



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEES

BUDGET ESTIMATES 2024-2025

Supplementary questions

Portfolio Committee No. 5 – Justice and Communities

**Women, Seniors, Prevention of Domestic Violence and Sexual Assault
(Harrison)**

Hearing: Thursday 27 February 2025

Answers due by: 5.00 pm Wednesday 26 March 2025

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Questions from Hon Chris Rath MLC (on behalf of the Opposition)
Women
(1) What is the total budget for Women NSW?
I am advised: \$16.1 million for financial year 2024-2025.
(2) How many FTE positions are funded in Women NSW? (a) Are all positions filled?
I am advised: 28. (a) Yes.
(3) What projects will Women NSW staff be working on in the 2024-25 financial year?
I am advised: Throughout the 2024-25 financial year, Women NSW will work on a range of projects that advance women's health and wellbeing, participation and empowerment and economic opportunity and advancement in NSW. Projects include: <ul style="list-style-type: none"> • Implementation of the NSW Women's Strategy • Continuation of the NSW Menopause Campaign • Supporting all departments to develop their Gender Equality Action plans • Coordinating and supporting the NSW Women's Advisory Council • Delivering the Return to Work Pathways, Supporting Women in Business, Investing in Women, and Women's Week grant programs • Delivering the Future Women Jobs Academy • Establishing a Working Women's Centre • Maintaining the Gender Equality Dashboard • Evaluating key Women NSW programs • Delivering the Rural Women's Network and related programs • Delivering NSW Women's Week including the Women of the Year Awards
(4) How will the NSW Women's Strategy be: (a) monitored? (b) Evaluated?
I am advised: (a) The Women's Strategy is monitored via the NSW Women's Strategy Report Card, which is a snapshot of data across the three pillars of the NSW Women's Strategy. The Women NSW Gender Equality Dashboard also captures several indicators aligned to the Women's Strategy, from various data sources such as the Australian Bureau of Statistics, NSW Health, and the NSW Bureau of Crime Statistics and Research. (b) Women NSW evaluations are typically based on data collected over the course of a program, via interviews with stakeholders, program-specific quantitative data collection, and broader data collection.
(5) How will the NSW Government evaluate the overall success of its focus to increase women's life satisfaction in NSW?
I am advised: Women NSW reviews its programs and policies regularly to ensure they are effective and are reaching their target communities. The data collected during individual policy/program reviews combined with NSW-level data from other sources indicates the impact of Women NSW policies and programs on NSW women's life satisfaction.
(6) For 2023-24 how many girls and women in NSW completed education and training?

<p>I am advised: This question should be redirected to the Minister for Education and Early Learning and the Minister for Skills, TAFE and Tertiary Education.</p>
<p>(7) What specific steps are being taken to increase the number of women in senior leadership positions in NSW?</p>
<p>I am advised: This question should be redirected to the Premier.</p>
<p>(8) How many women were in senior leadership position across all departments for: (a) 2022-23 (b) 2023-24 (c) 2024-25</p>
<p>I am advised: This question should be redirected to the Premier.</p>
<p>(9) How will the NSW Government evaluate the overall success of its focus to increase women in senior leadership positions in NSW?</p>
<p>I am advised: This question should be redirected to the Premier.</p>
<p>(10) When will each Department set the formal target for women in leadership positions? (a) If not, why not?</p>
<p>I am advised: This question should be redirected to the Premier.</p>
<p>(11) Which government agencies have a gender equality action plan? (a) Are these publicly available?</p>
<p>I am advised: NSW Treasury launched its 2024-2028 Gender Equality Action Plan following the release of its pilot action plan in 2022. It is publicly available on the NSW Treasury website. The previous Department of Regional NSW (now Department of Primary Industries and Regional Development) and Transport NSW have existing 2022-2025 Gender Equity Action Plans. These are not publicly available. The following Departments are working to launch their inaugural or new Gender Equality Action Plans:</p> <ol style="list-style-type: none"> 1. Department of Climate Change, Energy, Environment and Water 2. Department of Communities and Justice 3. Department of Creative Industries, Tourism, Hospitality and Sport 4. Department of Customer Service 5. Department of Education and TAFE NSW (combined) 6. Department of Planning, Housing and Infrastructure 7. Premier's Department and The Cabinet Office (combined) 8. Department of Primary Industries and Regional Development 9. NSW Health 10. Transport for NSW
<p>(12) Which Departments have not prepared a gender equality action plan? (a) Why not?</p>
<p>I am advised: All NSW Government departments either have a current Gender Equality Action Plan in place or are working towards release of a Gender Equality Action Plan.</p>
<p>(13) Does the Minister have a role in coordinating and advising on women's policy and programs across the NSW Government?</p>

(a) If so, which policies and programs is the Minister responsible for?
My role as the Minister for Women is to advocate for the advancement of women through my role as a member of Cabinet.
(14) How much has been allocated to Rural Women's Network for: (a) 2022-23 (b) 2023-24? (c) 2024-25?
I am advised: (a) 2022-23 - \$900,000 (b) 2023-24 - \$900,000 (c) 2024-25 - \$900,000
(15) What is the role of the Women's Safety Commissioner?
I am advised: The Women's Safety Commissioner provides leadership and oversight across the whole of NSW Government to strengthen responses to domestic, family and sexual violence. The role fosters collaboration and coordination across the government, the non-government sector and the broader community, as well as giving victim-survivors a greater voice in the development of policies and programs. Other key aspects of the role include awareness raising, education and public engagement to deliver improved women's safety outcomes.
(16) What are the responsibilities of the Women's Safety Commissioner?
See response to Question 15.
(17) What are the powers of the Women's Safety Commissioner?
I am advised: The Women's Safety Commissioner role has no statutory powers.
(18) By whom is the Women's Safety Commissioner employed?
I am advised: Department of Communities and Justice.
(19) To whom does the Women's Safety Commissioner report?
I am advised: Deputy Secretary, Strategy, Policy and Commissioning within the Department of Communities and Justice.
(20) What is the budget for the Office of the Women's Safety Commissioner for: (a) 2023-24? (b) 2024-25?
I am advised: (a) 2023/24 – \$2,435,933 (Note: OWSC budget commenced when the office was established in October 2023) (b) 2024/25 - \$2,827,286
(21) How many staff are employed in the Office of the Women's Safety Commissioner for: (a) 2023-24 (b) 2024-25
I am advised: (a) 2023/24 – approximately 10 Full-time Equivalent (FTE), including the Commissioner, as at Budget Estimates hearing February 2024.

(b) 2024/25 – approximately 13 FTE, including the Commissioner, as at Budget Estimates hearing February 2025.

(22) What research projects has the Office of the Women's Safety Commissioner undertaken in:

(a) 2023-24

(b) 2024-25

I am advised:

Research projects undertaken in 2023/24 and 2024/25 are:

1. Qualitative research to understand the justice and service system experience of adult domestic and family violence victim-survivors post-coercive control reforms. (Note: in partnership with BOCSAR).
2. A research project to support the establishment of a Lived Experience Advisory Group to government.
3. Research into the misuse of NSW Government services and products by domestic violence perpetrators, and how to prevent this misuse in the future.
4. A project to build the capability of social responders to respond to DFSV.
5. Western Sydney Wanderers Football Club partnership project: Development of a DFSV Awareness Toolkit and local promotional campaign.
6. A co-led, co-designed research project to support the Domestic Violence Death Review Team's work in relation to homicides involving First Nations women.
7. Preventing and better responding to abuse of older women and women with disability. (Note: in partnership with the NSW Ageing and Disability Commissioner).
8. Support for research project into suicide and Intimate Partner Violence and Domestic Family Violence in conjunction with Australia's National Research Organisation for Women's Safety and RMIT University.
9. YourGround NSW which is a crowdsourced social research project developed by Monash University XYX Lab and CrowdSpot for NSW. It captures safety perceptions by inviting women and gender diverse people to share their public space experiences through a web-based interactive map and survey.
10. Research into men's attitudes towards gender equality and Violence Against Women.

(23) What research projects are planned for the Office of the Women's Safety Commissioner for 2025-26?

I am advised:

Most of the research projects identified in response to question 22 will continue into 2025/26. Other new projects are still to be confirmed.

(24) When will the NSW Women in Sport Strategy be released?

(a) How much has been allocated for the development and implementation of the strategy?

(b) How will the NSW Government report on and evaluate this strategy?

I am advised:

This question should be redirected to the Minister for Sport.

(25) How much has been allocated for the Investing in Women Funding Program for:

(a) 2022-23

(b) 2023-24

(c) 2024-25

I am advised:

(a) 2022-23 - \$1 million

(b) 2023-24- \$1 million

(c) 2024-25- \$1 million

(26) When will the next Investing in Women Funding Program round open?

I am advised:

Investing in Women is a multi-year grant program and initiatives have been funded through to 2025/26. The next full grant round will take place in 2026/27.

(27) Can the Minister guarantee the Investing in Women Funding Program will continue for the next three years?

I am advised:

Any future investment in funding will be considered as part of future budget processes.

Surrogacy

(28) Section 17 of the Surrogacy Act requires that an application for a parentage order must be supported by a report prepared by an independent counsellor. The report must address matters including parenting capacity, best interests of the child, and:

(f) whether any consent given by the birth parent or parents to the parentage order is informed consent, freely and voluntarily given,

(a) When an overseas commercial surrogate is the birth parent, how is an Australian counsellor to assess the consent of the birth mother?

I am advised:

This question should be directed to the Attorney General who is responsible for the Surrogacy Act 2010.

(29) If an overseas counsellor is to be used, at a commercial clinic, where we know women are often trafficked into surrogacy slavery, what is the mechanism in place to ensure that this counsellor is independent, as required by the Surrogacy Act?

I am advised:

This question should be directed to the Attorney General who is responsible for the Surrogacy Act 2010.

(30) If the birth mother has not given consent, freely and voluntarily, for example because she had been trafficked into surrogacy slavery, what happens to the child who was born as a result of that commercial and exploitative arrangement?

I am advised:

This question should be directed to the Attorney General who is responsible for the Surrogacy Act 2010.

Prevention of Domestic Violence & Sexual Assault

(31) Will there be a mid-term review of the NSW Sexual Violence Plan 2022–2027?

(a) How will the NSW Government report on and evaluate this plan?

(b) How much has been allocated for the development and implementation of the strategy?

I am advised:

a) Information regarding the government's approach to reporting on and evaluation of the NSW Sexual Violence Plan 2022-27 can be found in the plan at <https://dcj.nsw.gov.au/documents/service-providers/domestic-and-family-violence-services/NSW-Sexual-Violence-Plan-2022%E2%80%932027.pdf>

b) The NSW Government is committed to implementing the actions in the NSW Sexual Violence Plan 2022-2027, which is done with new and existing investment. Since 2022, the NSW Government has committed additional investment to support sexual violence reform. Key examples include \$10.5 million for the NSW Sexual Violence Project Fund. (<https://dcj.nsw.gov.au/service-providers/supporting-family-domestic-sexual-violence-services/dfv-programs-funding/nsw-sexual-violence-project-fund.html>) \$38 million for the implementation of the Primary Prevention Strategy including a range of initiatives to

address the drivers of domestic, family and sexual violence (https://www.nsw.gov.au/media-releases/230-million-to-improve-nsw-domestic-violence-prevention-and-support).
(32) How will the government evaluate and measure the overall success of sexual violence perpetrator programs in NSW?
I am advised: Monitoring and reporting on the Sexual Violence Plan 2022–2027, as well as the NSW Domestic and Family Violence Plan 2022- 2027, will be aligned with monitoring and reporting processes to support the National Plan to End Violence against Women and Children 2022-2032, including the National Outcomes Framework. A report card on the implementation and achievements of the NSW plans are published annually after the end of each financial year.
(33) What specific initiatives or programs has the government implemented to address different forms of sexual violence, such as technology facilitated sexual violence (TFSV)?
I am advised: The NSW Sexual Violence Plan 2022-2027 contains an action under the early intervention pillar that involve supporting co-designed early intervention projects, with a focus on targeted funding for initiatives that support priority groups and settings, including those addressing technology-facilitated sexual violence. This action is included in the forward work plan.
(34) What strategies have been identified to address the role of pornography in contributing to harmful sexual behaviours and reinforcing stereotyped attitudes among children and young people?
I am advised: The NSW Sexual Violence Plan 2022–2027 includes four cross-government actions under the primary prevention pillar that seek to address the impacts of pornography and increase the general online safety of young people: <ol style="list-style-type: none"> 1. Review of the Personal Development, Health and Physical Education mandatory syllabus to ensure delivery of consistent, age-appropriate education on safe, healthy and respectful relationships, including consent, coercive control and pornography, as part of NSW Curriculum Reform. 2. Department of Education led work to strengthen delivery of programs that address respectful relationships, coercive control, consent education and pornography for children and young people across settings, both within and outside educational environments. 3. Development of resources to assist parents and caregivers in having conversations with children and young people about in-person and online sexual violence, respectful relationships, coercive control, consent, and pornography. (a) 4. Identification of strategies to address the role of pornography in contributing to harmful sexual behaviours and reinforcing stereotyped attitudes among children and young people.
(35) What is the NSW Government's Framework for the prevention and response to children and young people with problematic and harmful sexual behaviours?
I am advised: This question should be directed to the Minister for Health.
(36) Who in the tertiary education sector has the government partnered with to develop and implement the whole-of-organisation approaches to preventing and responding to sexual violence?
I am advised:

The NSW Sexual Violence Plan 2022-2027 contains an action under the early intervention pillar that involves partnering with the tertiary education sector, including TAFE NSW, to develop and implement whole-of-organisation approaches to preventing and responding to sexual violence. This action is in the forward workplan.

(37) Has the review of the service system for victim-survivors of sexual violence been undertaken?

(a) If so, what gaps were identified?

(b) What specific initiative or programs have been implemented to strengthening holistic, trauma-informed survivor support?

I am advised:

The NSW Sexual Violence Plan 2022-2027 contains an action under the response pillar that involves reviewing the service system for victim-survivors of sexual violence to identify any gaps, priorities, and opportunities for strengthening holistic, trauma-informed survivor support. This action is on the forward work plan.

Additional Funding for Domestic Violence Regional and Rural Services

(38) In the 27 February 2025 Budget Estimates hearing, the Deputy Secretary Ms Campbell agreed with Mrs Overall MLC that in fact there are higher service delivery costs to provide domestic and family violence services in regional and rural NSW considering geography, distance, brokerage, higher heating and cooling, inability to attract and retain staff, etc.

(a) Has the Minister factored in these considerations to funding allocated to regional and rural domestic and family violence specialist services?

(b) Is there currently a regional loading for all funding streams that provide domestic and family violence specialist services?

i. If no, why not?

ii. If yes, how is the loading calculated?

iii. If yes, will you consider allocating more funding due to cost-of-living increases in regional and rural NSW?

I am advised:

DFV specialist programs in rural, remote, and regional communities face particular challenges meeting the level of demand and complexity in these areas. The challenges for delivery in rural locations have been built into funding for expansion of a number of programs including Staying Home Leaving Violence (SHLV). In other programs there is no rural loading but program guidelines allow flexible use of funding according to local need.

(39) What is the timeframe for the implementation of the NSW Common Approach to Risk Assessment and Safety Framework (CARAS)?

(a) Which organisations and government agencies are involved in the advisory group?

(b) Who has been consulted?

(c) Who undertook the literature review?

I am advised:

In 2024, the Department of Communities and Justice engaged University of New South Wales (UNSW) to develop the NSW Common Approach to Risk Assessment and Safety Framework (CARAS), Practice Guides and Factsheets.

(a) An advisory group comprising representatives from NSW Ministry of Health, NSW Police Force, Corrective Services NSW, Legal Aid NSW, Domestic Violence NSW, and NSW Aboriginal Women's Advisory Network has informed the development of the CARAS.

(b) UNSW conducted state-wide consultation through June-August 2024 with approximately 100 stakeholders.

(c) UNSW.

(40) How much funding will be invested to support the implementation of the NSW Common Approach to Risk Assessment and Safety Framework?
I am advised: The NSW Common Approach to Risk Assessment and Safety Framework is currently under development.
(41) Which sectors will be prioritised in the roll out of the NSW Common Approach to Risk Assessment and Safety Framework?
I am advised: The NSW Common Approach to Risk Assessment and Safety Framework is currently under development, with consideration being given to how this activity will be implemented.
(42) What specific steps are being taken to increase safe and stable housing for women in NSW and how will this be measured?
I am advised: This question should be referred to the Minister for Housing.
(43) How will the NSW Government evaluate the overall success of its focus to increase the actual and perceived safety for women in NSW?
I am advised: Information regarding the government's approach to the evaluation of the NSW Domestic and Family Violence Plan 2022-27 and the NSW Sexual Violence Plan 2022-27 can be found in each plan.
(44) When will the NSW Domestic and Family Violence Outcomes, Monitoring and Reporting Framework be released?
I am advised: The Domestic, Family and Sexual Violence outcomes monitoring and reporting framework is currently being finalised.
(45) What initiatives or programs have been implemented to amplifying the voices of children and young people who have experienced or are at risk of experiencing domestic and family violence?
I am advised: Initiatives or programs implemented to amplifying the voices of children and young people who have experienced or are at risk of experiencing domestic and family violence include: <ul style="list-style-type: none"> • Safe and Strong Families, an early intervention family support service for victim-survivors of domestic and family violence and their children. • The Core and Cluster program which provides women and their children a safe environment with greater dignity, security, safety, privacy, and independence to enable healing, wellbeing and belonging. • Specialist Workers for Children and Young People (SWCYP) program which recognises children and young people as victim survivors of DFV in their own right, and the need for child focused support delivered by children and young people specialist workers.
(46) What 'unique' needs have been identified for children and young people who have experienced or are at risk of experiencing domestic and family violence? (a) What supports are you providing to assist children and young people who have experienced or are at risk of experiencing domestic and family violence?
I am advised: Women's Refuges <ul style="list-style-type: none"> • Women's refuges provide tailored support to women and children experiencing Domestic and Family Violence (DFV), including risk assessment and safety

planning, outreach, case management, support for children as victim survivors and crisis and transitional accommodation and brokerage support as the families recover from the crisis period.

The Specialist Workers for Children and Young People (SWCYP) program:

- Under the DFSV emergency funding package, \$48.1million over four years has been provided to expand and extend the program to over 32 refuges with over 55 workers.
- The SWCYP program provides a path to recovery for children and young people aged under 18 accompanying their mother to a women's refuge after escaping DFV.
- The program recognises children and young people as victim survivors of DFV in their own right, and the need for child focused support delivered by children and young people specialist workers.
- The SWCYP program enables flexible delivery in response to children and young people's individual strengths, needs, goals and circumstances. Funding is used for employment of specialist children and young people workers and may also be allocated to staff capacity building, supervision, professional development, or training for specialist workers that directly relates to improving service delivery for children and young people. The SWCYP service specifications were updated in June 2024 to allow for funding to also be used for flexible brokerage to support achievement of client case plan goals.

Staying Home Leaving Violence (SHLV)

- Under the DFSV emergency funding package \$48 million over four years has been provided to crisis response services, This includes \$25.9 million over four years to ensure SHLV is accessible across 128 LGAs in NSW.
- SHLV helps women and their children to remain safe in their homes after leaving a violent relationship.
- The program works in cooperation with NSW Police to remove the perpetrator from the family home so that women and their children can stay safely where they are. It provides a range of support, such as safety planning, improving home security, help in managing finances, support for children, and helping with the complicated legal process. This means women and children can continue to have access to their usual support networks, such as workplaces and schools.

Integrated Domestic and Family Violence Services (IDFVS)

- Under the DFSV emergency funding package \$48 million over four years has been provided to crisis response services, This includes \$10.4 million to expand IDFVS with an additional six services.
- IDFVS is a multi-agency response to prevent the escalation of DFV among high-risk target groups and in targeted communities.
- The program provides women and children with support to escape and recover from violence and abuse and improve their outcomes. The program also works with the perpetrators, if it does not compromise the safety and wellbeing of victims and other family members.
- Services and support are also provided directly to children, as negotiated and agreed to by their parents. These services can include emotional and practical support, safety planning, risk assessment using the mandatory reporting guidelines, and therapeutic support where specialisation exists within the service.

The Government supports young people who experience homelessness as a result of DFV and other factors, through the youth SHS services including specialist case management.

(47) What are the primary prevention initiatives in early childhood settings and schools to address the drivers of sexual, domestic and family violence?

(a) How much has been allocated for the implementation of these initiatives?

I am advised:

In May 2024, the NSW Government committed \$8.1 million over four years for the 'All in' early childhood pilot, to prevent domestic violence by teaching young children about healthy relationships, as part of the Domestic, Family and Sexual Violence emergency package (<https://www.nsw.gov.au/media-releases/230-million-to-improve-nsw-domestic-violence-prevention-and-support>).

The NSW Department of Education will receive \$8 million in funding over four years under the Pathways to Prevention: NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024-2028 to deliver:

- An expanded and transformed content of the online respectful relationships education resource hub to provide material for teachers, parents and carers.
- Professional learning for school teachers, leaders and whole school and staff on the evidence base for best practice respectful relationships education.
- • An embedded holistic curriculum approach to respectful relationships education.

(48) What specific initiatives or programs have been implemented to engage with businesses and the corporate sector to strengthen their capacity to identify, prevent and respond to DFSV among employees and customers?

(a) How much has been allocated in the budget to support these initiatives?

(b) Who has the NSW Government partnered with to deliver these initiatives?

I am advised:

Safe Work NSW has been funded \$0.92 million to deliver face-to-face workshops to all NSW employers on the drivers of workplace gender-based violence and the preventative actions they can take.

The Office of the Women's Safety Commissioner will work with the NSW DFSV Corporate Leadership Group to identify ways for it to champion primary prevention and gender equality in the private sector.

(49) What categories of data will the government use to monitor and evaluate the success of the NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024–2028?

I am advised:

As part of Priority 3 under the Pathways to Prevention: NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024-2028, NSW Government will ensure domestic, family and sexual violence data, monitoring and evaluation underpins reporting against the strategy. This framework is currently being developed and data categories and collection methods, when determined, will be consistent with relevant evaluation frameworks.

(50) Will the NSW Government make the data collected as part of the NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024–2028 publicly available?

(a) If not, why not?

(b) If so, when will the data be made available?

I am advised:

Progress of Pathways to Prevention will be included in the annual report card, published by the NSW Women's Safety Commissioner, on implementation and achievements of the NSW Domestic and Family Violence Plan 2022–2027 and the NSW Sexual Violence Plan 2022–2027.

(51) Who is involved in the multi-code coalition of state sporting organisations and peak bodies?
<p>I am advised:</p> <p>The multi-code coalition of state sporting organisations and peak bodies is currently being developed. Membership will include representatives from across the sport sector.</p>
<p>(52) Will funding be made available to sports clubs and organisations to support them to implement the NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024–2028?</p> <p>(a) If so, how much?</p> <p>(b) If not, why not?</p>
<p>I am advised:</p> <p>Funding will be provided through a grant program administered by the Office of Sport. The grant program is currently being developed, and eligible applicants will be published in its grant guidelines.</p>
<p>(53) Will funding be made available to councils to support them to implement the NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024–2028?</p> <p>(a) If so, how much?</p> <p>(b) If not, why not?</p>
<p>I am advised:</p> <p>Local Government NSW has been funded \$0.94 million across the four years of the Pathways to Prevention: NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024–2028. This funding will support Local Government NSW to work in partnership with councils, including building a local government network and working with pre-existing community-based networks and related organisations to increase understanding and awareness of primary prevention and build capacity and capability. Local government organisations are also eligible to apply for the Multi-Year Partnerships Grants program. This program provides up to \$4.25 million of funding over three years to organisations already undertaking primary prevention of family, domestic, and sexual violence in local, place-based settings. This grant is designed to support community-led, three-year initiatives with clear and actionable delivery plans across metro, rural, and regional NSW that engage a range of different communities and marginalised cohorts. Local councils can apply as individual organisations or with other eligible partners.</p>
<p>(54) Which Minister will be responsible for the establish of the domestic, family and sexual violence primary prevention network across NSW local governments?</p> <p>(a) How much has been allocated for the implementation of the network?</p>
<p>I am advised:</p> <p>The Minister for the Prevention of Domestic Violence and Sexual Assault will be responsible for the establishment of primary prevention networks under the Pathways to Prevention strategy. Networks will be established in partnership with Local Government NSW and Domestic Violence NSW. Local Government NSW is allocated total funding of \$0.94 million, and Domestic Violence NSW is allocated \$0.636 million, to support a range of activities over the life of the strategy.</p>
<p>(55) When will the NSW Domestic, Family and Sexual Violence Data Strategy be released?</p> <p>(a) How will the NSW Government report on and evaluate this strategy?</p> <p>(b) How much has been allocated for the development and implementation of the strategy?</p>
<p>I am advised:</p>

The NSW Domestic, Family and Sexual Violence Data Strategy is under development, with consideration being given to monitoring, reporting and evaluation. Funding attached to implementation of this strategy is yet to be determined.

(56) When will the NSW Domestic and Family Violence Workforce Development Strategy be released?

(a) How will the NSW Government report on and evaluate this strategy?

(b) How much has been allocated for the development and implementation of the strategy?

I am advised:

The NSW Domestic and Family Violence Workforce Development Strategy is under development.

a) Includes consideration of monitoring, reporting and evaluation.

b) The strategy has been developed within existing resources and funding for the implementation is not yet determined.

(57) What initiatives or programs have been implemented to recruit and support the Aboriginal domestic violence workforce?

I am advised:

Under the Domestic Family Violence (DFV) emergency funding package, \$48 million was provided for enhancement of crisis DFV response services. This included:

- \$9.8 million over four years to deliver four Aboriginal led models of Staying Home Leaving Violence (SHLV) across NSW.
- \$25.9 million over four years to expand SHLV to all 128 LGAs in NSW. Of the 14 new services procured under this expansion, two are Aboriginal led services.
- Of the 49 projects awarded funding under the Core and Cluster program nine are Aboriginal led projects, increasing the recruitment of Aboriginal people to the DFV sector.

The Core and Cluster sector capacity and capability building program aims to strengthen Core and Cluster services in areas of governance, capacity, workforce development, and service delivery.

The program is jointly delivered by the Department of Communities & Justice (DCJ) & Sector Peak bodies: The Aboriginal Community Housing Industry Association NSW, DVNSW and Homelessness NSW.

The program includes the Aboriginal Workforce Development Project Grant Program - grants of up to \$90,000 per Aboriginal Community Controlled Organisations (ACCOs) can be used for self-determined workforce development needs.

The program also includes the Coolamon Project- funded by DCJ and delivered by the Aboriginal Community Housing Industry Association, which provides tailored support to Aboriginal Community Housing Providers and ACCOs or Aboriginal led consortia to build capacity for planning, tendering and delivering Core and Cluster services.

In addition to the Core and Cluster sector capacity and capability building program, Core and Cluster women's refuge service providers can also access other resources available for Specialist Homelessness Services (SHS) under the Industry and Workforce Development program, such as the SHS learning and development framework, accreditation support and practice guidelines.

The DCJ Transforming Aboriginal Outcomes Family Violence team has delivered funding to the following Aboriginal program workforce under the Family, Domestic and Sexual Violence (FDSV) NPA Target 13 funding allocation:

- 10 Aboriginal identified DFV specialist positions across Tamworth, Lightning Ridge, Gunnedah, Brewarrina and a coordinator role at Western NSW Local Health District for the Aboriginal Family Wellbeing and Violence Prevention project.
- Five Aboriginal identified court specialist positions including a co-ordinator based in Moree and Gunnedah for the Aboriginal DFV Court support program.
- Two Aboriginal identified positions to be recruited by Gurehlgam for the NSW Aboriginal Community & NSW Police Joint DFV Response Project.

DCJ has engaged with Aboriginal workers, organisations and stakeholders on how to better support Aboriginal workers in the specialist DFV workforce through its development of the NSW Workforce Survey and Specialist Workforce Strategy.

For the 500 workers initiative, which forms part of the FDSV National Partnership Agreement 2021-2027, NSW prioritised supporting and building the capacity of ACCOs where possible in line with the principles of DCJ's Aboriginal Procurement Policy and NSW's commitment to Closing the Gap Implementation Plan.

(58) When will the NSW Aboriginal Domestic, Family and Sexual Violence Plan be released?

- (a) How will the NSW Government report on and evaluate this strategy?
 (b) How much has been allocated for the development and implementation of the strategy?

I am advised:

The final plan is expected to be released in the second half of 2025.

- (a) During the development of the plan, an evaluation strategy will be developed.
 (b) \$1.5 million has been allocated to the development of the Plan. Any future investment in funding will be considered as part of future budget processes.

(59) How much has been allocated to NSW Domestic Violence Line for:

- (a) 2022-23
 (b) 2023-24?
 (c) 2024-25?

I am advised:

- (a) \$1,749,500
 (b) \$2,441,800
 (c) \$2,459,700

(60) How many staff were employed at the NSW Domestic Violence Line during:

- (a) 2022-23
 (b) 2023-24?
 (c) 2024-25?

I am advised:

- (a) 12 full-time equivalent (FTE) funded positions
 (b) 16 FTE funded positions
 (c) 16 FTE funded positions.

(61) How many calls did the NSW Domestic Violence Line receive during:

- (a) 2022-23
 (b) 2023-24?
 (c) 2024-25?

I am advised:

- (a) 18,115
- (b) 18,027
- (c) N/A full year data not available.

(62) What was the average waiting time for the NSW Domestic Violence Line during:

- (a) 2022-23
- (b) 2023-24?
- (c) 2024-25?

I am advised:

- (a) 00:01:49 mins
- (b) 00:01:57 mins
- (c) N/A full year data not available

(63) Domestic Violence NSW have called for a 50% increase in baseline funding for all specialist sexual, domestic and family violence services in NSW in 2025-26.
(a) Does the minister support their call for increased funding?

I am advised:
Any future investment in funding for specialist domestic and family violence services will be considered as part of future budget processes.

(64) The Pathways to Prevention: NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024-2028 notes the establishment of NSW Domestic and Family Violence Taskforce, NSW Domestic, Family and Sexual Violence Board, NSW Primary Prevention Advisory Council.

- (a) NSW Domestic and Family Violence Taskforce
 - i. How are the members of these body selected?
 - ii. What qualifications and selection criteria are required for members to be selected?
 - iii. How much has been allocated to each body?
 - iv. Who does it report to?
 - v. Will its reporting be made public?
- (b) NSW Domestic, Family and Sexual Violence Board
 - i. How are the members of this body selected?
 - ii. What qualifications and selection criteria are required for members to be selected?
 - iii. How much has been allocated to each body?
 - iv. Who does it report to?
 - v. Will its reporting be made public?
- (c) NSW Primary Prevention Advisory Council
 - i. How are the members of this body selected?
 - ii. What qualifications and selection criteria are required for members to be selected?
 - iii. How much has been allocated to each body?
 - iv. Who does it report to?
 - v. Will its reporting be made public?

I am advised:

(a) NSW Domestic and Family Violence (DFV) Taskforce

i. – ii. The DFV Taskforce was established in June 2024 as a time-limited body to oversee the delivery of the increased investment in domestic and family violence (DFV) prevention and response initiatives, enhance inter-agency coordination and drive whole-of-government implementation.

The terms of reference provide that the taskforce brings together the heads of key NSW Government agencies. Membership consists of the Secretaries of Department of

Communities and Justice and The Cabinet Office as co-chairs, the Secretary of Health, the Secretary of Education and the Commissioner of the NSW Police Force.

iii. The taskforce operates within existing departmental resources.

iv. The taskforce provides progress reports to the Premier and Minister for the Prevention of Domestic Violence and Sexual Assault, as well as other relevant Ministers when required.

v. The taskforce does not report publicly.

(b) NSW Domestic, Family and Sexual Violence Board

The Domestic, Family and Sexual Violence (DFS) Board (the Board) is responsible for whole-of-government oversight and strategic direction on selected DFS policy, programs and initiatives, including a strong focus on the response to sexual violence. This role complements while not duplicating the work of the time-limited DFV Taskforce.

i. & ii

The DFS Board is chaired by the Secretary, Department of Communities and Justice with Deputy Secretary level representation (or equivalent) from:

- Department of Communities and Justice
- The Cabinet Office
- The Premiers Department
- NSW Treasury
- NSW Health
- NSW Department of Education
- NSW Police Force
- NSW Corrective Services
- Legal Aid NSW
- Aboriginal Legal Service NSW/ACT

iii. The DFS Board operates within existing departmental resources.

iv. The DFS Board is accountable to the Minister for the Prevention of Domestic Violence and Sexual Assault.

v. The DFS Board does not report publicly.

(c) An interim Primary Prevention Advisory Group (PPAG) has been established to provide advice to NSW Government on the creation of a permanent advisory group and initial activities under the Strategy. The interim PPAG consists of a small number of sector experts and relevant NSW Government policy leads who were invited to participate in this important forum by the NSW Minister for Prevention of Domestic Violence and Sexual Assault.

(65) What are the reporting dates for the NSW Domestic and Family Violence Plan 2022–2027 and the NSW Sexual Violence Plan 2022–2027?

I am advised:

Information regarding the reporting dates for the NSW Domestic and Family Violence Plan 2022-27 and the NSW Sexual Violence Plan 2022-27 can be found in each Plan.

Core and Cluster

(66) The Macarthur regions covers Camden, Campbelltown and Wollondilly LGA, which is about 300,000 residents. According to BOCSAR the Macarthur region has seen some of the highest increases in domestic violence assaults. Over the past 2 years, Camden has seen a 50% increase and Campbelltown 31.1% and yet no increase in services. There is one SHS refuge in Camden and 2 in Campbelltown, how do you expect these services to cope with the increase in demand?

I am advised:

The Department of Communities and Justice (DCJ) recognises that there are increasing demands for DFV services in the Macarthur region. There have been expansions and funding increases in a number of programs including Core and Cluster, Specialist Workers for Children and Young People and Staying Home Leaving Violence. This combined investment will support the existing women's refuges in the Macarthur area.

Core and Cluster

- The Macarthur Region is located in the DCJ South West Sydney District.
- Of the 49 projects awarded funding under the Core and Cluster program, six of those are located in South West Sydney District, including one project in the Macarthur region (Wollondilly LGA). The Wollondilly LGA project is Aboriginal led and was awarded funding under tranche three.
- As per the SHS program guidelines, Core and Cluster refuges operate under a no wrong door approach. This means that regardless of the location that the women and children fleeing violence are from, it is expected that they are offered a level of support/referral to appropriate services from the Core and Cluster service provider that they contact.

Specialist Workers for Children and Young People

In the Macarthur area (specifically the LGAs of City of Campbelltown, Camden Council, and Wollondilly Shire), in the last 12 months one service operating two women's refuges has received new funding under the Specialist Workers for Children and Young People (SWCYP) program, from the DFV emergency funding package.

SHLV

The Benevolent Society deliver the SHLV program in Campbelltown and Camden LGAs. A new service tendered under the DFV Emergency Package will commence in April 2025 for SHLV delivery in Wingecarribee and Wollondilly LGAs.

(67) Why hasn't the NSW Government provided a funding increase to support women's refuges established prior to, and operating outside of, the Core and Cluster funding stream?

I am advised:

Through the Domestic and Family Violence (DFV) emergency funding package there has been an increase in investment to a number of crisis response programs that work alongside women's refuges to support women and children escaping DFV. These additional investments include:

- \$48.1 million over four years for specialist workers for children and young people. With funding to extend existing services and expand to another 10 services. This program is delivered by women's refuges, and represents an uplift in funding to existing women's refuges.
- \$48 million over four years to enhance crisis support services. This includes the expansion of Staying Home Leaving Violence (SHLV) to ensure that all LGAs across NSW have access to this program; expansion of Integrated Domestic and Family Violence Services; and four Aboriginal co-designed SHLV services to be delivered in areas of high needs.

These are significant investments in services that work with and alongside women's refuges to support clients experiencing DFV. This investment will support a more integrated DFV response with services working together with refuges to support women and children escaping DFV.

(68) In the latest Homelessness Innovation Funding round only 2 SHS were funded that support women and children escaping domestic and family violence. Are you disappointed that the Minister for Homelessness is not prioritising women and children?

I am advised:

The Homelessness Innovation Fund (HIF) supports proposals for a range of people experiencing or at risk of homelessness. This includes women and children escaping domestic and family violence (DFV), Aboriginal people, young people and women in general.

Under the first assessment round of the HIF, there were two projects that were offered funding dedicated to DFV victim-survivors; and eight additional projects that support women and children escaping domestic violence (among other groups).

Five projects were offered funding dedicated to supporting women. 11 projects were offered funding that support singles or couples with children (among other groups).

Domestic Violence Workforce Strategy

(69) A 2024 Workplace Sexual Harassment survey by Our Watch found that 40% of workplace leaders were not aware of their legal obligations to prevent workplace sexual harassment? What is being done to address this?

I am advised:

The Department of Communities and Justice, in partnership with the Australian Human Rights Commission, developed and delivered training for the retail and hospitality sectors to prevent and respond to sexual harassment as part of the early intervention pillar of the NSW Sexual Violence Plan 2022–2027.

For additional information on this matter, refer to Minister for Work Health and Safety

(70) When will the NSW Government release the NSW Domestic and Family Violence 10-year Workforce Development Strategy?

I am advised:

The NSW Domestic and Family Violence Workforce Development Strategy is under development.

(71) Will the NSW Government allocate funding to implement the NSW Domestic and Family Violence Strategy?

(a) If not, why not?

(b) If yes, how much funding will be allocated?

I am advised:

The NSW Domestic and Family Violence Workforce Development Strategy is under development. Funding for the implementation is not yet determined.

(72) What outcomes does the minister anticipate this strategy will deliver?

I am advised:

The NSW Domestic and Family Violence Workforce Development Strategy is under development, which includes consideration of expected outcomes.

Disability

(73) Following the Disability Royal Commission, will the NSW Government amend its legislative definitions of family and domestic violence to include:

(a) all relationships in which people with disability experience family and domestic violence, including but not limited to carer and support worker relationships

(b) disability-based violence and abuse

(c) all domestic settings, including but not limited to supported accommodation such as group homes, respite centres and boarding houses?
i. If not, why not?

I am advised:

NSW is supportive of disability-inclusive definitions of family and domestic violence.

The NSW definition of domestic abuse, which commenced on 1 February 2024, is aligned to the recommendations of the Royal Commission in relation to both the relationships and conduct covered.

- The current definition of 'domestic relationship' in section 5 of the Crimes (Domestic and Personal Violence) Act 2007 (NSW) includes both paid and unpaid carer relationships and relationships between co-residents in same residential setting.
- Since February 2024, the Act includes a new definition of domestic abuse supported by a non-exhaustive list of examples, including physical abuse, sexual abuse, economic abuse, intimidation and stalking. This captures specific forms of violence experienced by people with disability, such as withholding necessary medical or other care, support, aids, equipment or essential support services from a person, or compelling the person to take medication or undertake medical procedures.

Multiculturalism

(74) What additional funding is the NSW Government providing to address domestic and family violence in multicultural communities?

I am advised:

The NSW Government is committed to supporting multicultural communities who experience domestic and family violence.

The NSW Government has dedicated funding of \$4.4 million over four years to establish the NSW Multicultural Centre for Women's and Family Safety partnership with Settlement Services International Limited.

The centre delivers a range of specialist, culturally responsive support to migrant and refugee women and children who are at risk of or experiencing domestic, family and sexual violence (DFSV). The centre offers direct, specialist case management for migrant and refugee victim-survivors of DFSV in Southwest Sydney and works with services across the State to provide culturally responsive practice expertise and support.

Other support tailored to multicultural communities includes:

- Culturally appropriate support for young people including the Voyage Program for Pacific Islander and Maori young people.
- Men's Behaviour Change Programs for men from culturally and linguistically diverse backgrounds.
- Community based programs such as the Jesuit Refugee Service's 'Finding Safety' Program, Arab Council Australia 'From the Ground Up to Equality' program and 2Connct Youth and Community's 'Rethink! Anti-Violence' project.

The NSW Government has several targeted grant programs and funding initiatives that provide support for multicultural communities, including:

- 'Responses Matter', a NSW Government funding initiative which works with specialised delivery partners to improve responses to disclosures of sexual violence by priority communities, including multicultural communities.
- NSW Sexual Violence Project Fund, which provides grants to support projects such as Prosper Project Australia's 'We Are Survivors' project, the NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors' Hayat

Amina (Safe Life) project, and Settlement Services International's SafePath project.
(75) What additional steps is the NSW Government taking to support and build the workforce of multicultural specialist workers to address domestic and family violence in multicultural communities?
<p>I am advised:</p> <p>The NSW Domestic and Family Violence Workforce Development Strategy is being developed. It is anticipated that the strategy will have a focus on improving the skills, expertise and confidence of the workforce to work with groups where there is an identified service gap, including multicultural communities. It is also anticipated that the strategy will focus on improving recruitment and retention of specialist workers from multicultural communities.</p>
(76) What initiatives have been codesigned and community-led to deliver primary prevention and early intervention to address domestic and family violence in multicultural communities?
<p>I am advised:</p> <p>The Multicultural Policy and Engagement (MPE) team at the Department of Communities and Justice (DCJ) has developed the following initiatives in partnership with community leaders and organisations, to assist delivering primary prevention and early intervention on domestic and family violence in multicultural communities:</p> <ul style="list-style-type: none"> • Interfaith domestic and family violence seminars across NSW to up-skill religious and community leaders when responding to domestic and family violence (DFV). The seminars are organised in partnership with key community organisations and aim to explain and discuss domestic and family violence law in NSW as well available supports within the community. Participants can also make a commitment to their community to intervene and respond to domestic violence through adopting the NSW Interfaith Domestic and Family Violence Declaration. This declaration was designed with and endorsed by religious and community leaders across NSW. • In one local government area, an outcome of an interfaith seminar was the local non-government organisation led the setup of a reference group with the religious and community leaders to provide ongoing training and education on how to support people experiencing DFV. In other local government areas, religious leaders facilitated their own reference groups to continue developing community responses to domestic and family violence. • MPE has developed tools and resources for religious and community leaders responding to domestic and family violence in collaboration with domestic and family violence experts and religious leaders. It is offered in 14 languages including English, and can be here: https://dcj.nsw.gov.au/service-providers/supporting-family-domestic-sexual-violence-services/dfsv-tools-and-resources/information-for-religious-and-community-leaders.html. <p>The Office of the Women's Safety Commissioner:</p> <ul style="list-style-type: none"> • Has engaged Full Stop Australia to deliver the Capability Building for Social Responders Project, which seeks to build the capability of community and religious leaders to safely and effectively respond to DFSV. Full Stop will be developing the program in consultation with communities in the target locations of Lismore and Canterbury Bankstown LGAs. • Together with the Multicultural Policy and Engagement team, DCJ is delivering roundtables to religious community and sector leaders to discuss ways in which religious and community leaders can work with services to strengthen local responses to domestic, family and sexual violence. Roundtables have been held in

Parramatta and Newcastle and it is anticipated that another will be held in Coffs Harbour in May 2025.

Pathways to Prevention: NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024 – 2028 is NSW Government's first dedicated whole-of-government domestic and family violence and sexual violence primary prevention strategy. It focuses on expanding place-based programs of work across four high-impact settings: local communities, schools, workplaces and sporting clubs. By taking a whole of population approach, it seeks to cut across our entire community to reach people where they live, work, socialise, play and learn.

DCJ will work with the sector and local government to fund initiatives through the Multi-Year Partnerships program, now being assessed. This program provides the opportunity to expand a wide range of initiatives that can support a focus on specific members of the NSW community, and successful applicants will be announced.

(77) What is the NSW Government doing to address domestic and family violence in multicultural communities to support people on temporary visas to access to income support, health care and housing?

I am advised:

In NSW, support for women on temporary visas experiencing DFSV includes:

- Access to emergency temporary accommodation support from Specialist Homelessness Services.
- Assistance to remain safely at home through the Staying Home Leaving Violence program.
- Free legal assistance and interpreter services.
- Free care in NSW public hospitals without a requirement to report the violence to the police in instances where the victim may be ineligible to access Medicare.
- Pathways to Permanency and Safety – funded by the NSW Sexual Violence Project Fund and delivered by the Immigration Advice and Rights Centre.

(78) Will the NSW Government consider funding specific supports for migrant and refugee women experiencing violence as recommended in the Domestic Violence NSW Pre-Budget Submission such as,

(a) \$12 million over two years for a pilot program to provide victim-survivors from migrant and refugee backgrounds with increased access to culturally and religiously responsive support?

(b) \$3.45 million over two years for a pilot program for all funded women's refugees to provide essential support to women on temporary visas including living allowances, medical costs, food, clothing, transport, English language classes, document translation, immigration legal support costs?

I am advised:

While the NSW Government remains committed to enhancing DFV support services, any future investment in funding will be considered as part of future budget processes.

(79) What steps have been taken to support pregnant migrant worker visa-holders – who come here on temporary visas to pick fruit or work in abattoirs – who have no access to pregnancy care?

I am advised:

That the matter of migrant worker visa-holders and temporary visas are a matter for the Commonwealth.

SENIORS

Discretionary Fund

(80) In the 27 February 2025 Budget Estimates hearing, the Deputy Secretary Ms Campbell said the seniors state budget for 2024-25 is \$9.7 million with no discretionary funding and that there is discretionary funding for women.

(a) Has the Minister requested a discretionary fund for seniors?

i. If no, why not?

ii. If yes, when will the fund be available for the Minister to use?

iii. If yes, what will be the amount of discretionary funding and how will it be allocated?

iv. If yes, how does it compare to the amount and allocation of the women's discretionary fund?

I am advised:

Miss Campbell did not indicate that there was discretionary funding for Women.

(a) No, I have not requested a discretionary fund

(i.) In my role as Minister for Seniors I ensure that the seniors budget is allocated to a variety of programs and activities under the Ageing Well in NSW: Seniors Strategy. This approach is designed to support the implementation of initiatives for seniors across NSW, ensuring that funds are used effectively and transparently to benefit the community.

Volunteers

(81) What specific initiatives or programs have been implemented to increase volunteering across NSW?

(a) How much has been allocated in the budget to support these initiatives?

I am advised:

The NSW Volunteering Strategy Budget of \$200,000, annually, is focused on increasing volunteering in NSW. Growth in volunteering is achieved through sustained implementation of initiatives that build sector capacity to implement best practice in volunteer recruitment and management including;

- The NSW Volunteer Portal
- Development of tools and resources
- Support for the NSW Volunteering Conference
- Investment in research that enhances the knowledge of volunteering in NSW and informs decision making by volunteer involving organisations to support a culture of excellence and innovation; and investment in recognition of volunteer contributions.

(82) What specific initiatives or programs have been implemented to increase volunteering in rural and regional areas?

I am advised:

The NSW Volunteering Strategy considers the needs of the whole sector across NSW, including the NSW State of Volunteering Research Initiative and understanding of volunteering in rural and regional areas. In 2024, the NSW State of Volunteering Focus Group Supplement Report on Rural and Regional Volunteering was released. This report is assisting volunteers involving organisations across rural and regional areas of NSW to improve their practices and respond to local needs. In addition, under the NSW Volunteering Strategy a number of resources have been developed that are universally relevant to volunteering across NSW regardless of location. These resources include the NSW Volunteer Charter and the NSW Youth Volunteering Guidelines. The NSW Volunteer Recruitment Portal is also able to be used for free by volunteer involving organisations across NSW in order to promote and fill available volunteering roles. As a result of the NSW Government's support of the NSW Volunteering Conference, the conference can be

live streamed to rural and regional locations across NSW, enabling local organisations to benefit from the conference and upskill.
(83) Does the NSW Volunteering Taskforce still exist?
I am advised: The NSW Volunteering Taskforce was time limited and concluded in December 2024.
(84) When will the next Volunteering Action Plan be released?
I am advised: Action Plans noted in the Strategy are at this time internal implementation schedules within the Department of Communities and Justice, which focus on the NSW Government's continued implementation of key strategic initiatives that are within the available budget.
(85) Has the Interim Evaluation Report on the NSW Volunteering Strategy commenced? (a) If not, why not?
I am advised: The interim evaluation report has not commenced as it is scheduled for the financial year 2025/26.
(86) What is the consultation process for the evaluation? (a) What will be measure?
I am advised: The consultation process will be determined closer to the commencement of the interim evaluation. It will measure progress and achievements of the strategy to date.
(87) When will the Interim Evaluation Report be released?
I am advised: The interim evaluation report has not commenced as it is scheduled for the financial year 2025/26.
(88) When will the next NSW State of Volunteering Research Survey be released?
I am advised: The next NSW State of Volunteering survey will be conducted in 2025. The report release date is yet to be confirmed.
Carers
(89) How many carers are there in NSW as of: (a) 1 January 2023? (b) 1 January 2024? (c) 1 January 2025?
I am advised: The Survey of Disability, Ageing and Carers is undertaken episodically. The 2022 Survey is the most recent and as such more recent data as at 2023, 2024 and 2025 is not available.
(90) How many are Aboriginal and/or Torres Strait Island carers?
I am advised: According to the 2021 ABS Census, 27,150 carers in NSW identified as Aboriginal and Torres Strait Islander.
(91) How many student carers are there in NSW? (a) What is the breakdown by age and gender?

I am advised:

According to the 2021 ABS Census, 73,094 carers of all ages identified as students.

(a) Of the 73,094 carers identified as students:

30,443 (42%) were aged 24 years and below

40,984 (56%) were aged 25-64 years

1,677 (2%) were aged 65 years and above

Of the 73,094 carers identified as students:

26,042 (36%) identified as male

47,055 (64%) identified as female

(92) How many student carers provide care for more than one person?

A breakdown of student carers providing care for more than one person is not available.

(93) How many are Aboriginal and/or Torres Strait Islander?

(a) What is the breakdown by age and gender?

I am advised:

According to the 2021 ABS Census, 3,966 student carers identified as Aboriginal and Torres Strait Islander.

(a) Of the 3,966 student carers identifying as Aboriginal and Torres Strait Islander:

1,734 (44%) were aged 24 years and below

2,199 (55%) were aged 25-64 years

29 (1%) were aged 65 years and above

Of the 3,966 student carers identifying as Aboriginal and Torres Strait Islander:

1,167 (29%) identified as male

2802 (71%) identified as female

(94) How many Young Carer Awareness Training and other information sessions were held in the last year?

I am advised:

In the 2024 calendar year, seven Young Carer Awareness Training sessions were delivered, and 10 additional information sessions about young carers, by Carers NSW.

(95) How many Young Carer Awareness Training and other information sessions have been held at schools, universities and organisations over the past year?

(a) What is the breakdown of the sessions held in metropolitan and regional areas?

(b) What is the breakdown by local government area?

I am advised:

In the 2024 calendar year, seven Young Carer Awareness Training sessions were all delivered online: one to a higher education institution; three to community organisations; two to public health teams; and one to a wide public audience. There were 10 other information sessions, of which one was delivered at a university, two were targeted at people working with students, and the remaining seven were delivered to wider audiences.

(a) All seven Young Carer Awareness Training sessions were delivered online, two of the seven sessions were targeted to regional audiences and one of the seven sessions was targeted to a metropolitan audience. The remaining four sessions were open to participants statewide. Of the 10 other information sessions: one was delivered in person to a regional audience; one was delivered in person to a metropolitan audience; and the remaining eight were delivered to non-geographically specific audiences.

(b) A local government area breakdown is not available.

<p>(96) How many times has the Service NSW Carers Landing Page been accessed during:</p> <p>(a) 2023-24?</p> <p>(b) 1 July 2024 – 1 March 2025?</p>
<p>I am advised:</p> <p>(a) 20,836 in 2023/24</p> <p>(b) 14,383 from 1 July 2024 - 1 March 2025</p>
<p>(97) Has DCJ commenced Level 3 Accreditation for the Carers + Employers Program?</p> <p>(a) If not, why not?</p> <p>(b) If so, has Level 3 Accreditation be achieved?</p>
<p>I am advised:</p> <p>DCJ has committed to achieving L3 accreditation, in the NSW Carers Strategy third action plan 2025-2026, Action 8.</p>
<p>(98) What program level of accreditation has each Department reached and what action has the Minister taken to ensure they participate in the program?</p>
<p>I am advised:</p> <p>The Carers + Employers Program is a voluntary program, developed and operated by Carers NSW. It is available to all government, non-government and private employers should they wish to participate. The program has been promoted across all government departments.</p>
<p>(99) When did Carers Investment Grant Program for stage 1 and 2 open and close?</p> <p>(a) When will the successful applicants be announced?</p>
<p>I am advised:</p> <p>Stage One expression of interest process opened 12 August 2024 and closed 25 September 2024. The Stage Two application process commenced 21 October 2024 and closed 25 November 2024.</p> <p>(a) The successful applicants will be announced following the signing of funding agreements.</p>
<p>(100) The Carers Investment Grant Program Guidelines states the Minister would announce successful applicants in February 2025, why has there been a delay in announcing the applicants?</p> <p>(a) How much has been allocated for stage 1?</p> <p>(b) How much has been allocated for stage 2?</p>
<p>I am advised:</p> <p>The Minister will announce the successful applicants following the signing of funding agreements by the successful applicants. The total funding available for this grant program is \$3.122 million for the financial years 2024/25 and 2025/26.</p>
<p>(101) What was the process for deciding successful applications Carers Investment Grant Program and was the final decision made by the Minister?</p>
<p>I am advised:</p> <p>A two-stage application process was undertaken to determine eligibility and assessment. All applications were assessed against eligibility and assessment criteria by a DCJ assessment panel including one independent member. The panel made recommendations to the DCJ designated decision-maker for determination, the Deputy Secretary, Strategy, Policy and Commissioning, Department of Communities and Justice. The final decision was not made by the Minister.</p>
<p>(102) What specific carer information and supports have been provided to Multicultural NSW employees?</p>

<p>I am advised: Multicultural NSW has committed to providing carer information and supports to their employees in the NSW Carers Strategy third action plan 2025-2026, Action 2.</p>
<p>(103) What carer information and supports have been provided to other Department employees?</p>
<p>I am advised: The NSW Carers Charter prescribes obligations for public sector agencies regarding employees who are carers.</p>
<p>(104) What carer information and support resources have been provided to multicultural communities to raise carer awareness?</p>
<p>I am advised: Multicultural NSW has committed to promoting carer information and support resources in the NSW Carers Strategy third action plan 2025-2026, Action 3.</p>
<p>(105) When will the NSW Carer Planning Hub be operational? (a) How much has been allocated in 2024-25 for the Hub?</p>
<p>I am advised: Carers NSW have committed to establishing a centralised online hub that supports carers to plan and prepare for the future in the NSW Carers Strategy third action plan 2025-2026.</p>
<p>(106) What is the timeline for the implementation of the Strategy and Policy: Work and Care stage 1 and 2?</p>
<p>I am advised: Women NSW has committed to exploring the intersection between work and care in the NSW Carers Strategy third action plan 2025-2026, Action 15.</p>
<p>(107) Will the work undertaken by Women NSW to measure the impacts of unpaid carer responsibilities across NSW be made public? (a) If not, why not?</p>
<p>I am advised: Under the NSW Carers Strategy Third Action Plan (2025-2026), Action 16, Women NSW will ‘...scope a program of work to implement measures in a workplace context which address the unequal distribution and impacts of unpaid carer responsibilities across NSW.’</p> <p>This program of work includes:</p> <ul style="list-style-type: none"> • Conducting research to understand what financial levers may be available for the NSW Government to support unpaid carers in NSW (in addition to available Commonwealth support) and the impacts of those financial levers • Exploring options to promote the benefits and value of the female dominated caring workforce to encourage men to enter the workforce • Exploring options to encourage men to take up parental leave and flexible work, including job sharing • Women NSW will report on the progress of this program of work under the Third Action Plan.
<p>(108) What specific information and resources have been developed for carers and service providers to promote and support the safety of carers and the people they care for in the home and community?</p>
<p>I am advised: Carers NSW and NSW Ageing and Disability Commission have committed to work collaboratively to develop information and resources promoting caring safely in the NSW Carers Strategy third action plan 2025-2026, Action 26.</p>

(109) Has the mid-term review of the NSW Carers Strategy commenced?

(a) What is the consultation process for the review?

(b) When will the report be released?

I am advised:

The NSW Carers Strategy mid-term review has commenced (a) consultation with stakeholders and carers is being undertaken (b) it is anticipated that the report will be released by the end of 2025.

GENERAL QUESTIONS

CFMEU meetings

(110) Given ministerial diary disclosures do not include all meetings and provide exceptions to disclosures, since 28 March 2023, have you met with the CFMEU?

I am advised:

In accordance with the Premier's Memorandum M2015-05 Publication of Ministerial Diaries and Release of Overseas Travel Information, all Ministers publish extracts from their diaries, summarising details of scheduled meetings held with stakeholders, external organisations, third-party lobbyists and individuals. Ministers are not required to disclose details of the following meetings: (a) meetings involving Ministers, ministerial staff, parliamentarians or government officials (whether from NSW or other jurisdictions) (b) Meetings that are strictly personal, electorate or party political (c) social or public functions or events (d) meetings held overseas (which must be disclosed in accordance with regulation 6(1) (b) of the Government Information (Public Access) Regulation 2018 and Attachment B to the Premier's Memorandum, and (e) matters for which there is an overriding public interest against disclosure. Minister's diary disclosures are published quarterly on The Cabinet Office's website: <https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/ministers-diary-disclosures>.

ETU meetings

(111) Given ministerial diary disclosures do not include all meetings and provide exceptions to disclosures, since 28 March 2023, have you met with the ETU?

I am advised:

In accordance with the Premier's Memorandum M2015-05 Publication of Ministerial Diaries and Release of Overseas Travel Information, all Ministers publish extracts from their diaries, summarising details of scheduled meetings held with stakeholders, external organisations, third-party lobbyists and individuals. Ministers are not required to disclose details of the following meetings: (a) meetings involving Ministers, ministerial staff, parliamentarians or government officials (whether from NSW or other jurisdictions) (b) Meetings that are strictly personal, electorate or party political (c) social or public functions or events (d) meetings held overseas (which must be disclosed in accordance with regulation 6(1) (b) of the Government Information (Public Access) Regulation 2018 and Attachment B to the Premier's Memorandum, and (e) matters for which there is an overriding public interest against disclosure. Minister's diary disclosures are published quarterly on The Cabinet Office's website: <https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/ministers-diary-disclosures>

Ministerial disclosures to The Cabinet Office

(112) On what date did you last update/make a ministerial disclosure to The Cabinet Office?

I am advised:

The Ministerial Code of Conduct (Ministerial Code) requires Ministers to make certain disclosures to the Premier and the Secretary of The Cabinet Office. I comply with my obligations under the Ministerial Code.

Department(s)/Agency(s) Employees

(113) How many redundancies were processed by each Department(s)/agency(s) within your portfolio responsibilities since 28 March 2023?

(a) Of these redundancies, how many were:

i. Voluntary?

ii. Forced?

(b) What was the total cost of all redundancies in each Department/agency within your portfolio responsibilities?

(c) On what page are redundancies published in the respective Department(s)/Agency(s) Annual Reports?

I am advised:

Redundancies are published in the respective Department(s)/Agency(s) Annual Reports under employee related expenses. Published Annual reports can be accessed on respective Departmental websites.

Department(s)/Agency(s) Annual Reports

(114) On what date were the annual report(s) from 2023-24 for each department / agency in your portfolio published?

I am advised:

The annual reports were tabled in accordance with the requirements of the Government Sector Finance Act 2018.

(115) Were the annual report(s) from 2023-24 for each department / agency in your portfolio printed?

(a) If yes, what was the printing cost(s) for each department / agency?

I am advised:

Annual reports should be prepared in accordance with the NSW Treasury Policy and Guidelines TPG23-10 Annual Reporting Requirements. TP23-10 also requires that an agency's annual report contain the total external costs incurred in the production of the report, including printing costs.

(116) Did the annual report(s) from 2023-24 for each department / agency in your portfolio use in part or full an external production / body / consultant to draft?

(a) If yes, what was the cost(s) for each department / agency?

I am advised:

In accordance with the Treasury Policy and Guidelines TPG23-10 Annual Reporting Requirements, an agency's annual report must contain the total external costs incurred in the production of the report, including fees for consultants.

(117) In what month will the 2024-25 annual report(s) for each department / agency in your portfolio be published?

I am advised:

The annual report of a reporting GSF agency is to be prepared, submitted and tabled in accordance with requirements under the Government Sector Finance Act 2018 and Treasurer's Direction 23-11 Annual reporting requirements.

(118) Will the 2024-25 annual report(s) for the department / agency in your portfolio include a printed copy?

(a) If yes, how much is budgeted for printing in 2024-25 for each department / agency?

I am advised:

Annual reports should be prepared in accordance with the NSW Treasury Policy and Guidelines TPG23-10 Annual Reporting Requirements. TP23-10 also requires that an agency's annual report contain the total external costs incurred in the production of the report, including printing costs.

State Records Act

(119) Have you and your ministerial office had training and/or a briefing about the State Records Act from State Records NSW and/or The Cabinet Office and/or Premier's Department?

(a) If yes, when?

I am advised:

The Ministers' Office Handbook provides guidance in relation to recordkeeping obligations under the State Records Act 1998. The Cabinet Office also provide guidance, advice, training and support on these obligations for Minister's offices. Further information is available on State Records NSW's website: www.nsw.gov.au/departments-and-agencies/dciths/state-records-nsw

Advertising

(120) On what page is advertising published in the respective Department(s)/Agency(s) annual report(s)?

I am advised:

Annual reports are published on the website of the relevant department or agency and are also held by the Parliamentary Library. Department and agency expenditure is also published at data.nsw.gov.au

Agency expenditure must be reported in accordance with TD23-11 Annual reporting requirements and TPG23-10 Annual Reporting Requirements.

Department(s)/Agency(s) Gifts and Hospitality Register

(121) Does your portfolio department(s)/agency(s) have a gifts and/or hospitality register?

(a) If yes, is it available online?

i. If yes, what is the website URL?

I am advised:

The Department of Communities and Justice gifts, benefits and hospitality register is available here: <https://www.nsw.gov.au/departments-and-agencies/dcceew/information-access-governance-and-feedback/gifts-benefits-and-hospitality-register>

The Cabinet Office gifts and hospitality register is available at:

<https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/gifts-and-hospitality-register#:~:text=The%20Cabinet%20Office%20publishes%20its,Gifts%20and%20Benefits%3A%20Minimum%20Standards>

Ministerial staff disclosure of gifts and/or hospitality

(122) Does your ministerial office keep a register of gifts and/or hospitality for staff to make disclosures?

(a) If yes, what is the website URL?

I am advised:

All Ministerial staff are required to comply with the Gifts, Hospitality and Benefits Policy for Office Holder Staff attached to the Ministers' Office Handbook and available on the NSW Government website.

(123) Have any staff members in your office been the recipient of any free hospitality?

- (a) What was the total value of the hospitality received?
(b) Are these gifts of hospitality declared?

I am advised:

All Ministerial staff are required to comply with their disclosure obligations under the Gifts, Hospitality and Benefits Policy for Office Holder Staff and I expect them to do so.

A breach of the Policy may be a breach of the Office Holder's Staff Code of Conduct. The Policy includes disclosure obligations for Ministerial staff in respect of gifts, hospitality and benefits over \$150. If a Ministerial staff member is required by their role to accompany their Office Holder at an event that the Office Holder is attending as the State's representative, or where the Office Holder has asked the staff member to attend, then attendance at that event would not constitute a gift or benefit for the purposes of the Policy.

Ministerial Code of Conduct

- (124) Since 28 March 2023, have you breached the Ministerial Code of Conduct?
(a) If yes, what was the breach?

I am advised:

All Ministers are expected to comply with their obligations under the NSW Ministerial Code of Conduct (Ministerial Code) at all times. The Ministerial Code sets the ethical standards of behaviour required of Ministers and establishes practices and procedures to assist with compliance. Among other matters, the Ministerial Code requires Ministers to:

(a) disclosure their pecuniary interests and those of their immediate family members to the Premier.

(b) seek rulings from the Premier if they wish to hold shares, directorships, other business interests or engage in secondary employment (known as prohibited interests)

(c) identify, avoid, disclose and manage conflicts of interest.

(d) disclose gifts and hospitality with a market value over \$500.

A substantial breach of the Ministerial Code (including a knowing breach of any provision of the Schedule) may constitute corrupt conduct for the purposes of the Independent Commission Against Corruption Act 1988.

Credit Cards

- (125) Have you ever been issued with a credit card by a NSW Government department(s) and/or agency(s) since 28 March 2023?
(a) If yes, under what circumstance?
(b) If yes, what items and expenditure was undertaken?

I am advised:

Ministers and Ministerial Staff are not eligible to receive Departmental credit cards except in the case of overseas travel. In cases of overseas travel short-term cards will be issued and returned at the completion of official travel together with a travel diary for fringe benefit tax purposes. Where an NSW Government-issued credit card is provided the credit card must only be used for official overseas business trips and official business purposes, this includes for transport to/from the airport when departing/returning from the trip. NSW Government-issued credit cards for official business trips overseas will be held with government contract bankers and used within credit limits imposed. Credit cards are a useful means of expenditure control, but their use should never be for personal purposes. Costs associated with overseas travel are published on the NSW Government website in line with M2015-05.

- (126) Do public servants in your portfolio department(s)/agency(s) been issued with department/agency credit cards?

<p>I am advised: Cards are issued to staff according to business need and are managed in accordance with Treasury Policy TPP 21-02 Use and Management of NSW Government Purchasing Cards.</p>
<p>(127) If yes, what is the website URL of the credit card policy?</p>
<p>I am advised: The Purchasing Card Policy for the Cabinet Office is available on the Premier Department's website: https://www.nsw.gov.au/departments-and-agencies/premiers-department/access-to-information/policy-documents. The credit card policy for the Department of Communities and Justice is available here: https://arp.nsw.gov.au/assets/ars/attachments/TPP21-02-Use-and-Management-of-NSW-Govt-Purchasing-Cards.pdf</p>
<p>Department(s)/agency(s) desk or office</p>
<p>(128) Do you have a desk or office in your portfolio department(s)/agency(s) building(s)?</p>
<p>I am advised: I make use of an office in 52 Martin Place, NSW Parliament and my electorate office. When travelling, Ministers may make ad hoc arrangements to work for periods in Departmental offices.</p>
<p>Senior Executive Drivers</p>
<p>(129) As at 1 February 2025, how many senior executives in your portfolio department(s) / agency(s) have a driver?</p>
<p>I am advised: No seniors executives employed by the Department of Communities and Justice and The Cabinet Office have a driver.</p>
<p>GIPA Applications – Ministerial Office</p>
<p>(130) Has your Ministerial Office received a GIPA Application(s) since 28 March 2023? (a) If yes, how many? (b) If yes, what is the website URL of the disclosure log?</p>
<p>I am advised: Information concerning the obligations of a Minister's office as an agency under the Government Information (Public Access) Act 2009 (Act) is required to be submitted to the Attorney-General in accordance with section 125 (2) of the Act. The information is included in the annual report of the Department of Communities and Justice in accordance with sections 125 (3) and (5) of the Act. My Ministerial office complies with the Government Information (Public Access) Act 2009 (Act).</p>
<p>GIPA Applications – Department(s)/Agency(s)</p>
<p>(131) Since 28 March 2023, have you and/or your ministerial office given instructions to your portfolio department(s)/agency(s) in relation to Government Information (Public Access) Act application(s)?</p>
<p>I am advised: Under the Government Information (Public Access) Act 2009: An agency is not subject to the direction or control of any Minister in the exercise of the agency's functions in dealing with a particular access application. My office complies with the Government information (Public Access) Act 2009.</p>
<p>GIPA Act – Disclosure Log Website URL</p>

(132) What is the website URL for the GIPA Act disclosure log each of your portfolio department(s) / agency(s)?
I am advised: https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/disclosure-log https://dcj.nsw.gov.au/about-us/gipa/disclosure-log
TikTok
(133) Are you on TikTok? (a) If yes, do you access TikTok from a NSW Government device?
I am advised: The Circular DCS-2025-01 Cyber Security NSW Directive - Restricted Applications List advises how NSW Government agencies are required to appropriately manage risks to NSW Government information on government-issued devices, or personal devices that are used for government business.
Signal
(134) Are you and/or your ministerial staff on Signal? (a) If yes, do you access Signal from a NSW Government device? (b) If yes, does Signal comply with the State Records Act?
I am advised: Like the former Coalition Government, a range of communications are used by the NSW Government. I comply with the State Records Act 1998 and I expect all staff members to comply with their obligations under the State Records Act 1998.
Training
(135) Since 28 March 2023, have you had training from an external stakeholder that included an invoice and payment paid for using your ministerial budget? (a) If yes, what is the description of training? (b) If yes, how much?
I am advised: Ministers have undertaken a program of Ministerial induction training. Ministers have undertaken training on the Respectful Workplace Policy. Members of Parliament are provided with a Skills Development Allowance that may be used in a manner consistent with the Parliamentary Remuneration Tribunal Annual Determination. Any additional training may be met from Ministerial Office Budgets, which are managed in accordance with the Minister's Office Handbook.
Cabinet documents
(136) Since 28 March 2023, have you shared Cabinet documents with your Parliamentary Secretary?
I don't have a Parliamentary Secretary.
Parliamentary Secretary
(137) Does your Parliamentary Secretary have pass access to your ministerial office?
See answer to question 136.
(138) Does your Parliamentary Secretary have a desk in your ministerial office?
See answer to question 136.
(139) Has your Parliamentary Secretary ever used your Ministerial Vehicle?

See answer to question 136.

Media releases and statements

(140) Are all the ministerial media releases and statements issued by you publicly available at <https://www.nsw.gov.au/media-releases>?

(a) no, why?

I am advised:

The Department of Customer Service (DCS) is responsible for managing www.nsw.gov.au/media-releases and the publication of media releases.

Overseas Travel

(141) As Minister, do you approve overseas travel for public servants from your portfolio department(s)/agency(s)?

I am advised:

The NSW Government Travel and Transport Policy provides a framework for NSW Government travelling employees and covers official air and land travel by public officials using public money. Section 2.1 of that Policy sets out approvals required in relation to overseas travel. Further information in relation to the Policy can be found here: <https://www.info.buy.nsw.gov.au/policy-library/policies/travel-and-transport-policy>
NSW Treasury Policy and Guidelines – Annual Reporting Requirements (TPG-10) requires agencies to include information on overseas visits by officers and employees in agency annual reports.

Data Breaches

(142) Does your portfolio department(s)/agency(s) keep a register of data breaches in accordance with the Privacy and Personal Information Protection (PPIP) Act?

I am advised:

The Cabinet Office and Department of Communities and Justice each keep an internal register of eligible data breaches as required by section 59ZE, Part 6A of the Privacy and Personal Information Protection Act 1998 (PPIP Act). Agencies are required by section 59ZD to prepare, publish and make publicly available a data breach policy. The PPIP Act does not provide for the internal register to be made public.
Under clause 17, of Schedule 1 to the Government Information (Public Access) Act 2009, it is conclusively presumed that there is an overriding public interest against disclosure of information contained in a document prepared for the assessment of an eligible data breach under the PPIP Act, Part 6A, if the information could worsen a public sector agency's cyber security or lead to further data breaches.

(143) If yes to 38, what is the website?

I am advised:

The Cabinet Office and Department of Communities and Justice each keep an internal register of eligible data breaches as required by section 59ZE, Part 6A of the Privacy and Personal Information Protection Act 1998 (PPIP Act). Agencies are required by section 59ZD to prepare, publish and make publicly available a data breach policy. The PPIP Act does not provide for the internal register to be made public.
Under clause 17, of Schedule 1 to the Government Information (Public Access) Act 2009, it is conclusively presumed that there is an overriding public interest against disclosure of information contained in a document prepared for the assessment of an eligible data breach under the PPIP Act, Part 6A, if the information could worsen a public sector agency's cyber security or lead to further data breaches.

Discretionary Fund

(144) As Minister, do you have a discretionary fund?
(a) If yes, what department(s) / agency(s) administer it?
(b) If yes, what is the website URL detailing expenditure?

I am advised:

There is a Minister for Women Discretionary Fund, administered by Women NSW:
<https://www.nsw.gov.au/grants-and-funding/minister-for-women-discretionary-fund>

Qantas Chairman's Lounge

(145) Are you a member of the Qantas Chairmans Lounge?

I am advised:

The Constitution (Disclosures by Members) Regulation 1983 (Regulation) sets out Members' obligations to disclose relevant pecuniary and other interests in periodic returns to Parliament.

The Legislative Assembly Standing Committee on Parliamentary Privilege and Ethics Report on Review of the Code of Conduct, Aspects of Disclosure of Interests, and Related Issues (December 2010) notes that:

"Advice has been received from the Crown Solicitor that use of the Chairman's Lounge by invitation is not a "gift" for the purposes of clause 10 of the Regulation, as it does not involve disposition of property. However, when the membership leads to an upgrade valued at more than \$250, it becomes disclosable as a contribution to travel, and should be reported under clause 11 of the Regulation."

Clause 16 of the Regulation allows a Member to, at their discretion, disclose any direct or indirect benefit, advantage or liability, whether pecuniary or not.

Relevant disclosures have been made to The Cabinet Office and to the NSW Parliament.

Local Government Councillors

(146) How many of your Ministerial staff is a local government councillor(s)?

I am advised:

Ministerial staff are employed by Ministers, on behalf of the State, in their capacity as "political office holders" under Part 2 of the Members of Parliament Staff Act 2013. All Ministerial staff are required to comply with the NSW Office Holder's Staff Code of Conduct, including obligations to seek approval for secondary employment, and to take reasonable steps to avoid, and in all cases disclose, any actual or potential conflicts of interest (real or apparent).

Questions from Ms Abigail Boyd MLC

Regional loading

(147) Many domestic and family violence services in regional rural and remote areas do not receive any additional funding or loading despite the additional costs they incur to deliver services across vast geographical areas. Will the NSW Government consider a regional loading for all funding streams that provide domestic and family violence specialist services?

I am advised:

Domestic and family violence (DFV) specialist programs in rural, remote, and regional communities face challenges meeting the level of demand and complexity in these areas. This has resulted in the allocation of higher funding rates in regional and rural locations

when compared with metro locations for Staying Home Leaving Violence (SHLV) services in the recent procurement for 13 new services to expand access statewide.

The additional funding considers establishment funding for new providers, recruitment and retention of skilled workforce, servicing greater geographies, co-location and outreach opportunities, innovative referral pathways, management and coordination required with limited community services.

The regional loading will also be applied to annual funding for four place-based Aboriginal family violence models to be codesigned and delivered by ACCOs as part of the DFV Emergency Package crisis response.

Specialist children's workers

(148) Can you provide a breakdown of the \$48.1 million invested by the NSW Government to expand and extend the Specialist Workers for Children and Young People (SWCYP) program, including how much is for remuneration of the positions, how much is for the recruitment process, etc?

I am advised:

The Specialist Workers for Children and Young People (SWCYP) program enables flexible delivery in response to children and young people's individual strengths, needs, goals and circumstances. Funding is used for employment of specialist children and young people workers and may also be allocated to staff capacity building, supervision, professional development, or training for specialist workers that directly relates to improving service deliver for children and young people. The SWCYP service specifications were updated in June 2024 to allow for funding to also be used for flexible brokerage to support achievement of client case plan goals.

As services can use their funding flexibly for workforce and brokerage to support clients, we do not have a specific break down for the proportion of funding spend on positions or implementation activities including recruitment.

(149) In February 2025 in response to QON 3324 you advised there were 57 specialist workers employed. Of these, how many new positions have been filled since September 2024?

(a) Noting that under the SWCYP program funding model, services often support several refuges or provide outreach across multiple LGAs, can you provide a breakdown per LGA in which each of the 57 specialist workers are primarily employed?

(b) Can you provide an estimated breakdown of the various surrounding LGAs that each worker may support?

I am advised:

Since September 2024, 11 new positions have been filled. All of these positions are attached to the expansion of the program in the 10 new services.

(a) Workers are employed as caseworkers in refuges. Some workers provide support across multiple refuges and multiple LGAs. A list of LGAs where there are refuges who have SWCYP workers are below. :

- Sydney
- Armidale Regional
- Bathurst Regional
- Bega Valley
- Blacktown
- Blue Mountains
- Bourke
- Brewarrina
- Broken Hill

- Burwood
- Campbelltown
- Canterbury-Bankstown
- Central Coast
- Central Darling
- Clarence Valley
- Coffs Harbour
- Dubbo Regional
- Fairfield
- Forbes
- Griffith
- Gunnedah
- Hilltops
- Inner West
- Kempsey
- Lismore
- Narrabri
- Newcastle
- Orange
- Parramatta
- Penrith
- Shellharbour
- The Hills
- Tweed
- Wagga Wagga
- Wallgett
- Wollongong.

(b)The LGA coverage of refuges with SWCYP program are listed below. The list includes LGAs where the refuge is located and the surrounding LGAs that they service.

- Armidale
- Ballina
- Bathurst
- Bega Valley
- Bellingen
- Blacktown
- Bland
- Blayney
- Blue Mountains
- Bogan
- Bourke
- Brewarrina
- Broken Hill
- Burwood
- Byron
- Cabonne
- Camden
- Campbelltown
- Canada Bay
- Canterbury-Bankstown
- Carrathool
- Central Coast Council
- Central Darling
- Clarence Valley

- Cobar
- Coffs Harbour
- Coolamon
- Coonamble
- Cootamundra
- Cowra
- Cumberland
- Dubbo
- Eurobodalla
- Fairfield
- Forbes
- Gilgandra
- Griffith
- Gundagai
- Gunnedah
- Hawkesbury
- Hay
- Hilltops
- Inner West
- Junee
- Kempsey
- Kiama
- Kyogle
- Lachlan
- Leeton
- Lismore
- Liverpool
- Lockhart
- Murrumbidgee
- Nambucca Valley
- Narrabri
- Narrandera
- Narromine
- Newcastle
- Oberon
- Orange
- Parkes
- Parramatta
- Penrith
- Richmond Valley
- Shellharbour
- Snowy Valleys
- Strathfield
- Sydney
- Temora
- The Hills Shire
- Tweed
- Uralla
- Wagga Wagga
- Walcha
- Walgett
- Warren
- Warrumbungle Shire
- Weddin

<ul style="list-style-type: none"> • Wollondilly • Wollongong.
People using violence strategy
(150) In relation to the 'people using violence' strategy currently being developed, can you provide an estimated timeframe for the finalisation, launch and implementation of the strategy?
<p>I am advised:</p> <p>A final draft strategy is anticipated to go into the approval stage by mid 2025. The expected timeframe for launching and implementing the strategy will be determined through the approval process strategy.</p>
(151) What funding will be allocated to implement the strategy?
<p>I am advised:</p> <p>Funding to implement the strategy has not yet been allocated as the strategy is still in an early drafting phase.</p>
(152) What outcomes do you anticipate this strategy will deliver?
<p>I am advised:</p> <p>The outcomes of the strategy will be determined once the strategy is finalised.</p>
Common risk assessment and safety framework (CARAS)
(153) In relation to CARAS, which sectors will be prioritised in the roll out?
<p>I am advised:</p> <p>The NSW Common Approach to Risk Assessment and Safety Framework is currently under development, with consideration being given to how this activity will be implemented.</p>
(154) How much funding is the NSW Government investing to support the implementation of CARAS?
<p>I am advised:</p> <p>The NSW Common Approach to Risk Assessment and Safety Framework is currently under development and funding is yet to be determined.</p>
Lived experience advisory group
(155) Can you advise an estimated timeframe for when the group will be formed?
<p>I am advised:</p> <p>It is anticipated that the Lived Experience Advisory Group will be formed in the first half of 2025.</p>
(156) What role will the group have and how will they function?
<p>I am advised:</p> <p>It will be established as an advisory group.</p>
(157) How much influence will this advisory group have in determining the NSW Government's approach to domestic and family violence response and prevention?
<p>I am advised:</p> <p>The NSW Government is committed to listening to and learning from the NSW Lived Experience Advisory Group once established.</p>
NSW Aboriginal Domestic, Family and Sexual Violence Plan

(158) Are Aboriginal Affairs actively engaged in the development of the NSW Aboriginal Domestic, Family and Sexual Violence Plan?

I am advised:

Yes, Aboriginal Affairs are a key stakeholder in the development of the NSW Aboriginal Domestic, Family and Sexual Violence (DFS) plan and are also part of the DFS Board which is overseeing the development of the plan.

(159) What is in the NSW Government's plan to ensure that Aboriginal and Torres Strait Islander women and children who are experiencing domestic and family violence can access specialist and culturally safe services and support?

I am advised:

The first draft of the NSW Aboriginal Domestic Family and Sexual Violence plan is currently in development. The plan will be driven and informed by the shared knowledge and experience of Aboriginal people. This includes embedding the knowledge of best practice and works to enhance service access and responses to Aboriginal women and children experiencing, or at risk of experiencing violence.

Overarchingly the plan will be guided by the following principles:

- Self Determination - Solutions are led by Aboriginal people, communities, and their organisations with a focus on long term and generational change.
- Early Intervention and Prevention - Violence and abuse against Aboriginal women and children is prevented, and/ or addressed early.
- Recovery and Healing - An integrated service system supports recovery, healing and positive outcomes for Aboriginal women, children and men.
- Responses - Safety is paramount for Aboriginal individuals, families and communities.

(160) How much is the NSW Government investing in rolling this out?

I am advised:

\$1.5 million has been allocated to the development of the Plan. Any future investment in funding will be considered as part of future budget processes.

Migrant and refugee supports

(161) Will the NSW Government consider funding specific supports for migrant and refugee women experiencing violence as recommended in the Domestic Violence NSW Pre-Budget Submission:

(a) \$12 million over two years for a pilot program to provide victim-survivors from migrant and refugee backgrounds with increased access to culturally and religiously responsive support?

(b) \$3.45 million over two years for a pilot program for all funded women's refugees to provide essential support to women on temporary visas including living allowances, medical costs, food, clothing, transport, English language classes, document translation, immigration legal support costs?

See answer to question 78.

(162) Will the NSW Government commit to establishing a Domestic and Family Violence Migrant and Refugee Committee as a sub-committee or working group of the NSW Domestic and Family Violence and Sexual Assault Council, to inform whole-of-government strategies at the intersections of migrant and refugee communities and domestic and family violence?

I am advised:

A Multicultural Communities sub-committee of the NSW Domestic, Family and Sexual Violence Council is being established and is expected to meet in the first half of 2025.

It is expected that sub-committee will consider a range of matters, including those at the intersections of migrant and refugee communities and domestic, family and sexual violence.

(163) Has the NSW Government considered implementing a funding loading for women's refuges to support migrant and refugee victim-survivors, similar to the Victorian model which receives recurrent funding from the state government?

I am advised:

- Funding loading is not currently applied to women's refuges for to support migrant and refugee victim-survivors.
- All refuges operate using a No Wrong Door approach ensuring whoever is seeking support will receive some support, or will be assisted to find support, whenever they access a service provider.
- Services are also required to provide accessible and equitable services to victim-survivors from a range of backgrounds to feel safe and accepted, including women and children from migrant and refugee backgrounds.

Core & Cluster

(164) Why hasn't the NSW Government provided a funding increase to support women's refuges established prior to, and operating outside of, the Core and Cluster funding stream?

See answer to question 67.

(165) What supports, frameworks and training will be provided by the Department of Communities and Justice to those organisations who have been contracted to operate the core and cluster refuges but have not previously operated specialist domestic and family violence services, and may not have the necessary expertise to meet good practice guidelines?

I am advised:

The Sector Capacity and Capability Building program aims to strengthen Core and Cluster services in areas of governance, capacity, workforce development, & service delivery. The program is jointly delivered by The Department of Communities and Justice & Sector Peak bodies: ACHIA NSW, DVNSW Homelessness NSW (HNSW).

It includes the Aboriginal Workforce Development Project (AWDP) which are grants of up to \$90,000 per ACCO that can be used for self-determined workforce development needs. The Coolamon Project, also funded DCJ and delivered by the Aboriginal Community Housing Industry Association, provides tailored support to Aboriginal Community Housing Providers and Aboriginal Community Controlled Organisations or Aboriginal led consortia to build capacity for planning, tendering and delivering Core and Cluster services. In addition to the projects and grants offered above, Core and Cluster women's refuge service providers can also access other resources available for Specialist Homelessness Services (SHS) under the Industry and Workforce Development program; such as the SHS learning and development framework, accreditation support and practice guidelines. Domestic Violence NSW also has Core and Cluster resources available including information on things like trauma informed design and trauma informed service delivery.

Disability and domestic and family violence

(166) Following the Disability Royal Commission, will the NSW Government actively support the development of a five-year Action Plan for Women and Children with Disability to accompany the National Plan to End Violence against Women and Children 2022-2032?

I am advised:

Through the National Plan to End Violence Against Women and Children 2022-2032 (National Plan), all governments agreed that the findings of the Disability Royal Commission would guide future work to end violence against women and girls with disability.

On 16 August 2023, the Australian Government released the First Action Plan 2023-2027 (Action Plan) to drive delivery of the shared commitment under the National Plan to end gender-based violence in a generation.

Development of the action plan drew on the extensive consultation undertaken with diverse stakeholder groups. These consultations listened to the diverse lived experiences of people from regional and remote areas, Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse communities, LGBTIQ+ people, people with disability, young people and older people.

The first action plan is the first five-year action plan to drive the work needed to meet the objectives of the National Plan.

All governments are committed to applying a disability lens to the implementation of the 10 actions within the existing action plan, including ensuring that policy, program and service reform and change is responsive to the needs of women and girls with disability and that associated communication material and resources are accessible.

(167) When will the NSW Government amend its legislative definitions of family and domestic violence to include all relationships in which people with disability experience family and domestic violence, in all domestic settings, in line with Recommendation 8.24 of the Disability Royal Commission?

See answer to question 73.

(168) In relation to People with Disability Australia's (PWDA) Building Access Project which works to improve access to domestic and family violence services for disabled victim-survivors, how much funding did the NSW Government provide in each financial year from 2017-18 to 2024-25?

(a) Given the project's success, will the NSW Government commit to providing additional funding to expand the project across the state?

I am advised:

Building Access received the total amount of \$1,205,123.70 (ex GST) from 2017/18 to 2024/25. Any future investment in funding will be considered as part of future budget processes.

Animals and domestic and family violence

(169) What data does DCJ collect or hold on the number of people who decline temporary, crisis, transitional or social housing, or who are turned away, due to it not being animal-inclusive?

I am advised:

In the Specialist Homelessness Services data, no information is collected on unassisted requests (people turned away) due to the service not being animal-inclusive. This reason would be grouped in the "other" category.

(170) Does DCJ collect or hold data on the number of people with animals (and animals) who are being supported through SHS-funded services in NSW?

I am advised:

No. Data on animals or people with animals is not a part of the national Specialist Homelessness Services Collection.

(171) Given the importance of responding to domestic and family violence (DFV) perpetrated against animals, what funding is the NSW Government allocating to increase the capability of workers across the DFV, homelessness, community, local council, health, child and family, legal, law enforcement, animal welfare, veterinary and animal management sectors to identify and respond to risk related to animal abuse as a form of DFV?

I am advised:

Part of the NSW Government's emergency package provided additional funding to expand Staying Home Leaving Violence and the Integrated Domestic and Family Violence Service. Both these programs allow brokerage to be used for pet boarding to support emergency accommodation or veterinary costs from domestic and family violence related injuries.

Under the Core and Cluster program, each refuge must be pet friendly to allow women and children escaping DFV to bring their pets with them to safety, minimising disruption and helping create a safe and welcoming family environment.

The Department of Communities and Justice (DCJ) held 76 statewide coercive control workshops for DFV frontline workers incorporating Australia's National Research Organisation for Women's Safety national risk assessment principles which recognise 'abuse of pets and animals' as a high-risk factor for serious injury and lethality.

Questions directed to the Acting Ageing and Disability Commissioner

(172) DCJ has released the NSW Government's proposed framework for regulating the authorisation and use of restrictive practices, including to establish the role of a Senior Practitioner. Has the Commission had any involvement in the development of this proposed framework in the consultation paper?

I am advised:

DCJ consulted with the ADC in the development of the consultation paper and the feedback was considered in finalising the paper released for public consultation.

(173) From the proposal as it stands, it's deeply unclear as to whether the Senior Practitioner will be established under DCJ, or as an independent statutory authority as was recommended by the Disability Royal Commission. Given the role of the ADC in NSW, it would make sense for the role to be established here so that it is truly independent from DCJ and under a statutory authority. Do you think this is likely to happen?

(a) If so, are you concerned that the government won't properly fund the commission to be able to do so?

(b) What kind of funding do you anticipate would be required to properly fund this kind of role?

I am advised:

The institutional arrangements and funding for a Senior Practitioner are issues that will be considered carefully when analysing submissions on the proposed legislative framework.