and types of behaviour to be reported is included on the front page of the form. The form also contains information about 'What next', confidentiality requirements, and the potential for disclosure of information about serious misconduct or potential criminal behaviour to other Agencies. Department contact details are also provided if further information is required by the person using the online form. It is clearer to contain all the relevant information within the form to ensure ease of accessibility for the user, and to assist with guiding the user through the online form.	Complete	
68	Complaints management - Statewide	Tasmanian Health review the Feedback and Complaints Management Framework and Policy, to ensure a consistent, whole-of-Health complaints management function and ensure regular review and approval going forward.	Lead agency for the implementation of actions for this rec – DoH. The Statewide Complaints Management Framework has been approved and implemented across the Department.	Complete	Review of framework for continuous improvement
69	Complaints management - Statewide	The feedback and complaints management framework for Tasmanian Health should ensure: (i) serious or complex reporting obligations are outlined – this will include but not be limited to: a. matters of a sexual or criminal nature b. matters involving allegations of serious performance issues, misconduct or impairment of a staff member c. complaints about clinical practice or a clinician requiring mandatory reporting to the Australian Health Practitioner Regulation Authority d. matters relating to incidents where there has been a serious adverse outcome (Severity Assessment Code) (SAC 1 or SAC 2)	Lead agency for the implementation of actions for this rec – DoH. The Framework and Policy have been approved and released and capture the requirements of this recommendation.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		e. concerns about a previous complaint process, requiring a review of the complaint management process or outcome (ii) respectful treatment of the person making the complaint and aim to preserve the relationship between the complainant and the health organisation (iii) a person receiving a complaint aims to manage the complaint at the point of first contact, and to resolve the concern in the same interaction if possible (iv) a prompt and sincere apology is offered at an early opportunity (v) it is easy and accessible for people to make a complaint and provide clear information about the right to complain, how to make a complaint, and how complaints will be managed (vi) complaints are acknowledged within 5 business days of receipt of the complaint (vii) a person making a complaint is provided with a contact person or team (viii) the complaint is managed as quickly as possible with the aim of resolving complaints, with the majority of complaints resolved within 35 business days from the date complaint is received.			
70	Complaints management - Statewide	The Department of Health lead the embedding of a strong and committed culture where all staff within Tasmanian Health understand the value of complaints and are committed to a high quality and patient safety focussed culture.	Lead agency for the implementation of actions for this rec – DoH. The One Health Culture Program management and leadership programs (Aspire and Elevate) include a complaints management component. This will be complemented with communication and education on complaints with the organisation.	Complete	
71	Complaints management - Statewide	The Department provide training to all staff relevant to their role to uplift capability and embed roles and responsibilities for complaints resolution.	Lead agency for the implementation of actions for this rec – DoH. The One Health Culture Program management and leadership programs (Aspire and Elevate) are aimed at lifting the capability of the Department's leaders and managers, and include content related to complaints management. This will be complemented with communication and education with the organisation.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
72	Complaints management - Statewide	The Department explore and progress the delivery of technology upgrade projects to enhance end-to-end complaints management handling.	Lead agency for the implementation of actions for this rec – DoH, noting Human Resource Information System (HRIS) project lead has transitioned to DPAC. The Department is progressing this recommendation through the Safety Reporting and Learning System (SRLS) Replacement project and the Safety Module in HRIS project. Alignment with the Complaints Framework and integration is a key element that is being progressed. The Department's SRLS replacement system is expected to be live by the end of 2025. The Department has also implemented a confidential case management system through the HRIS project to assist with management of conduct complaints. A due date for this recommendation has been aligned with the delivery of Phase 2 of the COI. The HRIS project is now being led by the Department of Premier and Cabinet to ensure an efficient approach to the whole of Government rollout.	In progress - expected completion 1 July 2026	
73	Complaints management - Statewide	The Department of Health strengthen the linkages between the future Complaints Management System and the Safety Reporting and Learning System so that it is clear to staff and patients, carers and community where to report incidents and complaints, what will happen with the reports and how they will get feedback.	Lead agency for the implementation of actions for this rec – DoH. Members of the Statewide Complaints Management Oversight Unit have engaged with the SRLS Replacement Project. The SRLS Replacement Project stakeholders also assisted with the process mapping work done as part of the Statewide Complaints Management Project. The Department's SRLS replacement system is expected to be live by the end of 2025. A due date for this recommendation has been aligned with the delivery of Phase 2 of the COI.	In progress - expected completion 1 July 2026	
74	Complaints management - Statewide	There is a dedicated room(s) within the Royal Hobart Hospital, Launceston General Hospital, the Mersey Community Hospital and the North West Regional Hospital where patients/ carers / next of kin and/or family members can be taken to make complaints or raise concerns about staff or hospital services.	Lead agency for the implementation of actions for this rec – DoH. Dedicated rooms have been identified at hospitals across the State. Open Disclosure and Trauma Informed training is also uplifting capacity to manage situations in a trauma-informed way.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
75	Incident Management and Open Disclosure	Tasmanian Health use the Safety Reporting and Learning System Replacement Project, including functional specifications for the new system and the underpinning revised Policy Framework for the new system to continue to build on the strengths of the SRLS as the organisation-wide incident management reporting and learning system, by incorporating the following features. (i) ensuring management of conflicts of interest in investigating incident reports (ii) ensuring that the incident reporter is provided regular feedback on the review of the incident including any proposed changes to the original SAC rating or changes to the incident as originally recorded – this process should be the subject publicly reported annual audit (iii) a protocol to describe the method to manage a disagreement between the original reporter and the clinical governance team (iv) assignment of file owner (v) description of SAC risk rating algorithm (vi) training and access to quick fact sheets (additional functions including dashboards, actions, risk register, QI register, Alerts) (vii) improving the reporting of SAC1 and SAC2 patient safety events including, but not limited to, improvements to capture information around SAC1 and SAC2 open disclosure processing occurring at the hospital level, complaints management linkages, feedback to staff who have reported an event and ways to integrate sharing of lessons learned (viii) regularly reviewing and acting to improve the effectiveness of the incident management and open disclosure systems.	Lead agency for the implementation of actions for this rec – DoH. The SRLS Replacement Project is ongoing and the requirements of this recommendation have been incorporated into the technical specifications of the project. These specs were reviewed by the Independent Oversight Advisory Group who provided feedback and were comfortable with the final product. Policy aspects have been incorporated into the Department's Safety Event Management Policy and Safety Event Management Protocol, along with SRLS Fact Sheets available to all staff. The Department's SRLS replacement system is expected to be live by the end of 2025.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
76	Incident Management and Open Disclosure	Tasmanian Health continue to build on organisation-wide incident management and investigation systems and: (i) support the workforce to recognise and report incidents and undertake open disclosure (ii) support patients, carers, and families to communicate concerning incidents (iii) involve the workforce and consumers in the review of incidents (iv) provide timely feedback on the analysis to the Department, THS, local LGH executive and clinical leadership group, clinicians and consumers (v) use the information from the analysis of incidents to improve the safety and quality of care.	Lead agency for the implementation of actions for this rec – DoH. The Studer program is in place within Hospitals North and Hospitals North West. The Statewide Open Disclosure Policy has been reviewed and updated. Professional Conduct and Mandatory Reporting policies and protocols are in place. Child Safeguarding training supports the workforce to recognise and report concerns. The new child safeguarding notification type in the SRLS has been established and is being used by staff. System wide issues are reviewed and investigated by the Child Safety and Wellbeing Service and the independent Child Safety and Wellbeing Panel as relevant. The Root Cause Analysis (RCA) Project - 'Training and Education' and 'Patient Safety Event' working Groups widened the scope of their work to include these recommendations. The RCA project has concluded, with the RCA2 Training Education and Resources Working Group to extend this beyond the life of the project. Quality and Patient Safety Service teams locally have provided safety event/incident training for staff.	Complete	
77	Incident Management and Open Disclosure	Hospitals North participate in a staff Patient Safety Culture survey annually.	Lead agency for the implementation of actions for this rec – DoH. The contract is in place with the vendor to undertake the Insync survey at LGH annually.	Complete	
78	Incident Management and Open Disclosure	Additional training / orientation be provided to understand incident reporting and open disclosure accountabilities and obligations.	Lead agency for the implementation of actions for this rec – DoH. Open Disclosure Policy has been reviewed and updated. Open Disclosure and trauma-informed training is available to all staff through the Tasmanian Health Education Online (THEO) and interactive workshops have been undertaken in the North as well as other service and business areas across the state. Training is managed by each of the hospital safety and quality/patient safety areas, working with clinical educators.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
79	Incident Management and Open Disclosure	Consideration be given to how clinical managers can be optimally supported to manage their SRLS workload.	Lead agency for the implementation of actions for this rec – DoH. Training in the current SRLS is available to staff. Quality training in use of the system through the SRLS replacement project will also assist. QPSS Teams are being expanded and restructured to enhance its presence in clinical areas including to provide support with SRLS entry and response. Support can also be provided via MS teams. The QPSS team enhancement and restructure will enable more focused support. Further strategies to improve Safety Event reporting and response is a component of the QPSS planning.	Complete	
80	Incident Management and Open Disclosure	The Hospitals North Clinical Governance Unit undertake further development of a just reporting culture at the LGH as part of the broader Culture Improvement Strategy.	Lead agency for the implementation of actions for this rec – DoH. This work is being implemented through the Studer accountability framework and the One Health Culture Program.	Complete	
81	Incident Management and Open Disclosure	An incident reporting and open disclosure communication strategy be developed and implemented by mid-2023.	Lead agency for the implementation of actions for this rec – DoH. The Root Cause Analysis (RCA) Project (now closed) included an Education and Training Working Group that was tasked with addressing this recommendation. Continuation of the RCA2 Training Education and Resources Working Group will extend this beyond the life of the project. The Root Cause Analysis (RCA) Communications Strategy was tabled at the Safety Quality and Accreditation sub-committee and was handed over to the Training Education and Resources Working Group (which continues beyond the life of the RCA2 project) for implementation.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
82	Incident Management and Open Disclosure	Root Cause Analysis (RCA) teams are provided with an improved understanding of the system they are investigating and ensure their investigations are sufficiently broad in scope and supported by specialist advice.	Lead agency for the implementation of actions for this rec – DoH. The Root Cause Analysis (RCA) Project (complete) has now largely addressed this recommendation through the development of the training and education program and subsequent protocols. The RCA2 project has concluded, however, the Training Education and Resources Working Group will extend this beyond the life of the project and has transitioned to business as usual (BAU) group. A Root Cause Analysis (RCA) Communications Strategy was tabled at the last Safety Quality and Accreditation sub-committee and has been handed over to the working group for implementation. The Training Education and Resources Working Group is continuing to review and share educational and training resources including the Safer Care Victoria resources for RCA2 and Adverse Event Management. This work remains integral to the ongoing maintenance of implementation of this recommendation.	Complete	
83	Incident Management and Open Disclosure	Tasmanian Health continues to monitor events initially reported as SAC1 and SAC2 patient safety events as part of the continuous audit process currently in place.	Lead agency for the implementation of actions for this rec – DoH. The Tasmanian Health Service continues to monitor events initially reported as SAC 1 and SAC 2 patient safety events as part of a continuous audit process. Oversight is the responsibility of the Clinical Quality Regulation and Accreditation (CQRA) Clinical Governance Unit, which also continue to undertake analysis of system data to monitor Severity Assessment Code (SAC) rating appropriateness and recommendations that require review. The findings of these analysis are reported up through to the peak Safety Quality and Accreditation Committee (SQA).	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
84	Incident Management and Open Disclosure	The Department of Health Internal Audit Unit conducts an annual review of randomly sampled patient safety events to ensure that the final ratings are appropriate based upon the agreed likelihood and consequence table.	Lead agency for the implementation of actions for this rec – DoH. The Audit and Risk Committee has a SAC rating annual audit on their annual work plan. There was an existing work item that aligned with this that has been amended to explicitly meet this recommendation.	Complete	Ongoing thematic review of child safeguarding SRLS reports which are presented to the Child Safety and Wellbeing (CSW) Panel quarterly. Referral of cases of concern by the Secretary to the CSW Panel for review, analysis and recommendation for systemic action.
85	Incident Management and Open Disclosure	For transparency, public reporting of information on SAC1 and SAC2 patient safety events, including Key Performance Indicators, continues. This information should also be regularly reviewed by the peak hospital executive committees and peak Department of Health executive committees.	Lead agency for the implementation of actions for this rec – DoH. CQRA will continue to report SAC1 and SAC 2 events up through SQA. CQRA publish monthly reports with data on all safety events SAC (1-4) reports available on the intranet for all staff. Work is also underway to determine a standard set of reports for Executive that will include SACs. Work to delineate the scope of Health Executive versus Tasmanian Health Service Executive will help inform this reporting set. Some of these indicators currently form part of the Tasmanian Health Service (THS) Service Agreement Key Performance Indicators (KPI) set, however, they are not included in the publicly reported dashboard. The Australian Commission on Safety and Quality in Healthcare (ACSQHC) reports on SAC 1 and SAC 2 in hospitals every five years.	Complete	
86	Incident Management and Open Disclosure	The responsibilities of staff for reporting information from the safety event management system be clearly documented including where the report should be lodged.	Lead agency for the implementation of actions for this rec – DoH. The Safety Event Management Policy documents have been updated and clarify responsibility to attach reports to the original SRLS record. DoH Policy on Open Disclosure was also reviewed and ratified in May 2024 and mapped the recommendations from the Child Safe Governance Review. Embedded into the system through the Root Cause Analysis (RCA) squared comms strategy.	Complete	

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
87	Incident Management and Open Disclosure	Resources are invested in including a business improvement tool within the new safety event management system program and that a standardised tool for reporting is deployed. This will require employing business improvement staff at the local level to assist clinicians and executives to understand the data and to develop improvement plans.	Lead agency for the implementation of actions for this rec – DoH. This has been included in the scope of the SRLS Improvement Project, including how we can improve the standardisation of reporting in a separate dashboard. Resources are already in place under the responsibility of the Executive Directors of Patient Safety and the QPSS in each region.	Complete	
88	Clinician Performance	The current Tasmanian Health Service protocol titled Complaint or Concern about Health Professional Conduct issued in 2020 be reviewed and include a focus on practical guidance for staff in managing and responding to these issues.	Lead agency for the implementation of actions for this rec – DoH. The statewide protocol Complaint or Concern about Health Professional Conduct has been reviewed and updated in line with this recommendation and that of the COI Recommendation 15.12. The Protocol aligns with other relevant policy documents such as the Statewide Complaints Management Framework and Policy and the Professional Conduct Policy. The COI Report highlighted that the current protocol states that staff are required to seek formal authorisation before making a mandatory notification which has been removed from the revised protocol.	Complete	
89	Clinician Performance	A concise document is developed summarising patient safety reporting obligations (including clinical incidents, child safety issues and health professional conduct and performance) for different categories of staff (e.g. all staff, registered health professionals, clinical staff, different levels of management etc) defined by threshold and pathway.	Lead agency for the implementation of actions for this rec – DOH. Progress has occurred for existing staff with the inclusion of child safety reporting obligations within the child safety training which is compulsory for all staff. For new staff, this is included in staff induction developed by HR through the One Health Culture Program. Mandatory reporting obligations are captured in a number of new and revised policies and protocols which have been developed or updated in line with the recommendations of the COI.	Complete	The Department is finalising the development of a dedicated Mandatory Reporting Protocol and the establishment of a Mandatory Reporting Working Group.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
90	Clinician Performance	Induction and mandatory training for registered health professionals working within the Tasmanian Health Service include their reporting obligations to the Australian Health Practitioner Regulation Agency in addition to their reporting obligations in respect of child safety.	Lead agency for the implementation of actions for this rec – DoH. Mandatory reporting obligations, as they relate to Ahpra, are captured within policies and protocols such as the Complaint or Concern about Health Professional Conduct, Statewide Complaints Management Framework and Policy and Professional Conduct Policy. These documents have been updated in line with the recommendations of the COI. The Department has also undertaken facilitated sessions related to mandatory reporting with Ahpra in early 2024. The Department's induction and training programs also capture these requirements.	Complete	
91	Report Implementation	There be independent oversight, including regular monitoring of progress, on the implementation of the outcomes of this Review.	Lead agency for the implementation of actions for this rec – DoH. The former co-chairs of the GAP were appointed to provide independent oversight until the end of 2023. The co-chairs signed off on the project in late 2023 with the majority of recommendations either fully complete or complete to the level that they were satisfied with the current situation. A handful of recommendations remained outstanding, with those still outstanding related to longer term system changes.	Complete	
92	Report Implementation	An assessment of the resources that are required to effectively implement these recommendations be undertaken as an integral part of the implementation process.	Lead agency for the implementation of actions for this rec – DoH. Resource from the Office of the Secretary was provided to assist with coordinating progress centrally and providing support for the work of the independent oversight function. Working Groups responsible for implementing recommendations directly were resourced by the relevant business area.	Complete	

Appendix G: Weiss Review

Status of the implementation of accepted recommendations from the Weiss Independent Review into Paul Reynolds.

Table detailing the current status of each recommendation on 30 April 2025 as stated by the Department of Premier and Cabinet (DPAC) in June 2025.

Table details:

The recommendation number:	per the Weiss Independent Review into Paul Reynolds
The recommendation overview – this is a high level capture of the area the recommendation addresses:	this is a high level capture of the area the recommendation addresses
The recommendation text:	what the recommendation actually says
Implementation update:	this is a declaration by the DPAC of the activity to date in implementing this recommendation
Recommendation completion status:	captures the status of implementation of the recommendation in progress/complete
Related ongoing activity:	whilst a recommendation may be implemented there is likely related ongoing work – this captures that

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
1	Redress scheme for victim-survivors	That Tasmania Police establish a restorative engagement framework and scheme for persons who have experienced grooming and/or sexual abuse by Paul Reynolds who may or may not have participated in the Review, or, if the Commissioner deems appropriate, are victim-survivors of other former or serving Tasmania Police officers who participated in this Review that: i. reflects best practice for restorative processes and redress schemes; i. reflects best practice for restorative processes and redress schemes; ii. conveys clear terms of eligibility for participation in an independently funded redress scheme; iii. is overseen by an independent board; iv. provides the opportunity for a direct personal response from the Police Commissioner or delegate by agreement, which includes acknowledgment of the impact of the abuse on the victim-survivor;	Lead agency for the implementation of actions for this rec – DPAC. Preliminary scoping work has been undertaken by the Department of Premier and Cabinet, including initial research into potential interactions between the proposed restorative engagement framework and redress scheme and existing arrangements under the National Redress Scheme. *While DPAC has undertaken preliminary scoping work for this recommendation, consideration is underway regarding the appropriate lead agency to progress the next phase of work, including to ensure alignment with agency expertise and responsibility for related COI recommendations.	In Progress, experiencing challenges or delays but delivery remains achievable	Scoping work has been undertaken from within existing agency resources, with a view to informing further advice to Government regarding the anticipated operational and ongoing costs of a restorative engagement framework and redress scheme.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		v. offers access to support services, counselling and psychological care; and vi. is open for a minimum period of 12 months from the date of its establishment.			
2	Restorative engagement framework	That Tasmania Police establish a permanent restorative engagement framework for persons who have experienced grooming and/or sexual abuse by Tasmania Police officers that: i. reflects best practice for restorative processes; ii. is overseen by an independent board; iii. provides the opportunity for a direct personal response from the Police Commissioner or delegate by agreement, which includes acknowledgment of the impact of the abuse on the victim-survivor; iv. provides the opportunity to engage in a conciliation process with persons the victim-survivor deems appropriate, with full consent of all parties; v. offers access to support services, counselling and psychological care	Lead agency for the implementation of actions for this rec – Department of Police, Fire and Emergency Management (DPFEM). Preliminary scoping work has been undertaken by DPAC, including initial research into potential interactions between the proposed restorative engagement framework and redress scheme and existing arrangements under the National Redress Scheme. *While DPAC has undertaken preliminary scoping work for this recommendation, consideration is underway regarding the appropriate lead agency to progress the next phase of work, including to ensure alignment with agency expertise and responsibility for related COI recommendations.	In progress, experiencing challenges or delays but delivery remains achievable	Scoping work has been undertaken from within existing agency resources, with a view to informing further advice to Government regarding the anticipated operational and ongoing costs of a restorative engagement framework and redress scheme.
3	Strengthen community engagement	That Tasmania Police establish a permanent restorative engagement framework for persons who have experienced grooming and/or sexual abuse by Tasmania Police officers that: i. reflects best practice for restorative processes; ii. is overseen by an independent board; iii. provides the opportunity for a direct personal response from the Police Commissioner or delegate by agreement, which includes acknowledgment of the impact of the abuse on the victim-survivor; iv. provides the opportunity to engage in a conciliation process with persons the victim-survivor deems appropriate, with full consent of all parties; v. offers access to support services, counselling and psychological care.	Lead agency for the implementation of actions for this rec – DPFEM. Establishment of 'Poli', a community engagement outreach van available to visit sport and recreation groups as well as community events as required. Tasmania Police have partnered with Sports Integrity Australia (SIA), Sport and Recreation Tasmania, Registration to Work with Vulnerable People and the Office of the Independent Regulator to deliver joint education sessions across the state regarding preventing, identifying and reporting unacceptable sexualised conduct in sport and recreation communities. To date there have been 7 sessions/forums across the state.	In progress, experiencing challenges or delays but delivery remains achievable	Funding requirements for this recommendation will be considered through future State Budget processes.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
			As of 1 July 2025, Tasmania Police will have a Community Engagement Command, overseen by a Commander of Police. Work undertaken by DPAC on the Tell Someone campaign also supports this recommendation. In response to the Weiss Review, DPAC has progressed community awareness- raising activities through the Tell Someone Campaign, which was relaunched in late October 2024 and includes a focus on promoting child safety within sporting organisations. The Premier, the Hon Jeremy Rockliff MP, wrote to sporting organisations in late 2024 seeking support to activate 'grassroots' engagement through the campaign and identified sporting organisations as key partners for creating real change in community for children and young people. It is also noted that the Office of the Independent Regulator (OIR) has been funded as part of implementation of the Child and Youth Safe Organisations Framework to support organisations, including sporting organisations, to better prevent, identify and respond to child sexual abuse within their organisations. The OIR has been consulted in relation to the development and ongoing roll-out of the Tell Someone campaign.		
4	Establish a dedicated victim management team	That Tasmania Police establish a dedicated victim management team which is funded and resourced to operate separately of the Professional Standards Command to support victims of reported sexual offending or misconduct where the perpetrator is a current serving or previously serving police officer, and which:	Lead agency for the implementation of actions for this rec – DPFEM. Tasmania Police are considering resourcing implications in order to establish a dedicated victim management team, separate to Professional Standards.	In progress, experiencing challenges or delays but delivery remains achievable	Funding requirement for this recommendation will be considered through future State Budget processes.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		i. is staffed by sworn and unsworn police members with specialised victim-centric trauma-response training specific to dealing with victims of police offending or misconduct; ii. is housed in a physical location separate from the Professional Standards Command and is accessible to victims statewide; and iii. provides ongoing support to victims before, throughout and after any Professional Standards investigation.	Under Recommendation 16.7, Tasmania Police has enhanced mechanisms for reporting complaints of misconduct involving police, including ensuring that Professional Standards Command undertakes investigations of family and sexual violence (including child sexual abuse) involving police officers. The Family and Sexual Violence Review Committee oversees all such investigations and is led by an independently-appointed chair.		
5	Amendments to the <i>Integrity Commission Act 2009</i>	i. That consideration be given by Tasmania Police to making a recommendation to the Tasmanian Government for amendments to the <i>Integrity Commission Act 2009</i> to ensure that all notifications made to the Integrity Commission in respect of members of Tasmania Police who are alleged to have groomed and/or sexually abused persons [serious misconduct] can be investigated independently by the Integrity Commission through: a. authorising access to Tasmania Police investigation databases; b. providing coercive examination powers; c. recognising the Integrity Commission as a 'law enforcement agency' for the purpose of Tasmanian legislation under which applications for covert powers might be sought; d. the ability to conduct (open or closed) hearings in relation to any matter relevant to the performance of its functions with as little formality and technicality as is consistent with a fair and proper consideration of the issues; e. the ability to apply to a Magistrate or Justice of the Peace for a warrant for arrest in the first instance;	Lead agency for the implementation of actions for this rec – Department of Justice (DoJ). Scoping work has commenced. However, funding and timeframes are subject to further consideration by Government, in addition to alignment with other reform proposals and projects.	In progress, experiencing challenges or delays but delivery remains achievable	Legislative changes to give effect to this recommendation can be progressed, however, key stakeholders have identified that their current resourcing poses a structural barrier to implementation. Further funding requirement for this recommendation will be considered through future State Budget processes.

Rec no.	Rec overview	Rec text	Implementation status update	Rec status	Related ongoing activity
		f. the ability to conduct wholly independent or joint investigations with Tasmania Police and/or other law enforcement bodies, or monitor and/ or oversee investigations conducted by Tasmania Police; and g. extend jurisdiction for investigations of former Tasmania Police members provided the conduct being investigated occurred while the person was an officer or employee. ii. Reiterating Recommendation 35 of the Honourable William Cox AC, RFD, ED, KC in the 2016 'Independent Review of the Integrity Commission Act 2009', that consideration be given to Tasmania Police requesting that the Commonwealth recognise the Tasmanian Integrity Commission under the Telecommunications (Interception and Access) Act 1979 so as to define the Commission as an 'eligible agency' and grant the Commission the status of a criminal law enforcement agency for the purposes of that Act.			

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