Implementation Monitor Annual Report

2025-26

Companion Document: Appendices

Child Safety Reform
Implementation Monitor
TASMANIA

Acknowledgements

Acknowledgment of Country

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



Acknowledgment of Victim-Survivors

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

Child Safety Reform Implementation Monitor Annual Report 2025-26
Companion Document: Appendices

This document is a companion document to the Implementation Monitor Annual Report 2025–26, containing more detailed related material in the form of appendices.

© Office of the Child Safety Reform Implementation Monitor 2026

ISSN:3083-4694 (online)

Published by the Office of the Child Safety Reform Implementation Monitor

Excerpts from this publication may be reproduced, with appropriate acknowledgement, as permitted under the *Copyright Act 1968.*

An electronic version of this publication is available at oim.tas.gov.au.
For further information, please contact:

Office of the Child Safety Reform Implementation Monitor
GPO Box 1126, Hobart TAS 7001
contact@oim.tas.gov.au

Design by Cor Comms

Published September 2026

Contents

ACKNOWLEDGEMENTS 02

SUPPORT 04

Statewide Sexual Assault Support Line 04

Lifeline Services 04

Relationships Australia Tasmania 04

Kids Helpline 04

READING THIS COMPANION DOCUMENT 05

ABBREVIATIONS AND ACRONYMS 06

GLOSSARY 07

APPENDICES 12

Appendix A: Stakeholders met with in 2025-26 13

Appendix B: Overview of domains, indicators and measures 16

Appendix C: Global indicators 18

Appendix D: Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings 24

Appendix E: Royal Commission into Institutional Responses to Child Sexual Abuse 178

Appendix F: Independent Inquiry into the Department of Education's Responses to Child Sexual Abuse 215

Appendix G: Independent Child Safe Governance Review of the Launceston General Hospital and Human Resources 229

Appendix H: Weiss Independent Review into Paul Reynolds 233

FEEDBACK 241

Support

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

Statewide Sexual Assault Support Line

24/7 support from local specialist counsellors provided by the Sexual Assault Support Service (SASS) and Laurel House:
1800 697 877 (1800 MY SUPPORT)

Lifeline Services

Lifeline (National) - 24/7 Crisis support:
13 11 14

A Tasmanian Lifeline
8am–8pm, 365 days a year:
for support and referral
1800 98 44 34

13 Yarn
24/7 crisis support for Aboriginal
and Torres Strait Islander people:
13 92 76

Relationships Australia Tasmania

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

9am–5pm, Monday to Friday:
1300 364 277

Kids Helpline

24/7 support for children and young people provided by specialist counsellors:
1800 55 1800

Reading this Companion Document

This document contains eight appendices that provide the data that supports the findings and analysis presented in the Implementation Monitor's 2025-26 Annual Report. Below is an overview of how each appendix in this document aligns with the relevant parts of the Annual Report:

- **Appendix A** contains detailed information relating to the chapter on Stakeholder Engagement.
- **Appendix B** provides an overview of the Implementation Framework indicators used in the Annual Report.
- **Appendix C** contains agency child safeguarding mandatory training compliance data that has informed reporting against Indicator 20 of Domain Three of the Implementation Framework.
- **Appendix D** contains detailed recommendation appraisals for each of the Commission of Inquiry Volumes, as well as data relating to Domain Two of the Implementation Framework.
- **Appendix E** contains detailed recommendation appraisals for the Royal Commission into Institutional Responses to Child Sexual Abuse chapter, as well as data relating to Domain Two of the Implementation Framework.
- **Appendix F** contains detailed recommendation appraisals for the Independent Inquiry into the Department of Education's Response to Child Sexual Abuse chapter, as well as data relating to Domain Two of the Implementation Framework.
- **Appendix G** contains detailed recommendation appraisals for the Child Safe Governance Review of the Launceston General Hospital and Human Resources chapter, as well as data relating to Domain Two of the Implementation Framework.
- **Appendix H** contains detailed recommendation appraisals for the Weiss Independent Review into Paul Reynolds chapter, as well as data relating to Domain Two of the Implementation Framework.

Abbreviations and acronyms

The following table provides the full titles or meanings of abbreviations and acronyms used throughout this document.

Term	Full Title
BES	Business and Executive Services (a business unit of the Department of Police, Fire and Emergency Management)
CCYP	Commission for Children and Young People
COI	Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings
DECYP	Department for Education, Children and Young People
DoH	Department of Health
DPAC	Department of Premier and Cabinet
DPFEM	Department of Police, Fire and Emergency Management
ISO	Independent statutory officer
Justice	Department of Justice
LGBTIQA+	Lesbian, gay, bisexual, transgender, intersex, queer, asexual and other gender and sexually diverse people. It is important to recognise that this acronym does not cover all forms of sex, gender and sexuality diversity and is not intended to be limiting. The '+' after the acronym is in recognition of this, and points to the fact that there are other terms and language people might want to use to describe these experiences and concepts.

Term	Full Title
NRE Tas	Department of Natural Resources and Environment Tasmania
OIM	Office of the Implementation Monitor
RC	Royal Commission into Institutional Responses to Child Sexual Abuse
FR	Royal Commission, Final Report (2017)
JU	Royal Commission, Criminal Justice Report (2017)
WC	Royal Commission, Working with Children Checks Report (2015)
Rec	Recommendation
SES	State Emergency Service
SOSEY	Safeguarding Office in Schools and Early Years (an initiative led by the Department for Education, Children and Young People)
SRLS	Safety Reporting and Learning System
SSE	State service employee
THS	Tasmanian Health Service
TRB	Teachers Registration Board

Glossary

The following table provides definitions of key terms used throughout this document.

For consistency, the Office of the Implementation Monitor uses the same definitions of common terms as those used on the Keeping Children Safe website: www.keepingchildrensafe.tas.gov.au.

The Implementation Framework is also referred to throughout the Annual Report and appendices. The Framework is available on the Office of the Implementation Monitor website: www.oim.tas.gov.au/implementation-framework.

Term	Meaning
Agency	A Tasmanian Government agency that has responsibility to lead or contribute to the implementation of a monitored recommendation.
Appraisal	The process of collecting and analysing data provided by government agencies to assess the progress of the implementation of recommendations. This may occur as part of, or separate from, the annual reporting cycle.
Change for Children Strategy	The Tasmanian Government's 10-year strategy for upholding the rights of children by preventing, identifying and responding to child sexual abuse.
Child	A person who has not attained the age of 18 years.
Child abuse	The maltreatment of a child that includes neglect, physical abuse, emotional and psychological abuse, sexual abuse and exposure to or involvement in domestic or family violence. The abuser may be an adult or another child, direct or indirect, in-person or online.
Child Safe Governance Review	The Independent Child Safe Governance Review of the Launceston General Hospital and Human Resources (delivered 9 December 2022).
Child-centred approach	Prioritises the needs, rights, and wellbeing of the child. It ensures the child's voice is heard and respected, while fostering safe environments and offering tailored support to address their specific needs. This approach also involves children in decision-making processes where appropriate, empowering them in their journey toward healing and recovery. It emphasises creating child-friendly environments that encourage engaging children in ways that are age-appropriate, developmentally suitable, and considerate of factors affecting their decision-making abilities. It also seeks to strengthen protective factors and address risks by building on the strengths of both the child and their caregivers.
Child safe organisation	An organisation that consciously and systematically: creates an environment in which children's rights, safety and wellbeing are at the centre of thought, values and actions; engages with children and young people to create conditions that reduce the likelihood of harm; creates conditions that increase the likelihood of identifying potential harm; and responds to concerns, suspicions, allegations and disclosures of abuse.
Child safety system	The set of laws, policies, practices and services both within and outside of government, put in place to protect children and young people from harm or abuse.

Term	Meaning
Child sexual abuse	Any act that exposes a child or young person to, or involves a child or young person in, sexual activities that: • they do not understand • they do not or cannot consent to • are not accepted by the community or • are unlawful.
Children and young people	People under the age of 18.
Children and young people who have displayed harmful sexual behaviours	Children and young people who have displayed sexual behaviours that fall outside what may be considered developmentally typical or socially appropriate, and/or cause harm to themselves or others. When these behaviours involve others, they may include a lack of consent, reciprocity, mutuality, and may involve the use of coercion, shame, force, or a misuse of power. Harmful sexual behaviours evoke concerns about the development and wellbeing of the child, young person, or others involved, and where they involve other children or young people, the behaviours may cause significant harm and may be experienced as abusive by other children and young people involved. Harmful sexual behaviours may include illegal behaviours that require a criminal justice response. Harmful sexual behaviours can occur in any setting, including in person and online.
Commission of Inquiry	Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings
Compliance notice	A notice issued to an Agency Head under section 19(1) of the *Child Safety Reform Implementation Monitor Act 2024*.
Corrective Action	An action as defined under section 21(2)(d) of the *Child Safety Reform Implementation Monitor Act 2024* that the Implementation Monitor considers necessary to address a concern of theirs in relation to – (i) an Agency carrying out an implementation action; or (ii) the implementation of monitored recommendations generally.
Cultural safety	Cultural safety refers to an environment 'where there is no assault, challenge or denial of [a person's] identity, of who they are and what they need'. It refers specifically to Aboriginal and Torres Strait Islander peoples. This includes Aboriginal and Torres Strait Islander peoples' own assessment of their safety and capacity to engage meaningfully and on their own terms with a non Aboriginal and Torres Strait Islander person or organisation. This requires a non Aboriginal and Torres Strait Islander person or organisation to listen, enable and support these environments, with accountability to Aboriginal and Torres Strait Islander colleagues or service users.
Culturally and linguistically diverse	Australia's population includes many people who were born overseas or speak a variety of languages. Together, these groups of people are known as culturally and linguistically diverse populations or communities. However, some commentors view the term as increasingly problematic; for example, the Diversity Council of Australia suggests the term prioritises cultural and linguistic explanations of difference and is therefore insufficient for any meaningful discussion or understanding of race and racism.
Domain	A major area of work for the Implementation Monitor. Five Domains have been used to group key strategic activities and outcomes in the Implementation Framework.
Education Inquiry	The Independent Inquiry into the Department of Education's Responses to Child Sexual Abuse (August 2020) and led by Professor Stephen Smallbone and Professor Timothy McCormack.
Empowerment	The process of gaining freedom and power to do what you want or to control what happens to you.

Term	Meaning
Evaluation	A periodic, deeper inquiry that assesses the merit or contribution of an activity(/ies) using multiple sources of evidence. It is separate to routine monitoring – however, it may use any routine data collection available - and may be conducted internally or externally (commissioned).
Grooming	Behaviours that manipulate and control a child, their family, kin and carers or other support networks, or organisations. The intent of manipulation to: • gain access to the child • obtain the child's compliance • maintain the child's silence • avoid discovery of sexual abuse. Grooming can be done by people already well known to the child, including by a child's family member, kin or carer. Grooming can take place in person and online and is often difficult to identify. Behaviours related to grooming are not necessarily explicitly sexual, directly abusive or criminal. They may only be recognised in hindsight. Some grooming behaviours are consistent with behaviours or activities in non abusive relationships. In these cases, the main difference between acceptable behaviours and grooming behaviours is the motivation behind them. Online child grooming refers to the process of establishing and building a relationship with a child through the use of the internet or other technologies to facilitate sexual contact with that child, either physically or online. Online grooming may include perpetrators encouraging victims to engage in sexual activity or to send the perpetrator sexually explicit material. It may lead to perpetrators meeting the victim in person or blackmailing the victim to self produce explicit materials. To evade detection in the grooming phase, perpetrators may also convince the victim to migrate to and from multiple online platforms, including those using encrypted technologies
Implementation Action	A measure or action taken by an Agency, in response to, or to implement, a monitored recommendation.
Implementation Framework	The monitoring and evaluation framework the Office of the Implementation Monitor uses to guide how it monitors progress, assesses impact, and reports on the implementation of recommendations.
Implementation Monitor	The Child Safety Reform Implementation Monitor.
Incidence	The number of new cases of child sexual abuse each year.
Indicator	A single measure used to track progress towards an outcome.
Inquiry	An official investigation, set up by a government, conducted by an independent body, to examine matters of public concern about an event or set of events.
Institution	Includes a body, entity, organisation or a group of persons (incorporated or unincorporated), but does not include an individual or family.
Institutional betrayal	Wrongdoings perpetrated by an institution upon individuals dependent on that institution, including failure to prevent or respond supportively to wrongdoings by individuals committed within the context of the institution. When institutions cover up sexual violence, institutional betrayal undermines recovery. Institutional betrayal can occur in relation to isolated incidents, or systemic issues; it can include betrayal by omission, and betrayal by commission.
Institutional child sexual abuse	Abuse that occurs within, is enabled by or attributable to the premises, action, inaction, activities or operations of a government or non-government organisation and/or its employees/volunteers in the course of, or in connection with, their duties or on the premises by a third party (for instance another child). This may include child sexual abuse that has occurred on an organisation's premises or at other locations where the operations of the organisation are taking place.

Term	Meaning
Intent	The underlying purpose of a recommendation as set out in the relevant reform or inquiry report.
Intergenerational trauma	Intergenerational trauma refers to trauma that is passed from the first generation of survivors who have experienced trauma, down to future children, grandchildren, nieces, and nephews. If the trauma is unresolved, next generations have a higher risk of developing trauma symptoms. An example is where parents have been denied the right to develop safe attachments with their children and provide those children with predictable home environments. In that case, children may be vulnerable to developmental delay, poor education outcomes, interpersonal issues, disability, and higher chances of coming into contact with the criminal justice system. The likelihood of intergenerational trauma is high in families of Stolen Generation children.
Joint Sessional Committee	The Joint Sessional Committee of the Tasmanian Parliament on the Final Report of the Commission of Inquiry.
Key Strategic Activities	The essential actions the Implementation Monitor undertakes within a domain to influence change. They set direction and scope. They are not an exhaustive task list.
Lead Agency	The agency within the Tasmanian Government accountable for carrying out the actions necessary to implement the recommendation.
LGH Review	The Independent Child Safe Governance Review of the Launceston General Hospital and Human Resources (delivered 9 December 2022)
Metadata	Metadata refers to the headings used in the tables in the Appendices. Each heading describes what the column contains and how it should be interpreted.
Monitored recommendation	A recommendation from a relevant inquiry or review that the Implementation Monitor is responsible for monitoring under the *Child Safety Reform Implementation Monitor Act 2024*.
Monitoring	The routine collection and review of information against agreed indicators to check whether implementation is on track.
National Strategy	National Strategy to Prevent and Respond to Child Sexual Abuse 2021-2030
Offender	A person who is found by a court to have done something unlawful.
Organisation	An incorporated or unincorporated group, body, entity or institution. For example, a sports club, school, religious organisation, or government body. We use the term 'organisation' to describe any entity that provides, or has at any time provided, activities, facilities, programs or services of any kind that facilitates access to children by adults, including through their families. Where information relates to findings of the Royal Commission, we use the term 'institution'.
Outcomes	A desired condition that is specific enough to be measured. They are clear, unambiguous and high level statements that allow measurement of success (for example: children and young people are free from abuse and neglect). Long term outcomes refer to the sustained changes required to reduce the risk, extent and impact of child sexual abuse and related harms in Australia. Medium term or 'enabling' outcomes refer to the specific and measurable changes that are expected as a result of activities being implemented. Outcomes will be focused on the impact of activities for children and young people, victims and survivors, families, kin and carers, communities, and organisations and governments (though individual activities may not result in material changes for all of these groups).
Out-of-home care (care system)	The provision of care for children and young people who are unable to reside safely with their parents or usual caregivers. It includes placements such as foster care, kinship care, residential care and other approved care arrangements that provide for a child's safety, wellbeing and development.
People with disability	Includes, but not restricted to, those who have long-term physical, mental, cognitive, intellectual, or sensory impairments. People with disability have specific needs, priorities and perspectives based on their individual identities including their gender, age, sexuality, race, and cultural background, and can face additional barriers and inequities.

Term	Meaning
Perpetrator	An adult who has sexually abused a child or young person, but who may or may not have been convicted of this crime.
Place-based	Place-based approaches are collaborative and long-term and are ideally characterised by partnering and shared design, shared stewardship, and shared accountability for outcomes and impacts. These approaches target the specific circumstances of a place and engage local people as active participants in development and implementation, requiring government to share decision-making. Place-based approaches can complement the bigger picture of services and infrastructure. They engage with issues and opportunities that are driven by complex, intersecting local factors and requiring a cross-sectoral or long-term response.
Response	Any support provided to a service user by an organisation. This includes, but is not limited to, therapeutic/clinical interventions, cultural healing approaches, case management, legal advice/redress support, advocacy, peer support, and referral.
Review	An official assessment, set up by a government or government agency to check the effectiveness of its institutional quality assurance processes.
Royal Commission	The Royal Commission into Institutional Responses to Child Sexual Abuse (December 2027).
Safeguard	To protect a person's health, wellbeing and human rights, enabling them to live free from harm.
Sexual violence	In the Australian Bureau of Statistics' 2016 Personal Safety Survey, sexual violence is defined as the occurrence, attempt or threat of sexual assault since the age of 15. However, many researchers and clinicians in the field conceptualise sexual violence more broadly to encompass child sexual assault, sexual harassment, street based sexual harassment and image based abuse.
Staff	A paid worker employed or engaged by an organisation or institution
Standards	Tasmania's Child and Youth Safe Standards and Universal Principle to ensure Aboriginal Cultural Safety
Theory of Change	A visual and written explanation of how the Implementation Monitor's activities are expected to lead to short, medium and long-term outcomes. It also makes the assumptions, risks and challenges, and enablers explicit.
Trauma-informed	Approaches ensure practices, policies and culture recognise and respond to the effects of trauma on a person's wellbeing and behaviour. A trauma-informed approach is distinct from trauma-specific interventions or therapeutic treatments. These interventions are part of, but not the same as, a system-wide trauma-informed approach. A trauma-informed approach does not require a service to provide therapeutic treatment addressing the symptoms of trauma.
Victim-survivor	Refers to someone who has experienced sexual abuse as a child or young person.
Weiss Review	The Weiss Independent Inquiry into Paul Reynolds (28 June 2024).
Volunteer	A person who is acting on a voluntary basis (irrespective of whether the person receives out-of-pocket expenses).
Worker	Any person who carries out paid or unpaid work for or on behalf of an organisation or institution; includes staff and volunteers.
Young person	A child who has attained the age of 15 years, but who has not attained the age of 18 years.

Appendices

- **Appendix A:** Stakeholders met with in 2025-26 **13**
- **Appendix B:** Overview of domains, indicators and measures **16**
- **Appendix C:** Global indicators **18**
- **Appendix D:** Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings **24**
- **Appendix E:** Royal Commission into Institutional Responses to Child Sexual Abuse **178**
- **Appendix F:** Independent Inquiry into the Department of Education's Responses to Child Sexual Abuse **215**
- **Appendix G:** Independent Child Safe Governance Review of the Launceston General Hospital and Human Resources **229**
- **Appendix H:** Weiss Independent Review into Paul Reynolds **233**

Appendix A: Stakeholders met with in 2025-26

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

STATUTORY OFFICE HOLDERS

Catherine Whitington, Disability Commissioner

Isabelle Crompton, former Interim Commissioner for Children and Young People

Ros Cornish, Interim Commissioner for Children and Young People

Louise Coe, Independent Regulator

Ellen McKenzie, Integrity Commissioner

Marita O'Connell, Senior Practitioner

Martin Thompson, Auditor General

Grant Davies, Ombudsman

Jeremy Harbottle, Public Guardian

Professor Leah Bromfield, Director, Australian Centre for Children Protection, University of South Australia and former Commissioner of the COI

Kristen Wylie, Director, Tasmania Legal Aid

Daryl Coates, Director, Public Prosecutions

Sarah Kay, Solicitor General

STATE SERVICE AGENCY LEADS AND THEIR STAFF

Kathrine Morgan-Wicks, Head of State Service and Secretary, Department of Premier and Cabinet (DPAC)

Donna Adams, Commissioner, Department for Police, Fire and Emergency Management (DPFEM)

Ginna Webster, Secretary, Department for Education, Children and Young People (DECYP)

Kristy Bourne, Secretary, Department of Justice (Justice)

Dale Webster, Secretary, Department of Health (DoH)

Ross Smith, Assistant Secretary, DECYP

Robert Blackwood, Assistant Commissioner, DPFEM

Colin Shepherd, Deputy Secretary, Corrective Services, Justice

Jennifer Lee, Acting Deputy Secretary, Corporate, Strategy and Governance, Justice

Angela McCrossen, Executive Director, Justice Support Services, Justice

Amanda Russell, Deputy Secretary, State Service Management Office, DPAC

Courtney Hurworth, Chief Reform Lead, Keeping Children Safe, DPAC

Peter Whitcombe, Deputy Secretary, Child Safety and Youth Justice Operations, DECYP

Sharyn Cody, Director, Youth Justice Facility Reform, DECYP

Jonathan Higgins, Deputy Police Commissioner, DPFEM

Pauline van Adrichem, Deputy Secretary, Justice and Reform, Justice

Jodee Wilson, Deputy Secretary, Development and Support, DECYP

Mark Sivills, Director B-12 Provision, Development and Support, DECYP

John Furness, Director - Vocational Learning, Development and Support, DECYP

Sally Drake, Chair, Teachers Registration Board, DECYP

Dave Tilley, Acting Director, Teachers Registration Board, DECYP

Sam Gunner, Director, Keeping Children Safe Reform Unit, DPAC

Oliver Hinss, Director – Commission of Inquiry Response Taskforce, Justice

Elaina Deayton, Director – Strategy and Support, DPEFM

Harry Fawcett, Manager - Child and Youth Policy, DPEFM

Marnie Bower, Assistant Director, Commission of Inquiry Reform, Keeping Children Safe, DPAC

Rani Cavarretta, Assistant Director, Commission of Inquiry Reform, Keeping Children Safe, DPAC

Alice Blake, Deputy Director, Strategic Policy and Projects, DECYP

Sally Larner, Principal Policy Analyst, COI Implementation Unit, DECYP

Jenny Burgess, Deputy Secretary, Continuous Improvement & Evaluation, DECYP

James Burrows, Director, Office of the Secretary, DECYP

Sarah Darcey, Director, Victims Support Services, Justice

Tom Gunner, Manager – Child Safeguarding Taskforce, DoH

Tracey Turner, Director, Recovery and Child Safeguarding, DoH

Brett Noble, Manager - Aboriginal Youth Justice Reform, DECYP

Clare Wiseman, Director - Strategic Commissioning and Partnerships, DECYP

Carolyn Spotswood, Director, Aboriginal Partnerships, DPAC

Malcolm Schyvens, President, Tasmanian Civil and Administrative Tribunal, Justice

MEMBERS OF PARLIAMENT

The Hon Jeremy Rockliff MP, Premier

The Hon Guy Barnett MP, Deputy Premier

The Hon Eric Abetz MP, Treasurer

Cecily Rosol MP, Tasmanian Greens member for Bass

The Hon Jane Howlett MP, Minister for Women and the Prevention of Family Violence

David O'Byrne MP, Independent member for Franklin

The Hon Tania Rattray MP, Independent member for McIntyre

George Razay MP, Independent member for Bass

The Hon Jo Palmer MP, Minister for Education and Minister for Children and Youth

The Hon Felix Ellis MP, Minister for Police, Fire and Emergency Management

The Hon Meg Webb MP, Independent member for Nelson

The Hon Bridgit Archer MP, Minister for Health, Mental Health and Wellbeing

Helen Burnet MP, Independent member for Clark

JOINT SESSIONAL COMMITTEE - RECOMMENDATIONS OF FINAL REPORT OF THE COMMISSION OF INQUIRY

Members:

Legislative Council

The Hon Meg Webb MLC (Chair)

The Hon Sarah Lovell MLC

The Hon Cassy O'Connor MLC

House of Assembly

Cecily Rosol MP (Deputy Chair)

Jess Greene MP

Roger Jaensch MP

COMMUNITY SECTOR ORGANISATIONS

Deb Tsorbaris, CEO, Centre for Excellence in Children and Family Welfare

Kathryn Fordyce, CEO, Laurel House

Shirleyann Varney, CEO, Sexual Assault Support Services

Adrienne Picone, CEO, Tasmanian Council of Social Service

Todd Sculthorpe, Policy and Reform Lead, Tasmanian Council of Social Service

Janine Bush, CEO, National Centre for Action on Child Sexual Abuse

Chris Jones, CEO, Anglicare

Jodie Stokes, Regional Manager, Anglicare

Joana Cubillos, CEO, Multicultural Council of Tasmania

Dr Valmae Kitchener, Tasmanian OPCAT (Optional Protocol to the Convention against Torture and Cruel, Inhuman and Degrading Treatment) Network

Patrick Burton, Tasmanian OPCAT

Adj Assoc Prof Terese Henning, Tasmanian OPCAT

Prof Rob White, Tasmanian OPCAT

Bree Klerck, CEO, Tasmanian Family and Sexual Violence Alliance

Kristen Carroll, Senior Advisor Government Relations (Tasmania), Our Watch

Louise Falconer, Acting Director, Our Watch

Anne Mainbridge, Co-Convener, Amnesty Southern Group

Jane Unwin, Co-Convener, Amnesty Southern Group

Brigid Wilkinson, CEO, Council on the Aging

Wendy Moore, Nukara Project Manager, Tasmanian Aboriginal Centre

INDIVIDUALS

Peter Woolcott, Author, Woolcott Review

Radha Thomas (Sharma), Executive Lead, Woolcott Review

Anne Hollonds, former National Children's Commissioner

Regina Weiss, Author, Weiss Review

Katrina Munting, Director/ Lived Experience Consultant, Leaves of Change

Leanne McLean, University of Tasmania (former Children's Commissioner)

Shasta Holland, former Director, Office of the Family Violence Reform Implementation Monitor, Department of Premier and Cabinet (Vic)

Sky Mykyla, former Director Office of the Family Violence Reform Implementation Monitor, Department of Premier and Cabinet (Vic)

Tim Cartwright, former Family Violence Reform Implementation Monitor, Department of Premier and Cabinet (Vic)

Jan Shuard, former Family Violence Reform Implementation Monitor, Department of Premier and Cabinet (Vic)

GROUPS

Premier's Youth Advisory Council

OIM Evaluation Reference Group

OIM Evaluation Advisory Group

Tasmanian Child Safety Advisory Group

OIM Consultative Group

OIM Working Group

Chance for Change

Appendix B: Overview of domains, indicators and measures

The Theory of Change and its five domains provide a structured approach for the Implementation Monitor's oversight function. Each domain is supported by a set of indicators, which in turn use qualitative or quantitative measures to track reform progress. Indicators are the key tools to navigate through the Theory of Change. Some indicators are not collated based on monitoring specific recommendations but are derived from measuring global or system-level outputs and outcomes. The Implementation Framework is publicly available at www.oim.tas.gov.au and should be referred to for detailed definitions.

Table B.1 gives a brief overview of these elements and where they are listed in the Annual Report or Appendices. Indicators which are not listed below include medium and long-term measures and are scheduled for release in a phased approach in subsequent annual reports.

Table B.1. Implementation Frameworks domains and indicators

Domain	Indicator	Measure	Chapter or Appendix
1. Oversight	**1.** Trust in the Implementation Monitor's oversight	Interim measures from the independent rapid evaluation undertaken by First Person Consulting in late 2025 were used.	• Annual Report, Implementation Framework, Domain 1 • Appendix C
	2. Perceived independence		
	3. Confidence in transparent use of powers		
	4. Information-gathering powers	**4a.** No. of compliance notices issued	
	5. Contested status of recommendations	**5a.** No. and % of contested recommendations	• Annual Report, Implementation Framework, Domain 1 • Appendices D-H
	7. Assessment of conditions that enable implementation	**7a.** Assurance note	• Annual Report, Implementation Framework, Domain 1 • Appendix C
	10. Feedback or corrective actions	**10a.** No. and % of proposed corrective actions and feedback items for the next cycle	
	Indicators 6, 8, 9, and 11 are scheduled for release in a phased approach in subsequent annual reports.		

Domain	Indicator	Measure	Chapter or Appendix
2. Monitoring of Recommendation Implementation	**12.** Agency-reported implementation status	**12a.** No. and % of recommendations by status level	• Annual Report, Implementation Framework, Domain 2 • Appendices D-H
	13. OIM-assessed implementation status	**13a.** No. and % of recommendations by status level	
	14. Progress made	**14c.** Progress reported against each recommendation	
	15. Compliance with timelines (COI only)	**15a.** No. and % of recommendations that met timelines	
	Indicators 16-18 are scheduled for release in a phased approach in subsequent annual reports.		
3. Supporting Government Accountability and Processes	**19.** Public update coverage	**19a.** No. of in-scope reviews for which a public progress update in the reporting period was published	• Annual Report, Implementation Framework, Domain 3 • Appendix C
	20. Agency staff accountability	**20a.** No. and % of agency staff who have completed their agency's child safeguarding mandatory training	
	Indicators 21-22 are scheduled for release in a phased approach in subsequent annual reports.		
	23. Public update quality	**23a.** No. of published updates the implementation Monitor rates as sufficient, credible and relevant	• Annual Report, Implementation Framework, Domain 3 • Appendix C
	Indicators 24-25 are scheduled for release in a phased approach in subsequent annual reports.		
4. Embedding Lived Experience and Stakeholder Feedback	**26.** Number and rationale of engagements	**26a.** No. of Implementation Monitor run engagements in the reporting period	• Annual Report, Implementation Framework, Domain 5 • Appendix A
	27. Participants feeling safe and respected	**27a.** % of participants in Implementation Monitor run engagements reporting they felt safe and respected	• Annual Report, Implementation Framework, Domain 5 • Appendix C
	Indicators 28-30 are scheduled for release in a phased approach in subsequent annual reports.		
5. Evaluating Institutional Systems Change	**31.** Evidence is adequate for system reporting	**31a.** % of all recommendations that show relevance, credibility and sufficiency	• Annual Report, Implementation Framework, Domain 5 • Appendix A
	32. Access and cooperation	**32a.** Assurance note	• Annual Report, Implementation Framework, Domain 5 • Appendix C
	Indicators 33-34 are scheduled for release in a phased approach in subsequent annual reports.		

Appendix C: Global indicators

Global or system-wide indicators are not derived from the monitoring of specific recommendations. Instead, they rely on collecting additional data from sources, such as surveys, targeted operational data requests, or open-source socio-demographic outcome data.

INDICATOR 1

Trust in the Implementation Monitor's oversight

Measure: 1a. Percentage (%) of informed stakeholders reporting high trust that the Implementation Monitor is adequately overseeing implementation.

Data source: Independent Rapid Evaluation (First Person Consulting, 2025).

The evaluation found that 75% of respondents reported high or very high levels of trust and confidence in the Implementation Monitor's oversight role. Stakeholders identified openness, transparency and accessibility as key drivers of trust.

Data caveat: Findings are based on a limited stakeholder sample and should be considered an interim baseline until a dedicated stakeholder survey is implemented.

Refer to Reporting against the Implementation Framework Chapter, Domain One, in the Annual Report.

INDICATOR 2

Perceived independence

Measure: 2a. Percentage (%) of informed stakeholders agreeing that the Implementation Monitor's decisions are free from undue influence.

Data source: Independent Rapid Evaluation (First Person Consulting, 2025).

Stakeholder feedback indicated strong confidence in the Implementation Monitor's independence, with independence and accountability frequently identified as strengths of the oversight role.

Data caveat: Results reflect stakeholder perceptions rather than an objective assessment of independence and are based on early engagement experiences.

Refer to Reporting against the Implementation Framework Chapter, Domain One, in the Annual Report.

INDICATOR 3

Confidence in transparent use of powers

Measure: 3a. Percentage of informed stakeholders agreeing that the Implementation Monitor's powers are used transparently.

Data source: Independent Rapid Evaluation (First Person Consulting, 2025).

Most stakeholders agreed the Office had been clear about its role, functions and limitations, providing early evidence of confidence in the transparent exercise of powers.

Data caveat: Findings are based primarily on stakeholder interactions and communications, as formal statutory powers were not widely exercised during the reporting period.

Refer to Reporting against the Implementation Framework Chapter, Domain One, in the Annual Report.

INDICATOR 4

Information-gathering powers

Measure: 4a. Number of compliance notices issued, by agency.

Data source: Office of the Implementation Monitor administrative records.

No compliance notices were issued and no powers of entry or inspection were exercised during the reporting period.

Refer to Reporting against the Implementation Framework Chapter, Domain One, in the Annual Report.

INDICATOR 7

Assessment of conditions that enable implementation

Measure: 7a. The Implementation Monitor's qualitative judgment on whether agencies were adequately funded, staffed, and supported to deliver reforms.

Implementation Monitor's observation

The Implementation Monitor acknowledges that budget and resourcing decisions are a matter for Government. Fiscal restraint, recruitment restrictions and machinery of government changes during 2025-26 may affect agencies' capacity to implement monitored recommendations. The Implementation Monitor will continue to monitor these impacts and report on any implications for reform delivery.

Data caveat: Treasury has provided information to the Implementation Monitor on agency budget allocations; however, the data has not yet been assessed against agencies' budget bids, workforce allocations and machinery of government changes. As a result, the impact of funding changes on implementation activity cannot yet be fully determined.

Refer to Reporting against the Implementation Framework Chapter, Domain One, in the Annual Report.

INDICATOR 10

Feedback or corrective actions

Measure: 10a. Number and type of proposed corrective actions and feedback items for the next cycle.

Data source: Office of the Implementation Monitor administrative records.

No corrective actions were undertaken in this reporting period.

Refer to Reporting against the Implementation Framework Chapter, Domain One, in the Annual Report.

INDICATOR 19

Public update coverage

Measure: 19a. Number of in-scope reviews for which a public progress update is reported by the responsible agencies in the reporting period.

Data source: Office of the Implementation Monitor desktop review of public reporting, validated with agencies.

Public updates on implementation progress for all in scope reviews were identified in the last progress report on the Keeping Children Safe website www.keepingchildrensafe.tas.gov.au

Refer to Reporting against the Implementation Framework Chapter, Domain Three, in the Annual Report.

INDICATOR 20

Agency child safeguarding mandatory training compliance

In addition to the stakeholder survey data from the independent rapid evaluation undertaken by First Person Consulting in late 2025, the Office of the Implementation Monitor requested staff training data from seven government agencies. This data related to child safe training completion and frequency mechanisms. In some cases, data was requested for key output areas for larger agencies.

Whilst the initial request included data for employment types beyond the permanent and fixed-term categories (such as casual, volunteer and contractor employees), not all agencies were able to supply this. For example, DECYP's relief register was unable to distinguish casual employees from external contractors. As a result, these figures are not included in the data collection template below.

Some agencies also reported challenges in collating data across different human resources and learning management systems. It is important to note that agencies may have used slightly different assumptions, (e.g., including or excluding staff members on long-term sick or workers' compensation leave), when compiling their data.

Important: Whilst the *Child Safety Reform Implementation Monitor Act 2024* grants the Monitor an oversight function over all government entities listed in the *State Service Act 2000*, the training completion data collection exercise in this reporting cycle focused on the lead agencies as well as select government departments where frontline staff are likely to come in contact with young persons. Future reporting cycles may expand this to include additional government departments.

The child safe training data in Table C.1 has informed reporting against Indicator 20 for Domain Three of the Implementation Framework Chapter in the Annual Report.

How to read the metadata:

Item	Explanation
Lead or agency	Agency responsible for leading the response or government agency selected for the data collection
Output group	Business unit or division within the agency
Employment type	E.g. permanent, fixed-term, casual, volunteer, contractor
HR Headcount (A)	Employee count
Child safe training currency (B)	Learning completion count
20a. Child safe training currency (%)	Calculated by learning completion count (B) divided by employee count (A)
Refresher frequency	Training course refresher frequency as per policy

Table C.1. Agency staff completion rates of mandatory child safeguarding training (Indicator 20)

Lead	Output group	**Agency staff accountability** (Indicator 20)				
		No. and % of agency staff who have completed their agency's child safeguarding mandatory training **Domain 3**				
		Employment type	HR Headcount	Child safe training currency (LMS count)	20a. Child safe training currency (%)	Refresher frequency
DECYP	Schools & Early Years	Permanent and fixed-term	11,713	10,901	93.1%	Onboarding + annual refresher course
	Safety & Youth Justice		658	550	83.6%	
	Other		1,431	1,346	94.1%	
	All		13,802	12,797	92.7%	
DoH	Ambulance	Permanent and fixed-term	781	629	80.5%	Onboarding + annual refresher course
	THS		14,581	11,962	82.0%	
	DoH/Other		879	725	82.5%	
	All		16,241	13,316	82.0%	
	Ambulance	Casual	51	38	74.5%	Onboarding + annual refresher course
	THS		1,565	1,231	78.7%	
	DoH/Other		1	1	100.0%	
Justice	All	Permanent and fixed-term	1,888	1,425	75.5%	Onboarding only
DPAC	All	Permanent and fixed-term	565	519	91.9%	Onboarding + annual refresher course (Started in May 2026)

Lead	Output group	**Agency staff accountability** (Indicator 20)				
		No. and % of agency staff who have completed their agency's child safeguarding mandatory training **Domain 3**				
		Employment type	HR Headcount	Child safe training currency (LMS count)	20a. Child safe training currency (%)	Refresher frequency
DPFEM	Police/BES	Permanent and fixed-term	2,119	2,025	95.6%	Onboarding + annual refresher course
	Fire		654	640	97.9%	
	SES		47	45	95.7%	
	Fire/SES (SSEs)		129	125	96.9%	
	All		2,949	2,835	96.1%	
	Police/BES	Casual	25	23	92.0%	Onboarding + annual refresher course
	Fire	Volunteers	2,921	2,905	99.5%	
	SES		435	426	97.9%	
Homes Tas	All	Permanent and fixed-term	207	7	3.4%	No formal training policy Homes Tas will transition to Building Tasmania in December 2026
NRE Tas	All	Permanent and fixed-term	1,538	1,512	98.3%	Onboarding + annual refresher course

INDICATOR 23

Public update quality

Measure: 23a. Number of published updates that the Implementation Monitor rates as sufficient, credible and relevant.

Data source: Office of the Implementation Monitor desktop review of published updates.

Public reporting increasingly referenced specific recommendations and implementation actions, although reporting remained focused on activities and milestones rather than outcomes and impacts.

Data caveat: An assessment of each published update against the criteria was not undertaken in this reporting cycle.

Refer to Reporting against the Implementation Framework Chapter, Domain Three, in the Annual Report.

INDICATOR 27

Participants feeling safe and respected

Measure: 27a. % of participants in Implementation Monitor-run engagements reporting that they felt safe and respected, by participant type.

Data source: Independent Rapid Evaluation (First Person Consulting, 2025) and stakeholder feedback.

Stakeholders reported positive engagement experiences, with most respondents agreeing that engagement with the Office was constructive and respectful.

Data caveat: A dedicated participant survey was not conducted during the reporting period, therefore findings should be considered preliminary.

Refer to Reporting against the Implementation Framework Chapter, Domain Four, in the Annual Report.

INDICATOR 32

Access and cooperation

Measure: 32a. Assurance note confirming that the Implementation Monitor had adequate and timely access to information.

Data source: Office of the Implementation Monitor reporting and appraisal process records.

Implementation Monitor's observations

Agencies met reporting timeframes and engaged constructively with the appraisal process, supporting the development of a system-wide view of reform progress.

Refer to Reporting against the Implementation Framework Chapter, Domain Five, in the Annual Report.

Appendix D: Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings

This appendix complements the analysis and commentary in the Annual Report. Table D.1 data specifically relates to the Annual Report sections - Domain 2: Monitor Recommendation Implementation as well as the volumes relating to the Commission of Inquiry. The indicators offer a summary of each recommendation's progress. Table D.1 lists the detailed status update and progress made for each recommendation. This includes a summary of the actions taken and the Implementation Monitor's views. Table D.3 contains the detailed appraisals which have informed the Commission of inquiry reporting in the Annual Report.

Understanding implementation timelines

The Commission of Inquiry identified suggested timeframes for implementing its recommendations. The Tasmanian Government subsequently set out implementation timeframes in its response, Keeping Children Safe and Rebuilding Trust, in December 2023.

For this reporting cycle, the OIM assessed the timeliness of implementation against these Government timeframes. These timeframes were considered by the Implementation Monitor to be appropriate for implementation of the recommendations and provide the basis for the Government's implementation program.

In this appendix, "original" timeline refers to the implementation timeframe set out in the Government's response. "Revised" timeline refers to a subsequent change to the expected delivery timeframe. Government reported revised delivery timeframes through its August–October 2025 quarterly report.

INDICATORS 12 AND 13

Recommendation status as reported by agencies (12) and assessed by the OIM (13)

How to read the metadata in Table D1:

Item	Explanation
Lead	Agency responsible for leading the response
Status reported	Status reported by the agency (12a.) or assessed by the OIM (13a.) as per the 'Status Ladder'. See Implementation Framework
No. and %	No. and per cent of recommendations by status level

INDICATORS 14 AND 15

Progress made (14) and compliance with timelines (15)

How to read the metadata in Table D1:

Item	Explanation
Progress made	The extent recommendations have progressed based on the appraisal process (14a.)
No. and %	No. and per cent of recommendations where at least one action has been assessed as having taken place over the reporting cycle
Compliance with timelines	Delays against the original implementation timelines (15a.), and listed by Phase 1 (30 June 2024), Phase 2 (30 June 2026) and total delayed

INDICATOR 31

Evidence adequacy

How to read the metadata in Table D1:

Item	Explanation
Evidence adequacy	The extent evidence documents submitted against a given recommendation meet the relevant, credible and sufficient criteria (31a.). This is required for the appraisal to proceed with confidence
No. and %	No. and per cent of recommendations that meet all evidence adequacy criteria

Table D.1. Commission of Inquiry recommendation progress and status by agency

Lead	**Status reported by Agency** (Indicator 12) and **Implementation Monitor** (Indicator 13)	**12a.** Agency No. and % **Domain 2**		**13a.** Monitor No. and % **Domain 2**		**Progress made** (Indicator 14) **Compliance with timelines** (Indicator 15)	**14a.** One or more actions taken No. and % **Domain 2**		**15a.** Delays No. and % **Domain 2**		**Evidence adequacy** (Indicator 31)	**31a.** No. and % of recs **Domain 5**	
DECYP	**1.** Not Started	1	1%	1	1%	One or more actions taken	75	100%			Meets relevancy, credibility and sufficiency	75	100%
	2. In progress	25	33%	25	33%	No action taken							
	3. Subst. progressed	32	43%	32	43%	**TOTAL**	**75**	**100%**			Does not meet		
	4. Completed	17	23%	17	23%	Phase 1 (30 June 2024) - Delayed							
	5. Embedded change					Phase 2 (30 June 2026) - Delayed			41				
	x. Closed												
	TOTAL	**75**	**100%**	**75**	**100%**	**Total Delayed**			**41**	**55%**			
DoH	**1.** Not Started					One or more actions taken	24	100%			Meets relevancy, credibility and sufficiency	24	100%
	2. In progress	2	8%	2	8%	No action taken							
	3. Subst. progressed	1	4%	1	4%	**TOTAL**	**24**	**100%**			Does not meet		
	4. Completed	21	88%	21	88%	Phase 1 (30 June 2024) - Delayed							
	5. Embedded change					Phase 2 (30 June 2026) - Delayed			1				
	x. Closed												
	TOTAL	**24**	**100%**	**24**	**100%**	**Total Delayed**			**1**	**4%**			

Lead	Status reported by Agency (Indicator 12) and Implementation Monitor (Indicator 13)	12a. Agency No. and % Domain 2		13a. Monitor No. and % Domain 2		Progress made (Indicator 14) Compliance with timelines (Indicator 15)	14a. One or more actions taken No. and % Domain 2		15a. Delays No. and % Domain 2		Evidence adequacy (Indicator 31)	31a. No. and % of recs Domain 5	
Justice	**1.** Not Started					One or more actions taken	48	100%			Meets relevancy, credibility and sufficiency	48	100%
	2. In progress	12	25%	12	25%	No action taken							
	3. Subst. progressed	12	25%	12	25%	**TOTAL**	**48**	**100%**			Does not meet		
	4. Completed	24	50%	24	50%	Phase 1 (30 June 2024) - Delayed			1				
	5. Embedded change					Phase 2 (30 June 2026) - Delayed			16				
	x. Closed												
	TOTAL	**48**	**100%**	**48**	**100%**	**Total Delayed**			**17**	**35%**			
DPAC	**1.** Not Started					One or more actions taken	30	100%			Meets relevancy, credibility and sufficiency	29	97%
	2. In progress	16	53%	17	57%	No action taken							
	3. Subst. progressed	6	20%	6	20%	**TOTAL**	**30**	**100%**			Does not meet	1	3%
	4. Completed	8	27%	7	23%	Phase 1 (30 June 2024) - Delayed			5				
	5. Embedded change					Phase 2 (30 June 2026) - Delayed			12				
	x. Closed												
	TOTAL	**30**	**100%**	**30**	**100%**	**Total Delayed**			**17**	**57%**			
DPFEM	**1.** Not Started					One or more actions taken	8	100%			Meets relevancy, credibility and sufficiency	8	100%
	2. In progress					No action taken							
	3. Subst. progressed	1	13%	1	14%	**TOTAL**	**8**	**100%**			Does not meet		
	4. Completed	4	50%	4	50%	Phase 1 (30 June 2024) - Delayed							
	5. Embedded change	3	38%	3	38%	Phase 2 (30 June 2026) - Delayed			1				
	x. Closed												
	TOTAL	**8**	**100%**	**8**	**100%**	**Total Delayed**			**1**	**14%**			

Lead	Status reported by Agency (Indicator 12) and Implementation Monitor (Indicator 13)	12a. Agency No. and % Domain 2		13a. Monitor No. and % Domain 2		Progress made (Indicator 14) Compliance with timelines (Indicator 15)	14a. One or more actions taken No. and % Domain 2		15a. Delays No. and % Domain 2		Evidence adequacy (Indicator 31)	31a. No. and % of recs Domain 5	
ISO	**1.** Not Started					One or more actions taken	6	100%			Meets relevancy, credibility and sufficiency	6	100%
	2. In progress					No action taken							
	3. Subst. progressed	1	17%	1	17%	**TOTAL**	**6**	**100%**			Does not meet		
	4. Completed	5	83%	5	83%	Phase 1 (30 June 2024) - Delayed							
	5. Embedded change					Phase 2 (30 June 2026) - Delayed			1				
	x. Closed												
	TOTAL	**6**	**100%**	**6**	**100%**	**Total Delayed**			**1**	**17%**			
All agencies	**1.** Not Started	1	<1%	1	<1%	One or more actions taken	191	100%			Meets relevancy, credibility and sufficiency	190	99%
	2. In progress	55	29%	56	29%	No action taken							
	3. Subst. progressed	53	28%	53	28%	**TOTAL**	**191**	**100%**			Does not meet	1	<1%
	4. Completed	79	41%	78	41%	Phase 1 (30 June 2024) - Delayed			6				
	5. Embedded change	3	2%	3	2%	Phase 2 (30 June 2026) - Delayed			72				
	x. Closed												
	TOTAL	**191**	**100%**	**191**	**100%**	**Total Delayed**			**78**	**41%**			

INDICATOR 5

Contested status of recommendations

How to read the metadata in Table D2:

Item	Explanation
Lead	Agency responsible for leading the response
Contested recommendation status	The extent to which the Implementation Monitor does not agree with the agencies' self-reported implementation status during appraisal (5a.)
No. and %	No. and per cent of recommendations which are contested
List	Itemised list of recommendations

Table D.2. Commission of Inquiry contested recommendations

Lead	**Contested recommendation status** (Indicator 5)		
	5a. No. and % of recs **Domain 1**		**5a.** List **Domain 1**
DECYP			
DoH			
Justice			
DPAC	1	3%	Recommendation COI 21.04
DPFEM			
ISO			
TOTAL	1	<1%	

INDICATOR 14

Progress made

How to read the metadata in Table D3:

Item	Explanation
No., Lead and Status	Review recommendation number, agency responsible for leading the response and OIM appraised status in accordance with the status ladder set out in the Implementation Framework
Rec text	What the recommendation actually says
Implementation Status Update	The OIM appraiser's summary of the agency's activities, actions taken and progress made to implement this recommendation. Includes the status submitted by the agency and contested status (if applicable)
Timeline	Original implementation timeline as per the COI text, indication of delays and revised timeline (if applicable)

Table D.3. Commission of Inquiry appraisal of recommendations (Progress reported against each recommendation)

No., Lead & Status	Rec text	**Implementation status update** (Indicator 14)	Timeline
		COI Volume 3	
6.01 **DECYP** **Completed**	**1.** The Department for Education, Children and Young People should introduce and fund a mandatory child sexual abuse prevention curriculum as part of the mandatory respectful behaviours curriculum from early learning programs to Year 12, across all types of government schools (including specialist schools). **2.** This mandatory prevention curriculum should draw on expert evidence of best practice and successful approaches adopted in other states and territories, including South Australia's mandatory curriculum. **3.** The Department should develop a plan for sustained implementation of the mandatory prevention curriculum. The plan should: **a.** set out the goals and objectives of implementing the mandatory prevention curriculum **b.** define the roles and responsibilities of key participants **c.** include criteria for evaluating the curriculum. **4.** The Department should evaluate the effectiveness of the mandatory prevention curriculum five years after its implementation.	**Status submitted by agency:** Completed **OIM Appraisal:** DECYP have developed the Safe and Well: Respectful Relationships and Harm Prevention Curriculum and associated teaching, implementation and support resources. These activities have established the key foundations required to support delivery of respectful relationships, consent and child sexual abuse prevention education for students from Prep to Year 12. The infrastructure is in place to support curriculum rollout to align with the new school year. The statewide rollout and adoption across schools will be required before this recommendation could be assessed as embedded change. This includes implementation of the curriculum as a mandatory component of student learning, supported by planned professional learnings.	Original: Phase 2 – 30 June 2026
6.02 **DECYP** **Completed**	**1.** The Office of Safeguarding within the Department for Education, Children and Young People should focus primarily on safeguarding children in the education context, with a particular focus on prevention, risk identification, policy development and related workforce development. **2.** The Office of Safeguarding should not be involved in critical incident management beyond learning from systemic reviews and trend data.	**Status submitted by agency:** Completed **OIM Appraisal:** The Safeguarding Office in Schools and Early Years (SOSEY) was established to lead safeguarding in schools. The SOSEY 's work involves supporting cultural change and education about identification, prevention, early intervention and support in schools and the early years. For example, the SOSEY helps school Safeguarding Leads (a chosen staff member of a school) to create plans that identify and reduce things that could put student safety at risk while at school. The Office of Safeguarding Children and Young People (Safeguarding Team) is responsible for leading departmental safeguarding efforts and is a separate unit from the SOSEY. The Safeguarding Team is not involved in critical incident management beyond learning from systemic reviews and trend data. Rather, the Complaints Management Oversight unit in DECYP performs this function.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
6.03 **DECYP** **Completed**	**1.** The Department for Education, Children and Young People should make its child safeguarding policies publicly available, including policies on mandatory reporting, professional conduct, and responses to allegations and concerns about child sexual abuse. **2.** The Department should establish a regular review process for its child safeguarding policies.	**Status submitted by agency:** Complete **OIM Appraisal:** The following safeguarding-related policies and procedures are now available on the DECYP website: • 'Safeguarding Risk Management Procedure' • 'Conduct and Behaviour Standards for all workers' (General Conduct Standards) • 'Mandatory Reporting Procedure and the Step-by-Step Guidance for Concerns' • 'Information and Incidents of Child Abuse'. The webpage is monitored by the Safeguarding Team. The Policy Development, Management and Review Policy states that minor reviews of policies are to be completed annually and major reviews every five years.	Original: Phase 1 – 30 June 2024
6.04 **DECYP** **Completed**	The Department for Education, Children and Young People, in developing a professional conduct policy (Recommendation 20.2), should ensure: **a.** there is a separate professional conduct policy for staff who have contact with children and young people in schools **b.** the professional conduct policy for schools, in addition to the matters set out in Recommendation 20.02, specifies expectations outlined in other relevant school policies and procedures, including those covering online technology and a duty of care owed by staff members **c.** the professional conduct policy for schools spells out expected standards of behaviour for volunteers, relief teachers, contractors and sub-contractors **d.** the Department uses appropriate mechanisms to ensure compliance by volunteers, relief teachers, contractors and sub-contractors with the professional conduct policy for schools.	**Status submitted by agency:** Completed **OIM Appraisal:** The Conduct and Behaviour Policy and General Conduct Standards have been developed as an overarching framework for behavioural expectations for all DECYP workers. The Conduct and Behaviour Policy recognises that a breach of the General Conduct Standards may be taken to be a breach of the State Service Code of Conduct. The Conduct Standards for Workers in School and Child and Family Learning Centre Settings sits beneath this and applies specifically to DECYP workers in school and Child and Family Learning Centre settings. Each of these applies to all categories of workers, including volunteers, relief teachers, contractors and sub-contractors. This suite of materials is: • Collectively, a baseline for expectations and behavioural standards for workers • Shared through different platforms • Provided as part of mandatory safeguarding training. DECYP is developing a volunteer and contractor register as a central place to manage information about these cohorts, which will assist in ensuring compliance with relevant policies, procedures and protocols. Separately, DECYP has a 'Duty of Care to Children and Young People Policy' and 'Duty of Care for Students on Departmental Educational Sites Procedure' which talks to the Duty of Care obligations of DECYP workers.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
6.05 **DECYP** **Substantially progressed**	**1.** The Department for Education, Children and Young People should adopt and implement a training certification program that is mandatory for all education staff and volunteers. This training should be structured to provide basic and advanced levels of training for different role holders and targeted most directly at staff and volunteers operating in higher-risk settings. **2.** Training should cover: **a.** key safeguarding policies of the Department, including appropriate standards of behaviour between adults and students and what to do if child sexual abuse or harmful sexual behaviours are witnessed or disclosed **b.** relevant legal obligations, including requirements for reporting to Tasmania Police, Child Safety Services, the Registrar of the Registration to Work with Vulnerable People Scheme, the Independent Regulator under the *Child and Youth Safe Organisations Act 2023*, and the Teachers Registration Board. **3.** Training should be refreshed periodically and delivered at a time and in a format that will maximise engagement. It should be centrally recorded to monitor participation. **4.** The Department should work with the Teachers Registration Board to establish the minimum training requirements for teachers (Recommendation 6.15).	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** **Recommendation 6.05(1)-(3)** DECYP requires all workers to complete Safeguarding Training, which includes the following: • Mandatory Reporting training module; • Child Sexual Abuse Awareness training module; and • Acknowledgement that they have read and understood the 'Conduct and Behaviour Policy' and 'Schedule 1: General Conduct and Behaviour Standards for all workers' (General Conduct Standards). DECYP also requires volunteers and external providers working with or around children in the department to complete a safeguarding training video. Moreover, DECYP offers optional advanced training modules on its public website for volunteers and external providers at its sites, as well as anyone else in the community who wants to learn more about keeping children and young people safe. DECYP's Safe. Secure. Supported. Our Safeguarding Framework provides workers with additional information on how to understand, prevent, identify, and respond to child abuse. DECYP workers are also supported by the 'Mandatory Reporting Procedure' and accompanying guidance and flowcharts. DECYP has made significant progress in implementing a Volunteer and Contractor Management System. The system will allow DECYP to: • Identify and report on the numbers of volunteers, relief teachers, contractors, sub-contractors and others engaged across DECYP; • Record and confirm that volunteers, relief teachers, contractors and sub-contractors and others engaged across DECYP hold appropriate clearances; and • Record and report on completion of mandatory training of volunteers, relief teachers, contractors and sub-contractors and others engaged with DECYP. The Implementation Monitor welcomes the expansion of workers covered under its 'Volunteer and Contractor Management System'. **Recommendation 6.05(4)** DECYP has developed the Teachers Registration Bill 2026 (the Bill). Clause 68 of the Bill allows the Teachers Registration Board to prescribe or specify training and education requirements of registered teachers and persons who hold an alternative authorisation to teach.	Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Implementation Monitor's view The Monitor has advised DECYP that he is comfortable with DECYP extending its timeframe for completion on this recommendation to allow for final development and the passage of the Bill through Parliament.	
6.06 **DPAC** **In progress**	Summarised: Establish a Child-Related Incident Management Directorate to investigate child sexual abuse complaints and concerns (see full recommendation for further detail).	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC continues to work with other agencies to map existing child-related incident management processes within government. DPAC aims to identify any existing gaps through this exercise to understand where the directorate may best add value. DPAC has observed that existing arrangements across government partially address aspects of Recommendation 6.06. However, DPAC is currently working through the appropriate size and role of the directorate in light of existing systems. The Implementation Monitor has advised DPAC that he is open to considering changes to the implementation approach for this recommendation.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
6.07 **DECYP** **Substantially progressed**	**1.** The Department for Education, Children and Young People should develop guidelines that outline the ongoing supports that should be provided for victim survivors, families, staff and the school community when there are allegations or incidents of child sexual abuse by staff or harmful sexual behaviours. **2.** The guidelines should include policies, procedures, and templates for: **a.** Counselling and support – a counselling and support plan should be developed for victim-survivors and their parents and carers, other children or young people at the school, staff at the school, and the alleged perpetrator and their family. **b.** Risk assessment – a risk assessment should be conducted to determine whether there is any concern for the ongoing safety of other children and whether there may be other victim-survivors.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP have developed the Supporting Victim-Survivors Guidelines and associated materials. These include a Counselling and Support Plan, risk assessment requirements, communication protocols and adjustment resources for victim-survivors and other affected individuals. Together, these establish a framework for consistent and trauma-informed responses to allegations or incidents of child sexual abuse by a worker and harmful sexual behaviours across schools, Child Safety Services, Out of Home Care and Youth Justice settings. Finalisation of the guidelines and implementation of the new arrangements across relevant settings will be required before this recommendation can be assessed as complete. DECYP anticipates implementation will commence in August 2026.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. Informing responsibly – the Department should develop specific policies that outline what communications should be made by the Department, and to whom they should be made, at particular stages of a child sexual abuse matter. These policies should take account of all legal obligations and the importance of informing victim-survivors, parents and the community. Communication may be needed with children and young people, staff, School Association Committees, parents, previous students and other schools. **3.** Any policy outlining the communications that should be made by the Department should extend to matters where conduct does not amount to a criminal offence or where police do not proceed with charges but the matter is investigated as a possible breach of the State Service Code of Conduct, a professional conduct policy or reportable conduct under the Reportable Conduct Scheme. **4.** Guidelines should also be developed for Child Safety Services, out of home care and youth justice contexts.		
6.08 **DECYP** **Completed**	The Department for Education, Children and Young People should work with the Catholic and independent school sectors to adopt a statewide approach to responding to child sexual abuse in schools.	**Status submitted by agency:** Completed **OIM Appraisal:** Through collaboration with Catholic Education Tasmania and Independent Schools Tasmania, DECYP has established a statewide approach to responding to child sexual abuse in schools, including: • a cross-sector working group; • shared information sharing and safeguarding training tools and guidance materials; and • a Memorandum of Understanding that formalises safeguarding commitments and information-sharing arrangements across Tasmania's education sectors. **Implementation Monitor's view** It is the Monitor's view that these measures give effect to the intent of the recommendation and support a more consistent approach to safeguarding children and young people across school sectors. Sustained operation of the agreed arrangements, ongoing information sharing between sectors, and demonstrated effectiveness in supporting coordinated safeguarding responses would be required before the reform could be considered embedded change.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
6.09 **DECYP** **In progress**	The Department for Education, Children and Young People should develop detailed education-specific policies, protocols and guidelines for preventing, identifying and responding to harmful sexual behaviours in schools. The development of these policies, protocols and guidelines should be: **a.** led and informed by the Harmful Sexual Behaviours Support Unit (Recommendation 9.28) **b.** informed by the Tasmanian Government's statewide framework and plan to address harmful sexual behaviours (Recommendation 21.8).	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has established key foundations to support implementation of this recommendation and is progressing the: • establishment of the Harmful Sexual Behaviours Support Unit; • implementation of the Statewide Harmful Sexual Behaviours Framework (developed by DPAC); • analysis of current policy settings and cross-jurisdictional approaches; and • specialist procurement process to support policy development. These activities have informed the design and scope of the detailed education-specific policies, protocols and guidelines outlined by the recommendation. While DECYP have commenced important enabling work, the key deliverables required by the recommendation have not yet been completed. The policies, protocols and guidelines themselves remain under development and have not yet been finalised or implemented.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027
6.10 **DECYP** **Substantially progressed**	The Tasmanian Government should introduce legislation to: **a.** allow the Teachers Registration Board to compel relevant entities—including the Department for Education, Children and Young People, other employers of teachers, the Registrar of the Registration to Work with Vulnerable People Scheme, police, and Child Safety Services—to give the Board information or documentation that is relevant to child sexual abuse matters involving a registered teacher or a holder of a Limited Authority to Teach **b.** compel these relevant entities to notify the Teachers Registration Board when they become aware of allegations or suspicions of child sexual abuse by a teacher. Such entities should also be required to notify the Board if they begin any formal investigation that involves allegations or suspicions of child sexual abuse by a teacher or a holder of a Limited Authority to Teach, and the outcome of any investigation	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** As discussed in Rec 6.05, DECYP has developed the Teachers Registration Bill 2026 (the Bill). DECYP sought feedback from the Implementation Monitor on its approach to implementing Recommendation 6.10. Specifically, DECYP advised the Implementation Monitor that Recommendation 6.10(b) and (c) will be partially delivered through the Bill. **Recommendation 6.10(a)** Recommendation 6.10(a) is addressed by Clause 88 of the Bill. Clause 88 of the Bill allows the Teachers Registration Board (TRB) to compel information from 'a person' if the TRB believes they have information relevant to the TRB's functions and powers. The version of the Bill available to the Monitor defined 'a person' to include a Tasmanian public authority under the *Registration to Work with Vulnerable People Act 2013*. This means the TRB can compel information from Tasmania Police, DECYP, the Registrar of the Registration to Work with Vulnerable People Scheme (the Registrar), and Child Safety Services.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. allow entities, when investigating matters involving child sexual abuse by a registered teacher or holder of a Limited Authority to Teach, to jointly appoint investigators to investigate the matter, taking into account the different criteria required for investigations by the Department and the Board.	**Recommendation 6.10(b)** Under the Bill, an 'employer' is required to notify the TRB of four things: • Awareness of allegation • Suspicions • Investigation commencement • Investigation outcomes (clauses 108 and 109 of the Bill). On the other hand, a 'relevant entity' is required to notify the TRB of one thing: awareness of allegations. A 'relevant entity' includes: • an Agency in the *State Service Act 2000* (which includes Tasmania Police, the Registrar, DECYP and Child Safety Services) • an employer • prescribed persons. The Bill therefore does not meet the requirement for Tasmania Police, the Registrar, DECYP and Child Safety Services to notify the TRB of suspicions, investigation commencement and investigation outcomes (unless they are the 'employer'). Rather, the TRB will only receive a notification from these entities about allegations. DECYP explained to the Monitor that there are reasons that the Bill does not require a 'relevant entity' to notify the TRB at the other three stages. One of these reasons includes the complexity around other entities undertaking their own investigations. Furthermore, the TRB will already receive notifications at all four stages from the 'employer'. DECYP also expects that the 'employer' will notify the TRB on behalf of a 'relevant entity' about the relevant entity's investigation outcomes. Additionally, as referenced above, the TRB has statutory powers to compel information from Tasmania Police, the Registrar, DECYP and Child Safety Services. This means the TRB can compel the information from the 'relevant entity' if it isn't made available to it through the 'employer' or otherwise. The Bill also amends the *Child and Youth Safe Organisations Act* (CYSO Act) to allow entities, such as Tasmania Police, the Registrar, DECYP and Child Safety Services, to share information about matters listed under section 40(2) of the CYSO Act with the TRB and vice versa.	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Implementation Monitor's view The Implementation Monitor advised DECYP that he was comfortable with their proposed approach to implement Recommendation 6.10(b). The Monitor understood that the TRB has historically received most of its notifications through employers, and so the proposed approach is consistent with this practice. The Monitor will continue to engage with the TRB to ensure this approach is fit-for-purpose in practice. **Recommendation 6.10(c)** DECYP received advice from the Solicitor-General that it is unable to appoint joint investigators for departmental and TRB investigations. The Monitor accepts that DECYP is bound by this advice. The Monitor recognises that DECYP considered how to best implement the objectives of the COI within these legal constraints. DECYP has accordingly proposed inclusion of a provision for allowing joint interviews in the Bill (Clause 105). **Implementation Monitor's view** DECYP has developed the Bill after reviewing the *Teachers Registration Act 2000* and holding consultations. The Monitor has advised DECYP that he is comfortable with DECYP extending its timeframe for completion on this recommendation to allow for final development and the passage of the Bill through Parliament.	
6.11 **DECYP** **Substantially progressed**	The Tasmanian Government should: **a.** introduce legislation to amend the *Teachers Registration Act 2000* (or regulations) to require details of the prospective or current place of employment of a teacher (or a holder of Limited Authority to Teach) to be included on the Register of Teachers **b.** develop an electronic means of updating the Register of Teachers with details of the place of employment of a teacher (or a holder of Limited Authority to Teach) **c.** require employers to make updates to a teacher's place of employment— including when a teacher (or a holder of Limited Authority to Teach) begins working at the school or is no longer working at the school	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** As discussed in 6.05 and 6.10, DECYP has developed the Teachers Registration Bill 2026 (the Bill). **Recommendation 6.11 (a)** DECYP sought the Implementation Monitor's views on Recommendation 6.11(a). Specifically, DECYP were advised by the Office of Parliamentary Counsel that the prospective place of employment cannot be included in the Bill. Moreover, DECYP have also proposed to prescribe current place of employment through regulations via clause 26 and 27. The Implementation Monitor advised DECYP that he was comfortable with their approach, noting the constraints.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	d. fund the Teachers Registration Board to develop an upgraded, fit-for-purpose Customer Records Management System to enable the Board to maintain a Register of Teachers which can support information exchange in real time with other bodies working with children, and other jurisdictions.	**Recommendation 6.11 (c)** Clause 27 of the Bill requires notification to the TRB of changes to a 'relevant detail': • Within 14 days after the change occurs by the relevant person to whom the relevant detail relates. • Within 14 days of becoming aware of the change occurring by the employer of the relevant person to whom the relevant detail relates. The place where the relevant person is employed to teach is a 'relevant detail' under the Bill. Therefore, both the relevant person and employer are required to notify the TRB of changes to the place of employment of a teacher or person who holds a Limited Authority to Teach (LAT Holder). **Recommendation 6.11 (b) and (d)** DECYP established a Teachers Registration Board Customer Relationship Management System Replacement Project. The two major changes introduced through the project are: • The new Customer Relationship Management replacement, the Teacher Registration Information Portal. • The upgraded online portal TRB Online. TRB Online allows teachers and LAT holders to update their registration electronically in a more user-friendly way. For example, now teachers can access their registration details via mobile, with SMS reminders and credit-card payment processing. The system upgrades will also allow schools to: • View upcoming registration expiries of teachers and LAT Holders (including Registration to Work with Vulnerable People) • Share information through the in-portal secure inbox • Monitor the status of teachers and LAT Holders at a glance through the Dashboard. For the TRB, information management is now fully digital. **Implementation Monitor's view** The Monitor has advised DECYP that he is comfortable with DECYP extending its timeframe for completion on this recommendation to allow for final development and the passage of the Bill through Parliament.	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
6.12 **DECYP** **Substantially progressed**	The Tasmanian Government should introduce legislation to amend the *Teachers Registration Act 2000* to allow administrative infringement notices to be issued for noncompliance with the provisions of the Act that currently carry penalties in the form of fines.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** As discussed in 6.05, 6.10 6.11, DECYP has developed the Teachers Registration Bill 2026 (the Bill). The Bill allows the Tasmanian Registration Board (TRB) to issue and serve an infringement notice on a person if the TRB reasonably believes that the person has committed an infringement offence (clause 104). **Implementation Monitor's view** The Monitor has advised DECYP that he is comfortable with DECYP extending its timeframe for completion on this recommendation to allow for final development and the passage of the Bill through Parliament.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
6.13 **DECYP** **Substantially progressed**	The Tasmanian Government should introduce legislation to amend section 24B of the *Teachers Registration Act 2000* to: **a.** allow for the immediate rather than emergency suspension of registration or a Limited Authority to Teach when the Teachers Registration Board considers there is an unacceptable risk of harm to children **b.** allow the Board to suspend a person's registration or a Limited Authority to Teach where that person has been charged with a serious offence.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** As discussed in 6.05, 6.10, 6.11 and 6.12, DECYP has developed the Teachers Registration Bill 2026 (the Bill). The Bill allows the Teachers Registration Board (TRB) to suspend a person's registration or Limited Authority to Teach where the person has been charged with a serious offence. Moreover, the Bill also includes a provision that allows for the TRB to immediately suspend a registration under certain circumstances. The Monitor has advised DECYP that he is comfortable with DECYP extending its timeframe for completion on this recommendation to allow for final development and the passage of the Bill through Parliament.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
6.14 **DECYP** **Completed**	The Tasmanian Government, Department for Education, Children and Young People and the Teachers Registration Board should continue to advocate at the national level for an automatic mutual recognition scheme that takes into account risks to child safety and imposes measures to address these risks.	**Status submitted by agency:** Completed **OIM Appraisal:** The State of Tasmania has received an exemption from the Automatic Mutual Recognition (AMR) of interstate teachers' registration. This means that interstate teachers are still required to go through the Tasmanian application processes to teach in Tasmanian schools. DECYP has and will continue to advocate for changes in all relevant national education meetings and forums to the AMR scheme. This includes advocating for improved information-sharing between states and territories. The Exemption is until 30 June 2027, and the Government Relations and Strategic Legislation unit in DECYP intends to review and provide advice regarding the Exemption before its expiry. The Tasmanian Government has committed to extend the current Exemption until such a time as child safety issues are resolved nationally.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
6.15 **DECYP** **Substantially progressed**	**1.** The Tasmanian Government should introduce legislation to amend the *Teachers Registration Act 2000* to allow the Teachers Registration Board to set requirements for minimum training and ongoing professional development. **2.** The Teachers Registration Board should make child safeguarding training (Recommendation 6.5) a mandatory requirement for the granting of teacher registration and as part of ongoing registration requirements.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** As discussed in 6.05, 6.10, 6.11, 6.12 and 6.13, DECYP has developed the Teachers Registration Bill 2026 (the Bill). Clause 68 of the Bill allows the Teachers Registration Board to prescribe or specify training and education requirements of registered teachers and persons who hold an alternative authorisation to teach. The Monitor has advised DECYP that he is comfortable with DECYP extending its timeframe for completion on this recommendation to allow for final development and the passage of the Bill through Parliament.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
6.16 **DECYP** **Substantially progressed**	The Tasmanian Government should ensure the Teachers Registration Board is funded to perform its core function of regulating the professional conduct of teachers.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP and the education regulators are working collaboratively to develop a Sustainable Funding Methodology across all of the Tasmanian education regulators. Inputs have been considered including stakeholder consultation, benchmarking with comparable jurisdictions and analysis of staffing, workload and financial data. A funding methodology approach is under development, based on a transparent and evidence-based framework for determining sustainable funding requirements. This includes operational and non-staffing costs, and incorporates workload-based cost drivers, funding thresholds, business rules, and governance arrangements to support annual funding assessments. Further work is required to finalise the approach, embed the methodology within annual budgeting processes and establish ongoing governance and monitoring arrangements to support persistent application of the approach.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
		COI Volume 4	
9.01 **DECYP** **Completed**	The Tasmanian Government should provide one-off funding to help implement the Commission of Inquiry's recommended out of home care reforms and significantly increase ongoing funding of out of home care, including out of home care services provided by Child Safety Services (such as out of home care governance and case management).	**Status submitted by agency:** Completed **OIM Appraisal:** The 2024-25 State Budget included an additional $120 million of funding over four years to help meet increased costs of foster and kinship care, respite and salaried care and Special Care Packages. An additional allocation of $3.1 million has also been provided to establish a dedicated team (the Uplifting Care Implementation Team) to lead and progress out of home care reform. Although this recommendation is regarded as complete, significant ongoing work is required to identify the full cost of a quality out of home care system into the future. DECYP will continue to provide advice to Government on future funding requirements to improve out of home care provision as part of regular budget cycles.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.02 **DECYP** **In progress**	**1.** The Department for Education, Children and Young People should outsource the provision of all forms of out of home care to the non-government sector. **2.** The Department should maintain and improve its role in: **a.** the budgeting and purchasing of out of home care services from the non government sector **b.** establishing and leading the strategic plan and policy framework for out of home care **c.** monitoring the quality of out of home care **d.** providing case management and leadership in out of home care **e.** ensuring carers and staff receive adequate education and skill development **f.** responding to complaints and safety and wellbeing concerns about children in out of home care **g.** cross-sector (government and non-government) data collection, ICT infrastructure and public reporting **h.** carer registration and monitoring. **3.** The outsourcing of the provision of out of home care should be achieved through an orderly, staged and trauma-informed transition process and commissioning strategy. **4.** The Department should establish a minimum out of home care dataset and a plan for two-way data sharing between the Department and non-government out of home care providers.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has developed a strategic framework to support implementation of this recommendation through the: • Bright Lives: The Roadmap to Uplifting Care • Phase 1 Action Plan to Re-set our Foundations (2025–2026) These initiatives articulate the future vision for Tasmania's Care system. This includes the progressive transfer of care provision to the non-government sector while retaining government responsibility for strategic leadership, commissioning, oversight, quality assurance and monitoring functions. Planning and preparatory work has commenced to support implementation of the recommendation. This work includes the: • development of a service-level Model of Care; • establishment of commissioning and partnership arrangements; • consultation with carers, service providers and advisory groups; • review of transfer protocols; • analysis of service delivery models in other jurisdictions; and • consideration of future governance, accountability and quality assurance arrangements. Work has also commenced on supporting infrastructure, including the Out of Home Care Carer Register and Visibility Tool, commissioning reforms, contract management arrangements, and strengthened oversight of care placements and providers. The proposed approach is underpinned by a child-centred, rights-based and trauma-transformative operating model that clarifies future roles and responsibilities across government, non-government organisations, Aboriginal Community Controlled Organisations, carers and partner agencies, and establishes a framework for staged implementation of care system reforms. Further work is required to finalise the future outsourcing model, determine the proportion of care provision to be transferred to the non-government sector, continue to implement transition and carer transfer arrangements, and demonstrate the progressive transfer of care provision supported by mature commissioning, oversight, quality assurance and accountability mechanisms.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2028

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Implementation Monitor's view The Monitor acknowledges the significant amount of planning, governance and foundational work undertaken by DECYP. The Monitor also acknowledges that this task is more complex than envisaged by the COI and that additional time and preparation may be necessary. They are of the view that transition planning and key decisions regarding the future outsourcing model and the progressive transfer of care provision are required before the intended outcomes of the recommendation can be realised.	
9.03 **DECYP** **Substantially progressed**	**1.** The Department for Education, Children and Young People should develop new funding agreements with non-government out of home care providers that set quality and accountability requirements, including: **a.** compliance with the National Standards for Out-of-Home Care **b.** compliance with the Child and Youth Safe Standards **c.** provision of trauma-informed, therapeutic models of care (Recommendation 9.18) **d.** adoption of preventive measures for harmful sexual behaviours and child sexual exploitation **e.** only using carers who are registered on the Carer Register (Recommendation 9.20) **f.** governance and organisational structures to support monitoring and responding to child sexual abuse including grooming, harmful sexual behaviours and child sexual exploitation **g.** sharing relevant information about carers and children in their care **h.** quarterly reporting to the Department on these requirements **i.** periodic reporting of data against the outcomes framework (Recommendation 9.09).	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** **Recommendation 9.03 (1) and (2)** DECYP has updated its contract template for use in agreements with out of home care providers. The contract template now requires providers to: • Report their compliance with the *Child and Youth Safe Organisations Act 2023* (which includes preventative measures for harmful sexual behaviours and child sexual exploitation). • Report on key performance indicators specific to the provider. • Report on service delivery disruptions and financial statements. The contract template also required providers to report quarterly and periodically on certain measures to DECYP. Moreover, DECYP's contract template with providers now includes a clause that requires providers to deliver trauma-informed, therapeutic models of care. **Recommendation 9.03 (3)** DECYP is planning to establish a monitoring framework to support oversight of provider compliance with contracts. DECYP also intends to implement a volunteer and contractor management software solution. DECYP has established the Strategic Commissioning and Partnerships team within Child Safety and Youth Justice Operations. This team includes a Director, Strategic Commissioning and Partnerships and a Qualification Assessor. Additionally, DECYP is also currently developing a Commissioning framework.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	2. All funding agreements between the Department and non-government out of home care providers should require the Department to give providers: **a.** relevant information about carers and children in their care **b.** information about the provider's performance against the data outcomes framework and compliance with standards. **3.** The Department should monitor and audit non-government out of home care providers' compliance with contracts. **4.** The Tasmanian Government should resource non-government out of home care providers appropriately.	**Recommendation 9.03 (4)** The Tasmanian Government allocated additional funding in the 2026-2027 State Budget for out of home care. This included: • An additional $100.1 million over four years to strengthen baseline funding • $21.5 million over four years to provide up to 48 additional Child Safety Officers • $3 million over two years in Child Safety Workforce Incentives for the attraction and retention of frontline workers • $2 million per year to continue the uplift of Foster and Kinship Carer allowances. The 2026-2027 State Budget appropriation for Output 4.1 - Children Services is $234.4 million. This is an uplift of 55% from the 2023-2024 State Budget allocation (pre-COI) of $151.2 million. DECYP will commission an independent review to evaluate the Out of Home Care funding model in the next 12 months. Additionally, DECYP will continue to factor in funding increases during the renewal of procurement contracts based on feedback. **Implementation Monitor's view** The Monitor recognises that the Tasmanian Government has made a positive investment in out of home care funding since the COI. However, the Monitor is not yet convinced that the current investment is enough to ensure non-government providers are appropriately resourced. This may be the case, but the Monitor would like to speak with relevant stakeholders (i.e. peak bodies) to understand if it is. The Monitor accepts that the State Budget is a matter for the government of the day, not DECYP. The Monitor is aware that DECYP has made a genuine effort to advocate for enhanced funding and resourcing for out of home care. The Monitor would therefore assess DECYP's actions to implement this aspect of the recommendation as complete for this period. The Monitor also recognises that several contingencies exist in this recommendation. For example, the development of the Carer Register (Rec 9.20), the Outcomes Framework (Rec 9.09), and outsourcing care to non-government providers (Rec 9.02), to name a few. The Monitor is comfortable with DECYP nominating a revised timeline for completion to better account for these contingencies, should they wish to do so.	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.04 **DECYP** **Substantially progressed**	**1.** The Tasmanian Government should fund and restructure the Department for Education, Children and Young People to ensure (in addition to the current roles of Deputy Secretary for Keeping Children Safe, and the Executive Director for Youth Justice): **a.** there is separate executive-level responsibility for out of home care services **b.** there is separate executive-level responsibility for the combined areas of Child Safety Services, the Strong Families, Safe Kids Advice and Referral Line and family support services **c.** the classification level of these executive roles reflects the level of risk and responsibility carried by the positions **d.** the holders of these executive roles have knowledge and understanding in the area of child protection or out of home care and experience in providing strategic direction and leadership **e.** executive responsibility for child safeguarding in the education context is not combined with responsibility for child safeguarding in the children and family services context **f.** the role of Executive Director for Aboriginal Children and Young People is established and supported by an Office of Aboriginal Policy and Practice (Recommendation 9.07) **g.** the role of the Chief Practitioner is established and supported by an Office of the Chief Practitioner (Recommendation 9.17) **h.** expertise among members of the Department's executive is evenly balanced across the areas of education, Child Safety Services, out of home care, and youth justice	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** **Recommendation 9.04 (1)** DECYP has: • Separate executive-level responsibility for out of home care: Executive Director, Care and Custodial Support Services • Separate executive-level responsibility for Child Safety Services and Advice and Referral Line: Executive Director, Services for Children, Young People and Families • The classification of these executive roles reflects the risk and responsibility carried by the role holders • The role holders have relevant knowledge and experience • There are separate units for child safeguarding in the education setting and for the whole department: the Safeguarding Office in Schools and Early Years and the Office of Safeguarding Children and Young People. • Recruitment for the Executive Director, Office of Aboriginal Policy and Practice and the Chief Practitioner, Office of the Chief Practitioner, is underway. • Expertise is evenly balanced across the Child Safety Youth Justice Operations portfolio. • Policy and practice for out of home care and youth justice is led by executive leadership with relevant skills **Recommendation 9.04 (2)** DECYP has been restructured and now has a dedicated portfolio for Child Safety and Youth Justice, with new senior roles and expertise in place. Additionally, relevant senior staff have Key Performance Indicators (KPIs) in their Performance Development Plans (PDPs), including KPIs for cultural change and the prevention of child sexual abuse in Out of Home Care and Youth Justice. Support staff are aware of their senior executive's KPIs to ensure visibility and prioritisation. DECYP has also developed a Management Approach 2025–2030 (the Management Approach), which sets out how DECYP will strengthen its staff capability.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	i. the relevant specialist for out of home care and youth justice in the executive leads policy and practice development for those areas **j.** relevant centralised functions within the Department, such as human resources, procurement, and staff learning and development, address the distinct needs of schools, Child Safety Services, out of home care and youth detention.	The Management Approach aims to provide managers with the skills to deliver high-quality services. including: • Leadership capability • Data literacy and • System supports. DECYP is implementing the Management Approach over three phases: • Foundations for the Future (2025–26) • Accelerating Progress (2027–28) • Transformational Change (2029–30) DECYP's priority actions under the Management Approach for 2025-2026 include a Manager Induction Program launched in early 2026. The Manager Induction Program targets new, existing and emerging managers. The majority of participants are from the Child Safety and Youth Justice Operations Portfolio. The Manager Induction Program's first cohort of 45 participants completed their program on 27 April 2026 and have set growth goals to be achieved over the next 12 months. The next cohort (up to 60) will start the program in September. DECYP is monitoring other priority actions and intends to develop a 6-month report to the People, Safety and Wellbeing Executive Committee and Executive Leadership Team (ELT).	
9.05 **DECYP** **Completed**	**1.** The Department for Education, Children and Young People should establish a Quality and Risk Committee for Child Safety Services, out of home care, and youth justice. **2.** The Secretary of the Department should chair the committee. **3.** The functions of the committee should include monitoring: **a.** the system performance of the out of home care sector	**Status submitted by agency:** Completed **OIM Appraisal:** In May 2026, DECYP's Quality and Risk Committee (QRC) commenced operation. The Committee provides strategic oversight of the safety, quality and performance of Child Safety Services, Out of Home Care and Youth Justice. It includes key governance mechanisms to strengthen system-wide oversight, accountability and monitoring of children's safety and wellbeing. The Committee's Terms of Reference set out its authority, membership, reporting arrangements and responsibilities, including oversight of service performance, child safety and wellbeing outcomes, complaints handling, cultural safety, implementation of the Child and Youth Safe Standards and other metrics specified by relevant COI recommendations.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	b. the performance against the outcomes and reporting framework (Recommendation 9.09) **c.** children's safety and wellbeing in out of home care, including from child sexual abuse **d.** progress on implementing the Child and Youth Safe Standards and the National Standards for Out-of-Home care **e.** practices in youth detention, including in relation to searches, isolation and the use of force (Recommendations 12.31, 12.32 and 12.33). **4.** The committee should report routinely to the Commission for Children and Young People.	Regular performance, quality and risk reporting has been incorporated into the Committee's oversight framework to support continuous improvement across the child safety, care and youth justice systems. The Implementation Montior views this recommendation as complete. The governance mechanism to provide ongoing oversight, monitoring and accountability for children's safety, wellbeing and system performance has been established.	
9.06 **DECYP** **Completed**	**1.** The Department for Education, Children and Young People should, in consultation with the Commission for Children and Young People (Recommendation 18.06), develop an empowerment and participation strategy for children and young people in out of home care. This strategy should have regard to best practice principles for children's participation in organisations at the individual and systemic levels. **2.** The empowerment and participation strategy should include: **a.** establishing a permanent out of home care advisory group to be involved in developing the out of home care strategic plan (Recommendation 9.8) and have ongoing input into the out of home care system **b.** building engagement with children into the Department's quality assurance and continuous improvement activities under the strategic plan (Recommendation 9.8) **c.** implementing the Viewpoint online questionnaire without delay **d.** regular monitoring and evaluation of the effectiveness of the empowerment and participation strategy.	**Status submitted by agency:** Completed **OIM Appraisal:** DECYP has implemented a range of mechanisms to strengthen the participation of children and young people in decisions that affect them. This includes the establishment of Child Advocate functions and implementation of the Participation and Empowerment Strategy. Participation initiatives enable children and young people with lived experience to inform policy, service design, decision-making and system reform. DECYP has also redesigned the Youth Voice Survey, now named the My Voice Matters tool. This has been developed in partnership with children and young people with care experience, to support participation in care planning and decision-making processes. DECYP's July 2025 evaluation of the pilot informed the redesign and enhancement of the tool to improve accessibility, participation and responsiveness. Children and young people are also contributing to ongoing policy and reform activities through established participation mechanisms. This includes the Uplifting Care Youth Advisory Group, which has provided input into strategic reforms, participation resources, complaints processes, rights-based approaches, care system reforms and service design initiatives. These arrangements are supported by broader organisational reforms that seek to embed child-centred practice, participation and children's rights across departmental operations.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	3. The out of home care permanent advisory group should: **a.** include children, young people and young adults up to the age of 25 years with current or previous experience of out of home care in Tasmania, including Aboriginal people and people with disability **b.** have clear terms of reference developed in consultation with children, young people and young adults with experience of out of home care **c.** enable its members to participate in a safe and meaningful way and express their views on measures to empower children and young people in out of home care **d.** meet regularly, be chaired by a person independent of the Department and be attended by a senior departmental leader **e.** be adequately funded and resourced.	The Implementation Monitor acknowledges that DECYP has established and implemented ongoing participation and empowerment mechanisms that enable children and young people to express their view and influence decisions that affect them that lead to meaningful system reform. Future evaluation by DECYP and the Monitor is required to determine the effectiveness of these mechanisms in influencing decision-making and achieving sustained, embedded change across departmental practice and culture.	
9.07 **DECYP** **Substantially progressed**	The Department for Education, Children and Young People should appoint an Executive Director for Aboriginal Children and Young People for the whole of the Department. The office holder should: **a.** report directly to the Secretary **b.** be supported by a sufficiently resourced Office of Aboriginal Policy and Practice **c.** oversee and report on the implementation of the Aboriginal and Torres Strait Islander Child Placement Principle (Recommendation 9.15) **d.** facilitate departmental engagement and build partnerships with Aboriginal communities **e.** promote and help establish recognised Aboriginal organisations (Recommendation 9.15)	**Status submitted by agency**: Substantially progressed **OIM Appraisal:** DECYP developed the Statement of Duties for the Executive Director of the Office of Aboriginal Policy and Practice with input from the Tasmanian Aboriginal Centre and the Aboriginal Reference Group. The Executive Director will: • Report directly to the Secretary • Be supported by the Office of Aboriginal Policy and Practice • Oversee and report on the Aboriginal and Torres Strait Islander Child Placement Principle • Help facilitate DECYP engagement and build partnerships with Aboriginal communities • Promote and help establish recognised Aboriginal organisations • Help ensure Aboriginal culture, views and interests are represented in all DECYP activities	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	f. ensure Aboriginal culture, views and interests are represented in all departmental activities **g.** promote cultural safety for Aboriginal staff and Aboriginal children and families who come into contact with the Department **h.** increase recruitment of Aboriginal staff in the Department **i.** participate in the Quality and Risk Committee at least every six months in discussions about the number of Aboriginal children in out of home care, the proportion of Aboriginal children placed with Aboriginal carers, the proportion of Aboriginal children in out of home care with a cultural support plan, reunification rates for Aboriginal children and other key performance indicators to be agreed with the Quality and Risk Committee.	• Promote cultural safety for Aboriginal staff and Aboriginal children and families who come into contact with DECYP • Work towards increasing recruitment of Aboriginal staff in DECYP • Participate in the Quality and Risk Committee DECYP advised the Monitor that the advertising process for the Executive Director position will be guided by a culturally safe approach, including use of Koori Times, National Indigenous Times, Seek and Find. DECYP has undertaken foundational work to ensure the success of the Office of Aboriginal Policy and Practice. This has included: • Relationship building with Aboriginal Community-Controlled Organisations (ACCOs) across child safety, care and youth justice; • Increased and targeted investment in ACCO delivered services, supporting Aboriginal self-determination and culturally safe responses; and • Deeper partnership-based approaches to policy development, commissioning and service reform, including through Uplifting Care and broader system reform activity. Moreover, DECYP has also developed the Statements of Duties for members of the Office of Aboriginal Policy and Practice, including the Aboriginal Executive Services and Project Support Officer, Aboriginal Senior Project Officer and Manager. **Implementation Monitor's view** DECYP proactively sought the Monitor's views about what the completion point is for Recommendation 9.07. The Monitor advised DECYP that he would need to be satisfied that the Office of Aboriginal Policy and Practice was sufficiently resourced.	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.08 **DECYP** **Substantially progressed**	**Summarised:** Develop a strategic plan for the Out of Home Care system (see full recommendation for further detail).	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP is implementing this recommendation through the development and release of: • Bright Lives: the Roadmap to Uplifting Care 2024–2029; and • the accompanying Phase 1 Action Plan (2025–2026). Together, these documents establish a strategic framework for reform of Tasmania's out-of-home care system. This includes a vision, strategic directions, implementation priorities, governance arrangements and mechanisms for monitoring and evaluation. The Roadmap was informed by children and young people with care experience, carers, Aboriginal organisations, service providers and other key stakeholders. The Roadmap also establishes a phased implementation approach, with multiple reform actions scheduled for delivery across future phases, including development of subsequent action plans, implementation of system reforms, establishment of oversight mechanisms, and development of outcomes and reporting frameworks. **Implementation Monitor's view** The Implementation Monitor is comfortable that DECYP's Roadmap for reform of the out-of-home care system and established governance arrangements is substantially progressed to support its delivery and meeting the intent of this recommendation. However, further work is required to implement the full program of reform outlined in the Roadmap, including future phases of implementation, and to demonstrate achievement of the intended system outcomes. The Monitor also notes that implementation of this recommendation may change with DECYP's broader out of home care system changes and considerations after engagement with children and young people.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.09 **DECYP** **Substantially progressed**	The Department for Education, Children and Young People should: **a.** establish an outcomes and performance reporting framework against which it can measure the performance of the out of home care sector, including in relation to child safety **b.** develop the data capability to enable reporting against the framework **c.** routinely report against the framework.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** As at June 30 2026, DECYP plans to release the Child Safety, Care and Youth Justice Outcomes Framework (the Outcomes Framework) in July 2026. The Outcomes Framework is direction-setting and describes the outcomes DECYP is working toward for children and young people across Child Safety, Care and Youth Justice. DECYP explained that their approach with the Outcomes Framework is underpinned by a philosophy of "test, try and learn". Simply put, DECYP recognises that the Outcomes Framework, including implementation, measurement and reporting capability, will need to evolve over time. The initial implementation period is therefore intended to test and strengthen measures, reporting products, governance arrangements and data capability while use of the Outcomes Framework begins. Initial reporting on the Outcomes Framework will prioritise using tested measures and indicators where data is already available or could be reported upon with minor refinement. DECYP will continue to strengthen its ways of collecting data for more complex measures like the child and young person experiential measures and plans to progressively introduce these measures as data collection mechanisms and reporting capability mature. DECYP continues to undertake work to develop its data capability over time and is developing a reporting framework to support routine reporting against the Outcomes Framework through the Quality and Risk Committee. **Implementation Monitor's view** DECYP proactively sought advice from the Monitor on the completion point for Recommendation 9.09. The Monitor advised DECYP that: • Firstly, the Outcomes Framework would need to be in a final form (i.e. not a draft) • Secondly, DECYP would need to be able to show it has sufficient data capability for the initial reporting, and outline its steps to build on this capability • Thirdly, at least one round of internal reporting against the Outcomes Framework would need to have occurred.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		The Monitor is supportive of DECYP's "test, try and learn" approach and is therefore comfortable with DECYP seeking an extension on its timeframe for completion of Recommendation 9.09. The Monitor considers that Recommendation 9.09 is a crucial body of work that should not be rushed to achieve a milestone of 'complete'. Instead, the Monitor would prefer that DECYP's priority be on getting the Outcomes Framework right, so that when it is finalised, it can drive continuous improvement throughout DECYP.	
9.10 **DECYP** **In progress**	The Department for Education, Children and Young People should develop a workforce strategy for the child and family welfare sector to pursue the following objectives: **a.** an increase in staff numbers and retention **b.** workplace conditions that make the sector a more attractive employer, particularly in the Department **c.** a reduction in unplanned staff vacancies, particularly in the Department **d.** promoting staff wellbeing, at the individual and system levels, including by addressing the causes and effects of trauma and vicarious trauma **e.** a workforce equipped with the knowledge and skills to respond effectively to the needs of children and families.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has commenced implementation of this recommendation through establishment of the Children and Youth Workforce Roundtable and development of a Child and Family Welfare Sector Workforce Strategy. Together, these initiatives will provide the foundation for future workforce reform activities. The strategy's scoping and design framework is currently under development and will establish a shared evidence base and system-wide understanding of workforce conditions, capability requirements, workforce pressures and sustainability challenges across the children, youth and family services sector. Key challenges identified to date include recruitment and retention pressures, capability gaps, workforce wellbeing concerns and the need for coordinated workforce planning across government and non-government services. The Implementation Monitor is comfortable that initial work has commenced to develop the evidence base and governance mechanisms required to support a sector-wide workforce strategy.	Original: Phase 3 – 30 June 2029
9.11 **DECYP** **In progress**	**1.** The Department for Education, Children and Young People should establish mandatory core knowledge requirements for Child Safety Officers, which include an understanding of: **a.** child sexual abuse, including grooming, harmful sexual behaviours and child sexual exploitation **b.** the effects of trauma, trauma-informed care and therapeutic responses to trauma **c.** ethical and professional conduct. **2.** The Department should ensure Child Safety Officers attain this knowledge during their induction period.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has commenced implementation of this recommendation through development of Putting Children First: Our Child Safety Approach. The document establishes a child-centred, rights-based operating model for Child Safety and Care services, including guiding principles, service delivery expectations, governance arrangements and workforce practices. The approach was informed by consultation with children and young people with care experience, carers, Aboriginal organisations, service providers and staff. The Child Safety Approach is currently a live and provisional document that is being tested through implementation prior to finalisation and embedding across the service system through a service-level model of care for Care Services and workforce training.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	3. The Department should provide regular refresher training and continuous professional development opportunities to enable Child Safety Officers to continue to advance their knowledge and skills (advanced professional development). **4.** In its role of overseeing the out of home care system, the Department should: **a.** determine the core knowledge and skills required for staff in non-government organisations providing carer assessment and support, and for residential, foster and kinship carers **b.** ensure non-government out of home care staff and carers have access to professional development in core knowledge and skills, recognising existing high-quality training available in Tasmania and developing or funding new training where required.		
9.12 **DECYP** **Substantially progressed**	**1.** The Department for Education, Children and Young People should ensure the Foster and Kinship Carers Handbook is updated to include: **a.** information applicable to all carer types **b.** more information on child sexual abuse, including harmful sexual behaviours and child sexual exploitation **c.** mandatory reporting requirements for carers **d.** the professional conduct policy for foster and kinship carers. **2.** The Department should: **a.** make the Handbook available publicly on its website **b.** ensure the Handbook is regularly updated in line with any relevant changes to policy.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP is working with the Foster and Kinship Carers Association of Tasmania (FKAT) to support it to review and redevelop the Foster and Kinship Carer Handbook. The updated Handbook will be a single, comprehensive resource covering the Tasmanian care system, support services, carers' rights and responsibilities, safeguarding obligations, cultural safety, trauma-informed care, everyday care matters and transitions from care. The review process has included detailed content revision to improve accuracy, align guidance with current legislation and policy, strengthen information on children's rights and participation, and ensure carers have access to practical, up-to-date information and support. The draft redeveloped handbook also incorporates feedback aimed at strengthening Aboriginal cultural safety, disability inclusion, privacy, information sharing and support for children's wellbeing. Further work is required to finalise and publish the revised handbook and ensure carers are supported to access and utilise this updated resource. DECYP anticipates that the Handbook will be publicly available by 31 July 2026.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.13 **DECYP** **In progress**	The Department for Education, Children and Young People should ensure staff have access to the latest out of home care practice knowledge by becoming a learning organisation, including by: **a.** implementing purposeful means for critical reflection and internal review **b.** establishing strategic partnerships with specialist out of home care, child maltreatment and child protection researchers **c.** engaging in cross-jurisdictional partnerships where there are opportunities for shared learning **d.** developing opportunities for formal recognition of ongoing learning for staff through these partnerships, such as via micro-credentialling pathways.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP continues to implement improved workforce capability, practice development and continuous learning activities across Child Safety and Youth Justice, including: • Structured induction programs for new staff, including practice, cultural capability, child safety and trauma-informed learning. • Professional Learning and Development programs covering areas such as Signs of Safety, trauma-informed practice, family-led decision making, motivational interviewing, cultural capability, risk assessment and care planning. • A supervision framework that sets requirements for individual supervision, group supervision, peer case review, reflective practice and professional development planning. • Leadership development activities for senior practitioners and practice leaders, including leadership forums, shared learning sessions and performance and development discussions. • Workforce and practice initiatives under Bright Lives: the Roadmap to Uplifting Care, including mandatory core knowledge for Child Safety Officers, workforce strategy activities and work to support evidence-informed practice and becoming a learning organisation. • Monitoring and review processes, including supervision records, participant feedback, leadership program reviews, quality assurance activities and implementation governance arrangements. As part of the implementation of this recommendation, DECYP plans to continue delivery of training on mandatory core knowledge and skills for Child Safety Officers. Further work is needed to finalise and implement the Learning and Development Framework, embed supervision and reflective practice arrangements, continue leadership and professional development activities, and progress learning organisation initiatives through the Bright Lives: Uplifting Care program.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.14 **Justice** **Substantially progressed**	The Tasmanian Government should appoint a Commissioner for Aboriginal Children and Young People with statutory powers and functions to monitor the experiences of Aboriginal children in out of home care and youth detention.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** The Commission for *Children and Young People Act 2025* (CCYP Act) passed Parliament in December 2025. It establishes three new statutory roles, including: • Commissioner for Aboriginal Children and Young People • Commissioner for Children and Young People • Child Advocate. The Commissioner for Aboriginal Children and Young People has the statutory functions and powers under the CCYP Act to monitor the experiences of Aboriginal children and young people while in a detention facility or living in care. Justice is currently recruiting the Commissioner for Children and Young People as the Head of Agency, with the recruitment of the Commissioner for Aboriginal Children and Young People (and Child Advocate) planned to commence later in 2026. The CCYP Act was tabled in Parliament on 24 September 2025, passed Parliament on 10 December 2025 and received Royal Assent on 23 December 2025. The commencement of the CCYP Act will correspond to the appointment of the Commissioner for Children and Young People.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
9.15 **DECYP** **In progress**	**Summarised:** Fully implement all elements of the Aboriginal and Torres Strait Islander Child Placement Principle (see full recommendation for further detail).	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has progressed implementation of this recommendation through the establishment of Aboriginal funding, engagement and partnership arrangements across Child Safety and Youth Justice. This includes establishment of the Strategic Commissioning and Partnerships team, development of establishment arrangements for the Office of Aboriginal Policy and Practice, creation of Aboriginal-identified positions across leadership, policy and frontline services, regular engagement with Aboriginal organisations and establishment of Aboriginal reference and coordination groups.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		The Department has also allocated funding to support increased services for Aboriginal children, designed and delivered by Aboriginal organisations, progressed implementation of the Aboriginal and Torres Strait Islander Child Placement Principle, and incorporated Aboriginal self-determination, cultural safety and shared decision-making into the development of the Child Safety operating model. Further work is required to establish the Office of Aboriginal Policy and Practice, continue recruitment to Aboriginal-identified positions, strengthen partnerships with Aboriginal organisations, expand Aboriginal-designed and led services, develop a jurisdictional investment strategy, and progress implementation of the Aboriginal and Torres Strait Islander Child Placement Principle and Aboriginal self-determination initiatives across Child Safety and Youth Justice.	
9.16 **DECYP** **In progress**	**1.** The Department for Education, Children and Young People should: **a.** ensure all children in care, including those on guardianship orders until age 18, have a case manager **b.** set a maximum case load for Child Safety Officers. **2.** The Department should report quarterly to the Quality and Risk Committee on the: **a.** number of children without an individual case manager **b.** average case load for Child Safety Officers **c.** average frequency of case manager visits children received, and the longest and shortest time periods between visits **d.** the number of children with a care team and Aboriginal representatives on the care team (where appropriate) **e.** average frequency of care team meetings **f.** per cent of children with a current care plan. **3.** The Department should ensure these figures are published quarterly on its website.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has progressed implementation of this Recommendation through the development of new governance, practice and system arrangements designed to strengthen oversight, coordination and support for children and young people in care. This includes: • updates to the Child Protection Information System (CPIS) • data functionality and recording requirements for children and young people in care • development of the Child Safety Dashboard to support operational oversight and workload management, and • establishment of Operational Performance and Practice Review processes to monitor care planning, home visiting, wellbeing, participation and outcomes for children and young people in care. DECYP has also strengthened expectations regarding care planning, Care Team participation, health and education monitoring, Charter of Rights discussions, family time planning and transition planning for young people preparing to leave care. In addition, work has commenced to support a model whereby every child and young person in care has an allocated case manager or Key Worker, supported by individualised planning and coordinated care arrangements.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Further work is required to fully implement the new model for oversight and coordination of children and young people in care. This includes allocation of a dedicated case manager or Key Worker for every child and young person in care, embedding the Child Safety Dashboard and enhanced CPIS functionality, strengthening care planning and participation processes, and continuing implementation of care quality improvement initiatives across Child Safety services. **Implementation Monitor's view** The Implementation Monitor notes that the importance of effective transition planning and support for young people preparing to leave care. OIM notes that transition planning forms part of the broader reforms being implemented through this recommendation and encourages continued focus on supporting positive outcomes for young people transitioning from care.	
9.17 **DECYP** **Substantially progressed**	**1.** The Department for Education, Children and Young People should appoint a Chief Practitioner to lead clinical practice and quality assurance across Child Safety Services, the Strong Families, Safe Kids Advice and Referral Line, and out of home care. **2.** The Chief Practitioner should lead an Office of the Chief Practitioner, manage a team of clinical practice experts across Child Safety Services and report to the Secretary. **3.** The Chief Practitioner should be responsible for: **a.** developing the clinical capacity of practitioners through professional development and supervision **b.** informing clinical policies, procedures and practice directions to ensure they reflect best practice in child protection and trauma-informed care **c.** receiving, triaging, recording, monitoring and coordinating responses to complaints about Child Safety Services and out of home care (Recommendation 9.31) and concerns about the safety and wellbeing of children in care (Recommendation 9.32)	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP has established the Child Safety and Youth Justice Operations portfolio structure, including the Office of the Chief Practitioner and associated professional practice, clinical leadership, practice quality assurance, workforce learning and development, and practice leadership functions. The new arrangements include defined governance structures, oversight mechanisms and leadership roles responsible for professional practice standards, quality assurance, workforce capability, complaints management, wellbeing in care responses and continuous improvement activities across Child Safety and Youth Justice services. All elements of this recommendation have been completed, with the exception of sub-recommendation 9.17(6), relating to the Chief Practitioner leading the Harmful Sexual Behaviours Support Unit. DECYP anticipates the governance structure of the Harmful Sexual Behaviours Support Unit will be finalised by early 2027.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	d. supporting best practice responses to children in out of home care experiencing or at risk of child sexual exploitation **e.** conducting file reviews and audits to inform an understanding of current clinical practice and identify areas for reform.		
9.18 **DECYP** **In progress**	**1.** The Department for Education, Children and Young People should require out of home care to be trauma-informed and therapeutic and identify the key components of trauma-informed, therapeutic models of care. **2.** The Department should require non-government out of home care providers to deliver services that align with these key components of trauma-informed, therapeutic models of care, noting some providers have already adopted such models of care. **3.** The Department should ensure children are assessed for trauma symptoms when entering care through the holistic assessment (Recommendation 9.23) and, where needed, receive appropriate therapy and intervention for their trauma.	**Status submitted by agency:** In progress **OIM Appraisal:** **Recommendation 9.18 (1)** DECYP have updated their contracts with out of home care providers to include a provision that providers must deliver services using a trauma-informed, therapeutic model of care, and that they must provide evidence of this upon request. **Recommendation 9.18 (2)** DECYP has commissioned the Institute for Child Protection Studies to identify the core components of trauma-informed, therapeutic out of home care services and best practice care types. This is due for delivery to DECYP by end of June 2026. **Recommendation 9.18 (3)** DECYP note that full and consistent delivery of Recommendation 9.18 (3) is dependent on completion of the holistic assessment under Recommendation 9.23, which is due in 2027. DECYP have also noted that further work is required to ensure all children are allocated a case manager, consistent with Recommendation 9.16, to support sustained care planning, coordination and review. DECYP have otherwise noted that it is developing child centred and trauma informed holistic assessment capability through Kids Care Clinics. Kids Care Clinics provide access to multidisciplinary care teams who provide the clinical foundation for improved care planning across the system. **Implementation Monitor's view** The Monitor invites DECYP to propose a new, achievable timeframe for completion of this recommendation that accounts for existing contingencies.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.19 **DECYP** **In progress**	**1.** The Department for Education, Children and Young People, in developing a professional conduct policy (Recommendation 20.2), should ensure: **a.** there is a separate professional conduct policy for staff who have contact with children and young people in Child Safety Services and out of home care **b.** the professional conduct policy for Child Safety Services and out of home care, in addition to the matters set out in Recommendation 20.2, specifies expectations outlined in other relevant policies and procedures, including the policy on concerns about child safety and wellbeing and the duty of care owed by staff members **c.** the professional conduct policy for Child Safety Services and out of home care articulates expected standards of behaviour for volunteers, contractors and sub-contractors, and carers **d.** the Department uses appropriate mechanisms to ensure compliance by volunteers, contractors and sub-contractors, and carers with the professional conduct policy for Child Safety Services and out of home care. **2.** The Department should develop guidance material and information sessions for children in care about the expected behaviour of carers, staff, volunteers and adults in their lives.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has commenced implementation of this recommendation through development of conduct standards for workers in Child Safety and Youth Justice Operations settings and supporting system reforms. Conduct standards have been drafted that establish behavioural expectations and reporting obligations for employees. Consultation on these Conduct Standards has concluded. Standards and compliance requirements for contractors, consultants, sub-contractors, trainees and volunteers who engage with children and young people are currently in development. In parallel, DECYP is developing a Volunteer and Contractor Management System to support registration, clearance verification, training records and compliance monitoring. While DECYP has undertaken policy development and system design work to support implementation of conduct standards, these are in draft form and supporting systems are still under development.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027
9.20 **DECYP** **In progress**	**1.** The Department for Education, Children and Young People should establish and maintain a Carer Register of all types of carers in the out of home care setting to ensure all third-party guardians, and foster, respite, kinship, and salaried residential carers can provide quality care to children and act protectively.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has commenced work to strengthen oversight, quality assurance and information management relating to carers through the development of an Out of Home Care Carer Register and Visibility Tool. The project has progressed to the planning and design stage, with implementation scheduled to occur through a phased program extending to 2027.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	2. The Department should: **a.** set minimum requirements for registration as a carer **b.** record allegations of concern about a carer or members of their household **c.** set out a process for de-registering carers **d.** enable easy information sharing between the Carer Register, the Registration to Work with Vulnerable People Scheme and the Reportable Conduct Scheme. **3.** The minimum requirements for carer registration should include: **a.** current Registration to Work with Vulnerable People and satisfactory National Police Checks **b.** best practice and tailored approaches to foster, kinship and residential carer screening and assessment **c.** mandatory knowledge and skill requirements for carers, including **i.** understanding child sexual abuse, including grooming, harmful sexual behaviours and child sexual exploitation **ii.** understanding the effects of trauma, trauma-informed care and therapeutic responses to trauma **iii.** understanding the professional conduct policy and ethical behaviour **d.** requiring other relevant adults who routinely spend time in the carer household to hold Registration to Work with Vulnerable People and to have been subject to carer assessment **e.** satisfactory annual carer reviews conducted by non-government providers and reported to the Carer Register.	DECYP has also developed Putting Children First: Our Child Safety Approach. This identifies the establishment of a carer register as a key reform activity and reinforces the importance of supporting, monitoring and partnering with carers as part of the broader Child Safety and Care system. The approach emphasises accountability, oversight, improved data systems, information sharing and support for carers as key enablers of quality care for children and young people. The carer register has not yet been developed or implemented, and further work is required to complete system design, build, testing, implementation and operational rollout.	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.21 **DECYP** **In progress**	To improve placement stability and the oversight of the care of children by third party guardians, the Department for Education, Children and Young People should: **a.** make publicly available the criteria and process for a carer to become a third party guardian **b.** sufficiently resource the team responsible for third-party guardianship applications to ensure appropriate assessments and timely processing **c.** require third-party guardians to be registered on the Carer Register to maintain their guardianship **d.** ensure third-party guardians receive the same level of support in their caring role as received by foster or kinship carers **e.** ensure children in third-party guardianship arrangements continue to have their safety and wellbeing supported and monitored (for example, through independent community visitors (Recommendation 9.34)).	**Status submitted by agency:** In progress **OIM Appraisal:** Publicly available guidance has been developed by DECYP outlining the criteria and process for carers seeking to become third-party guardians. This includes eligibility requirements, assessment processes, permanency planning considerations and post-order arrangements. Additional work is required to implement the remaining elements of this recommendation relating to resourcing, registration, support arrangements and ongoing oversight of children subject to third-party guardianship arrangements.	Original: Phase 3 – 30 June 2029
9.22 **DECYP** **In progress**	**1.** The Department for Education, Children and Young People's out of home care processes, including assessments, placements and care planning, should be tailored to address the specific needs of individual children. **2.** These processes should address the specific needs of all children, including Aboriginal children, children from other culturally diverse backgrounds, children with disability, children with mental illness and children who identify as LGBTQIA+. **3.** The Department's empowerment and participation strategy for children and young people in out of home care (Recommendation 9.6) should include processes that enable children's views to inform all elements of their individual care, including their assessments, placements and care planning.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has implemented a Participation and Empowerment Strategy and related initiatives, including advisory mechanisms, child participation activities and development of practice guidance intended to strengthen children's involvement in decisions affecting their care. Child-centred and trauma-informed care planning approaches are being progressed through existing care team and care planning processes. Full implementation remains dependent on delivery of the holistic assessment model under Recommendation 9.23 and ensuring all children are allocated a case manager under Recommendation 9.16. Further work is required to demonstrate consistent tailoring of assessments, placements and care planning to the individual needs of all children and young people in out of home care.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.23 **DECYP** **Substantially progressed**	**1.** The Tasmanian Government should ensure all children in care have access to: **a.** a timely holistic assessment when entering care across all domains of physical health, trauma and mental health, disability and educational need **b.** health and wellbeing assessments conducted annually, or more often where there is an identified need. **2.** Multidisciplinary health teams should provide expert consultation to the care team around a child about the child's needs, and input into the child's care plan. **3.** The Department for Education, Children and Young People should create a specialised role to support children in out of home care to access the National Disability Insurance Scheme.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** Holistic assessments are being delivered through the Department of Health's Kids Care Clinic model. The clinics provide access to specialist paediatric and allied health services for children, young people and families experiencing social vulnerabilities that hinder their ability to access traditional health services. Multidisciplinary expertise continues to be incorporated into care planning through care team arrangements, and specialised Disability Liaison Officer positions have been established across each region to support access to the National Disability Insurance Scheme and disability-related supports. Further work is required to demonstrate consistent statewide implementation of holistic assessment and multidisciplinary care planning processes, including monitoring assessment timeliness, assessment coverage across cohorts, completion of ongoing health and wellbeing reviews and integration of assessment outcomes into care planning. Continued implementation of Recommendation 9.16, particularly the allocation of case managers to all children in care, will support sustained care planning, coordination and review of assessments and multidisciplinary supports.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027
9.24 **DoH** **Completed**	**1.** The Tasmanian Government should increase funding for specialist trauma therapy services for children in care to ensure their needs are met. **2.** The Tasmanian Government should ensure the Child and Adolescent Mental Health Service's new specialist mental health service for children in out of home care is resourced to meet demand.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has established the Child and Youth Mental Health Services (CYMHS) Out of Home Care Mental Health Program to provide specialist trauma informed mental health assessment, treatment and support for children and young people in out of home care experiencing complex mental health challenges. The program operates within the statewide CYMHS service model and provides multidisciplinary, intensive outreach and therapeutic interventions tailored to the needs of children and young people in care. Implementation includes: • development and implementation of a dedicated Out of Home Care Mental Health Program Model of Care, including service scope, referral pathways, governance, staffing and evaluation arrangements; • establishment of multidisciplinary specialist teams, including psychiatry, allied health and nursing roles, to deliver trauma informed mental health services for children and young people in care; • integration of the program within the statewide CYMHS service framework and broader child safety reform initiatives; and • commencement of operational service delivery and ongoing expansion of service capacity across regions.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		The recommendation has been assessed as completed. To embed these changes, DoH will need to demonstrate that the Out of Home Care Mental Health Program is operating consistently across regions, remains appropriately resourced, and that monitoring and evaluation processes are being used to assess outcomes and inform ongoing service improvement.	
9.25 **DECYP** **In progress**	The Department for Education, Children and Young People should improve placement stability and reduce the risk of sexual abuse of children in care by: **a.** considering the views of the child or children about their out of home care placement **b.** using placement matching guidelines to aid placement decisions and support planning **c.** placing siblings together or maintaining sibling connection where safe to do so **d.** ensuring carers are aware of any history of abuse in relation to the child and the child's specific needs relevant to this **e.** introducing an intensive salaried or professional foster care model to allow children with challenging behaviours to remain in family-based care **f.** funding all placements (including kinship, foster, respite and residential care) to fully meet all the child's assessed needs to the extent these are not covered by other schemes (such as the National Disability Insurance Scheme and public health or education services).	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has developed a proposed placement matching framework, draft procedures for requesting and placing children in care, draft practice guidance relating to children entering care, and is implementing the broader Putting Children First: Our Child Safety Approach. These documents outline proposed approaches to placement matching, sibling placement considerations, family finding, sharing of information with carers, and placement decision-making processes. DECYP has advised that further work is required to finalise and implement the placement matching framework and associated procedures. This includes embedding the proposed practice requirements across Child Safety and Out of Home Care services and demonstrating consistent application of placement matching processes intended to improve placement stability and reduce risks to children and young people in care. **Implementation Monitor's view** It is the Monitor's view that this recommendation is in progress. While policy, procedural and practice guidance materials have been developed, key documents remain in draft form or subject to implementation. Further testing and the practice changes contemplated by the recommendation have also not been implemented and embedded across the out of home care system. The Monitor also notes that the retention of sibling connection needs to be highlighted, providing it is safe to do so.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.26 **DECYP** **In progress**	The Department for Education, Children and Young People should ensure: **a.** each child is involved in developing their care plan **b.** each child's care plan is informed by the holistic assessment (Recommendation 9.23) and the interests and aspirations of the child **c.** care plans include strategies to address identified risks of child sexual abuse, including the risk of harmful sexual behaviours and child sexual exploitation **d.** the care team reviews any risk assessments and management plans for child sexual abuse at least every six months, or more frequently if incidents occur or circumstances change such as when a new child joins the household.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP is continuing to strengthen systems that support child-centred and trauma-informed care planning and oversight. This includes implementation of the Child Safety Dashboard, improving the functionality of the Child Protection Information System (CPIS), and establishment of new practice quality assurance functions to support monitoring of wellbeing, participation and safety concerns. These initiatives are intended to support more consistent care planning, oversight and review processes for children and young people in care. Further work is required to embed consistent child participation in care planning. This also includes ensuring care plans are informed by holistic assessments and the management and review of risks are monitored as required.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027
9.27 **DECYP** **In progress**	In its role as statutory guardian of a child in care, the Department for Education, Children and Young People should: **a.** ensure a representative of the Department with knowledge of the child appears for a child in out of home care in the Magistrates Court (Youth Justice Division) and in the new specialist children's division of the Magistrates Court (Recommendation 12.15), in order to **i.** support the child in court **ii.** inform the court of all relevant considerations to the court, including the child's child protection history **iii.** make submissions to the court on behalf of the child with arrangements in place for this to occur in out-of-hours bail hearings as well as those that occur during normal business hours **b.** take actions that may address any causes contributing to child offending, including changes to care plans	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has commenced implementation of this recommendation through work to strengthen the statutory guardian response for children and young people in out-of-home care who become involved in the youth justice system, such as by implementing interim arrangements to ensure a Child Safety Service staff member attends court for children and young people in care, even where the allocated Child Safety Officer is unavailable. Further work is required to implement the specific requirements of the recommendation relating to court participation, care plan review processes, Child Safety Officer engagement during detention, notification arrangements and reporting mechanisms.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. ensure, when a child in care is admitted to youth detention or another residential youth justice facility, that the child's Child Safety Officer **i.** arranges an immediate review of the child's care plan with their care team, which includes developing a transition plan for when the child leaves detention **ii.** visits the child as soon as practicable and regularly thereafter, with a minimum of one visit during their admission in line with the child's revised care plan **iii.** notifies the Commission for Children and Young People of the child's admission to youth detention **d.** report to the Quality and Risk Committee on the number of children in care in detention and on the activities listed above.		
9.28 **DECYP** **In progress**	**1.** The Department for Education, Children and Young People should establish a Harmful Sexual Behaviours Support Unit to support best practice responses to harmful sexual behaviours across the Department, including in schools, Child Safety Services, out of home care and youth detention. The unit should: **a.** provide advice, guidance, and support across the Department **b.** develop context-specific policies for all settings informed by the Tasmanian Government's statewide framework and plan to address harmful sexual behaviours (Recommendation 21.8)	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has progressed implementation of this recommendation through: • establishment of the Office of the Chief Practitioner; • development of the proposed Harmful Sexual Behaviours (HSB) Support Unit model; • establishment of governance and program management arrangements; and • development of an implementation program to coordinate delivery of HSB reforms across child safety, out-of-home care, youth justice and education settings. DECYP has commenced procurement processes for service providers to assist with the development of HSB-specific policies, protocols, guidelines and implementation resources. They have also engaged MacKillop Family Services to deliver the Power to Kids program and delivery has commenced. This includes training on child sexual abuse, harmful sexual behaviours, child sexual exploitation and dating violence for staff working in government-funded residential care organisations.	Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. work closely with the Quality and Risk Committee (Recommendation 9.5) to ensure systemic risks, practice issues and opportunities for improvement are identified. **2.** The Tasmanian Government should allocate additional funding to support responses to harmful sexual behaviours in out of home care and youth justice. **3.** The Harmful Sexual Behaviours Support Unit should develop detailed out of home care-specific policies, protocols and practice guidance to support best practice responses to harmful sexual behaviours in out of home care. **4.** The Department should ensure the advanced professional development for departmental staff in understanding and responding to harmful sexual behaviours (Recommendation 9.11) includes tailored professional development for both Child Safety Officers and carers, and is available to staff in relevant roles in schools and youth justice. **5.** The Department should ensure staff working in the Harmful Sexual Behaviours Support Unit are suitably experienced or undertake additional professional development to advance their knowledge in responding to harmful sexual behaviours. **6.** The Department should ensure Power to Kids or another program or approach with comparable components is implemented in government funded residential care homes as a supplementary strategy to address the heightened risk of harmful sexual behaviours (including child sexual exploitation and dating violence) in out of home care.	Further work is required to finalise and resource the HSB Support Unit, implement context-specific policies, protocols and practice guidance, establish reporting and data management arrangements, and complete implementation of reforms across out-of-home care and youth justice settings. **Implementation Monitor's view** It is the Implementation Monitor's view that this recommendation is assessed as is in progress. While governance arrangements, implementation programs, policy development processes and training initiatives have been established, key elements of the recommendation remain under development or subject to implementation. This includes establishment and resourcing of the HSB Support Unit, development and implementation of context-specific policies, protocols and practice guidance and reporting and oversight arrangements. Several key deliverables associated with this recommendation remain scheduled for completion through 2026 and 2027.	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.29 **DECYP** **In progress**	**1.** The Department for Education, Children and Young People and Tasmania Police should work with non-government providers and other relevant stakeholders to develop a framework for preventing and responding to sexual exploitation of children in care that is informed by best practice and evidence from other jurisdictions. The framework should: **a.** acknowledge the responsibility of the Department to lead the protection of children in care from child sexual exploitation **b.** outline the prevention strategies to be used and each agency's role in delivering those strategies **c.** outline the detection, disruption and intervention strategies to be used and each agency's role in delivering those strategies **d.** outline how children in care who have been exploited will be supported to heal and recover **e.** describe how agencies will work together **f.** implement a reporting framework about the incidence of sexual exploitation of children in care, which is reported to the Quality and Risk Committee. **2.** The Chief Practitioner should lead the development of the framework. **3.** The Keeping Children Safe Handbook and Tasmania Police operating guidelines should be updated to reflect the role of police in responding to child sexual exploitation in the new framework.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has progressed implementation of this recommendation through: • establishment of the Office of the Chief Practitioner; • development of governance and quality assurance arrangements; and • creation of new leadership roles with responsibility for professional practice, clinical governance and the development of responses to harmful sexual behaviours and child sexual exploitation. DECYP has also developed operating models, position descriptions and governance arrangements intended to support future development, implementation and oversight of these reforms. DECYP indicates that further work is required to develop and implement the framework for preventing and responding to sexual exploitation of children in care. This includes: • prevention, detection, disruption and intervention strategies; • arrangements for supporting children who have experienced exploitation; • reporting arrangements; and • updates to relevant operational guidance and practice resources. **Implementation Monitor's view** Given significant further work is required to implement this recommendation the Monitor has assessed it as in progress. While DECYP has established governance arrangements, leadership functions and supporting structures, the framework remains under development. Other key deliverables, including reporting arrangements and updates to operational guidance, have not yet been implemented.	Original: Phase 3 – 30 June 2029
9.30 **DPFEM** **Embedded change**	Tasmania Police should more fully utilise the offences in sections 95 and 96 of the *Children, Young People and Their Families Act 1997* (the offences of harbouring or concealing a child and of inducing a child to be absent without lawful authority) to deter behaviour by adults that puts children in out of home care at risk of sexual abuse.	**Status submitted by agency:** Embedded change **OIM Appraisal:** A training package about sections 95 and 96 of the *Children, Young Persons and Their Families Act 1997* (CYPTF Act) has been designed and delivered by the Education and Training Command at Tasmania Police. The updates to this training were completed in July 2024 and have continued to be included in the curriculum for Frontline Supervisor courses, Sergeant courses, and investigative programs at the Tasmania Police Academy since.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		DPFEMs Legal Services and the COI Implementation Taskforce review the frequency of prosecutions brought under these sections of the CYPTF Act. A periodic review of the CYPTF Act is scheduled to be undertaken by DECYP. DPFEM have expressed a desire to be involved in this review of the CYPTF Act as it relates to sections 95 and 96. The Implementation Monitor welcomes DPFEMs openness to reviewing sections 95 and 96 in the CYPTF Act as there are currently difficulties in prosecuting these offences, such that they are infrequently used. The Implementation Monitor is satisfied that DPFEM have undertaken actions to enhance the use of these offences, and these changes are now operating as business as usual via ongoing training and review of their use internally. The Monitor will remain engaged with DPFEM about the use of these offences moving forward, and the review of the CYPTF Act in the future. The Implementation Monitor believes that there is more work to be done moving forward to finding ways to meaningfully address the issue of child sexual exploitation of children living in care. The Monitor considers that, in this respect, recommendation 9.29 will be crucial.	
9.31 **DECYP** **Completed**	**1.** The Department for Education, Children and Young People should develop and maintain a complaints policy and procedures for Child Safety Services and out of home care. The policy and procedures should: **a.** explain how to make a complaint and who to complain to using a 'no wrong door' approach **b.** direct who should be informed when a person receives a complaint **c.** direct who is responsible for responding and within what timeframes **d.** ensure a child-friendly complaints procedure is made available to all children in care **e.** apply to all types of complaints or incidents **f.** cross-refer to the new concerns about the safety and wellbeing of children in care policy (Recommendation 9.32)	**Status submitted by agency:** Completed **OIM Appraisal:** DECYP has established a department-wide complaints management framework, supported by: • documented complaint management procedures; • a complaints policy specific to the Child Safety and Youth Justice Operations portfolio; • governance arrangements through the Office of the Chief Practitioner; and • a centralised Complaints Management System. The complaints model incorporates a child-centred, no wrong door approach. It provides clear complaint handling responsibilities and timeframes, establishes pathways for internal review of decisions, and includes arrangements for reporting to the Quality and Risk Committee and the Commissioner for Children and Young People. The Complaints Management System has been implemented within the Child Safety and Youth Justices Operations portfolio to support recording, coordination and oversight of complaints, and detailed workflows established to guide complaint receipt, assessment, escalation, resolution and reporting.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	g. explain how to seek an internal review of a decision made by the Department **h.** outline how to provide feedback and support for a complainant. **2.** The Department should implement a centralised complaints and incident recording system. **3.** The Chief Practitioner should receive all complaints about Child Safety Services and out of home care and be adequately resourced to receive, triage, record, monitor and coordinate responses. **4.** The Chief Practitioner should report regularly on complaints handling to the Quality and Risk Committee and the Commission for Children and Young People. **5.** The complaints policy and procedure should be published on the Department's website.	**Implementation Monitor's view** The Implementation Monitor recognises that this recommendation's key structural requirements have largely been delivered. However, it is the Montior's view that implementation remains in a transitional phase. The complaints management system is currently operating and continues to undergo testing, refinement and staged expansion. Supporting tools, guidance materials and system functionality are still being developed or reviewed, and the Department has identified further work to embed the framework across services.	
9.32 **DECYP** **In progress**	**1.** The Department for Education, Children and Young People should develop a new policy to guide responses to concerns about the safety and wellbeing of children in care. The policy should: **a.** identify all forms of sexual abuse—including grooming, child sexual exploitation, harmful sexual behaviours, abuse by adults within and outside the out of home care system—as serious and requiring a higher-level response **b.** describe response pathways for concerns about the sexual abuse of children in care depending on the context. Specifically **i.** concerns or complaints about the sexual abuse of a child in care, or related conduct, by departmental staff should be referred to the Child Related Incident Management Directorate (Recommendation 6.6) **ii.** responses to concerns about the sexual abuse of children in care, or related conduct, by adults who are not departmental staff should be led or overseen by the Chief Practitioner	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has commenced implementation of this recommendation through the identification of dedicated project resourcing and the establishment of practice quality assurance functions within the Office of the Chief Practitioner. These arrangements provide a foundation for the development of a new policy and operating model to guide responses to concerns about the safety and wellbeing of children in care. The Practice Quality Assurance function includes responsibilities relating to complaints, safety concerns, quality assurance, governance and continuous improvement across Child Safety and Youth Justice services. The new policy, response pathways, governance arrangements and operational functions required by the recommendation have not yet been developed or implemented. Further work is required to establish the oversight, investigation, reporting and capability requirements contemplated by the recommendation.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	iii. responses to concerns about sexual exploitation of children in care should be led or overseen by the Chief Practitioner (Recommendation 9.17) **iv.** responses to concerns about harmful sexual behaviours involving children in care should be led or overseen by the Harmful Sexual Behaviours Support Unit (Recommendation 9.28). **2.** The Chief Practitioner should receive all concerns about the safety and wellbeing of children in care and be adequately resourced to receive, triage, record, monitor and coordinate responses. Where the Chief Practitioner has referred a matter to another entity, the Office of the Chief Practitioner should support the localised response to the child's safety and ongoing welfare. **3.** The Office of the Chief Practitioner should include staff with skills in investigation and child interviewing to conduct investigations. **4.** The outcomes of all concerns about the sexual abuse of children in care should be reported to the Quality and Risk Committee.		
9.33 **Justice** **Substantially progressed**	**1.** The Tasmanian Government should establish an independent Child Advocate, to be included in the Commission for Children and Young People (Recommendation 18.6). **2.** The Child Advocate should have responsibility for: **a.** the independent community visitor scheme (Recommendation 9.34) **b.** individual advocacy for children, including making complaints to the Ombudsman on behalf of a child in care (Recommendation 9.35) **c.** the permanent out of home care advisory group (Recommendation 9.6).	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** The *Commission for Children and Young People Act 2025* (CCYP Act) passed Parliament in December 2025. It establishes three new statutory roles, including: • Child Advocate • Commissioner for Aboriginal Children and Young People • Commissioner for Children and Young People. Under the CCYP Act, the Child Advocate has functions to: • Establish and run the Independent Visitor Scheme • Establish and run the permanent out-of-home care advisory group • Advocate for individual children • With the consent of the child or young person, make a complaint to a statutory complaint authority on their behalf.	30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		The CCYP Act was tabled in Parliament on 24 September 2025, passed Parliament on 10 December 2025 and received Royal Assent on 23 December 2025. The commencement of the CCYP Act will correspond to the appointment of the Commissioner for Children and Young People. **Implementation Monitor's views** The Implementation Monitor recognises that the legislative framework for the statutory office of the Child Advocate is complete. However, the Implementation Monitor does not consider that the Child Advocate can be considered to be 'established' until, at least, the CCYP Act has commenced into law and there is a dedicated resource in that statutory office (but not necessarily the statutory office holder themself). The Monitor considers that this recommendation does not merely require the Tasmanian Government to introduce legislation as some other related recommendations do. Rather, in the Monitor's view, this recommendation requires the Child Advocate office to be in place.	
9.34 **Justice** **Substantially progressed**	**1.** The Tasmanian Government should introduce legislation to establish an independent community visitor scheme for children in out of home care, youth detention and other residential youth justice facilities. **2.** The scheme should be administered by the Commission for Children and Young People (Recommendation 18.6) and led by the Child Advocate (Recommendation 9.33). **3.** The scheme should be funded to enable every child in care, youth detention or another residential youth justice facility to receive regular and frequent visits, and children in family-based care to be visited regularly or when they request a visit. Resourcing should also enable community visitors to undertake advocacy on behalf of the children they visit. **4.** Community visitors should be appointed by the Child Advocate based on their skills, knowledge and expertise, and remuneration should be comparable to similar paid roles in other jurisdictions.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** The Commission for *Children and Young People Act 2025* (CCYP Act) establishes the Independent Visitor Scheme to allow independent persons to visit: • Children and young people residing in youth detention • Children living in care The CCYP Act also clearly says that: • The Child Advocate is to establish and lead the Independent Visitor Scheme • The frequency and manner of visits can be prescribed under regulations • The functions and powers of visitors can be prescribed under regulations • The requirements and expectations of visits can be prescribed under regulations • Aboriginal children and young people are to have access to independent visitors who are known to be Aboriginal or Torres Strait Islander. The CCYP Act was tabled in Parliament on 24 September 2025, passed Parliament on 10 December 2025 and received Royal Assent on 23 December 2025. The commencement of the CCYP Act will correspond to the appointment of the Commissioner for Children and Young People.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	5. Aboriginal children should have access to Aboriginal community visitors under the scheme. **6.** Community visitors should be responsible, among other matters, for: **a.** developing trusting and supportive relationships with children in out of home care, youth detention or other residential youth justice facilities **b.** advocating on behalf of children by listening to, giving voice to and helping to resolve their concerns and grievances **c.** facilitating children's access to support services **d.** inquiring about and reporting on children's physical and emotional wellbeing **e.** inquiring about whether children's needs are being met. **7.** The program should include funding for a small number of legally trained child advocacy officers, also appointed by the Child Advocate (Recommendation 9.33), to assist children with more complex concerns and to support them in seeking independent review of departmental decision making.	**Implementation Monitor's views** The Implementation Monitor accepts that the legislative framework for the Independent Visitor Scheme has been established by the passing of the CCYP Act by Parliament. However, the scheme will not be operational until, at least, after the Child Advocate is appointed. At this time, the operational aspects of the scheme such as its funding can be led by the Child Advocate. The Monitor recognises that the completion of this recommendation is reliant on several matters that sit outside of Justice's control as the current lead agency. The Monitor considers that the lead agency of this recommendation may therefore need to change from Justice to the Commission after it is established.	
9.35 **Justice** **Completed**	Legislation establishing an independent Child Advocate in the Commission for Children and Young People should provide the Child Advocate with power to make a complaint to the Ombudsman on behalf of a child who is in out of home care, youth detention or another residential youth justice facility, seeking the child's permission to do so first.	**Status submitted by agency:** Completed **OIM Appraisal:** The Child Advocate has functions and powers under the Commission for *Children and Young People Act 2025 Act* (CCYP Act) to make a complaint to a 'statutory complaint authority' on behalf of the child or young person, with their consent. Justice went beyond the requirements of this recommendation when developing the CCYP Act. This is because, rather than just allowing the Child Advocate to make a complaint to the Ombudsman, the CCYP Act also allows the Child Advocate to make a complaint to any 'statutory complaint authority'. This means, for example, the Child Advocate could also make a complaint to the Integrity Commission or the Registrar of the Registration to Work with Vulnerable People scheme on behalf of the child or young person. The Monitor was of the view that this was a welcome inclusion to the CCYP Act.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.36 **Justice** **In Progress**	**1.** The Tasmanian Government should introduce legislation to: **a.** expand the jurisdiction of the Tasmanian Civil and Administrative Tribunal to include review of decisions of the Department for Education, Children and Young People in exercising its custody or guardianship powers— including decisions about where a child should live and arrangements for the child's care **b.** ensure children whose cases are subject to review have the right to express their views and participate in Tribunal proceedings **c.** give the Child Advocate the power to apply for a Tribunal review of a decision about the care arrangements for a child on behalf of the child, or on the Child Advocate's own initiative **d.** grant parties, such as parents or carers, the right to apply for a Tribunal review depending on the nature of the decision. **2.** To support their understanding of the experiences of children in out of home care, Tribunal members should be specifically trained in the nature and effects of trauma and child sexual abuse.	**Status submitted by agency:** In Progress **OIM Appraisal:** The Commission for *Children and Young People Act 2025* (CCYP Act) establishes the new Commission and Child Advocate, which provides a foundation for the advocacy elements of Recommendation 9.36. The next steps to implement this recommendation include: • Legislative development to give effect to the expansion of Tasmanian Civil and Administrative Tribunal (TASCAT)'s jurisdiction to include review of certain decisions of the DECYP • Consider children's participation rights in TASCAT proceedings and the Child Advocate's role in applying for review • Consider the standing of parents, carers or other parties in TASCAT proceedings • Planning of training for Tribunal members in trauma and child sexual abuse. Justice has advised that this work should be aligned with broader DECYP-led reform of the *Children, Young People and Their Families Act 1997*, as this may affect the scope and operation of any TASCAT review jurisdiction. It is understood by the Implementation Monitor that DECYP will be progressing a review of the *Children, Young People and Their Families Act 1997* in 2027.	Original: Phase 3 – 30 June 2029
9.37 **DECYP** **Substantially progressed**	**1.** The Secretary of the Department for Education, Children and Young People should notify the Commission for Children and Young People of sexual abuse allegations involving children in out of home care that fall outside the Reportable Conduct Scheme, including incidents of child abuse by non-carers, and of the outcomes of investigations into those allegations. **2.** The Commission for Children and Young People should have the power to require the Department to provide it with information about its responses to such allegations.	**Status submitted by agency:** DECYP – Substantially progressed Justice – Complete **OIM Appraisal:** **Recommendation 9.37 (1) – DECYP led** The Quality and Risk Committee (the Committee) within DECYP has been established to, among other things, routinely report to the Commission and other bodies. DECYP expect that the reporting pathway between the Committee and external oversight bodies will look like: firstly, operational and system performance data will be drawn from across DECYP and provided to the Committee; secondly, the Committee will then review and analyse the data to inform responses; thirdly, the Committee will report outward to external oversight bodies.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		DECYP has identified dependencies for Recommendation 9.37(1). For example, the Committee is a response to Recommendation 9.05, and it is envisaged in Recommendation 9.32 to receive all concerns about sexual abuse of children living in care. Recommendation 9.32 itself has various dependencies, including: • Establishment of a child related incident management directorate to manage concerns or complaints about abuse by departmental staff (rec 6.06) • Appointment of a chief practitioner (and a supporting office) to respond to concerns by adults who are not departmental staff (rec 9.17) • Establishment of a harmful sexual support unit to respond to concerns about harmful sexual behaviours involving children living in care (rec 9.28) Given these dependencies, the completion of Recommendation 9.37(1) has been delayed. **Recommendation 9.37 (2) – Justice led** The CCYP Act gives the Commission statutory powers to compel information from government entities. This means that the Commission can compel DECYP to provide it with information about DECYP'S responses to allegations concerning children living in care, should this be required. **The Implementation Monitor's views** The Implementation Monitor agrees with DECYP that Recommendation 9.37(1) cannot be considered complete until at least one report has been progressed through the Committee reporting pathway. The Implementation Monitor agrees that Recommendation 9.32 (and others, such as 9.09) will strengthen the effectiveness of this reporting process over time. The Implementation Monitor also considers that the process in Recommendation 9.37(1) should hopefully remove the need for the Commission to use its statutory powers per Recommendation 9.37 (2).	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
9.38 **Justice** **Substantially progressed**	**1.** The Commission for Children and Young People should have the following functions in relation to out of home care: **a.** monitoring the operation of the out of home care system and the provision of out of home care services to children, by regularly monitoring data and conducting own motion systemic inquiries into aspects of the system **b.** conducting own motion inquiries into the services received by an individual child or group of children in out of home care **c.** making recommendations to the Government for out of home care system improvements **d.** advocating for individual children in out of home care, including supporting children to make complaints to the Ombudsman and to apply for independent reviews of departmental decision making **e.** administering the independent community visitor scheme **f.** upholding and promoting the rights of children in out of home care. **2.** The Commission should be fully resourced on an ongoing basis to perform these functions.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** The Commission has the following functions in the Commission for *Children and Young People Act 2025 Act* (CCYP Act) relating to children living in care: • Monitor and review the safety, wellbeing, care and treatment of children and young people • Conducting inquiries into systemic decisions or recommendations relating to children and young people • Making recommendations to the Minister in relation to improving services for children and young people living in care • To advocate for all or certain groups of children and young people • To promote and uphold the rights of all or certain groups of children and young people. The Child Advocate is also required to establish and administer the Independent Visitor Scheme. **The Implementation Monitor's views** The Monitor accepts that the Commission has been given the relevant functions by the passing of the CCYP Act by Parliament. However, the Implementation Monitor notes that it would be pre-emptive to assess the overall recommendation as complete, since the Commission is not yet established and therefore cannot be considered fully resourced to perform the above-mentioned functions. The Implementation Monitor accepts that the Commission's resourcing will be subject to future budgetary processes. The State Budget is a matter for the Tasmanian Government and Parliament of the day and is therefore beyond the scope of either Justice or the forthcoming Commission. The Implementation Monitor considers that, in any case, the Commission would be better placed than Justice to provide information about their resourcing moving forward. It may therefore be most logical for the lead agency of Recommendation 9.38(2) to transfer to the Commission upon its establishment.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		COI Volume 5	
12.01 **DECYP** **In progress**	The Tasmanian Government should close Ashley Youth Detention Centre as soon as possible.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has progressed preparatory work to support closure of Ashley Youth Detention Centre. This includes development of the new Tasmanian Youth Justice Facility project, consultation on the draft Tasmanian Youth Justice Facility Model of Care, stakeholder engagement activities and progression of associated youth justice reform initiatives. These activities establish the foundations for the future transition from Ashley Youth Detention Centre to a replacement facility. However, Ashley Youth Detention Centre remains operational, and the replacement facility has not yet been delivered. Consultation on the draft Tasmanian Youth Justice Facility Model of Care concluded in April 2026, with feedback still being considered and informing development of the final Model of Care. Parliamentary Public Works Committee processes have also continued during the reporting period. **Implementation Monitor's View** The Implementation Monitor notes that while planning, consultation and design activities have occurred, the primary outcome sought by the recommendation—the closure of Ashley Youth Detention Centre—has not yet been achieved. Concerns remain that it will not be closed until 2029. The recommendation is therefore more appropriately assessed as in progress, reflecting that implementation foundations have been established but key delivery milestones, including completion of the replacement facility and closure of Ashley Youth Detention Centre, remain outstanding. The Implementation Monitor has been informed of the proposal to repurpose Ashley Youth Detention Centre into a minimum-security adult prison and agriculture-based prisoner rehab and training facility. The Monitor is open to this subject to the views of former and current detainees of the centre and the non-government sector.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2028

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.02 **Justice** **In progress**	Once Ashley Youth Detention Centre is closed, the Tasmanian Government should establish a memorial to victim-survivors who experienced abuse at the Centre. The form and location of the memorial should be decided in consultation with victim survivors of abuse at Ashley Youth Detention Centre.	**Status submitted by agency:** In progress **OIM Appraisal:** Justice has advised that the memorial to victim-survivors who experienced abuse at Ashley Youth Detention Centre (AYDC) will not be developed until after the centre is closed. For this reason, the completion of Recommendation 12.02 is reliant on Recommendation 12.01. This dependency is reflected in the government's revised timeline of 2028 for Recommendation 12.02. Justice has further advised the Implementation Monitor that they intend to progress trauma-informed consultation with victim-survivors to develop options for the memorial's form and location once closure arrangements for AYDC are sufficiently settled.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2028
12.03 **Justice** **Completed**	The Tasmanian Government should ensure no person who has been detained at Ashley Youth Detention Centre is detained or imprisoned in any redeveloped facility at the same site unless the person expresses a preference for this to occur.	**Status submitted by agency:** Completed **OIM Appraisal:** The former Minister for Corrections and Rehabilitation issued a formal direction to this effect on 14 April 2025 to the Acting Director of Prisons. The OIM intends to revisit this recommendation at such a time that Ashley Youth Detention Centre is closed.	Original: Phase 2 – 30 June 2026
12.04 **DECYP** **Completed**	The Department for Education, Children and Young People should work with the Office of the State Archivist to: **a.** establish a process to identify, recover, restore, collate, digitise, index and catalogue all historical records relating to children and young people and staff at Ashley Youth Detention Centre, and all other children in, or staff or carers connected with, state care **b.** ensure digitised records are searchable, retrievable, secure and protected against corruption or loss **c.** determine which physical records should be retained following digitisation, and maintain these physical records in line with the National Royal Commission's record-keeping principles **d.** determine protocols and guidance on how people who have been detained at Ashley Youth Detention Centre can access their records.	**Status submitted by agency:** Completed **OIM Appraisal:** DECYP has substantially progressed implementation of this recommendation through the establishment of processes to identify, recover, collate, catalogue, digitise and manage historical records relating to children and young people in state care and youth justice settings. This has included implementation of records management and archival processes, development of digitisation and quality assurance procedures, establishment of search and retrieval functionality within Content Manager, and arrangements for secure storage, retention and future transfer of permanent records. Digitisation activities have been completed for records associated with Ashley Youth Detention Centre, carers and family group homes, youth justice records, ministerial and policy records, master index cards and mixed client and youth justice files. Digitised records are searchable, indexed, classified and managed through established recordkeeping processes. Further work remains underway in relation to digitisation of records held by the Tasmanian Archives, remaining Child Safety client files and handwritten records collections. The Implementation Monitor notes that with the increased use of digital materials as well as digital technology, there is a growing need for national standards to address this.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.05 **Justice** **In progress**	**Summarised:** Conduct an audit of all past and current child abuse allegations in state care and youth detention, add identified staff or carers to a misconduct register. Share all relevant information with authorities, improve information-sharing frameworks, support victim-survivors, and remove barriers to effective information sharing (see full recommendation for further detail).	**Status submitted by agency:** In progress **OIM Appraisal:** Various government agencies have undertaken audits and referrals of allegations about institutional child sexual abuse from several information sources to date. Justice is now progressing this recommendation through a staged assurance process that will draw together the work already undertaken. Justice has observed that further large-scale audit activity will be made easier if the records are digitised, searchable, and reviewable, and therefore intends to work closely with DECYP as it progresses its digitisation program. Past audits and referrals have included (but are not limited to): • Abuse in State Care Program: These records were provided to the COI and Royal Commission and have since been reviewed and further actioned. • Abuse in State Care Support Service (which replaced the Abuse in State Care Program) • Commission of Inquiry: The Joint Safety and Accountability Team urgently reviewed alleged perpetrators identified by the COI and confirmed visibility across Tasmania Police, Registration to Work with Vulnerable People and child safety systems. The Joint Referral Review Team then built on that work by reviewing section 34A notices and other matters of concern from the COI, creating a consolidated dataset of persons of interest and ensuring appropriate referrals and actions were made. The Woolcott Review externally assured that the Joint Referral Review Team dataset included all relevant matters of concern and associated named officers and employees from the COIs work as of 19 September 2025. • National Redress Scheme: These records are fully digitised and have previously been audited by Justice, with appropriate referrals made and ongoing referrals continuing as matters arise • Civil claims relating to Ashley Youth Detention Centre and out-of-home care: The Ashley Youth Detention Centre class action and ongoing civil claim processes have also required examination of historical records, providing further opportunities to identify and refer previously unknown or unreported allegations or matters of concern	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		• Child Safety Services • Tasmania Police: There has also been audit work through the Child Sexual Abuse Joint Review Team, led by Tasmania Police, which reviewed historical complaints and relevant third-party holdings, including Tasmania Police and the Registration to Work with Vulnerable People • Registration to Work with Vulnerable People • State Service employment records.	
12.06 **DECYP** **Completed**	The Department for Education, Children and Young People should: **a.** have appropriate processes in place to ensure leaders in youth detention have the knowledge, skills, aptitude and core capability requirements to effectively manage people and to lead a child safe organisation **b.** ensure the person who holds the position of Executive Director, Services for Youth Justice, has knowledge and understanding of youth justice and therapeutic models of care in youth justice, and experience in providing strategic direction and leadership **c.** ensure cultural change in youth detention is included in the key performance indicators of the Secretary, Associate Secretary and Executive Director, Services for Youth Justice **d.** reclassify the position of Manager, Custodial Youth Justice from Band 8 in the Tasmanian State Service Award to at least a Senior Executive Service Level 1 **e.** ensure the position description and performance measures for the role of Manager, Custodial Youth Justice include implementing cultural change in youth detention.	**Status submitted by agency:** Completed **OIM Appraisal:** DECYP has implemented a new Child Safety and Youth Justice Operations leadership structure, establishing dedicated executive and senior leadership responsibility for youth justice, custodial services, child safety and out-of-home care. The new structure includes the establishment of Care and Custodial Support Services, the Office of the Chief Practitioner and associated governance and accountability arrangements to support oversight of youth justice services and delivery of the Commission of Inquiry reform program. The Department has appointed senior leaders with experience in youth justice, child protection, custodial services, therapeutic models of care and organisational reform. Leadership capability initiatives have also been introduced, including trauma-informed leadership and reflective practice programs for youth detention leaders and managers. Custodial youth justice leadership roles have been redesigned to strengthen accountability for child safety, cultural reform, safeguarding and therapeutic practice. Position descriptions for senior custodial leadership positions include responsibility for leading cultural change, implementing youth justice reform, maintaining child-safe practices and supporting trauma-informed service delivery. The custodial youth justice leadership structure has also been elevated through establishment of a dedicated Senior Executive Service role responsible for custodial youth justice services. This recommendation has been assessed as complete as the leadership, capability, governance and accountability arrangements outlined in the recommendation have been established. Continued operation of these arrangements, together with demonstration that they are supporting sustained cultural change and improved practice within youth detention over time, would be required before the reform could be considered embedded change.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.07 **DECYP** **Substantially progressed**	The Tasmanian Government should: **a**. develop measures to monitor and evaluate progress towards cultural change in youth detention and include these in the Outcomes Framework under the Youth Justice Blueprint and associated action plans **b.** include monitoring and evaluation of progress towards cultural change in youth detention in the Youth Justice Reform Governance Framework **c.** urgently begin data collection and monitoring of progress towards cultural change **d.** ensure there is an ongoing governance structure to oversee and monitor the functioning of the youth justice system, including the performance and culture of youth detention, beyond the implementation of the youth justice reforms **e.** fund the Department for Education, Children and Young People to immediately appoint a culture change manager at Ashley Youth Detention Centre reporting to the Centre Manager and whose role is to work with and support the Centre Manager to **i.** drive cultural change in youth detention **ii.** create a child safe organisation **iii.** establish a positive, collaborative and supportive working environment **f.** maintain the culture change manager position or function beyond the closure of Ashley Youth Detention Centre for as long as monitoring indicates there is a need for it.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** **Recommendation 12.07 (a) and (c)** As discussed in Recommendation 9.09, as at 30 June 2026, DECYP anticipates releasing its Outcomes Framework in July 2026. DECYP will prioritise reporting upon indicators where data is already available in the first instance or can be reported with minor refinement. DECYP has established a data dashboard alongside the AYDC Stabilisation Taskforce. DECYP is undertaking work to determine how this data will be used to monitor progress towards cultural change in youth detention. **Recommendation 12.07 (b)** The Youth Justice Reform Governance Framework referenced in sub-recommendation 12.07(b) will not be developed by DECYP. Rather, DECYP will monitor and evaluate cultural change in youth detention through the Outcomes Framework referenced in 12.07(a). As such, DECYP proposed that sub-recommendation 12.07(b) be closed. The Monitor was comfortable with this approach. **Recommendation 12.07 (d)** DECYP have established the Quality and Risk Committee as a key oversight mechanism for the safety and wellbeing of children and young people in contact with services provided by Child Safety Services, Out of Home Care and Youth Justice. The Quality and Risk Committee has been designed to provide a point of reporting on performance. This includes reporting against the Outcomes Framework (Recommendation 9.09), compliance with the Child and Youth Safe Standards and service performance metrics. **Recommendation 12.07 (e)** DECYP recruited a Cultural Change Lead on a full-time, permanent basis in February 2025. The Cultural Change Lead is in the Ashley Youth Detention Centre Stabilisation Taskforce (the Stabilisation Taskforce). The Cultural Change Lead supports change management and on-the-ground communications at Ashley Youth Detention Centre.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		The Stabilisation Taskforce is delivering the initial phase of this work. Its focus is on addressing: • Workforce stability • Workforce safety and • Operational predictability. DECYP has advised that this approach aims to establish the foundational conditions required for culture and practice change to take hold.	
12.08 **DECYP** **Substantially progressed**	The Department for Education, Children and Young People should, in consultation with the new Commission for Children and Young People (Recommendation 18.6), develop an empowerment and participation strategy for children and young people in detention, having regard to best practice principles for children's participation in organisations. The strategy should include: **a.** the establishment of a permanent advisory group that **i.** includes children, young people and young adults up to the age of 25 years with previous experience of youth detention in Tasmania, including Aboriginal people and people with disability **ii.** has clear terms of reference developed in consultation with young people with experience of detention **iii.** enables its members to participate in a safe and meaningful way and express their views on measures to empower children and young people in detention (including the role and purpose of the Resident Advisory Group) and achieve cultural change in detention **iv.** meets regularly and is chaired by a person independent of the Department and attended by a senior departmental leader **v.** is adequately funded and resourced	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP has progressed implementation of this recommendation through the establishment and development of participation and empowerment mechanisms for children and young people involved in youth justice. This includes including consultation, advisory and feedback arrangements designed to support participation in decisions that affect them. Progress includes: • Development of a Youth Justice Advisory Group to provide input from young people with lived experience of youth justice and support participation in youth justice reform activities. • Establishment of participation principles to guide engagement with children and young people, including principles relating to accountability, inclusion, rights, communication and safety. • Implementation of the Young People Consultation Group at Ashley Youth Detention Centre, providing a formal mechanism for young people to express views, raise issues, participate in decision-making processes and receive feedback on outcomes. • Work to review and strengthen existing participation mechanisms, including consideration of rights awareness, feedback processes, complaints pathways and opportunities for young people to contribute to continuous improvement activities. • Incorporation of participation and lived-experience input into broader youth justice and out-of-home care reform activities through advisory groups and consultation processes. Further work is continuing to implement all elements of the participation and empowerment framework, including ongoing advisory arrangements and evaluation of participation mechanisms. Accordingly, this recommendation has been assessed as substantially progressed.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	b. a review of the Ashley Youth Detention Centre Resident Advisory Group to ensure it conforms with best practice principles for children's participation and provides a safe forum for children and young people in detention to express their views, including on measures to achieve cultural change in detention, without fear of reprisal c. a consultation forum for children and young people in any youth detention facility that replaces Ashley Youth Detention Centre **d.** mechanisms to ensure children and young people in detention are aware of their rights **e.** regular monitoring and evaluation of the effectiveness of the empowerment and participation strategy.		
12.09 **DECYP** **Substantially progressed**	Summarised Recommendation 12.9: DECYP should initiate a change management process that includes identifying the aptitudes, attitudes and capabilities expected of youth workers, and requires all current youth workers to reapply for their positions (see full recommendation for further detail).	**Status submitted by agency:** Substantially progressed OIM Appraisal: DECYP has progressed implementation of this recommendation through workforce reforms aimed at strengthening the recruitment, capability, development and support of youth workers within custodial youth justice services. These reforms are being progressed through the Child Safety and Youth Justice Workforce Action Plan and associated youth detention workforce initiatives. Progress to date includes: • development of workforce actions to support attraction, recruitment and retention of youth workers, including ongoing recruitment activities and workforce planning arrangements • establishment of qualification, training and capability expectations for youth workers, including actions to support professional development and career progression • implementation of induction arrangements covering expected standards of behaviour, human rights, trauma-informed practice, child development, behaviour support, custodial policies and procedures • introduction of observation and buddy shift arrangements to support newly recruited youth workers before they commence independent duties	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		• development of workforce wellbeing, critical incident support and staffing initiatives intended to support safe service delivery for children, young people and staff. Further work is required to complete all elements of the recommendation, including implementation of change management activities, continued development of workforce capability and career progression arrangements and demonstration that the workforce reforms are operating across custodial youth justice services.	
12.10 **DECYP** **Completed**	The Department for Education, Children and Young People, in developing a professional conduct policy (Recommendation 20.2), should ensure: **a.** there is a separate professional conduct policy for staff who have contact with children and young people in detention facilities and other residential youth justice facilities **b.** the professional conduct policy for detention facilities and other residential youth justice facilities, in addition to the matters set out in Recommendation 20.2, specifies expectations outlined in other relevant custodial policies and procedures, including those on the use of force, isolation and personal searches of children and young people in detention **c.** the professional conduct policy for youth detention and other residential youth justice facilities spells out expected standards of behaviour for volunteers, contractors and sub-contractors **d.** the Department uses appropriate mechanisms to ensure compliance by volunteers, contractors and sub-contractors with the professional conduct policy.	**Status submitted by agency:** Completed **OIM Appraisal:** The Conduct and Behaviour Policy and General Conduct Standards have been developed as an overarching framework for behavioural expectations for all DECYP workers. The Conduct and Behaviour Policy recognises that a breach of the General Conduct Standards may be taken to be a breach of the State Service Code of Conduct. The Conduct Standards for Workers in Detention Centre and Residential Youth Justice Settings (Conduct Standards in Youth Justice) sits beneath this and applies specifically to DECYP workers in youth detention settings. Each of these applies to all categories of workers, including contractors, sub-contractors and volunteers. This suite of materials is: • Collectively, a baseline for expectations and behavioural standards for workers, including on the use of force, isolation and personal searches • Shared through different platforms • Provided as part of mandatory safeguarding training. DECYP is developing a volunteer and contractor register as a central place to manage information about these cohorts, which will assist in ensuring compliance with relevant policies, procedures and protocols.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.11 **Justice** **In progress**	The Tasmanian Government should: **a.** introduce legislation to increase the minimum age of criminal responsibility to 14 years, without exception **b.** develop and provide a range of community-based health, welfare and disability programs and services that are tailored to meet the needs of children and young people under the age of 14 years who are engaging in antisocial behaviour, and to address the factors contributing to that behaviour **c.** work towards increasing the minimum age of detention (including remand) to 16 years by developing alternatives to detention for children aged 14 and 15 years who are found guilty of serious violent offences and who may be a danger to themselves or the community.	**Status submitted by agency:** Justice – In progress DECYP – In progress **OIM Appraisal:** **Recommendation 12.11(a) – Justice led** Justice is responsible for the legislative elements of Recommendations 12.11(a) and 12.11(c). However, DECYP is leading the broader youth justice reform package which will respond to various COI recommendations including 12.11. A DECYP Discussion Paper on youth justice reform is expected to seek feedback on both statutory age reforms, being: • The minimum age of criminal responsibility; and • The minimum age of detention (including remand). Subject to Cabinet approval, the Discussion Paper will be released for public consultation in the second half of 2026 for a period of approximately three months. This will include an open submission process, alongside continued targeted engagement with key stakeholder groups. The government anticipates that the youth justice reforms will be addressed in one Bill to be tabled in 2027. **Recommendation 12.11(b) – DECYP led** DECYP has continued to lead the service system design work for response for children under 14 and alternatives to detention for children aged 14 and 15, alongside the legislative development. To date, DECYP has established place-based initiatives in Glenorchy through the Glenorchy Youth Hub. DECYP is now working on place-based initiatives in Brighton. **Recommendation 12.11(c) – Justice led** Justice has identified that implementation will require aligned service supports, police and court readiness, and careful transitional planning. The next steps for Justice and DECYP include: • Further policy development • Targeted and community consultation • Consideration of operational impacts • Working with Tasmania Police and the courts regarding commencement and implementation.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Implementation Monitor's Views The Implementation Monitor agrees that raising both statutory reform ages requires a credible alternative response to ensure the protection and safety of children and young people, victims and the community. This reform should be considered together with efforts to limit children and young people's contact with the youth justice system through place-based initiatives and 24/7 bail support. The Implementation Monitor was pleased to learn of the government's plans to bring forward this recommendation from the COI's suggested timeframe of 2029.	
12.12 **DECYP** **Substantially progressed**	The Tasmanian Government should ensure legislation to replace or amend the *Youth Justice Act 1997* contains updated general principles of youth justice that reflect contemporary understandings of child development, children's antisocial behaviour and children's needs.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP is progressing implementation of this recommendation through the review of the *Youth Justice Act 1997* and the development of a proposed legislative framework informed by contemporary youth justice principles. The review process has included consultation with government agencies, oversight bodies, courts, Aboriginal organisations, community stakeholders, children and young people, and other subject matter experts. Work undertaken to date reflects contemporary understandings of child development, children's behaviour and children's needs, including consideration of: • rights-based approaches to youth justice • trauma-informed and therapeutic responses • diversion and early intervention • rehabilitation and reintegration • culturally responsive approaches for Aboriginal children and young people • family-focused and multidisciplinary responses to offending behaviour. DECYP has adopted a whole-of-Act review approach to implement youth justice legislative reform, including delivery of this recommendation through a broader replacement legislative framework. The Implementation Monitor has previously advised they supported this approach, recognising that delivery of some legislative recommendations would occur through the wholesale review rather than through separate amendments. Further work is required to finalise and implement legislative reforms and demonstrate that updated youth justice principles have been incorporated into the replacement or amended legislative framework.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.13 **DECYP** **Substantially progressed**	**1.** The Tasmanian Government, in reviewing current diversion processes and developing a Diversionary Services Framework, should: **a.** examine the exercise of police discretion to determine whether opportunities for cautioning and community conferencing are being maximised, particularly for Aboriginal children and young people, and children and young people without a strong family support network **b.** commission research to examine the effectiveness of formal cautions imposed with undertakings and the sanctions imposed by community conferences, to ensure they are proportionate to the alleged offending and not unnecessarily onerous **c.** introduce legislation to widen the range of alleged offences in respect of which diversion may be pursued and create a presumption in favour of pre-court diversion for children and young people. **2.** The Tasmanian Government should begin statewide delivery of new diversion programs under the Diversionary Services Framework by 2025.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP is progressing implementation of this recommendation through the review of the *Youth Justice Act 1997* (the Act) and development of a future youth justice framework that emphasises diversion, early intervention, restorative practice and therapeutic responses for children and young people. Consultation has been undertaken with government agencies, Aboriginal organisations, courts, oversight bodies, community stakeholders and children and young people to inform this work. DECYP has also progressed diversionary service delivery through the commissioning of Youth After-hours Diversion Services delivered by community sector providers. This recommendation is being progressed as part of the broader review of the Act. The Implementation Monitor previously acknowledged that a number of legislative recommendations would be delivered through this reform process rather than through standalone amendments. Further work is required to finalise legislative reforms, complete the Diversionary Services Framework and demonstrate implementation of the full range of diversion measures contemplated by the recommendation.	Original: Phase 3 – 30 June 2029
12.14 **DECYP** **In progress**	The Tasmanian Government, to maximise opportunities for children and young people to be admitted to bail and minimise the number of children and young people on remand, should: **a.** introduce legislation to **i.** require bail decision makers to consider the matters specified in section 3B of the *Bail Act 1977* (Vic) when determining bail for a child, as well as the child's age (including their developmental age at the time of the alleged offence), Aboriginal status and any previous experience of trauma or out of home care **ii.** prohibit the refusal of bail to a child on the sole ground that the child does not have any, or any adequate, accommodation	**Status submitted by agency:** Justice – In progress DECYP – Substantially progressed **OIM Appraisal:** **Recommendation 12.14 (a) – Justice led** Justice has undertaken policy development and consultation to support legislative reform to maximise opportunities for children and young people to be admitted to bail and minimise the number of children and young people on remand. Justice released a draft Bail Bill for community consultation from 28 November 2024 to 2 March 2025, and clause 13 of the draft Bail Bill was intended to implement Recommendation 12.14(a). Justice now needs to undertake further policy work to align the reform with broader DECYP-led youth justice reforms. The reforms from the draft Bail Bill are now expected to be included in the broader youth justice reform Bill.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	b. examine the effectiveness of the existing bail support program with a view to expanding its capacity and funding additional bail support programs **c.** establish and fully resource a statewide 24-hour bail system for children and young people with **i.** specialised and trained decision makers who have knowledge of children and young people, Aboriginal children and young people, and the impact of trauma **ii.** access to corresponding bail support services **iii.** access to legal representation for children and young people **d.** ensure its proposed assisted bail facilities **i.** are small, homelike and, subject to bail conditions, do not place restrictions on the movements of children and young people **ii.** have the capacity to deal with children and young people with complex needs **iii.** are designed to include wraparound services, such as health, education and employment **iv.** are culturally safe for Aboriginal children and young people **v.** include specialist, therapeutically trained bail support workers to help children and young people attend programs and services, and to comply with their conditions of bail.	**Recommendation 12.14 (b)-(d) – DECYP led** DECYP have: • Commissioned 54 Reasons to examine the effectiveness of the existing bail support program: REBOOT • Reviewed and responded to the recommendations from the 54 Reasons review • Undertaken (and continue to undertake) stakeholder testing on the proposed 24/7 Youth Bail Support Model • Undertaken consultation on the draft Bail Service System model paper • Continued to work with Homes Tasmania on accommodation for children and young people on bail and transitioning from detention. **Implementation Monitor's views** The Implementation Monitor notes that DECYP has outlined a phased approach to implementing Recommendation 12.14 (b)-(d), with immediate and longer-term reforms identified to address service gaps through development of accommodation, legal, disability, mental health and alcohol support. The Monitor is concerned that the Tasmanian Government is currently not investing enough in bail facilities and support. The Monitor intends to work closely with DECYP and providers to ensure that funding for these responses is sufficient to meet the needs of children and young people while on bail. The Monitor considers that implementation of Recommendation 12.14 is crucial in the context of the impending closure of Ashley Youth Detention Centre and development of the new Youth Justice Facility.	
12.15 **Justice** **In progress**	The Tasmanian Government should: **a.** ensure any legislation designed to amend or replace the *Youth Justice Act 1997* provides that **i.** rehabilitation is the primary purpose of sentencing a child **ii.** the list of sentencing options is a hierarchy and a sentencer can only impose a sentence at a particular level of the hierarchy if satisfied that it is not appropriate to impose a sentence that is 'lower' in the hierarchy	**Status submitted by agency:** Justice – in progress DECYP – substantially progressed **OIM Appraisal:** **Recommendation 12.15 (a)(b) – DECYP led** The DECYP-led review of the *Youth Justice Act 1997* (Youth Justice Act) has involved extensive research, which has included analysis from other jurisdictions. This research has guided legislative and policy direction on key COI youth justice reforms, including: • Raising the minimum age of criminal responsibility and detention (see rec 12.11)	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	iii. a sentence imposed on a child should be the minimum intervention required in the circumstances **iv.** a custodial sentence must only be imposed as a last resort and for the minimum period necessary **v.** in sentencing a child the court must consider the child's experience of trauma, any child protection involvement or experience of out of home care, disruptions to the child's living situation or education, any mental illness, neurological difficulties or developmental issues experienced by the child, and the child's chronological age and developmental age at the time of sentencing **vi.** in sentencing an Aboriginal child, the court must consider additional factors including the consequences of intergenerational trauma, historical discriminatory policies, general and systemic racism, and any previous culturally inappropriate responses that may have worsened the effects of trauma on the child **vii.** there is a presumption against imposing restrictive conditions (such as curfews and non-association conditions) with community-based sentencing orders, which may increase a child's likelihood of breaching a sentencing order and being sentenced to detention **b.** ensure children who are sentenced to a supervised community-based order receive adequate support to comply with the conditions of the order from therapeutically trained, culturally competent staff	• Developing community-based support services (see rec 12.11) • Improving culturally led knowledge, practices and service delivery to address the over-representation of Aboriginal children and young people in the youth justice system • Updating detention provisions • Expanding bail support, diversion and sentencing options (see rec 12.14). DECYP has undertaken consultation and engagement during the research phase and has continued throughout the development of a Discussion Paper. As discussed above in Recommendation 12.11, the Discussion Paper is subject to Cabinet approval. However, DECYP plan for the Discussion Paper to be released for public consultation in the second half of 2026 for a period of approximately three months. This will include an open submission process, alongside continued targeted engagement with key stakeholder groups. Consultation to date: • Children and young people with lived experience • Victims of crime (with further targeted engagement commencing June 2026) • Aboriginal organisations and the Aboriginal Youth Justice Reference Group • Oversight and regulatory bodies, including the Commissioner for Children and Young People, Custodial Inspector and Ombudsman • Courts and tribunals, including the Magistrates Court Youth Justice Division and TASCAT • Community groups and non-government organisations • Other jurisdictions, including the Australian Capital Territory and Aotearoa New Zealand • Internal stakeholders across Youth Justice, Child Safety and Education The Youth Justice Reform Cross-Agency Steering Committee and the COI Whole of Government Legislative Steering Committee have also driven engagement. **Recommendation 12.15 (c) and (d) – Justice led** The Children's Division of the Magistrates Court currently handles youth justice and child safety matters. Justice has noted that further work is required to assess this existing model against Recommendation 12.15 (c). Justice has advised that this work should align with DECYP-led reform of the Youth Justice Act and the *Children, Young People and Their Families Act 1997*, since those reforms may affect the Court.	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Justice has noted that evaluation cannot occur until the specialist division spoken of in sub-recommendation 12.15(c) has been established or the existing Children's Division has been adapted to meet the COIs intent. **Recommendation 12.15 (e) – Justice led** The Magistrates undertook a range of professional development activities, including the Statewide Magistrates Conference and National Judicial College of Australia training on Children and the Courts in 2024–25. The Tasmanian Government also allocated additional funding to the Magistrates Court for increased demand, case complexity and court security costs in the 2026–27 State Budget. The Supreme Court's 2024-2025 Annual Report highlights that staff training will be an ongoing priority for the Court, which has considered, and will continue to review, recommendations from the COI. The Implementation Monitor recognises that Justice's ability to implement Recommendation 12.15 (e) is limited by two factors: • Firstly, the allocation of funding in the State Budget is a matter for the Tasmanian Government and the Parliament, not Justice; and • Secondly, the delivery of training for judicial officers is a matter for the Courts, not Justice. The Monitor therefore intends to engage with the Courts directly where possible. As with other funding-related recommendations, the Monitor will attempt to work directly with the relevant entity to understand whether funding levels are adequate. In any case, this assessment would need to be reviewed on an ongoing basis, consistent with budget cycles.	
12.16 **DECYP** **Substantially progressed**	The Tasmanian Government should ensure its proposed new detention facility (and any future detention facilities) are small and homelike and incorporate design features that reflect best practice international youth detention facilities. This includes features that: **a.** promote the development of trusting and therapeutic relationships between staff and children and young people **b.** facilitate and enhance trauma-informed, therapeutic interventions for children and young people **c.** minimise stigma to children and young people	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP has progressed implementation of this recommendation through the design of the new Tasmanian Youth Justice Facility and development of the associated Facility Model of Care. Consultation has informed the facility design and operating approach, including engagement with children and young people, people with lived experience, Aboriginal organisations, community stakeholders and oversight bodies. The proposed facility design and draft Facility Model of Care have been developed to support a non-punitive, child-centred, trauma-informed and culturally safe environment. The design approach seeks to promote positive and therapeutic relationships between staff and young people, support therapeutic interventions, strengthen connections with family and community, reduce stigma associated with detention and enhance the safety of children and young people.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	d. facilitate and promote connections between children and young people, and their families and communities **e.** protect children and young people against the risks of child sexual abuse (including harmful sexual behaviours)—for example, by enabling line-of-sight supervision as far as possible, without infringing on children and young people's privacy.	Further work is required to finalise the Facility Model of Care, complete the facility design process and implement the facility. The facility is not yet operational and the design features contemplated by the recommendation cannot yet be demonstrated in practice.	
12.17 **DECYP** **Completed**	**1.** The Tasmanian Government, to enhance the safety of children and young people in Ashley Youth Detention Centre and any new detention facility, should: **a.** ensure all public areas of the facility are subject to electronic surveillance **b.** introduce viewing panel swipe readers **c.** introduce body-worn cameras, supported by comprehensive policies and procedures for their use by staff **d.** develop and implement a policy for managing and retaining surveillance footage that **i.** takes account of the record-keeping principles identified by the National Royal Commission and the disposal freeze on records relating to children issued by the Office of the State Archivist **ii.** promotes transparency of staff conduct and enables regular audits of staff performance to be undertaken **iii.** requires footage to be made available on a timely basis on the lawful request of a government department or oversight body. **2.** The Commission for Children and Young People (Recommendation 18.6) should annually review the use of electronic surveillance in detention to determine whether it increases children and young people's feelings of safety in detention and should continue to be used. The initial review should seek the views of children and young people at Ashley Youth Detention Centre on whether electronic surveillance should be deployed in the proposed new detention facility.	**Status submitted by agency:** DECYP – Completed Justice – Completed **OIM Appraisal:** **Recommendation 12.17(1)(a) – DECYP led** DECYP has upgraded Ashley Youth Detention Centre (AYDC)'s electronic surveillance system to increase Closed-Circuit Television (CCTV) coverage and remove black spots in public spaces. DECYP also installed more cameras in 2026 to enhance CCTV coverage of the pool area. DECYP have appointed Safety and Security staff to work in AYDC's Control Room to monitor the AYDC cameras 24/7. **Recommendation 12.17(1)(b) – DECYP led** DECYP has updated its electronic access controls on all bathroom viewing panels. DECYP explained that when an electronic access control is used to unlock a bathroom viewing panel, it is electronically recorded to note which key opened the panel, at what time and the duration it was opened for. These keys are only used in the case of an emergency, and only the Operational Coordinators carry them. **Recommendation 12.17(1)(c) – DECYP led** DECYP has: • Updated the Body Worn Camera Procedure now that Youth Workers, Operations Coordinators and the Operations Manager are required to use the body-worn cameras • Developed information packs for staff, young people and their families • Procured Body Worn Camera storage solutions • Distributed signage promoting the use of body-worn cameras in AYDC.	Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Recommendation 12.17(1)(d) – DECYP led DECYP has: • Developed a CCTV Procedure. • Established a Control Room to support the continuous monitoring of surveillance systems in AYDC. • Recruited and trained Safety and Security Officers to work in the new Control Room. • Engaged Honeywell to scope and size the technology required to meet the CCTV retention requirements. • Installed and configured DELL equipment based on the Honeywell recommendations. DECYP has advised that the equipment stores CCTV footage locally. Then, every 90 days, the footage is automatically moved to long-term storage on the DELL equipment. This long-term storage has capacity for approximately five plus years. Footage relating to reported incidents is exported and retained for 125 years after the relevant young person's date of birth. DECYP's CCTV Procedure outlines these retention period requirements. Moreover, the CCTV Procedure clearly states that CCTV systems and data can be provided to third parties as required by law. **Recommendation 12.17(2) – Justice led** The Commission has a statutory function under the Commission for *Children and Young People Act 2025* to review the use of electronic surveillance in detention and make recommendations on whether the use is appropriate. **Implementation Monitor's view** The Implementation Monitor has met with DECYP and the Office of the State Archivist about the storage and retention at AYDC and the new Youth Justice Facility. The Implementation Monitor is comfortable that DECYP has met the intent of this recommendation in their current practices at AYDC. However, the Monitor would like to engage with relevant oversight bodies (i.e. the Office of the Independent Regulator, the Custodial Inspector and the Commissioner for Children and Young People) about whether their requests for CCTV footage are responded to in a timely and appropriate manner.	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.18 **DECYP** **Substantially progressed**	**1.** The Tasmanian Government should ensure: **a.** use of the Behaviour Development Program is discontinued in Ashley Youth Detention Centre and not adopted in any new detention facility **b.** the Youth Justice Model of Care planned to be developed by 2025 includes a specific operating philosophy, service objectives and service standards for detention facilities that are based on non-punitive, child-centred, trauma informed, culturally safe practice and reflect international best practice in youth justice **c.** staff in youth detention facilities have the skills needed to undertake evidence based, trauma-informed, child-centred interventions with children and young people, including the skills to anticipate, de-escalate and respond effectively to challenging behaviours without resorting to force or restrictive practices **d.** implementation of the Youth Justice Model of Care and updated Practice Framework for youth detention is monitored by the governance structure outlined in Recommendation 12.7. **2.** The Custodial Inspector, or the body responsible for inspection standards for youth detention centres in Tasmania, should review standards and guidelines on the appropriate use in youth detention of behaviour management programs that incorporate incentives and rewards, having regard to international best practice and research on effective responses to children and young people with trauma backgrounds and emotional regulation challenges.	**Status submitted by agency:** DECYP – Substantially progressed ISO – Completed **OIM Appraisal:** **Recommendation 12.18(1) – DECYP led** DECYP has progressed implementation of this recommendation through the release of a new Youth Justice Model of Care and public consultation on the Tasmanian Youth Justice Facility Model of Care. Also implemented are workforce capability initiatives and governance arrangements intended to support a child-centred and therapeutic approach to youth detention. Progress to date includes: • release of the Youth Justice Model of Care, which provides an overarching approach, principles and ways of working to deliver therapeutic, trauma-informed, timely and culturally safe services for children and young people across the youth justice system in Tasmania. • development and public consultation on the Tasmanian Youth Justice Facility Model of Care, which proposes a non-punitive, child-centred, trauma-informed and culturally safe approach to youth detention and is intended to inform the future operation of the new detention facility. • commencement of work to replace the Behaviour Development Program with a new behaviour support approach, including removal of some elements identified as inconsistent with the intent of the recommendation and trialling components of a replacement model within Ashley Youth Detention Centre. • implementation of workforce training and professional development initiatives to strengthen staff capability in areas including child development, trauma-informed practice, cultural responsiveness, rights-based practice, communication, de-escalation and youth justice operations. Updated induction arrangements include observation and buddy shifts, trauma-informed practice, cultural responsiveness and Awareness, De-escalation and Protection training. • establishment of governance arrangements, including the Quality and Risk Committee, and development of a Practice Framework that supports assessment, care planning, service delivery, monitoring, review and throughcare processes for children and young people in detention. The framework is intended to support implementation of the Model of Care and embed therapeutic and multidisciplinary practice across youth justice services.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Further work is required to finalise and implement the Youth Justice Facility Model of Care and Practice Framework, fully discontinue and replace the Behaviour Development Program, and demonstrate that the new practice approaches are embedded in youth detention operations. **Recommendation 12.18(2) – Custodial Inspector led** The Tasmanian National Preventive Mechanism and Custodial Inspector published Expectations: Children and Young People Deprived of their Liberty (May 2024, updated September 2025). Topic 6 of the Expectations: Children and Young People Deprived of their Liberty addresses (page 62): • Behaviour management • Behavioural standards • Incentive/reward schemes, with explicit requirements for trauma-informed, strength-based practice. This replaces the previous Custodial Inspector Inspection Standards. The Expectations: Children and Young People Deprived of their Liberty are grounded in international human rights standards including the United Nations Convention on the Rights of the Child and the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.	
12.19 **DECYP** **Substantially progressed**	The Tasmanian Government should: **a.** establish clear processes and guidelines for assessment, case planning and case management for children and young people in detention, to enable the delivery of tailored, multidisciplinary, therapeutic responses to each child and young person as part of their daily routine, which meet their health and wellbeing needs and address the factors contributing to their offending behaviour **b.** implement a collaborative, multidisciplinary approach to responding to each child and young person in detention that includes all relevant service providers and, to the greatest extent possible, the child or young person's family	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** Processes for assessment, case planning and case management have been developed, multidisciplinary care planning arrangements are operating, and substantial work has been undertaken to strengthen participation, governance and information-sharing arrangements. DECYP has also invested significantly in system reforms intended to support more consistent care planning and safety planning practices. Multidisciplinary case management is occurring in practice and is supported by established multidisciplinary team processes involving youth justice, health, education and other service providers. Work has also progressed to develop structured approaches to intake, assessment, care planning, monitoring, review and transition planning, together with digital solutions intended to support these activities.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. develop a memorandum of understanding between agencies involved in delivering services to children and young people in detention, including child protection, health, disability support and education that **i.** describes the roles and responsibilities of each agency in case planning and case management **ii.** commits to agencies adopting a collaborative, child-centred approach **iii.** contains clear protocols for record keeping, information sharing, incident reporting and dispute resolution **d.** ensure each child or young person in detention (and/or their representative) is given the opportunity to participate in case planning and case management processes, express their views and have those views given due weight **e.** ensure each child and young person on remand has access to therapeutic services and supports, with statutory protections that prohibit using disclosures made during interventions and programs on remand as evidence of guilt.	However, not all elements of the recommendation have been fully implemented. The Care Planning Framework remains under development, the proposed memorandum of understanding between relevant agencies remains in draft form and has not yet been executed, and key care planning and safety planning system functionality remains under development through future project phases. Current program documentation identifies ongoing design work, future implementation milestones and planned system releases extending into 2027. **Implementation Monitor's View** The Implementation Monitor notes that the legislative component of the recommendation relating to protections for disclosures made during therapeutic interventions while on remand also remains outstanding. This is a specific requirement of the recommendation rather than a supporting reform activity. While confidentiality requirements apply to therapeutic services, the legislative protections contemplated by the recommendation have not yet been implemented. While important foundations have been established and significant reform activity has occurred across policy, practice, governance and digital systems, the Implementation Monitor notes that several key requirements of the recommendation remain unfinished, are yet to be formalised, or are not yet operational. Therefore, this recommendation is appraised as substantially progressed.	
12.20 **DoH** **In progress**	The Tasmanian Government should ensure: **a.** there are appropriate mechanisms and pathways for children in contact with the criminal justice system to be diverted to the mental health system for assessment and treatment **b.** the proposed Youth Forensic Mental Health Service provides timely referral and access to mental health treatment, care and support for children and young people when appropriate, whether they are under community-based supervision, in detention or not yet sentenced (including on remand)	**Status submitted by agency:** In progress **OIM Appraisal:** Progress has been made towards implementation of this recommendation through the establishment of the Child and Youth Mental Health Service Divert and Connect Program. A statewide model has been developed to provide specialist forensic mental health assessment, consultation, treatment and court liaison services for children and young people involved in, or at risk of entering, the youth justice system. The model includes referral pathways from Youth Justice, courts and correctional health services, together with arrangements for multidisciplinary assessment, therapeutic intervention and specialist mental health services for children and young people in detention.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. children and young people in detention have daily access to an onsite child and adolescent psychologist and fortnightly access to an onsite child and adolescent psychiatrist **d.** the proposed mental health inpatient unit for children and adolescents in Hobart provides for children and young people in detention.	While progress has been made in establishing the service model and referral pathways, the Model of Care remains in draft form and implementation of the full statewide service is continuing. To complete the recommendation, the Divert and Connect Program will need to be fully operationalised and the proposed service arrangements implemented across the relevant youth justice, detention and community settings.	
12.21 **DoH** **Substantially progressed**	The Tasmanian Government should ensure children and young people in detention (including on remand): **a.** receive a mental and physical health assessment on admission to the detention facility, and when needed while in detention **b.** have access to 24/7 medical care **c.** have a say in their mental and physical health care.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** Progress has been made towards implementation of this recommendation through the Youth Primary Health in Detention Project. Governance, funding and project management arrangements have been established to support development of a revised Model of Care for health service delivery in youth detention. Work is underway to strengthen health assessment processes, improve access to health services, embed youth participation in health care decision-making, and develop workforce, implementation and evaluation frameworks aligned with broader youth justice reforms and the future Pontville youth detention facility. While key governance, planning and engagement activities have been completed and work has been undertaken to implement the recommendation, development and implementation of the revised Model of Care is continuing. To complete the recommendation, the revised Model of Care and associated service reforms will need to be finalised and fully implemented.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027
12.22 **DECYP** **Completed**	The Department for Education, Children and Young People should: **a.** ensure the Youth Justice Model of Care emphasises the central importance for children and young people in detention of access to high-quality education and vocational training that is tailored to their individual learning needs and that includes learning life skills **b.** make education programs and other structured activities accessible to all children and young people in detention (including on remand)	**Status submitted by agency:** Completed **OIM Appraisal:** This recommendation sought to ensure that education, vocational training and life-skills development are central components of youth detention; that education, structured activities and physical exercise are accessible to all children and young people in detention, including those on remand; and that partnerships are established to support employment, training and reintegration pathways for young people leaving detention. Ashley School currently provides education to children and young people in detention and on remand, including differentiated literacy, numeracy and specialist learning opportunities. Structured educational, recreational and wellbeing activities form part of the normal centre routine, and access to activities is not based on behavioural ratings, except where deemed unsafe to do so by a risk management process.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		DECYP has established partnerships with community organisations, training providers and government services to support career readiness, vocational opportunities and transition planning. Current arrangements include engagement with TAFE, 54 Reasons and other providers to support education, training and post-release pathways. The draft Tasmanian Youth Justice Facility Model of Care and associated education planning further embed education, vocational learning, life-skills development and transition planning within a therapeutic and trauma-informed framework, consistent with the intent of the recommendation. Continued monitoring will be required to ensure these practices remain embedded through the transition to the new facility, including maintaining universal access to education and structured activities, sustaining partnerships that support transition and employment pathways, and implementing the final Model of Care and Education Model as intended.	
12.23 **DECYP** **Completed**	The Department for Education, Children and Young People should: **a.** develop and implement a policy that recognises the importance to children and young people in detention of maintaining or building connections with their family and community and **i.** specifies ways to promote such connections, including through visits, temporary leave and phone or video calls **ii.** clearly states that entitlements to visits, temporary leave and phone or video calls cannot be denied on the basis of a child or young person's behaviour **b.** provide reasonable assistance (including financial help) to members of a child or young person's family or Aboriginal community to enable them to visit the child or young person frequently, where families or Aboriginal community members have barriers to accessing the youth detention facility.	**Status submitted by agency:** Completed **OIM Appraisal:** The Connection with Family and Community Policy and Financial Assistance Procedure has been developed and implemented. It contains: • Guidance on ways to help children and young people in detention build and maintain connections • Provisions that entitlements to visits, temporary leave or calls cannot be denied based on behaviour (entitlements can only be restricted where necessary for safety or security, and any such restrictions are documented and reviewed) • Information on reasonable assistance available to families who face barriers to visiting • Guidance for culturally safe supports for Aboriginal families. Contact decisions (including phone, video calls) with family are documented and subject to management oversight and complaints mechanisms.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.24 **DECYP** **Substantially progressed**	The Tasmanian Government should: **a.** establish an integrated throughcare service for children and young people in detention that **i.** begins exit planning as soon as possible after a child or young person enters detention for the provision of safe and stable accommodation, access to physical and mental health support, and assistance with education or employment after release to facilitate their reintegration into the community **ii.** provides increased access to the detention facility for staff of community based providers of post-release services **iii.** adopts a collaborative, child-centred, cross-organisation approach involving child protection, housing, health, disability support and education services, supported by a memorandum of understanding and clear policies and procedures **iv.** involves the child or young person and, to the greatest extent possible, their parent, guardian or other significant adult in exit planning **v.** includes post-release wraparound support services for children and young people **vi.** is culturally safe for Aboriginal children and young people **b.** deliver community-based schooling options for children and young people with complex behavioural challenges, including those who are or have been involved in the youth justice system, to provide appropriate learning environments for children to transition to when they leave detention.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** Considerable work has been undertaken by DECYP to implement this recommendation. This includes strengthening transition planning, community-based education pathways and the development of an integrated care planning and throughcare approach. Transition and reintegration supports have been strengthened through partnerships with education providers, training organisations and community services. Work has progressed to establish a more structured and coordinated model of care planning and throughcare for children and young people in detention. This includes: • community-based education, training and transition pathways for young people leaving detention through partnerships with education providers, training organisations and community services; • development of a Care Planning Framework that incorporates intake, assessment, care planning, implementation, monitoring, review, throughcare and transition planning processes; and • design of a multidisciplinary approach that includes coordinated assessment, care coordination, interagency involvement and individualised transition planning. However, several key elements of the recommendation are not yet fully established, these include: • the Care Planning Framework remains in draft form; • the integrated throughcare model remains subject to further consultation, approval and implementation activities; • a formal multidisciplinary throughcare service operating across detention, health, housing, disability, education and community services has not yet been demonstrated; • interagency arrangements, including the memorandum of understanding and supporting policies and procedures contemplated by the recommendation, are still being developed; and • ongoing work is identified in relation to throughcare coordination, workforce capability, implementation supports and operational arrangements.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Implementation Monitor's View The Implementation Monitor notes that while important foundations have been established and several components of the recommendation are in place, there is ongoing work required to develop and operationalise the framework, governance arrangements and service model required to deliver an integrated throughcare service. Therefore, this recommendation is appraised as substantially progressed.	
12.25 **DECYP** **Substantially progressed**	The Tasmanian Government should introduce a new process for approving transfers of young people from youth detention to an adult prison facility that: **a.** limits transfers to young people aged 16 years or older **b.** requires the Department for Education, Children and Young People to notify the Commission for Children and Young People (Recommendation 18.6) of any proposed transfer **c.** requires the Department to apply to the Magistrates Court (Youth Justice Division) or the new specialist children's division of the Magistrates Court (Recommendation 12.15) for approval to transfer **d.** requires the Magistrates Court, in determining whether to approve the transfer, to consider, among other matters, the steps the Department has taken to avoid the need for the transfer, whether the transfer is in the young person's best interests and the views of the Commission for Children and Young People on the appropriateness of the transfer.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP and the Justice continue to operate on the policy position that transfers are limited to young people aged 16 years or older. DECYP also currently notifies the Commissioner for Children and Young People of any proposed transfer, to ensure child-centred and child-safe oversight and safeguards in the transfer process. DECYP and Justice have also developed a: • Transfer Assessment Panel comprising relevant membership of both agencies • Memorandum of Understanding on transfers • Transfer protocol **Implementation Monitor's view** DECYP proactively sought advice from the Monitor about its implementation of Recommendation 12.25. Specifically, DECYP requested endorsement to explore an alternative approval mechanism consistent with the intent of the recommendation and a revised timeline to allow for this work to take place. DECYP will continue to engage with the OIM on this work and any proposed model. In the interim, DECYP will continue to progress interim measures through the Transfer Assessment Panel, Memorandum of Understanding on transfers and Transfer Protocol. The Monitor supported DECYP's suggestion to include prescribed statutory criteria and noted DECYP's view that consideration of any future statutory transfer approval and oversight arrangements will occur through the review of the *Youth Justice Act 1997.* On this basis and noting ongoing work on other aspects of the recommendation, the Monitor is comfortable with DECYP extending its timeframe for completing this recommendation.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.26 **ISO** **Completed**	The Auditor-General should undertake an audit of the length of custodial stays at Ashley Youth Detention Centre to determine whether they align with sentencing orders.	**Status submitted by agency:** Completed **OIM Appraisal:** The Tasmanian Audit Office published the 'Alignment of the duration of custodial stays at Ashley Youth Detention Centre with related sentencing orders' (Custodial Stays Audit Report) in August 2024. The Custodial Stays Audit Report found that custodial stays at Ashley Youth Detention Centre, as measured against the audit criterion were compliant with sentencing orders. It contained five recommendations for DECYP to improve their governance and control framework, to ensure that compliance was not person dependent. The Implementation Monitor has spoken with DECYP about these five recommendations in the past and intends to remain abreast of development in this space. It should be noted that the Auditor-General cannot be forced to conduct a particular audit. However, recognising the value and public interests in this matter, the Auditor-General agreed to conduct the audit consistent with recommendation 12.26.	Original: Phase 1 – 30 June 2024
12.27 **DECYP** **Substantially progressed**	**1.** The Tasmanian Government, to protect Aboriginal children and young people against the risk of sexual abuse in youth detention, should urgently develop in partnership with Aboriginal communities, an Aboriginal youth justice strategy that is underpinned by self-determination and that focuses on prevention, early intervention and diversion strategies for Aboriginal children and young people. Aboriginal communities should be funded to participate in developing strategy. **2.** The strategy should consider and address among other matters: **a.** legislative reform to enable recognised Aboriginal organisations to design, administer and supervise elements of the youth justice system for Aboriginal children and young people **b.** capacity building and funding for recognised Aboriginal organisations to participate in youth justice decision making in relation to Aboriginal children and young people, and to deliver youth justice service to Aboriginal children and young people	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** **Recommendation 12.27 (1)** DECYP has led the delivery of recommendation 12.27 over the last 18 months in partnership with key Aboriginal Community Controlled Organisations through the Aboriginal reference group and relevant Tasmanian Government Agencies. Through this process, DECYP has developed the Listening and Acting Together; Tasmania's Strategic Approach to Aboriginal-led Youth Justice Reform (Listening and Acting Together). Listening and Acting Together is not a government-authored strategy. Instead, it is an approach that clarifies how the government will change the way it works to facilitate multiple Aboriginal-led youth justice strategies and place-based responses. DECYP's revised its approach in response to feedback from Aboriginal people and organisations, non-government organisations and government agencies that a single government owned strategy risked duplicating or constraining Aboriginal led reform and repeating past approaches.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. the use of police discretion in the investigation and processing of Aboriginal children and young people, including cautioning, arrest, custody, charging and bail **d.** alternative pre-court diversionary options for Aboriginal children and young people **e.** mechanisms to increase the likelihood of Aboriginal children and young people receiving bail and minimise the number of Aboriginal children and young people on remand, including culturally responsive supported bail accommodation and other bail assistance programs and legislative reform to require bail decision makers to consider a child's Aboriginal status **f.** mechanisms to support Aboriginal children and young people to comply with the conditions of community-based youth justice orders, to minimise their likelihood of breaching conditions and entering detention.	**Recommendation 12.27 (2)** The version of Listening and Acting Together provided to the Monitor on 10 June 2026, included: • Six Strategic Priorities • Five goals, aligned with the Youth Justice Blueprint • Government Principles • What the Tasmanian Government is accountable for, which includes supporting coordination, enabling Aboriginal leadership, funding and transparency and follow-through. **Implementation Monitor's view** DECYP proactively sought advice from the Monitor about its approach to implementing Recommendation 12.27. The Monitor was supportive of the proposal put forward by DECYP. However, the Monitor was of the strong view that the Tasmanian Government must fulfil its supporting role to ensure the success of the Aboriginal-led youth justice strategies.	
12.28 **DECYP** **Substantially progressed**	The Tasmanian Government should ensure: **a.** any new facilities intended to replace Ashley Youth Detention Centre are co-designed with Aboriginal communities and include culturally enriching environments for Aboriginal children and young people that promote connection to family, community and Country, **b.** the Aboriginal youth justice strategy (Recommendation 12.27) considers whether a small, homelike facility that has Aboriginal staff, provides trauma-informed care and enables Aboriginal children and young people to connect with culture through the involvement of local Aboriginal communities, should be established specifically for Aboriginal children and young people who are remanded or serving a custodial sentence. Careful consideration should be given to the most appropriate management model for such a facility.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP has undertaken consultation with a number of Aboriginal organisations, community service provides and government agencies through multiple channels to inform the new facility design, draft Facility Model of Care and draft Tasmanian Aboriginal Youth Justice Strategy. Consultation activities have progressed consideration of culturally enriching environments and Aboriginal-led responses within the youth justice system. However, the Tasmanian Aboriginal Youth Justice Strategy remains under development, the final Facility Model of Care has not been released and consideration of future custodial options for Aboriginal children and young people is ongoing. The replacement youth justice facility has also not progressed beyond the planning and design stages.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2028

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.29 **DECYP** **Substantially progressed**	The Tasmanian Government should take steps to ensure Ashley Youth Detention Centre and any replacement facilities are culturally safe for Aboriginal children and young people. These steps should include: **a.** Updating admission procedures and case management guidelines to require staff to **i.** ask children and young people who identify as Aboriginal whether they would like the support of an Aboriginal organisation or an Aboriginal community member while they are detained **ii.** notify the nominated organisation or individual within 12 hours of the child or young person's admission **iii.** facilitate the involvement of the child or young person's nominated representative in case planning, case management and exit planning in respect of the child or young person **b.** updating relevant guidelines and procedures to require staff to consult with an Aboriginal child or young person's community to determine how best to provide individual cultural support to the child or young person while they are in detention **c.** working with Aboriginal communities to establish ongoing culture programs for Aboriginal children and young people in detention, such as visiting Elders programs, on-Country programs, and cultural mentoring programs **d.** ensuring the new policy on supporting children and young people in detention to maintain connections to their families and communities (Recommendation 12.23) emphasises the central importance of connection to family, community and culture for the well-being of Aboriginal children and young people in detention	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DECYP has completed work against some elements of the recommendation, including: • Draft admission procedures requiring Aboriginal children and young people to be asked whether they would like support from an Aboriginal organisation and requiring notification of a nominated Aboriginal organisation within 12 hours of admission. • Delivery of cultural responsiveness and trauma-informed content through youth worker induction and workforce development activities. • Engagement with Aboriginal organisations regarding cultural supports, throughcare arrangements and the proposed Aboriginal liaison function. Twenty-three engagements with ten Aboriginal organisations, people or groups were undertaken between January and April 2026. However, the following components do not appear fully implemented: • Key supporting documents, including the Admissions Procedure and care planning framework, remain in draft form. • Establishment of the Aboriginal liaison officer function remains ongoing. Reporting refers to co-design of the function, a draft contract for services, workshop activity to identify prerequisites for implementation and funding yet to be confirmed. • Implementation of ongoing cultural supports and Aboriginal-led service arrangements remains in progress, with executed contracts, referral pathways and service delivery identified as future activities. • It is not evident that all relevant policies, procedures and case management processes required by the recommendation have been finalised and embedded in practice. **Implementation Monitor's View** It is the Monitor's view that considerable work has been undertaken to implement this recommendation. However, further work is required before the recommendation can be considered completed.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2028

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	e. establishing the role of Aboriginal liaison officer in youth detention to support Aboriginal children and young people, including by facilitating cultural support and becoming involved in case planning, case management and exit planning **f.** ensure the updated Ashley Youth Detention Centre Learning and Development Framework is designed to equip staff with knowledge and skills to provide culturally safe environment for Aboriginal children and young people, including providing trauma-informed and culturally safe. responses to children and young people engaging ins self-harm or other challenging behaviours.		
12.30 **DECYP** **In progress**	**1.** The Harmful Sexual Behaviours Support Unit (Recommendation 9.28) should develop detailed youth justice-specific policies, protocols and practice guidelines to support best practice responses to harmful sexual behaviours in youth detention and other residential youth justice facilities. **2.** All incidents of harmful sexual behaviours in youth detention or other residential youth justice facilities should be reported to: **a.** the Harmful Sexual Behaviours Support Unit to enable data on harmful sexual behaviours in youth detention and other residential youth justice facilities to be included in the Department for Education, Children and Young People's monitoring and oversight of harmful sexual behaviours through the new Quality and Risk Committee (Recommendation 9.5) **b.** the Commission for Children and Young People (Recommendation 18.6). **3.** The Department should explore the potential to implement Power to Kids (or another program or approach with comparable components) in youth detention and other residential youth justice facilities as a supplementary strategy to address the heightened risk of harmful sexual behaviours in those settings and take a proactive approach to prevention.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has commenced a program of work to respond to harmful sexual behaviour recommendations across youth justice, out-of-home care and other child-facing services. Activities undertaken include: • establishment of governance and quality assurance arrangements; • development of a program execution plan; • commencement of procurement for specialist policy development support; • establishment of the Office of the Chief Practitioner; and • planning for a Harmful Sexual Behaviour Support Unit. The Department has also undertaken preliminary work relating to reporting arrangements, workforce capability, response coordination and consideration of implementing the Power to Kids program in youth justice settings. Youth justice-specific policies, protocols and practice guidance are still being developed, the Harmful Sexual Behaviour Support Unit has not yet been fully established and resourced, and reporting, oversight and data management arrangements remain under development. Departmental planning documents identify a number of key deliverables extending through 2026 and 2027, including guidance resources, reporting mechanisms and consideration of Power to Kids implementation in youth justice settings.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	4. The Tasmanian Government should ensure measures are in place to facilitate timely access to specialist therapeutic interventions for children in youth detention displaying or harmed by harmful sexual behaviours. Where treatment is likely to extend beyond their custodial sentence this should be provided by a clinician external to the detention centre who can continue the treatment after the child is released from detention.		
12.31 **DECYP** **In progress**	**1.** The Tasmanian Government should introduce legislation to amend the *Youth Justice Act 1997* to ensure the Act expressly prohibits fully unclothed searches of children and young people in detention. **2.** The Department for Education, Children and Young People should: **a.** introduce body scanner technology at Ashley Youth Detention Centre and include such technology in any facility designed to replace the Centre **b.** update the Department's Personal Searches of Young People Detained at AYDC procedure to **i.** define a fully unclothed search as a form of child sexual abuse **ii.** explicitly outline the hierarchy of search options, from the least to the most intrusive **iii.** align gender requirements for staff who conduct or observe searches with requirements in the *Youth Justice Act 1997* **iv.** specify internal and external reporting requirements in relation to searches **c.** publish the personal searches procedure on the Department's website **d.** consider what search policies and procedures, if any, should apply in the proposed new assisted bail and supported residential facilities	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has implemented a number of procedural and operational changes, including the introduction of body scanner technology and the revision of the Personal Searches of Young People Detained at Ashley Youth Detention Centre Procedure. The revised procedure defines fully unclothed searches as a form of child sexual abuse, establishes a hierarchy of search options from least to most intrusive, specifies gender requirements for staff conducting searches, and includes internal and external reporting requirements. These changes have strengthened the procedural framework governing personal searches in youth detention. However, key requirements of the recommendation remain incomplete. The *Youth Justice Act 1997* has not yet been amended to expressly prohibit fully unclothed searches, with this reform still being progressed through the broader Youth Justice Act Review. Publication of the procedure on the Department's website remains under consideration, and aspects of reporting and policy development for future facilities are still underway. **Implementation Monitor's view** The Implementation Monitor notes that while progress has been made and foundational changes have been implemented, further work is required to deliver all elements of the recommendation. In particular, the legislative reform that forms a central component of the recommendation has not yet been implemented. Accordingly, the recommendation is more appropriately assessed as in progress.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	e. ensure Ashley Youth Detention Centre (and any future detention facility) provides **i.** monthly reports on searches of children and young people in detention to the Secretary **ii.** quarterly reports on searches of children and young people in detention to the Quality and Risk Committee (Recommendation 9.5) to enable it to monitor trends and identify any areas of concern **iii.** the search register and all relevant supporting documentation to the Commission for Children and Young People (Recommendation 18.6) on a monthly basis or more frequently, as agreed with the Commission for Children and Young People.		
12.32 **DECYP** **In progress**	Summarised Recommendation 12.32: Introduce legislation to amend the *Youth Justice Act 1997* to ensure the Act prevents isolation of detainees unless absolutely necessary; and update the Department's Use of Isolation procedure (see full recommendation for further detail).	**Status submitted by agency:** In progress **OIM Appraisal:** This recommendation contains a number of legislative, procedural, reporting and transparency requirements relating to the use of isolation in youth detention. Progress has been made towards implementation, including development of draft operational guidance relating to isolation approvals, recording and monitoring requirements, development of a normal centre routine framework, review of delegations and reporting arrangements, and broader policy development through the *Youth Justice Act 1997* review process. However, several key requirements of the recommendation remain incomplete. The *Youth Justice Act 1997* has not yet been amended to clarify the definition of isolation, prohibit the use of isolation as punishment, establish an offence relating to the use of isolation as punishment, or expressly provide that isolation should only be used as a measure of last resort and for the minimum time necessary. These matters remain subject to the broader Youth Justice Act review process. In addition, the updated Use of Isolation Procedure had not been finalised as at 30 June 2026, with supporting guidance documents remaining in draft form. Publication requirements, including of the updated procedure and quarterly isolation and lockdown information, have not yet been completed. **Implementation Monitor's view** The Implementation Monitor notes that while implementation activity is underway and a number of foundational measures have been developed, further work is required to deliver several core elements of the recommendation. Accordingly, the recommendation is more appropriately assessed as in progress.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.33 **DECYP** **In progress**	Summarised Recommendation 12.33: Amend the *Youth Justice Act 1997* to strictly limit the use of force on children in detention to situations of imminent and serious harm or escape, prohibit its use for punishment or compliance, make unlawful use a criminal offence, and require updated procedures, transparency, and reporting on use of force incidents (see full recommendation for further detail).	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has implemented some elements of the recommendation, including: • Development of guidance and supporting materials to strengthen staff understanding of appropriate use of force, including the introduction of the Ashley Youth Detention Centre Use of Force Fact Sheet. • Introduction of guidance emphasising de-escalation, proportionality, use of force as a last resort, post-incident support for young people and incident reporting requirements. • Review and strengthening of reporting, recording and monitoring arrangements relating to the use of force, including reporting to senior departmental officers and external oversight bodies. • Progression of legislative and policy development through the broader Youth Justice Act review process. However, the following core elements are still progressing: • Legislative amendments required by the recommendation remain outstanding, including amendments to restrict the circumstances in which force may be used, require force to be used only where other means of control have been exhausted, require force to be used for the minimum time necessary, prohibit force being used solely to secure compliance, and create an offence for use of force contrary to the Act. These matters continue to be progressed through the Youth Justice Act review process. • The updated Use of Force Procedure had not been finalised at the time of appraisal, with consultation and review activities continuing. • Publication of the updated Use of Force Procedure on the Department's website, as required by the recommendation, had not been completed. • Not all the reporting requirements specified by the recommendation, including quarterly reporting to the Quality and Risk Committee, have been implemented. **Implementation Monitor's view** The Implementation Monitor notes that while progress has been made towards implementation, progress to date is uneven across the recommendation and several key components remain under development. Accordingly, the recommendation has been assessed as in progress.	Delayed Revised timeline: 31 Dec 2027

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.34 **DECYP** **Substantially progressed**	**1.** The Department for Education, Children and Young People should provide regular joint training and professional development for staff who have contact with children and young people in youth detention facilities and relevant staff of the Youth Justice Services directorate on laws, standards, policies and procedures regarding the use of isolation, the use of force and searches of children and young people in detention to ensure consistency in understanding and application. This training should be mandatory. **2.** Tasmania Police should ensure its members receive regular training and guidance on laws and procedures on the use of isolation, the use of force and searches of children and young people in detention to enable police to readily identify conduct that falls outside the parameters of acceptable professional conduct among staff and may constitute a criminal offence.	**Status submitted by agency:** DECYP – Substantially progressed DPFEM – Completed **OIM Appraisal:** **Recommendation 12.34 (1) DECYP led** DECYP has progressed a number of elements of part one of this recommendation, including delivery of a revised youth worker induction program, implementation of training relating to trauma-informed practice, cultural responsiveness, safeguarding, reporting requirements and the Awareness, De-escalation and Protection model. Additional training resources have also been established to support development of youth justice-specific learning and development activities. However, several elements of the recommendation remain under development. DECYP continues to develop its Learning and Development Framework and has identified further work to define mandatory training requirements, establish refresher training arrangements and support ongoing workforce capability development. The recommendation specifically requires regular joint training on laws, standards, policies and procedures relating to the use of isolation, use of force and searches. These areas remain subject to policy and legislative reform through Recommendations 12.31, 12.32 and 12.33, which DECYP identifies as prerequisites to full implementation. Training is currently being delivered against existing procedures while these reforms continue. **Recommendation 12.34 (2) DPFEM led** Tasmania Police have implemented a range of policy, procedural and training reforms relating to the searching, use of force, isolation and custodial management of young people. These reforms include the development of the Searches of Youths in Custody Aide Memoire, which establishes detailed legislative, operational and reporting requirements for youth searches, including trauma-informed practice, least-intrusive search principles, gender-specific safeguards, authorisation requirements, use of force reporting and mandatory recording processes. Youth custody and search procedures are also incorporated into recruitment training through the Custody and Charge Room Procedures module. In addition, the DPFEM Child and Youth Safe Action Plan 2025–2029 includes Action 42, which specifically commits Tasmania Police to maintain contemporary and regularly scheduled training relating to searches, use of force and isolation of young people, and identifies this work as addressing part two of this recommendation.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.35 **DECYP** **Completed**	Summarised Recommendation 12.35: Update complaints, concerns and critical incident procedures for youth detention (see full recommendation for further detail).	**Status submitted by agency:** Completed **OIM Appraisal:** DECYP has implemented a child-focused complaints management framework for youth detention, supported by updated complaints policies, procedures, governance arrangements and a complaints management system. These arrangements provide clear processes for receiving, recording, investigating and reporting complaints, including complaints involving child sexual abuse, harmful sexual behaviours and other safeguarding concerns. The framework includes child-centred complaint pathways, reporting obligations, response timeframes, support for complainants and mechanisms to monitor complaint trends for quality, safety and governance purposes. Child-friendly guidance and information resources have also been developed to support access to complaints processes. While the Child-Related Incident Management Directorate envisaged by Recommendation 12.35(e) has not been established, the intent of the recommendation has been achieved through existing incident management and investigation arrangements across DECYP and DPAC. Matters involving Ashley Youth Detention Centre staff are assessed through established processes and, where appropriate, referred to the Shared Capability and Central Investigations Unit (SCCI), which has developed substantial expertise investigating child-related matters in youth detention environments, including child sexual abuse, grooming, professional boundary breaches, misuse of force, search practices and isolation practices. These arrangements ensure complaints and safeguarding concerns arising in detention settings are managed by personnel with appropriate youth justice expertise and an understanding of the risks and characteristics of abuse and mistreatment in custodial environments.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.36 **Justice** **In Progress**	The Tasmanian Government, in establishing and resourcing the new independent community visitor scheme (Recommendation 9.34), should ensure: **a.** independent community visitors visit children and young people in detention facilities weekly, at a minimum **b.** Aboriginal children and young people in detention or other residential youth justice facilities have access, wherever possible, to visits from an Aboriginal independent community visitor or from the Commissioner for Aboriginal Children and Young People, depending on the child's preference **c.** independent community visitors have the necessary statutory powers to perform their functions, including the power to enter the facility, have access to children and young people in the facility and inspect the facility **d.** each facility where children and young people are detained or reside has a safe, dedicated space where independent community visitors can meet with children and young people and discuss concerns without being observed or overheard by staff or other children and young people.	**Status submitted by agency:** In Progress **OIM Appraisal:** The *Commission for Children and Young People Act 2025* (CCYP Act) establishes the statutory framework for the Independent Visitor Scheme (as discussed in recs 9.33, 9.34, 9.38). Specifically, the CCYP Act: • Allows for visits to be prescribed through regulations (see rec 9.34) • Requires that Aboriginal children and young people have access to independent visitors who are known to be Aboriginal or Torres Strait Islander (see rec 9.34) • Allows for the functions and powers of independent visitors to be prescribed through regulations (see rec 9.34) • Allows for the requirements and expectations that apply to a visit under the Scheme to be prescribed through regulations (see rec 9.34). The Commission will lead the operational implementation of the Independent Visitor Scheme. The Implementation Monitor therefore considers that the lead agency of this recommendation may need to change from Justice to the Commission after it is established.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2029
12.37 **ISO** **Completed**	The Ombudsman should develop written guidelines for its staff on managing complaints it receives containing allegations of child sexual abuse involving children in youth detention, other residential youth justice facilities or out of home care. Among other matters, these guidelines should include: **a.** the definition of child sexual abuse and related conduct, including sexual misconduct, grooming, harmful sexual behaviours and boundary breaches **b.** the process for reporting relevant allegations to Tasmania Police, Child Safety Services, the Registrar of the Registration to Work with Vulnerable People Scheme and the Independent Regulator under the Child and *Youth Safe Organisations Act 2023*	**Status submitted by agency:** Completed **OIM Appraisal:** The Ombudsman Tasmania (Ombudsman) has developed a Child Sexual Abuse Policy and Guidelines (CSA Policy and Guidelines) for its staff. The CSA Policy and Guidelines include: • Definitions of child sexual abuse, grooming (with reference to boundary breaches), harmful sexual behaviours • Employee obligations, including reporting to Tasmania Police, Safe Families, Safe Kids Advice and Referral Line, the registrar Registration to Work with Vulnerable People and the Independent Regulator. • Guidance on referring an allegation or complaint to an organisation named in the complaint. This provides that referral back to the organisation would only occur in unusual situations, with the agreement of the complainant and would be closely monitored.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. guidance on referring an allegation or complaint to an agency named in the complaint **d.** guidance on communicating with child complainants on the referral of their complaints to other entities and the progress of investigations into their complaints **e.** processes for sharing information with other oversight bodies regarding the management of complaints (Recommendation 18.15).	• Guidance on responding to disclosure from a child or young person. • A statement that if the complainant is a child, communication of the intended approach and progress of an investigation must be in a child-friendly format. • Processes for sharing information with other oversight bodies regarding the management of complaints. The CSA Policy and Guidelines was published on the Ombudsman website alongside a Statement: Our Commitment to Child and Youth Safety in June 2026. This work will be supported by a training package that was nearing completion at the end of the reporting period.	
12.38 **Justice** **Substantially progressed**	**a.** has functions and powers to monitor the operation of youth detention centres and other residential youth justice facilities, and the safety and wellbeing of, and the provision of services to, children and young people in detention, and in the youth justice system more broadly, by **i.** regularly monitoring and reviewing custodial population data and information on serious or adverse incidents (such as child sexual abuse, assaults, attempted suicide, self-harm, riots, escapes, and property damage) and the use of isolation, force, restraints, and searches **ii.** conducting regular onsite inspections of youth detention and other residential youth facilities **iii.** conducting own-motion systemic inquiries into issues that are identified through monitoring **iv.** conducting own-motion inquiries into the youth justice services received by an individual child or group of children **b.** has the power to enter adult prison facilities to visit children and young people in those facilities to monitor their safety and wellbeing is adequately resourced on an ongoing basis to fulfill its systemic monitoring functions	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** The *Commission for Children and Young People Act 2025* (CCYP Act) provides the Commission with functions to: • Monitor the operation of detention facilities • Monitor the provision of services to children and young people in detention • Monitor the safety and wellbeing of children and young people in detention • Monitor data and information that is collected in relation to children and young people in detention, including the use of isolation, force, restraint, and searches • Conduct inquiries into systemic decisions or recommendations that relate to children and young people (see rec 9.38). The CCYP Act provides the Commission with the powers to: • Require documents, answers to questions or other information if relevant to the functions or powers of the Commission • Conduct inspections of detention facilities, which may include a prison. **Implementation Monitor's Views** The Implementation Monitor recognises that Justice has completed the legislative component of this recommendation, as shown by the passing of the CCYP Act by Parliament. However, the Commission's resourcing will be subject to future budgetary processes. The State Budget is a matter for the Tasmanian Government and Parliament, not Justice. As with Recommendation 9.38(2), the Implementation Monitor considers that the Commission would be best placed to provide information about its resourcing moving forward. It may therefore be most logical for the lead agency of Recommendation 12.38 to transfer to the Commission upon its establishment.	Phase 2 – 30 June 2026 Delayed Revised timeline: To be negotiated

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
12.39 **Justice** **In progress**	The Tasmanian Government should: **a.** appoint the Commission for Children and Young People (Recommendation 18.6) as an additional National Preventive Mechanism under the United Nations Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT), with expertise in child rights, child trauma, the prevention and identification of child abuse, the needs of Aboriginal children and young people and the needs of children and young people with disability, and with power to inspect places where children and young people are detained **b.** resource Tasmanian National Preventive Mechanisms sufficiently to allow them to effectively fulfil their functions under OPCAT.	**Status submitted by agency:** In progress **OIM Appraisal:** The *Commission for Children and Young People Act 2025* establishes the new Commission and provides the statutory foundation for its monitoring and oversight functions. However, the Commission has not yet been appointed an additional National Preventive Mechanism under the Optional Protocol to the Convention against Torture. Justice anticipates that this work will be progressed once the new Commission is established.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027
COI Volume 6			
15.01 **DoH** **Completed**	The Department of Health should develop and communicate a policy framework and implementation plan for reforms to improve responses to child sexual abuse in health services. The policy and implementation plan should: **a.** set out the purpose and need for the reforms **b.** set out the role, responsibilities and interactions of bodies the Department has set up as part of the reforms **c.** explain how reforms, including departmental reforms and those recommended by the Child Safe Governance Review, Community Recovery Initiative and this Commission of Inquiry, will work together to respond to child sexual abuse in health services **d.** outline how the reforms are being prioritised for implementation and who is responsible for their implementation **e.** set out the expected timeframes for implementation **f.** be published on the Department's website.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH published the Child Safeguarding Reforms and Recommendations Policy Framework 2024-2029 (Child Safeguarding Framework). The Child Safeguarding Reform Framework includes: • The purpose of the reforms • The role and responsibilities of bodies • Explains how reforms will work. DoH also developed the Child Safeguarding Reforms and Recommendations Implementation Plan (Child Safeguarding Reform Implementation Plan) as a companion document to the Child Safeguarding Reform Framework. The Child Safeguarding Reform Implementation Plan details the prioritisation of reforms and the expected timeframes for completion. Both the Child Safeguarding Reform Framework and Child Safeguarding Reform Implementation Plan are available on the DoH website. **Implementation Monitor's Views** The Implementation Monitor intends to monitor surveys of staff and systems to understand whether real change of culture is occurring in practice across DoH.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
15.02 **DoH** **Completed**	**1.** The Tasmanian Government and Department of Health should continue to implement the National Principles for Child Safe Organisations across all health services. **2.** The Tasmanian Government should advocate at a national level for compliance with the National Principles for Child Safe Organisations to be a mandatory requirement for accrediting health services against the National Safety and Quality Health Service Standards under the Australian Health Service Safety and Quality Accreditation Scheme.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has implemented a range of initiatives to embed the National Principles for Child Safe Organisations across health services through governance, safeguarding, workforce, reporting and participation arrangements. This includes establishment of the Children and Young People Advisory Group, Child Safety and Wellbeing Panel, child-focused feedback and complaints mechanisms, publicly available child safety resources, and broader child safeguarding reforms designed to strengthen child safe culture and practices across the health system. While implementation of the National Principles is well advanced, DoH's broader child safety reform program includes ongoing activities aimed at further embedding child safe practices, governance, participation, accountability and continuous improvement across health services. The recommendation also extends to advocacy at a national level regarding accreditation requirements for health services. DoH needs to continue to demonstrate that implementation of the National Principles for Child Safe Organisations has been fully achieved across health services and that action has been taken to address the recommendation's national advocacy component regarding health service accreditation requirements for this to become embedded change.	Original: Phase 2 – 30 June 2026
15.03 **DoH** **Completed**	The Department of Health should ensure its cultural improvement program embeds a safety culture in health services by: **a.** requiring clear organisational values be observed across all levels of health services, including in relation to staff conduct **b.** establishing strong governance arrangements to address staff practices that place children at risk of abuse, and complementing established patient safety governance structures **c.** ensuring all levels of management demonstrate a commitment to a safety culture, including by addressing poor staff conduct **d.** clarifying roles and responsibilities among staff when there is a suspicion that child sexual abuse has occurred or that safety policies are not observed	**Status submitted by agency:** Completed **OIM Appraisal:** DoH developed the One Health Culture Program. The One Health Culture Program has included the rollout of various initiatives listed below and is underpinned by the One Health Culture Strategy 2022-2027 (with an updated 2025-27 version). **Recommendation 15.03 (a)** DoH has established new values through staff consultation: Compassion, Accountability, Respect and Excellence (CARE) values. DoH have also developed companion CARE Chats, a recognition program and other supporting materials. **Recommendation 15.03 (b)** DoH has established a One Health Governance Structure, which includes the culture program team and Internal Reference Group. DoH clarified roles and responsibilities through the Child Safety and Wellbeing Framework.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	e. ensuring there are processes that hold senior managers and executives accountable to respond appropriately to the conduct of their staff, including through performance agreements and role descriptions **f.** establishing measures of a strong organisational culture that indicate an organisation **i.** welcomes concerns about staff and sees them as an opportunity to improve safety for staff and patients **ii.** empowers staff to feel safe and supported to raise concerns about colleagues with their leaders and gives them confidence in the ability of leaders to respond to concerns and take disciplinary actions (including termination) where appropriate **iii.** ensures staff are clear about the process for raising concerns, how these concerns will be addressed and what feedback they can expect to receive **g.** providing progress reports to the Child Sexual Abuse Reform Implementation Monitor to demonstrate how these principles have been translated into policy and practice (Recommendation 22.1).	**Recommendation 15.03 (d)** DoH has established the Child Safety and Wellbeing Services to help create a child safe and trauma-informed culture and guide implementation of safeguarding strategies. The DoH also recruited Child Safeguarding Advisors for each hospital region to provide support and guidance to staff and volunteers. DoH delivered various training opportunities to reinforce individual accountability for ensuring a safe environment. This has included mandatory child safety training for all staff, in addition to more advanced training opportunities, such as: • Child Safe Behaviour workshops • Basecamp Supervisor Development Program • Elevate Management Development Program • Aspire Leadership Development Program. **Recommendation 15.03 (c) and (e)** DoH has included child safety responsibilities in Statements of Duties and Performance Agreements of senior managers and executive staff. **Recommendation 15.03 (f)** The DoH's One Health Culture Strategy includes a range of performance measures and indicators. These include: • Enhanced systems and processes for reporting and managing complaints and unacceptable behaviour are implemented. • Improved results in Tasmanian State Service survey regarding awareness of complaints and unacceptable behaviour policies and processes • Improved results in Tasmanian State Service survey regarding trust of managers/leaders to appropriately manage complaints and unacceptable behaviour **Recommendation 15.03 (g)** DoH regularly meets with the Office of the Implementation Monitor (OIM).	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Implementation Monitor's Views The Implementation Monitor understands that DoH has discontinued the Child Safeguarding Advisor positions and the Child Safety and Wellbeing Services has moved to a centralised model. The Implementation Monitor further understand that DoH has introduced a statewide education role to support the new centralised model. The Implementation Monitor met with DoH to discuss the effect of the changed child safeguarding model in early 2026. The Implementation Monitor considers his role will be crucial for independently monitoring the longer-term impacts on child safety in health settings moving forward. Moreover, the Implementation Monitor recognises that DoH has undertaken the actions from Recommendation 15.03(a) to 15.03(g) and has accordingly assessed the recommendation as 'Completed'. However, the Implementation Monitor considers that for Recommendation 15.03 to move to an 'Embedded Change' status, DoH must demonstrate that the actions have led to a safety culture being embedded across health services.	
15.04 **DoH** **Completed**	**1.** The Department of Health should consider integrating features of the St Vincent's Health Australia's Ethos Program into its cultural improvement program. **2.** The Department of Health should ensure, in adopting its cultural improvement program, professional boundary breaches by staff towards a child are always formally reported, responded to and recorded in centralised records for future reference.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has: • Commissioned research by Macquarie University into the St Vincent's Health Australia's Ethos Program • Launched 'CARE' chat communication tool and CARE chat champion model (referred to in recommendation 15.03) • Established One Health Governance Structure (referred to in recommendation 15.03) • Updated the Safety Reporting and Learning System to include a child safety event type. DoH is currently undertaking work to re-conceptualise the CARE chats model with a patient safety lens. DoH has also recently conducted an audit of its complaints management process and is developing a project plan to implement the findings of this audit. **Implementation Monitor's Views** The Implementation Monitor considers that DoH has undertaken actions that should, in theory, allow for professional boundary breaches by staff towards children to be formally reported, responded to and recorded. For this reason, the Implementation Monitor has assessed Recommendation 15.04 as completed. However, the DoH must be able to demonstrate that the above-listed actions, together with other reforms, are having the intended effect in practice to move towards embedded change.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
15.05 **DoH** **Completed**	The Department of Health should make health leadership accountable for embedding child safety as a priority, including by: **a.** ensuring that all relevant health leaders have an obligation to act consistently with the National Principles for Child Safe Organisations (reflected in Tasmania's Child and Youth Safe Standards) in their role descriptions and performance agreements, with compliance with this obligation to be reviewed annually **b.** ensuring that the role descriptions and performance agreements of all staff providing services to children require them to protect child safety, with compliance with this obligation to be considered as part of annual performance reviews.	**Status submitted by agency:** Completed **OIM Appraisal:** As part of the One Health Culture Program, DoH has: • Developed the Child Safety and Wellbeing Framework (referred to in recommendation 15.03) • Developed key performance indicators for strengthening child safety • Developed a fact sheet to support the drafting of Performance and Development Agreements • Embedded child safety accountabilities and responsibilities into Statements of Duties and Performance Agreements of senior managers and executive staff (referred to in recommendation 15.03) • Amended Statements of Duties and Performance Development Agreements for all staff to reflect commitment to child safety (referred to in recommendation 15.03).	Original: Phase 1 – 30 June 2024
15.06 **DoH** **Completed**	The Department of Health, to support health services become child safe organisations, should ensure: **a.** child safety, including safety from abuse in health services, is overseen by the governance and leadership structures established through the cultural improvement program **b.** child safety is built into the safety and quality systems of health services **c.** staff responsible for providing care to children have the knowledge and skills to respond to child safety concerns in line with the expectations of a child safe organisation and relevant health service policies, including being equipped to identify and respond to indicators of child sexual abuse **d.** staff act consistently with the National Principles for Child Safe Organisations (reflected in Tasmania's Child and Youth Safe Standards) when performing their work, including in discussions between health practitioners, health workers and children about care planning and treatment.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has implemented a range of initiatives to strengthen child safety governance, embed safeguarding within organisational systems and processes, improve workforce capability, and promote child participation and feedback. Initiatives include child safety governance arrangements, mandatory safeguarding training, child safety reporting and complaints mechanisms, child-focused resources and feedback tools, the Children and Young People Advisory Group, the Child Safety and Wellbeing Panel, and executive commitments to promoting child safe organisational culture and practices. While implementation is well advanced, DoH's broader child safety reform program includes ongoing activities to further strengthen governance, workforce capability, risk management, participation, monitoring and continuous improvement across health services. DoH needs to continue to demonstrate that child safety governance, safety and quality systems, workforce capability and staff practice are consistently embedded across health services and aligned with the expectations of a child safe organisation for this to become embedded change.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
15.07 **DoH** **Completed**	**1.** The Department of Health should establish a health services young people's advisory group. The advisory group should: **a.** have a clear purpose and objectives **b.** be guided by clear terms of reference developed in consultation with children and young people **c.** comprise young people with significant lived experience of health services, including young people of different ages, from diverse backgrounds and with different care needs **d.** enable young people to contribute to decision making in a safe and meaningful way about issues that affect them **e.** allow young people to have a say in departmental strategies, policies, procedures and protocols that affect them **f.** be adequately funded and resourced. **2.** Summaries of the health services young people's advisory group meetings should be prepared and distributed to all senior executive teams in the Department. **3.** The Department should report on the activities of the health services young people's advisory group and on other engagement with children and young people through its annual report. **4.** The Department should undertake other age-appropriate engagement with children to ensure as many children and young people as possible can take part in shaping health services.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has established the Children and Young People Advisory Group. The Children and Young People Advisory Group has: • Terms of Reference which state its purpose and objectives • Members with lived experience in health services, including those from diverse backgrounds • Quarterly meetings to discuss health issues affecting young people • Meeting communiques published, and insights from meetings shared with other oversight groups, including senior health leaders • Secretariat support from the Child Safety and Wellbeing Services. DoH has also undertaken other age-appropriate engagement activities with children and young people including: • AGFEST engagement 2024 & 2025 • Youth Network of Tasmania 2025 • Youth Network of Tasmania / DPAC Participation and Empowerment Guide Workshop 2026 • Research project on designing and testing a paediatric Patient Reported Experience Measure tool for children 6-12 years. **Implementation Monitor's Views** The Implementation Monitor hopes to meet with the Children and Young People Advisory Group in the next 12 months.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
15.08 **DoH** **Completed**	**1.** The Department of Health should ensure consistent information is provided to patients, including suitable age-appropriate resources for children and young people and their families and carers, across its health services. These resources should include information on: **a.** requirements and expectations of a child safe organisation **b.** patient rights when receiving health care, including the rights of children and young people **c.** expected standards of behaviour for health service staff **d.** processes for raising concerns and making complaints internally and externally **e.** roles of health regulatory bodies in receiving complaints. **2.** This information should be provided in formats that meet community needs, especially for those with less capacity to comprehend complex written text.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has developed the Child Safety and Wellbeing webpage to provide information on the department's work to strengthen child safeguarding across its services. The Child Safety and Wellbeing webpage includes the following resources which have been developed by DoH: • A one-page leaflet, which was developed to capture information relating to the rights of patients in the health service, including information on how to make a complaint. This one-page leaflet is provided to all patients (or a carer or family member) who are admitted to DoH services. • Resources to support raising child safeguarding concerns, including the Reporting Child Safety Concerns flowchart, the How did we go? and the it's always OK to speak up posters • The My Say, Our Voices book, developed to enable children and young people to provide feedback on our health services • The Me and My Health Journey booklet, which provides an alternative way for children to provide feedback, including through drawing, and includes a QR code to link to the How did we go? form.	Original: Phase 1 – 30 June 2024
15.09 **DoH** **In progress**	The Department of Health should require its health services to undertake regular and ongoing monitoring of children and young people's sense of safety in health services to inform continuous improvements to child safety, including in the safety of the physical environment.	**Status submitted by agency:** In progress **OIM Appraisal:** DoH has established a range of mechanisms to seek feedback from children and young people regarding their experiences of health services, including child-focused feedback surveys, consultation activities, child safety resources and engagement through the Children and Young People Advisory Group. DoH has also strengthened organisational monitoring through child safeguarding reporting and thematic analysis of Safety Reporting and Learning System data. While these initiatives support understanding of children and young people's experiences and perceptions of safety, further work is required to establish regular and ongoing monitoring across health services and ensure findings consistently inform continuous improvements to child safety, including the physical environment. To achieve completion, DoH will need to demonstrate that regular and ongoing monitoring of children and young people's sense of safety is occurring across health services and that the results are routinely used to inform and evaluate child safety improvements, including improvements to the physical environment.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
15.10 **DoH** **Completed**	The Department of Health should work with relevant stakeholders to consider the needs and backgrounds of children and young people using health services, including Aboriginal children, children from culturally diverse backgrounds, children with disability, children with mental illness and children who identify as LGBTQIA+. The Department should consult with Aboriginal communities on how it can provide culturally safe spaces for Aboriginal children across its health services.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH continues to listen to and hear from children and young people through its Children and Young People Advisory Group. In addition to this DoH has: • Regularly engaged with the Chief Aboriginal Health Adviser to map engagement approaches with Aboriginal communities • Worked to align the 'Child Safety and Wellbeing Services Feedback and Data Framework' with the Tasmanian Aboriginal Centre's 'Nukara Strategy' Fibre 3: Data Sovereignty • Developed a communique with actions related to the challenges experienced by LGBTIQA+ young people accessing health services • Developed and launched 'Child and Youth Safe Behaviours' in 2024 with further work occurring within DoH to embed this understanding • Progressed an Art Project DECAL based on feedback from children and young people • Developed a child focused Acknowledgment of Country • Established the 'My Say Our Voices' Feedback Tool Evaluation Plan Project to evaluate ways to improve processes for children and young people to provide feedback.	Original: Phase 2 – 30 June 2026
15.11 **DoH** **Completed**	**1.** The Department of Health should review and consolidate its policies, procedures and protocols. This review should prioritise identifying gaps in relation to safeguarding children and should inform the development and implementation of consistent statewide policies, procedures and protocols on child safety. **2.** The Department's safeguarding policies should include implementing the National Principles for Child Safe Organisations and other recommended policy changes (namely, policies on reporting obligations, professional conduct and providing a chaperone (Recommendations 15.12, 15.13 and 15.14)).	**Status submitted by agency:** Completed **OIM Appraisal:** **Recommendation 15.11 (1)** DoH has developed the Child Safety Policy Review Project. This involved DoH: • Reviewing internal safeguarding documentation • Compiling an internal risk register • Updating other documents to require compliance with the Child Safety and Wellbeing Policy (as referred to in recommendation 15.03) • Development of a statewide Mandatory Reporting of Child Safety and Wellbeing Concerns Protocol.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	3. The Department should undertake regular scheduled reviews of its policies, procedures and protocols for child safety to ensure they continue to reflect best practice and organisational changes. **4.** The Department should publish its policies, procedures and protocols for child safety on its website to promote transparency and ensure accessibility to staff, patients and their families.	In addition to this, DoH is also undertaking the following actions: • Updating the Strategic Document Management System to include a dedicated section for all child safety and wellbeing documents • Mapping continuous improvement governance and accountability processes • Establishing a new child safety and wellbeing governance committee with oversight of relevant policies, procedures and protocols. **Recommendation 15.11 (2)** The Child Safety and Wellbeing Policy clearly states that the purpose of the policy is to reinforce the commitment of DoH to embed the National Principles for Child Safe Organisations and the Tasmanian Child and Youth Safe Standards in the *Child and Youth Safe Organisations Act 2023*. **Recommendation 15.11 (3)** DoH reviews its policies and procedures on a three-year policy review cycle. **Recommendation 15.11 (4)** The Child Safety and Wellbeing Policy and the Mandatory Reporting of Child Safety and Wellbeing Concerns Protocol are available on DoH's website.	
15.12 **DoH** **Completed**	**1.** The Department of Health should ensure there are up-to-date policies on mandatory and voluntary reporting obligations, including for concerns about staff conduct, and that these are effectively communicated to staff. These policies must not require that reporting be formally authorised. **2.** The Department's review of the Tasmanian Health Service Protocol – Complaint or Concern about Health Professional Conduct and associated documents should include: **a.** a description of external reporting requirements in relation to child safety, including voluntary reporting pathways, and reporting to Tasmania Police, Child Safety Services, the Registrar of the Registration to Work with Vulnerable People Scheme, the Independent Regulator under the *Child and Youth Safe Organisations Act 2023* and the Australian Health Practitioner Regulation Agency	**Status submitted by agency:** Completed **OIM Appraisal:** **Recommendation 15.12 (1)** DoH reviews its policies and procedures on a three-year policy review cycle. **Recommendation 15.12 (2)** DoH has developed the following documents: • Statewide Complaints Framework • Professional Conduct Policy • Complaints or Concerns about Health Professional Conduct Protocol, which outlines mandatory reporting obligations, including to the Australian Health Practitioner Regulation Agency • Mandatory Reporting of Child Safety and Wellbeing Concerns Protocol (referred to in recommendation 15.11), which outlines reporting responsibilities to the Advice and Referral Line and Tasmania Police and other reporting requirements (including legislative ones).	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	b. guidance on when it is appropriate to acquit mandatory reporting obligations by reporting concerns to a superior (for example, to avoid multiple notifications). This should make clear that a person is always entitled to make a notification to an external agency if they wish to do so **c.** a list of internal contacts for staff who have questions about child safety concerns and their reporting obligations.	Both the Complaints or Concerns about Health Professional Conduct Protocol and Mandatory Reporting of Child Safety and Wellbeing Concerns Protocol state that a mandatory report can be made without permission from a manager. DoH has partnered with Australian Health Practitioner Regulation Agency to deliver education sessions on mandatory reporting for registered health professionals.	
15.13 **DoH** **Completed**	**1.** The Department of Health, in developing a professional conduct policy (Recommendation 20.2), should ensure: **a.** there is a separate professional conduct policy for staff who have contact with children and young people in health services **b.** the professional conduct policy for health services, in addition to the matters set out in Recommendation 20.2 **i.** specifies expectations outlined in other relevant Department of Health policies and procedures **ii.** refers to other professional obligations of registered health practitioners, including those developed by the Australian Health Practitioner Regulation Agency and the National Boards **iii.** reflects the specific risks that arise in health services, particularly the sometimes intimate and invasive nature of health services, and the significant trust and power afforded by patients and the broader community to those providing health services **c.** the professional conduct policy for health services spells out expected standards of behaviour for volunteers, contractors and sub-contractors **d.** the Department uses appropriate mechanisms to ensure compliance by volunteers, contractors and sub-contractors with the professional conduct policy for health services.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has developed the Professional Conduct Policy (referred to in recommendation 15.12). It: • Outlines behavioural expectations and professional obligations of registered practitioners • Recognises specific risks that arise in health services, particularly the intimate and invasive nature of health services • Applies to workers, volunteers, contractors and other cohorts such as students, trainees, etc. DoH also developed a communications strategy to ensure staff were aware of the new resources and requirements. It included:: • A news article on the intranet • Advice from the Secretary of DoH on internal Reach communications platform • Incorporating the information with staff onboarding and induction guides • Messaging to unions • Mandatory e-learning training module • Supporting documentation including Preventing and Responding to Sexual Harassment Guide and Grievance Resolution Policy were developed. DoH reinforces the professional conduct policy through professional development as listed in Recommendation 15.15.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	2. The professional conduct policy for health services should be reinforced through professional development requirements (Recommendation 15.15).		
15.14 **DoH** **Completed**	The Department of Health's chaperone (or Accompanying Person/Observer) policy should be updated to require the presence of an extra staff member during examinations or episodes of care where no family member or carer can be present.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has developed the Support Person Policy, which states that a support person must be offered for patients for all examinations and procedures and intimate personal care. This can be either a personal or professional support person. DoH developed a communications strategy to ensure staff were aware of the new requirements. It included: • revised intranet content • 'Reach' article • a Q&A factsheet with scenarios • posters/fact sheets on each hospital ward, in appointment rooms and at each service. DoH will review the Support Person Policy in September 2026.	Original: Phase 1 – 30 June 2024
15.15 **DoH** **Completed**	**1.** The Department of Health should identify minimum requirements for professional development on child safety for different levels of staff, including staff, volunteers and contractors, as well as leadership. Professional development should cover, at a minimum: **a.** understanding child sexual abuse (including grooming and boundary breaches) **b.** the requirements and expectations of a child safe organisation **c.** mandatory and voluntary reporting obligations, including the role and function of Tasmania Police, Child Safety Services, the Registrar of the Registration to Work with Vulnerable People Scheme, the Independent Regulator under the *Child and Youth Safe Organisations Act 2023* and the Australian Health Practitioner Regulation Agency **d.** relevant child safeguarding policies and procedures.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has established a structured, tiered child safeguarding training framework that identifies minimum professional development requirements for all workforce cohorts, including staff, volunteers, contractors and leaders. The framework includes foundational safeguarding training for all workers, dedicated safeguarding leadership capability development for supervisors and managers, and targeted education relating to safeguarding policies, procedures and organisational initiatives. Training content addresses child sexual abuse, grooming, professional boundaries, child safe organisation requirements, mandatory reporting obligations, reporting pathways and relevant child safeguarding policies and procedures. DoH has also established outcomes-based measures to evaluate the effectiveness of safeguarding education, including training completion rates, knowledge retention, confidence measures, pre- and post-training evaluations, leadership capability measures and follow-up reviews. Annual review processes and continuous improvement mechanisms have been incorporated to support the ongoing refinement of safeguarding education and leadership capability initiatives.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	2. The Department should have appropriate processes in place to ensure leaders have the knowledge, skills, aptitude and core capability requirements to effectively manage people and to lead a child safe organisation. **3.** The Department should develop outcomes-based measures of the effectiveness of child safety professional development initiatives for all categories of staff, volunteers, and contractors, including management, leadership, human resources, and professional and non-professional staff. **4.** These outcomes-based measures should be reviewed annually and the results used to inform further professional development initiatives and leadership selection.	To be assessed as embedded change, DoH will need to demonstrate that safeguarding professional development is consistently completed across the workforce, that outcomes-based measures are routinely collected and reviewed and that the results are used to inform ongoing improvements to training, workforce capability and leadership development	
15.16 **DoH** **Completed**	**1.** The Department of Health should have a specific policy on responding to complaints and concerns about staff conduct. The policy should establish a complaints escalation, management and investigation process that is informed by the following principles: **a.** Complaints processes should be well-understood, trusted and accessible to staff, patients and others. **b.** Complaints processes should have clear escalation processes, internal and external reporting requirements within specific timeframes, and address immediate risks to children's safety. **c.** There should be appropriate scrutiny and oversight of how complaints about child safety are escalated to senior staff, managed and recorded. **d.** Complaints about child safety should be recorded comprehensively and stored securely in incident management (such as the Safety Reporting and Learning System) and human resources systems.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has developed the: • Statewide Complaints Framework (referred to in recommendation 15.12), which contains a visual diagram of the complaints management process • Statewide Management Complaints Policy, which contains complaint tiers, each aligned to a risk consequence. It clearly states that recording a complaint is a mandatory requirement • Statewide Complaints Management Process. These documents are available on the DoH website www.health.tas.gov.au DoH has also: • Established the Statewide Complaints Management Oversight Unit, which provides a quality assurance function and receives, manages and oversees complaints • Developed a Reporting Inappropriate Behaviour Form • Commenced using the LawVu case management platform to increase complaints management functionality and tracking of complaints	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	e. Complaints about unprofessional conduct and boundary breaches with child patients should be recognised as indicating a patient safety issue and treated as serious. **f.** Complaints data should support decision making and inform system improvements. **g.** There should be appropriate communication and supports provided to those making complaints or affected by the alleged conduct, including through open disclosure processes (Recommendation 15.18). **2.** The policy should include a diagram showing the complaints escalation, management and investigation pathways for child safety concerns and associated governance and review arrangements. It should also outline the roles and responsibilities of the various bodies involved in responding to child safety concerns. **3.** This policy and diagram should be available to health service users and the public.	• Commissioned an audit of its complaints management processes (referred to in recommendation 15.04) • Appointed a project manager to oversee implementation of the recommendations contained in the audit • Established a project governance committee to oversee the implementation of the plan.	
15.17 **DoH** **Completed**	**1.** The Department of Health should establish a separate Health Services Child Related Incident Management Directorate or partner with the Child-Related Incident Management Directorate (Recommendation 6.6) to respond to allegations of child sexual abuse and related conduct by staff, breaches of the State Service Code of Conduct and professional conduct policies, and reportable conduct (as defined by the *Child and Youth Safe Organisations Act 2023*) in health services. **2.** If the Department partners with the Child-Related Incident Management Directorate, it should ensure the directorate has access to specialised advice to inform investigations against health services staff, particularly where allegations have arisen in the context of provision of health care.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has established the Statewide Complaints Management Oversight Unit (SCMOU) as a centralised mechanism to receive, assess, triage and coordinate responses to serious and complex complaints, including child safeguarding concerns and complaints. The SCMOU provides an alternative pathway for staff and consumers to report concerns, acts as an escalation point for sensitive matters, assesses and triages child safeguarding concerns, supports compliance with external reporting requirements, and coordinates engagement with relevant specialist functions, including Child Safety and Wellbeing, Human Resources, legal services and external authorities where required. The Statewide Complaints Management Framework provides specific arrangements for the assessment and management of child safeguarding concerns, allegations of abuse, child sexual abuse, grooming behaviours, staff misconduct and reportable conduct matters within health services. These arrangements include referral, investigation and reporting pathways involving relevant internal and external specialists and oversight mechanisms, including the Child Safety and Wellbeing Panel.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	3. If the Department establishes a new Health Services Child-Related Incident Management Directorate, it should mirror the functions and manner of operation reflected in the Child-Related Incident Management Directorate, including having three distinct roles and skill sets covering incident response management, investigations, and misconduct and disciplinary advice.	These arrangements satisfy the intent of the recommendation by establishing a dedicated and specialised mechanism for the centralised management, escalation and oversight of child-related incidents and complaints within DoH. To be assessed as embedded change, DoH will need to demonstrate that the Statewide Complaints Management Oversight Unit and associated child safeguarding arrangements are operating effectively over time, that child-related incidents and reportable conduct matters are consistently managed in accordance with established processes, and that information arising from complaints and investigations is routinely used to identify systemic issues and strengthen child safety across health services.	
15.18 **DoH** **Completed**	The Department of Health should ensure open disclosure processes for patients who experience child sexual abuse in health services and their families and carers that: **a.** create a safe, trauma-informed pathway for victim-survivors, or others affected by an event, to receive clear and personalised information in response to their questions or concerns **b.** facilitate appropriate notifications including to Tasmania Police, Child Safety Services, the Registrar of the Registration to Work with Vulnerable People Scheme, the Independent Regulator under the *Child and Youth Safe Organisations Act 2023* and the Australian Health Practitioner Regulation Agency **c.** make appropriate supports available to affected people, including victim-survivors, their immediate family and carers, where abuse is connected to the Department's health services, including warm referrals, with the person's consent, to trained and experienced child sexual abuse counsellors.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has: • Updated its existing open disclosure processes • Facilitated interactive open disclosure workshops • Developed a Statewide Open Disclosure Policy • Developed a Protocol on Open Disclosure. The Statewide Open Disclosure Policy includes a tiered approach to open disclosure based on the severity of harm. It also contains the following requirements for open disclosure: • Assessment of the needs of the patients • Acknowledging the event as soon as possible • Maintaining good verbal and written communication throughout the open disclosure process is also a requirement. • Offering trauma-informed support to the patient • Being open to different support needs • Notifying relevant personnel and authorities.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
15.19 **DoH** **Completed**	The Department of Health should develop and implement a critical incident response plan for human-caused traumatic events where numerous staff and patients are affected, including serious child-related incidents. The response plan should: **a.** identify who is responsible for leading the response to a critical incident and set out the applicable reporting arrangements **b.** identify the steps to responding to a human-caused traumatic event (including incidents relating to child safety) **c.** provide for external assistance from experts with training and expertise in crisis management **d.** be based on best practice responses to traumatic events **e.** provide for early communication of information about the event **f.** provide psychological first aid to affected people **g.** provide extra support from skilled psychologists on an 'as needed' basis to affected people **h.** provide for information about other support services that can assist affected people **i.** facilitate communication and support among affected people as a means of social support **j.** provide for critical incident debriefing run by a neutral and trained expert where appropriate **k.** provide for a review of the Department's response to the critical incident **l.** provide for an evaluation of any actions to be implemented as part of the Department's response to the critical incident **m.** provide for any lessons from a review or an evaluation of the Department's response to the critical incident, to be shared with the Secretaries Board to further inform responses to critical incidents across the whole of government.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has developed and implemented a critical incident response approach for human-caused traumatic events through the development of a Critical and Cumulative Incident Response framework, supported by a rapid evidence synthesis, trauma-informed practice principles and associated implementation activities. The work was undertaken specifically in response to Recommendation 15.19 and established a structured approach to supporting staff affected by critical and cumulative incidents Responsibility for this work has subsequently transitioned to the Office of the Chief Risk Officer and has been integrated within broader emergency management, safety, security and organisational governance arrangements. DoH's Emergency Management Framework establishes leadership roles, reporting arrangements, incident management structures, communications processes, recovery arrangements, review mechanisms and lessons-management processes to support coordinated responses to significant incidents, including serious child-related incidents. Dedicated governance, project and policy resources have been established to oversee implementation, evaluation and continuous improvement of critical incident response arrangements. To be assessed as embedded change status, DoH will need to demonstrate that critical incident response arrangements are fully operationalised across the organisation, are consistently applied across relevant incidents, are regularly reviewed to ensure they remain fit for purpose and that lessons identified through incident reviews, evaluations and workforce feedback are systematically incorporated into future policy, training and response arrangements.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
15.20 **DoH** **Completed**	**1.** The Department of Health, Launceston General Hospital and Tasmania Police should make clear that they will continue to assist, on an ongoing basis, known and as yet unknown victim-survivors of child sexual abuse by James Griffin related to the hospital and should nominate a contact person for people who have enquiries. **2.** Assistance should include: **a.** outlining what is known about Mr Griffin's offending at the hospital **b.** taking steps to ascertain whether a person is or may be a victim-survivor of Mr Griffin's offending or clearly explaining why this cannot be done. **3.** The Department and Launceston General Hospital's communications with known and as yet unknown victim-survivors of Mr Griffin and their families and carers and the broader community should be informed by the principles of open disclosure. **4.** Launceston General Hospital should ensure victim-survivors and their families and carers who do not receive individual open disclosure (Recommendation 15.18) still receive a warm referral to trained child sexual abuse counsellors if desired.	**Status submitted by agency:** Completed **OIM Appraisal:** Recommendation 15.20 (1) The Chief Executive of Hospitals North wrote to known victim-survivors after the COI. The letter: • Acknowledged the profound impacts of child sexual abuse on victim-survivors, their families and supporters • Offered victim-survivors the option of attaching a notification to their health record to prevent them from having to unnecessarily re-tell their lived experience • Offered victim-survivors with appropriate support. Since the commencement of the COI, DoH have encouraged identified victim survivors of James Griffin to contact the Office of the Secretary. DoH also operates a 'no wrong door' approach to complaint management with multiple entry points for disclosures and complaints. All complaints are referred to the Statewide Complaints Management Oversight Unit, who coordinates the response. A Memorandum of Understanding (MoU) was signed between DoH and Tasmania Police on preventing and responding to child sexual abuse in health settings. The MoU: • Fosters a collaborative approach in responding to incidents of child sexual abuse • Clarifies the roles and responsibilities • Provides a framework for ongoing improvement in responding to such incidents. **Recommendation 15.20 (2)** DoH is unable to provide, beyond general terms, information about the offending of James Griffin at the Launceston General Hospital to victim-survivors. This is because information about James Griffin is protected under legislation, such as the *Personal Information Protection Act 2004* and the National Redress Scheme for Institutional Child Sexual Abuse 2018. DoH is also unable to proactively ascertain the totality of victim-survivors of James Griffin. DoH have advised that in order to fulfill this aspect of the recommendation, it would likely need to contact patients. DoH determined that this would not be in the interests of patients to be contacted in this way. Rather, DoH has focused on creating processes to manage contact from victim-survivors.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	**Implementation status update** (Indicator 14)	Timeline
		Recommendation 15.20 (3) DoH has developed the Statewide Open Disclosure Policy (referred to in recommendation 15.18) and has established centralised governance to manage any civil claims brought against it supported by the State Litigation Office. **Recommendation 15.20 (4)** The Statewide Complaints Management Oversight Unit can provide warm referrals for counselling, including to Laurel House, Sexual Assault Support Services (SASS) and Victims of Crime Support Services. The Implementation Monitor intends to speak with Laurel House and SASS about how this process is working in practice. The DoH Statewide Open Disclosure Policy is also considered where relevant, as it provides an additional framework to support communication. **Restoring trust more broadly** The Tasmanian Government allocated funding for a range of initiatives to support recovery and restoration with the Launceston community in the 2024-2025 State Budget. These included: • Creation of the position Communications and Strategic Media Advisor for Hospitals North • Community reassurance activities and events, including proposed Art Exhibition • Development of Reflection space within the Launceston General Hospital precinct for victim survivors and the community • Formally renaming the ward 4K to Wombat Ward • Purchasing scrubs for staff on the Wombat Ward that are child friendly and have wombat designs • Purchasing of child safe wombats for all children admitted to the Wombat Ward during the next 12 months	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
15.21 **Justice** **Substantially progressed**	The Tasmanian Government should ensure a review of the *Health Complaints Act 1995* is completed and considers the role of the Health Complaints Commissioner in relation to: **a.** addressing systemic issues within health services related to child safety **b.** incorporating the administration, monitoring and oversight of the Code of Conduct for Unregistered Health Care Workers **c.** coordinating with the role of the new Commission for Children and Young People (Recommendation 18.6), and the Independent Regulator under the *Child and Youth Safe Organisations Act 2023.*	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** The *Health Complaints Amendment (Code of Conduct) Act 2018* (Health Complaints Amendment Act) was passed by Parliament, which amended the *Health Complaints Act 1995* to: • Insert a definition of health care worker which encompasses those not registered under National Law (section 3) • Insert a provision to allow codes of conduct for health care workers to be prescribed (s 56AAA) • Insert new provisions to allow the Health Complaints Commissioner to issue public warning statements (56AAE), interim prohibition orders (s 56AAB) and orders to prohibit the practice of health care workers who have been found in breach of the Code (56AAC) • Insert new statutory functions of the Health Complaints Commissioner in relation to the code of conduct, including providing information and education, undertaking investigations and monitoring compliance with prohibition orders and interim prohibition orders. The changes introduced by the Health Complaints Amendment Act allowed for a code of conduct for unregistered health care workers to be introduced through regulations, and for the Health Complaints Commissioner to have disciplinary powers to impose sanctions on unregistered health workers. The Tasmanian Government consulted on the Health Complaints (Code of Conduct) Regulations 2026 (Code of Code Regulations), which contained the proposed code of conduct for unregistered health care workers. The Implementation Monitor understands that the Code of Code Regulations commenced on 24 June 2026. Justice still needs to undertake further work to complete the broader review of the Health Complaints Commissioner's role in addressing systemic child safety issues within health services, and coordination with the new Commission for Children and Young People which includes the Independent Regulator.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
COI Volume 7			
16.01 **DPFEM** **Completed**	**1.** The Tasmanian Government should fund and establish specialist units in Tasmania Police, based on the Victorian Sexual Offences and Child Abuse Investigation Teams model, to investigate child sexual abuse and to be based in three locations (Hobart, Launceston and the North West). **2.** The specialist police units should: **a.** specialise in the investigation of child sexual abuse, including historical child sexual abuse (and potentially adult sexual assault) but not undertake domestic and family violence work unless it is directly connected to child sexual abuse (or adult sexual assault) **b.** be staffed by police officers who have undertaken specialised professional development (Recommendation 16.3) and members who have trauma-informed training (Recommendation 19.2) **c.** partner with other agencies and support services involved in responding to child sexual abuse to create multidisciplinary teams. These teams do not have to be co-located, although this may be appropriate in some areas **d.** have access to a 'soft' interview room, ideally offsite from police stations and potentially in multidisciplinary centres **e.** be directed to perform other policing duties only in exceptional circumstances and not as part of a unit's usual roster **f.** support the wellbeing of police officers and members working in the specialist unit **g.** develop and implement strategies to engage and build trust with marginalised communities, particularly Aboriginal people and people with criminal histories (Recommendation 16.2). **3.** Tasmania Police should measure and report on victim-survivor satisfaction with the operation of the specialist units within two years of establishment and regularly thereafter.	**Status submitted by agency:** Completed **OIM Appraisal:** Tasmania Police have progressed implementation of this recommendation through the establishment and expansion of the Arch multidisciplinary model and specialist sex crime investigation capability and implementation of the Tasmania Police Community Engagement Strategy 2025–2028. A specialist Tasmania Police Sex Crimes Unit investigators unit has been established within the Arch multidisciplinary model, alongside trauma-informed and victim-centred service delivery, multidisciplinary partnerships, governance and evaluation arrangements and monitoring of victim-survivor experiences to support coordinated responses to child sexual abuse and sexual violence. An Independent evaluation found Arch was being implemented largely as intended, with strong interagency collaboration, positive victim-survivor experiences and confidence in expansion of the model. The Community Engagement Strategy further strengthens implementation by providing an organisation-wide framework for trust-building, trauma-informed engagement, partnerships and engagement with vulnerable and priority communities. This recommendation has been implemented through the establishment of specialist units, multidisciplinary service delivery arrangements, training, governance, evaluation mechanisms and community engagement structures. Ongoing work needs to be focused on continuous improvement and further maturation of the model. Funding for partner organisations, including specialist therapeutic services, also needs to be embedded to support the model to being assessed as embedded change.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
16.02 **DPFEM** **Substantially progressed**	**1.** Tasmania Police should establish ways for people to report child sexual abuse online. **2.** The Department of Justice and the Department for Education, Children and Young People should review their internal processes to make it easier for people in prison and youth detention to report abuse to the police or other bodies, including online or by phone hotline, and ensure appropriate confidentiality of reports. **3.** Specialist police units (Recommendation 16.1) should develop a strategy to engage with 'priority communities', by implementing measures to develop relationships, build trust and encourage reporting of child sexual abuse, and to assist prevention and 'disruptive' policing (Recommendations 9.29 and 9.30). **4.** Priority communities include: **a.** Aboriginal communities **b.** people who are or were in prison or youth detention **c.** people who are or were in out of home care (or youth support services).	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** Tasmania Police have progressed implementation of this recommendation through the introduction of the Safe2Say Online Reporting platform, a secure online reporting mechanism designed to provide an accessible alternative to in-person reporting of child sexual abuse and sexual violence. The platform enables anonymous reporting, secure two-way communication with specialist sex crime investigators, multilingual access, document upload capability and privacy-protecting technology. The initiative aims to reduce barriers associated with disclosure. This includes concerns relating to accessibility, geography, culture, language, privacy and trust in police. Victim-survivors will have greater choice and control over how and when they report abuse. Tasmania Police has committed to a 12 month pilot of the platform commencing in 2026 to evaluate its effectiveness in meeting the needs of victim-survivors and other stakeholders. Most of the design, planning and procurement/implementation activities have been completed. The principal remaining activity is the pilot implementation and assessment of effectiveness.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
16.03 **DPFEM** **Completed**	Tasmania Police should review its professional development on child sexual abuse to ensure: **a.** all police are trained in **i.** the dynamics of sexual abuse and the concept of grooming, and perpetrators' use of these to facilitate a crime **ii.** myths and misconceptions about child sexual abuse and disclosure **iii.** responding to child and adult victim-survivors sensitively and with an understanding of trauma **b.** child sexual abuse specialist detectives are trained in **i.** approaches to interviewing child and adult victim-survivors and vulnerable witnesses, including the Whole Story framework (or similar specialist interviewer training)	**Status submitted by agency:** Completed **OIM Appraisal:** Tasmania Police has implemented a structured professional development program designed to strengthen organisational capability in responding to child sexual abuse. This includes mandatory training for all police covering myths and misconceptions about child sexual abuse and disclosure, the dynamics of sexual abuse and grooming, and trauma-informed responses. Specialist training arrangements have also been established for child sexual abuse investigators through development of the Sexual Abuse Response and Investigation Course (SARIC), including specialist interviewing approaches and training on the vulnerability of specific groups of children. The program is supported by governance arrangements, dedicated resourcing, integration of trauma-informed practice into recruit training, and commitments to ongoing refresher training and content review.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	ii. understanding the vulnerability of specific groups of children (such as those in out of home care and youth detention) and common myths about these children **c.** all police receive scheduled and regular refresher training and ongoing professional development.	While investigative practices have been strengthened, further reporting on the number and percent of police across operational areas who have undertaken training and sustained evidence over time on the effectiveness of this will be required to demonstrate embedded change.	
16.04 **DPFEM** **Completed**	**1.** Tasmania Police should develop and implement quality audit and assurance processes for investigating child sexual abuse offences, including random file sampling. **2.** File sampling should: **a.** capture data on how well police are complying with procedures for investigating child sexual abuse offences, including the requirements set out in the Initial Investigation and Notification of Child Sexual Abuse Guidelines **b.** assess whether **i.** contact was made with the person reporting child sexual abuse **ii.** every effort was made to establish the victim's identity and to assess and investigate the report, where appropriate **iii.** a thorough examination of intelligence on Tasmania Police databases was conducted **iv.** cross-agency and interstate requests for information checks were made to determine whether any intelligence held outside Tasmania might assist the investigation **v.** contact details of the investigating officer were provided to the victim, parent, guardian or other support person **vi.** a supervisor confirmed whether the above actions were taken **c.** capture data on the timeliness of investigations **d.** go beyond technical adherence to requirements and assess the overall quality of police investigative responses and outcomes for victim-survivors, including identifying any opportunities for improvement.	**Status submitted by agency:** Completed **OIM Appraisal:** Tasmania Police have developed and implemented a Quality Audit and Assurance File Sampling Framework, supporting audit processes, and a Sexual Offence Investigation Checklist designed to promote consistent and thorough investigative practice. The recommendation has been implemented through the establishment of structured quality assurance and random file sampling processes to assess compliance with investigative procedures, investigative quality, timeliness, victim engagement, intelligence checks, cross-agency information sharing, and adherence to the Initial Investigation and Notification of Child Sexual Abuse Guidelines. The framework includes defined governance arrangements, oversight by Professional Standards Command and the Office of the Commissioner, involvement of Prosecution Services and mechanisms to identify organisational learnings, systemic issues and opportunities for continuous improvement. The Sexual Offence Investigation Checklist operationalises key investigative requirements by supporting consistent documentation, supervisory review and assessment of investigative standards across child sexual abuse investigations. While interagency coordination has improved, consistent application of integrated responses across all operational areas and sustained evidence over time will be required to demonstrate effectiveness, durability and support assessment of embedded change.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
16.05 **DPFEM** **Embedded change**	Tasmania Police should: **a.** review the adequacy and availability of equipment used to record evidence by video or audio, and ensure this equipment is available in all police facilities where victim statements relating to child sexual abuse are taken **b.** ensure specialist child sexual abuse police officers receive training on the use of recording equipment and refresher training if they have not used the equipment for six months or more.	**Status submitted by agency:** Embedded change **OIM Appraisal:** Evidence recording equipment has been incorporated as part of soft interview rooms, which are located at: • Arch North and Arch South • Devonport Police Station • Launceston Police Station • Glenorchy Police Station • Professional Standards' (Hobart). New facilities are also available in Arch North-West (Burnie), St Helens Police Station and Bridgewater Police Station. The audit of facilities was completed in December 2023, and by August 2024, soft interview rooms were available in all three regions. The Monitor has viewed these interview rooms in both Hobart and Burnie. Police officers receive training to use the equipment for soft interview rooms, and DPFEM maintain contact with relevant officers to ensure the training is appropriate for the complexity of the system. Step-by-step guidelines with photographic imagery are also provided to support police officers in using the equipment.	Original: Phase 2 – 30 June 2026
16.06 **DoH** **Completed**	**1.** The Department of Health should increase the availability of forensic medical examination services for child victim-survivors of sexual abuse to ensure all child victim-survivors can access an examination with minimal delay. To achieve this, the Department should: **a.** train existing adult sexual assault forensic medical examination services to examine child victim-survivors **b.** ensure, in areas of Tasmania where no sexual assault forensic medical examination services exist, suitably qualified local health professionals are trained and supported to conduct forensic medical examinations for child sexual abuse. **2.** At a minimum, the training should include: **a.** an external, recognised qualification in forensic medical examinations **b.** external recognised training in sexual abuse care for children.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has established training pathways to support the availability of forensic medical examination services for child victim-survivors of sexual abuse. These arrangements provide access to external education and training for health professionals involved in responding to sexual violence and undertaking forensic examinations Implementation includes: • establishment of training pathways through Monash University and the Education Centre Against Violence (ECAV); • access to externally recognised training in forensic medical responses and sexual violence care, including pathways to specialist forensic examiner qualifications; • delivery of face-to-face and online training opportunities for healthcare professionals to support workforce capability; • training and support arrangements designed to enable suitably qualified health professionals in regions where specialist forensic examination services are not available to undertake forensic medical examinations for child sexual abuse; and	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		• ongoing arrangements to support training, capability development and service capacity across Tasmania. The training pathways are intended to support the development of local capability in regions where specialist forensic examination services are not currently available, addressing the recommendation's requirement for suitably qualified local health professionals to be trained and supported to undertake forensic medical examinations for child sexual abuse. For these changes to become embedded, DoH will need to demonstrate that these training pathways are maintained over time, that appropriately trained clinicians are available across Tasmania, including in regions without established forensic examination services, and that workforce capability is regularly monitored to support ongoing service availability.	
16.07 **DPFEM** **Embedded change**	Tasmania Police should: **a.** establish a clear, publicly accessible process for reporting and responding to allegations of child sexual abuse against a member of Tasmania Police, including the ability to report to an entity independent of police such as the Integrity Commission **b.** expand the domestic violence review panel to cover child sexual abuse and ensure independence in investigations when a member is alleged to have been involved in child sexual abuse.	**Status submitted by agency:** Embedded change **OIM Appraisal:** An Online Reporting Portal is available on the Tasmania Police website for individuals to lodge a complaint or compliment about a police officer, including about child sexual abuse. The portal itself and the page prior contain information and links to external oversight bodies, including the Integrity Commission and the Ombudsman. DPFEM have indicated that data from the portal is used to improve practices, and reporting trends are reviewed and made public (where appropriate). The Family and Sexual Violence Involving Police Review Committee has been extended to include allegations of child sexual abuse against police officers. It has an independent Chair, who is currently the Secretary of DECYP. The Implementation Monitor welcomes the Online Reporting Tool and has provided some feedback about ways to improve its interface. However, the Monitor accepts that this is operating as business-as-usual and DPFEM are reviewing reporting trends. The Implementation Monitor accepts that the changes to the Family and Sexual Violence Involving Police Review Committee are now also embedded as standard practice. Notwithstanding this, the Implementation Monitor will continue to speak with DPFEM about how it is functioning, and to ensure it is operating effectively.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
16.08 **Justice** **Substantially progressed**	**1.** The Office of the Director of Public Prosecutions should provide ongoing professional development to staff on child sexual abuse, including: **a.** specialist training on trauma-informed practice **b.** training on issues that children and adult victim-survivors may face in giving evidence and approaches that can be taken to make the process trauma informed, including the role of witness intermediaries **c.** training on the laws of evidence and procedure that apply in child sexual abuse cases **d.** training on the nature, causes and methods of child sexual abuse and grooming, including addressing common myths about child sexual abuse. **2.** The Office of the Director of Public Prosecutions should also explore opportunities with Tasmania Legal Aid and the Law Society of Tasmania for joint training on the dynamics of child sexual abuse and trauma-informed practice.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** The Office of the Director of Public Prosecutions has undertaken training in trauma-informed best practice training as part of its continued legal education prior to the recommendations being made. This training has been provided to all members of the Office and has been supported and attended by the Office's senior leadership team. The Office of the Director of Public Prosecutions has continued to undertake training for all staff on a variety of topics, including those subject to the recommendations, since the release of the recommendations. In addition to training for staff, the office has hired two Level 5 lawyers, and additional Level 4 lawyers, to prosecute serious matters, including sexual assault. Less senior staff continue to shadow more senior staff in complex matters to obtain experience.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
16.09 **Justice** **Completed**	The Tasmanian Government should introduce legislation to amend the following provisions in the *Criminal Code Act 1924:* **a.** section 125A to remove all language referring to 'maintaining a sexual relationship with a young person' and replace it with words referring to the 'persistent sexual abuse of a child or young person' **b.** section 124A (the position of authority offence) to cover indecent acts with or directed at a child or young person under the age of 18 by a person in a position of authority in relation to that child or young person. The offence should **i.** not apply where the person accused of the offending is under the age of 18 at the time of the offence **ii.** qualify as an unlawful sexual act for the purposes of the offence of 'persistent sexual abuse of a child or young person' under section 125A of the *Criminal Code Act 1924*	**Status submitted by agency:** Completed **OIM Appraisal:** The *Justice Miscellaneous (Commission of Inquiry) Act 2024* was passed by Parliament, which amended the *Criminal Code Act 1924* (Criminal Code). The changes to the Criminal Code included: • removing language of 'maintaining a sexual relationship with a young person' and replacing it with words referring to the 'persistent sexual abuse of a child or young person' • creating new position of authority offences for indecent acts and indecent assault. Being 18 years of age or more is an element of these offences • providing that the new position of authority offences constitute an 'unlawful sexual act' for the purposes of the 'persistent sexual abuse of a child or young person' offence • providing that the new position of authority offences constitute a 'sexual offence' for the purposes of the 'failure to protect a child' offence. Being 18 years of age or more is an element of this offence.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. section 125E (the offence of failure by a person in authority to protect a child from a sexual offence) to ensure the offence does not apply to a person who was under the age of 18 at the time of the offence.		
16.10 **Justice** **In progress**	**1.** The Tasmanian Government should extend the Witness Intermediary Scheme to include children who are under investigation for, or who have been charged with, sexual offences, and fund it to do so. **2.** The Tasmanian Government should consider whether legislation should be enacted requiring police to use witness intermediaries in police interviews of children and young people and adults with communication needs (including defendants), relating to sexual offences.	**Status submitted by agency:** In progress **OIM Appraisal:** Justice has established the Intermediary Scheme Expansion Advisory Committee (the Committee) to support its implementation of Recommendation 16.10. The Committee includes representatives from: • Department of Justice • Supreme Court of Tasmania • Department of Police, Fire and Emergency Management • Magistrates Court of Tasmania • Office of the Director of Public Prosecutions • Legal Aid Commission of Tasmania • Law Society of Tasmania • Tasmania Law Reform Institute. Justice has also developed a project plan for the expansion of the Witness Intermediary Scheme. Justice has planned to extend the Witness Intermediary Scheme to a range of circumstances. The Tasmanian Cabinet needs to approve Justice's plan before Justice can take further action to implement this recommendation further.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
16.11 **Justice** **Completed**	**1.** The Tasmanian Government should introduce legislation to amend the *Evidence (Children and Special Witnesses) Act 2001* to simplify the legislation to clarify when special measures are available to adults who are complainants in trials relating to child sexual abuse and allow them to: **a.** have a support person present when they give evidence in court **b.** give their evidence at a special hearing before the trial unless the judge considers that this would be contrary to the interests of justice, regardless of whether the accused consents	**Status submitted by agency:** Completed **OIM Appraisal:** The *Evidence (Children and Special Witnesses) Amendment Act 2024* was passed by Parliament, which amended the *Evidence (Children and Special Witnesses) Act 2001* (Evidence Act). The changes to the Evidence Act included: • allowing a child or an affected person to have a person (approved by the judge) near them for the purpose of providing them support while giving evidence at a proceeding • removing the requirement for both parties to consent to special hearings to take and record witness evidence	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. be shielded from the view of the accused person by a screen or partition if they choose to give evidence in court. **2.** The Tasmanian Government should ensure courts, public defence counsel (such as Tasmania Legal Aid) and the Office of the Director of Public Prosecutions are appropriately funded to carry out this recommendation.	• allowing the judge to make an order that a screen, one-way glass or other device be placed so that the affected person's view of the defendant is obscured. Funding was provided to Tasmania Legal Aid, Courts and Director of Public Prosecutions in the 2024-2025 State Budget to fulfill this recommendation.	
16.12 **Justice** **Completed**	The Tasmanian Government should: **a.** update the audiovisual equipment available to the Supreme and Magistrates Courts **b.** discuss with the Supreme and Magistrates Courts ongoing training for relevant staff on using audiovisual equipment.	**Status submitted by agency:** Completed **OIM Appraisal:** Justice established a project team to deliver courtroom audiovisual upgrades. The Project delivered: • Modernised audiovisual capability across Magistrates and Supreme Court locations • New digital recording infrastructure in the Magistrates Court • Portable circuit court recording kits • New or improved remote witness facilities, including at Queenstown and through collaboration with the Tasmanian Civil & Administrative Tribunal (TASCAT). All project tasks were completed by 6 February 2026, ahead of the approved two-year funding window ending 30 June 2026. As part of the project, Justice identified that standardisation of equipment supported seamless staff training as Court Clerks and Judges Associated were now operating the same functionality regardless of location.	Original: Phase 2 – 30 June 2026
16.13 **Justice** **Completed**	The Tasmanian Government should introduce legislation to extend the principles of section 13B of the *Family Violence Act 2004* to sexual assault matters, including child sexual abuse. This will ensure that where a person is acquitted in the Magistrates Court because the prosecution has informed the Court it will not be offering any evidence in support of the charge, the acquittal does not prevent admitting evidence of relationship, tendency or coincidence evidence in a later related matter.	**Status submitted by agency:** Completed **OIM Appraisal:** The *Justice Miscellaneous (Commission of Inquiry) Act 2024* was passed by Parliament, which amended the Criminal Code. These changes to the Criminal Code allow for evidence from a first charge of a sexual offence (which was acquitted) to later be used as evidence if a second charge of a sexual offence is made against the same person to show things like their state of mind or their tendency to act in a certain way.	Original: Phase 2 – 30 June 2026
16.14 **Justice** **Completed**	The Tasmanian Government should, in similar terms to sections 199, 204 and 205 of the Criminal Procedure Act 2009 (Vic), amend the Criminal Code Act 1924 (including section 361A) to: **a.** allow pre-trial rulings or orders to be made before the accused person has entered a plea	**Status submitted by agency:** Completed **OIM Appraisal:** The *Justice Miscellaneous (Commission of Inquiry) Act 2024* was passed by Parliament, which amended the Criminal Code. The changes to the Criminal Code included: • allowing pre-trail rulings to occur before an accused enters their plea	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	b. provide that such pre-trial rulings or orders are binding on a trial judge, even where a different judge made the order, unless the trial judge considers that would not be in the interests of justice **c.** provide that such pre-trial rulings or orders apply at a new trial unless this would be inconsistent with any order or decision made on an appeal or would not be in the interests of justice.	• providing that an admission, determination or direction is binding on the Judge in a new trial unless it is not in the interests of justice or it is inconsistent with another order or determination.	
16.15 **Justice** **In progress**	Summarised Recommendation 16.15: Introduce and amend legislation to require judges to give directions to juries to better understand evidentiary difficulties and complexity of child sexual abuse evidence (see full recommendation for further detail).	**Status submitted by agency:** In progress **OIM Appraisal:** Justice has commenced policy and legislative planning to implement Recommendation 16.15 and related Royal Commission jury direction reforms as a single reform package. Justice has focused on identifying the legislative amendments required for appropriate jury directions in child sexual abuse matters. This included directions about: • Children's evidence • Delayed disclosure • Responses to abuse • Corroboration • Timing of judicial directions. Jury directions are instructions given by a judge to a jury that explain the law and how the jury is to use the evidence in making a decision. Justice has identified that a change to jury directions will likely impact evidence law, criminal procedure and judges' practices. Justice will undertake targeted consultation with legal and judicial stakeholders before progressing legislative amendments, to ensure this complexity is accounted for. After targeted consultation, Justice will consider feedback, refine drafting instructions and progress the Bill for Government consideration. Justice aims to have the Bill ready to be tabled in Parliament in 2027.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 207
16.16 **Justice** **Completed**	The Tasmanian Government should: **a.** fund the Supreme Court to support the professional development of judicial officers on the dynamics of child sexual abuse and trauma-informed practice **b.** consider introducing legislation dealing with the responsibility of the Chief Justice to direct the professional development and continuing education and training of judicial officers, in similar terms to section 28A of the *Supreme Court Act 1986* (Vic).	**Status submitted by agency:** Completed **OIM Appraisal:** The *Judicial Commission Act 2024* was passed by Parliament, which amends the *Supreme Court Act 1887* (Supreme Court Act). These changes to the Supreme Court Act included providing that the Chief Justice is responsible for promoting training, education and professional development of judges of the Supreme Court. Funding was provided in the 2024-25 State Budget for the Supreme Court to deliver such training.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		The Monitor was disappointed that the amendment to the Supreme Court Act did not specifically empower the Chief Justice to require specific judicial education of judges, as was the position with its Victorian legislative counterpart. However, given the structure and language of the Recommendation and the supporting text the amendment met the COI requirements.	
16.17 **Justice** **In progress**	The Tasmanian Government should ensure preventive programs for adults who are at risk of abusing, or have abused, children are available beyond the custodial setting. These programs should be: **a.** properly funded **b.** align with the practice guidelines issued by the Association for the Treatment and Prevention of Sexual Abusers **c.** include a monitoring and evaluation process.	**Status submitted by agency:** In progress **OIM Appraisal:** Justice has: • Scoped the sexual offending prevention and treatment landscape in Tasmania • Developed a broader service framework to expand intervention options beyond custody • Worked with the DPAC on prevention campaign activity to support help-seeking behaviour and appropriate referral pathways • Implemented the Rockwood Sex Offender Treatment Program for people with convictions for sexual offences who are subject to community-based supervision • Identified Talking for Change as the preferred preventative program model for adults in the community who are concerned about a sexual interest in children and who do not have current legal involvement for a sexual offence • Progressed contract work with the Sexual Assault Support Service and Talking for Change alongside the Crown Solicitor • Prepared an evaluation to support monitoring and evaluation of the service framework. Justice anticipates that delivery of the program will commence during the last half of 2026.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
16.18 **Justice** **Completed**	**1.** The Tasmanian Government should introduce legislation to amend section 11A of the *Sentencing Act 1997* to provide that, in determining the appropriate sentence for an offender convicted of a child sexual abuse offence, the acquiescence or apparent consent of the victim is not a mitigating circumstance. **2.** The Director of Public Prosecutions should amend its Prosecution Policy and Guidelines to make it clear that in child sexual abuse matters where consent is not an element of the offence, then the language of consent should not be used by prosecutors.	**Status submitted by agency:** Completed **OIM Appraisal:** The *Justice Miscellaneous (Commission of Inquiry) Act 2024* passed Parliament, which amended the *Sentencing Act 1997* (Sentencing Act). These changes to the Sentencing Act provide that alleged consent is not a mitigating factor for a child sexual offence for the purposes of sentencing. The Director of Public Prosecutions updated its Prosecution Policy and Guidelines to provide that consent is not used by prosecutors if it is not an element of the crime or an available defence.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	3. Professional education for judicial officers (Recommendation 16.16) and prosecutors (Recommendation 16.8) should include challenging the myths and misconceptions about consent in relation to child sexual abuse.		
16.19 **Justice** **Completed**	We encourage the courts to consider using their powers to direct young people engaging in harmful sexual behaviours who are charged with a criminal offence to specialist therapeutic services.	**Status submitted by agency:** Completed **OIM Appraisal:** A Memorandum of Understanding (MoU) has been developed between Justice and the Sexual Assault Support Service. The MoU includes a protocol, which clearly states that the courts can use their power to direct young people engaging in harmful sexual behaviours who are charged with a criminal offence to specialist therapeutic services.	Original: Phase 1 – 30 June 2024
16.20 **Justice** **Substantially Progressed**	**1.** The Department of Justice should: **a.** prioritise collecting and publishing key data about institutional child sexual abuse, including **i.** the number of reports of child sexual abuse made to police **ii.** police, prosecution and court outcomes of reports, and reasons for outcomes, including the reasons why cases did not proceed **iii.** the time between reporting, charging or a decision not to progress, and prosecution **iv.** whether the abuse took place in an institutional setting **v.** basic demographics of victim-survivors and alleged perpetrators (for example, age, gender and Aboriginal status) **vi.** trends in relation to particular groups, including Aboriginal people **b.** support the Office of the Director of Public Prosecutions to improve its data collection for child sexual abuse cases so it can effectively monitor **i.** the cases on which police seek advice, that proceed to court and that are discontinued, including the reasons for discontinuance **ii.** the number, type and success rate of appeals in child sexual abuse matters	**Status submitted by agency:** Justice – Substantially progressed Sentencing Advisory Council – Substantially Progressed **OIM Appraisal:** **Recommendation 16.20 (1) – Justice led** Justice has: • Established the Commission of Inquiry Data Collection and Reporting Working Group • Undertaken data-gap analysis across relevant Justice data holdings • Funded and recruited a Senior Data Analyst • Developed a prototype reporting dashboard • Developed draft reporting products to support publication of key data about institutional child sexual abuse. Justice has also considered options for delivering periodic surveys of victim-survivors, including independent delivery by a third party. Justice has identified that the victim-survivor survey is complex and will require a range of considerations, including independent delivery and specialist research design. Justice has approached the Tasmanian Law Reform Institute to progress this work. The Tasmanian Law Reform Institute expressed interest to Justice but emphasised the complexity and scope of the work and the potential need for significant resourcing to undertake it.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. cause periodic surveys to be conducted and published with victim-survivors of child sexual abuse on their experience and satisfaction with the criminal justice system, including on whether the victim-survivor **i.** felt listened to **ii.** felt believed **iii.** understood the process **iv.** was kept informed of the progress of the case. **2.** The Sentencing Advisory Council should periodically review trends in sentencing for child sexual abuse offences in Tasmania and compare them with sentencing outcomes for equivalent offences in other Australian jurisdictions.	**Recommendation 16.20 (2) Sentencing Advisory Council led** The Sentencing Advisory Council will work with the Tasmanian Law Reform Institute, Justice, University of Tasmania and others to produce the first report on sentencing child sexual abuse offences in Tasmania. This report will act as a capstone document for subsequent reports that the Sentencing Advisory Council produces. **Implementation Monitor's view** The Monitor remains highly interested in sentencing trends in the courts. The Monitor looks forward to working closely with Justice, the Tasmanian Law Reform Institute, the Sentencing Advisory Council and others about the progress of this work.	
17.01 **Justice** **In progress**	**1.** The Tasmanian Government should ensure victim-survivors of child sexual abuse in Tasmanian Government institutions have access to a redress scheme irrespective of when the abuse occurred, when they were born or whether they have committed a serious offence. **2.** To achieve this outcome, the Tasmanian Government should advocate at a national level for: **a.** the National Redress Scheme to apply to child sexual abuse in institutions experienced on or after 1 July 2018, with no specified closing date for applications **b.** changes to the National Redress Scheme that will allow access to redress for people sentenced to imprisonment for five years or longer for a state, territory, federal or foreign country offence. **3.** If the National Redress Scheme is not extended, the Tasmanian Government should itself establish a redress scheme for victim-survivors of child sexual abuse in Tasmanian Government institutions, with no specified closing date for applications to be made. **4.** The design and operation of any Tasmanian redress scheme should:	**Status submitted by agency:** In progress **OIM Appraisal:** The Parliament of Australia's Joint Standing Committee on Implementation of the National Redress Scheme (Joint Standing Committee) is currently conducting an inquiry into the continuing operation of the National Redress Scheme. Public hearings have been held for the inquiry throughout 2026. The outcome of the Joint Standing Committee's inquiry will inform the implementation of this recommendation. Currently, applications for the National Redress Scheme remain open until 30 June 2027. Tasmania has continued to advocate at the national level for extension of the National Redress Scheme. In the meantime, Justice has commenced policy development for a Tasmanian state-based redress scheme for victim-survivors of child sexual abuse in Tasmanian Government institutions. Justice will appoint a fixed-term Senior Policy and Engagement Officer to lead this work. **Implementation Monitor's view** The Monitor is concerned that the Australian Government has left its decision on the extension of the National Redress Scheme to such a late stage in the scheme's life. The Monitor considers that this has undoubtedly created uncertainty and stress for victim-survivors and hopes that this certainty comes as soon as possible.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	a. ensure delays are minimised and that applications for redress are handled in a sensitive and trauma-informed manner **b.** incorporate relevant recommendations made in the Second Year Review of the National Redress Scheme **c.** make it available to people sentenced to imprisonment for five years or longer for a state, territory, federal or foreign country offence **d.** allow information to be shared to reduce current risk to children wherever possible, and to facilitate disciplinary action and reporting to Tasmania Police, Child Safety Services, the Registrar of the Registration to Work with Vulnerable People Scheme and the Independent Regulator under the *Child and Youth Safe Organisations Act 2023* (Recommendation 12.5).		
17.02 **Justice** **Substantially progressed**	**1.** The Tasmanian Government should ensure all lawyers who act for the Tasmanian Government in civil claims relating to child sexual abuse receive regular professional development on: **a.** the nature and effects of child sexual abuse, including institutional child sexual abuse, perpetrator tactics and impacts on victim-survivors **b.** how to consider these effects when victim-survivors are involved in civil litigation processes. **2.** The Solicitor-General or the new State Litigation Office should issue and ensure compliance with guidelines relating to: **a.** trauma-informed management of settlement processes and conferences in child sexual abuse cases **b.** whether and when legal professional privilege should be claimed by the Tasmanian Government in relation to medical reports or expert evidence, adopting the principle that generally legal professional privilege should be waived **c.** making apologies before reaching a final settlement.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** Justice has delivered trauma-informed training to legal practitioners within the State Litigation Office and to external legal practitioners undertaking, or intending to undertake, Abuse in Care legal work. Justice has also developed draft Model Litigant Guidelines and a supporting draft Protocol for the conduct of child sexual abuse civil claims. The draft documents are intended to address: • Trauma-informed litigation management • Settlement conferences • Apology and acknowledgement processes • Legal professional privilege decisions relating to expert evidence • Child safety reporting • Professional development • Compliance monitoring and review. The documents remain in the final scoping stages with the State Litigation Office and have not yet been released for consultation. Further changes are expected before consultation, approval, publication and implementation.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
17.03 **Justice** **Completed**	**1.** The Attorney-General should issue guidelines to clarify the respective roles of the Solicitor-General and the new State Litigation Office, departmental secretaries and other agency heads where Tasmanian government agencies are engaged in the conduct and settlement of civil litigation arising from allegations of child sexual abuse. **2.** The Treasurer's Instruction relating to obtaining external legal advice should be amended to: **a.** make it consistent with the Attorney-General's guidelines on civil litigation arising from allegations of child sexual abuse **b.** specify the circumstances in which departmental secretaries and other agency heads should be able to seek external legal advice on matters related to child sexual abuse.	**Status submitted by agency:** Completed **OIM Appraisal:** The Attorney-General Guidelines in relation to the Provision of Legal Services to the Government (Attorney-General Guidelines) have been issued. The Attorney-General Guidelines clarify: • the roles and responsibilities of the Solicitor-General and the State Litigation Office • that the provision of external legal advice requires approval from Crown Law. The Treasurer's Instruction for engagement of legal practitioners (commonly known as 'FC-17') did not need to be changed, as it already said that the provision of external legal advice requires approval from Crown Law. The issue this recommendation sought to address has otherwise largely been resolved by the establishment of the State Litigation Office, because its advice is not binding in the same way the Solicitor General's advice is. Since October 2023, responsibility for the conduct of the State's civil litigation, including claims relating to child sexual abuse, has rested with the State Litigator. The State Litigator acts on instructions from Heads of Agency in the conduct of civil litigation. Advice on matters such as liability, the amount of settlement and prospects of success is not binding but should be taken into account. Separately, the Implementation Monitor recognises that the Woolcott Review has more recently discussed updating the Attorney-General's Guidelines in relation to various matters, including the provision of legal services to oversight bodies. The Monitor welcomes the Woolcott recommendations and looks forward to seeing how their implementation will further strengthen these processes moving forward.	Original: Phase 1 – 30 June 2024
17.04 **Justice** **Completed**	The Tasmanian Government should ensure individual victim-survivors of child sexual abuse who request an apology receive one. Proactive steps should also be taken to offer an apology to victim-survivors who make contact in relation to their abuse. The apology should include: **a.** the opportunity to meet with a senior institutional representative (preferably the Secretary) and receive an acknowledgment of the abuse and its impact **b.** information about the victim-survivor's time in the institution **c.** information about what steps the institution has taken or will take to protect against further sexual abuse of children, if asked.	**Status submitted by agency:** Completed **OIM Appraisal:** The Apologising to Victim-Survivors of Institutional Child Sexual Abuse has been published. This document includes: • different ways that a victim-survivors can receive an apology • that apologies should include information about the victim-survivors time in the institution • what steps the institution has taken to protect against further abuse • how trauma-informed principles can be put into practice in a formal apology and provides a checklist to consider when planning a formal apology • how organisations can create conditions that make it more likely for children and young people to come forward, because they know they'll be taken seriously.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
17.05 **Justice** **Completed**	The Tasmanian Government should introduce legislation to amend the *Civil Liability Act 2002* to ensure that an apology in relation to child sexual abuse can be made without amounting to an admission of liability.	**Status submitted by agency:** Completed **OIM Appraisal:** The *Justice Miscellaneous (Commission of Inquiry) Act 2024* was passed by Parliament, which amended the *Civil Liability Act 2002* (Civil Liability Act). The changes to the Civil Liability Act included making sure that an institutional apology can be made (after this law was created) without it being considered an admission of fault or liability by the institution.	Original: Phase 1 – 30 June 2024
17.06 **Justice** **Completed**	The Department of Justice should ensure that: **a.** in relation to claims for financial assistance under the Victims of Crime Assistance Scheme, delays are minimised and applications for compensation are handled in a sensitive and trauma-informed manner **b.** staff in Victims Support Services receive regular professional development on the effects of child sexual abuse and how to respond to victim-survivors in a trauma-informed manner **c.** people being considered for appointment as Criminal Injuries Compensation Commissioners are required to take part in professional development on the effects of child sexual abuse and how to respond to victim-survivors in a trauma-informed manner before their appointment and regularly thereafter.	**Status submitted by agency:** Completed **OIM Appraisal:** Additional staff have been appointed in the Victims of Crime Assistance Scheme, and more funding was allocated in the 2024-2025 State Budget to increase assistance for victims of crime and expand the counselling service. Training was delivered by Blue Knot Foundations and Building Trauma Awareness for Victims of Crime Assistance Scheme and the Criminal Injuries Compensation Commissioners. It is intended that such training continues to be delivered on an as-needed basis.	Original: Phase 2 – 30 June 2026
17.07 **Justice** **In Progress**	The Tasmanian Government should introduce legislation to amend the *Victims of Crime Assistance Act 1976* to create a right of review on the merits by the Tasmanian Civil and Administrative Tribunal in relation to a decision of the Criminal Injuries Compensation Commissioners: **a.** to refuse financial assistance to a victim-survivor of child sexual abuse **b.** about the amount of financial assistance to which a victim-survivor of child sexual abuse is entitled.	**Status submitted by agency:** In Progress **OIM Appraisal:** Justice has prepared the Commission of Inquiry (Miscellaneous Measures) Bill 2026 (Commission of Inquiry Bill 2026), which will amend the *Victims of Crime Assistance Act 1976* (Principal Act). The Commission of Inquiry Bill 2026 introduces a clause to the Principal Act that will allow the Tasmanian Civil and Administrative Tribunal (TASCAT) to review decisions of Criminal Injuries Compensation Commissioners. Justice anticipates that the Commission of Inquiry Bill 2026 will be introduced to Parliament before the end of 2026. If the Bill passes Parliament, Justice will support TASCAT and Criminal Injuries Compensation Commissioners to undertake relevant training.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
17.08 **Justice** **In progress**	Summarised Recommendation 17.8: Review and reform the *Right to Information Act 2009* and the *Personal Information Protection Act 2004* to ensure victim-survivors of CSA in institutional contexts can obtain information relating to that abuse (see full recommendation for further detail).	**Status submitted by agency:** In progress **OIM Appraisal:** Justice is scoping legislative amendments to the *Right to Information Act 2009* and *Personal Information Protection Act 2004* to implement this recommendation. The Tasmanian Government tabled its response to the Independent Review of Tasmania's Right to Information Framework (Independent Review) on 17 March 2026. Justice is undertaking planning for implementation of Recommendation 17.08 alongside the Independent Review response. Justice has identified that the expanded scope and complexity of the proposed reforms, together with anticipated consultation feedback, may affect the timeframe for finalising legislation. A Bill is now expected to be tabled in the first half of 2027.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
COI Volume 8			
18.01 **DPAC** **In progress**	The Tasmanian Government should continue to advocate for Tasmania to receive the full benefit of Australian Government prevention strategies, including under the National Strategy to Prevent and Respond to Child Sexual Abuse 2021–2030.	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC has continued to engage in national child safety governance and reform activities, including participation in National Strategy governance mechanisms, working groups and consultation processes led by the National Office for Child Safety. Tasmania has contributed to discussions relating to the development of the Second National Action Plan and has maintained whole-of-government coordination arrangements. DPAC has identified and advocated for Tasmanian priorities in national discussions, including workforce capability, harmful sexual behaviours, online child sexual exploitation, prevention initiatives and improved information collection. Work has also commenced to review Tasmania's participation in national governance arrangements to support ongoing engagement with Australian Government child safety reforms.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Implementation Monitor's view The Monitor notes that the actions taken demonstrate that mechanisms are in place to support ongoing engagement with national child sexual abuse prevention reforms. However, the recommendation is directed towards ensuring Tasmania receives the full benefit of Australian Government prevention strategies. While engagement and advocacy activities are occurring, the Monitor believes further work is required to demonstrate how these activities have translated into specific outcomes or benefits for Tasmania under Australian Government child sexual abuse prevention initiatives. Accordingly, this recommendation is assessed as in progress. The Monitor also acknowledges that the Australian Government has not made any specific funding available to states and territories to implement the national plan.	
18.02 **ISO** **Completed**	All organisations engaging in child-related activities should voluntarily comply with the National Principles for Child Safe Organisations (as reflected in Tasmania's Child and Youth Safe Standards) to the greatest extent possible, regardless of whether they are legislatively bound to do so or when their legislative obligations commence.	**Status submitted by agency:** Completed **OIM Appraisal:** As of 1 July 2024, all entities listed under Schedule 2 of the *Child and Youth Safe Organisations Act 2023* (CYSO Act) have been legislatively required to comply with the Child and Youth Safe Standards. These listed entities in the CYSO Act are generally inclusive of all organisations engaging in child-related activities. The Child and Youth Safe Standards reflect the National Principle but are broader, as they also include the Universal Principle for Aboriginal and Cultural Safety. The Universal Principle requires entities to provide an environment that ensures that the right to cultural safety of children who identify as Aboriginal or Torres Strait Islander is respected. Since this recommendation effectively relates to the practices of more than 8,000 organisations (including some not within the jurisdiction of the CYSO Act), there are practical challenges in determining that all these organisations comply with the Child and Youth Safe Standards to the greatest extent possible at any given time. As the Monitor's scope is focused on government and government-funded places, the focus of this recommendation will be on these entities' compliance with the Child and Youth Standards. Importantly, the Monitor recognises that no organisation can fully achieve child safety as an organisational stamp, as the Child and Youth Safe Standards necessarily involve regular review and improvement of implementation efforts. The Monitor notes that the Office of the Independent Regulator (OIR) continues to positively engage with entities within the CYSO Act and is of the view that the OIR is best placed to continue to assess organisational compliance with the Child and Youth Safe Standards.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
18.03 **Justice** **Completed**	The Tasmanian Government should ensure the Ombudsman is prescribed as an entity for the purposes of disclosure of information under section 40 of the *Child and Youth Safe Organisations Act 2023*	**Status submitted by agency:** Completed **OIM Appraisal:** The Child and Youth Safe Organisations Regulations 2023 (Regulations) were introduced to law. The Regulations allow the Ombudsman to give and receive information about child safety and wellbeing to the Independent Regulator.	Original: Phase 1 – 30 June 2024
18.04 **Justice** **Substantially Progressed**	The Tasmanian Government, in implementing the *Child and Youth Safe Organisations Act 2023*, should ensure: **a.** the functions of the Independent Regulator and Deputy Independent Regulator under the Act are embedded within the new Commission for Children and Young People (Recommendation 18.6) **b.** the Commission is sufficiently resourced to enable it to effectively perform these regulatory functions **c.** the Commission has access to government data systems such as those held by Tasmania Police, Child Safety Services and the Registrar of the Registration to Work with Vulnerable People Scheme to enable systematic and proactive monitoring and that those agencies have access to the Commission's data, where appropriate.	**Status submitted by agency:** Substantially Progressed **OIM Appraisal:** Under the *Commission for Children and Young People Act 2025* (CCYP Act), the new Commission includes the functions of the Independent Regulator and Deputy Regulator (per the *Child and Youth Safe Organisations Act 2023* (CYSO Act)). The Deputy Regulator will be a separate statutory office holder that forms part of the Commission. The Commissioner for Children and Young people will also hold the position of the Independent Regulator once all relevant provisions of the CCYP Act commence. This means the Commissioner will be able to exercise the powers and functions under the CYSO Act under a different hat. The Commission has the power to request information from a government entity or relevant authority, which includes (but is not limited to): • Tasmania Police • Registrar of the Registration to Work with Vulnerable People Scheme • Child Safety Services. Further, the Independent Regulator will retain its existing powers, which means that in certain circumstances, such as investigating reportable conduct, police officers and employees of statutory office holders can be compelled to provide information under the CYSO Act. The Commission is a separate Agency that will have its own funding streams to be consolidated and transferred to the Commission once it is formally established. **Implementation Monitor's view** The Implementation Monitor recognises that Justice has completed the legislative component of this recommendation. However, the Commission's resourcing, per part (b), will be subject to future budgetary, recruitment and workforce processes. As said with Recommendation 9.38(2) and 12.38, the Implementation Monitor considers that the Commission would be best placed to provide information about its resourcing moving forward. It may therefore be most logical for the Commission to be the lead agency for implementation of Recommendation 18.04 upon its establishment.	Original: Phase 1 – 30 June 2024 Delayed Revised timeline: To be negotiated

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		At this point, the Commission will also be able to provide the Monitor updates about how the sharing of information between the Commission, Tasmania Police, the Registrar of the Registration to Work with Vulnerable People Scheme and Child Safety Services is operating in practice.	
18.05 **DPAC** **In progress**	The Tasmanian Government should ensure its independent three-year review of the *Child and Youth Safe Organisations Act 2023* has a particular focus on: **a.** whether the Independent Regulator is sufficiently resourced and empowered to perform its functions effectively, and new or additional resourcing, functions and powers are necessary to support compliance **b.** how effectively the Independent Regulator is working with other agencies, including the Ombudsman or other oversight bodies, Registrar of the Registration to Work with Vulnerable People Scheme, Tasmania Police, professional regulatory bodies and other peak bodies, to support compliance, share information and manage active risks to children and young people **c.** how organisations captured by the Child and Youth Safe Standards and the Reportable Conduct Scheme have experienced the new regulatory requirements, and in particular whether they have felt sufficiently supported to comply **d.** analysing data emerging from the operation of the schemes, particularly as they relate to complaints and notifications and trends within and across sectors **e.** whether the Universal Principle requiring organisations to uphold cultural safety is achieving its intended objective, and whether it should become an additional Child and Youth Safe Standard, mirroring the approach in Victoria **f.** whether any further legislative changes are required to ensure appropriate information sharing between the Independent Regulator and other agencies.	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC commenced planning for the independent review of the *Child and Youth Safe Organisations Act 2023* (CYSO Act), which included scoping work to capture the COIs focus areas (resourcing, collaboration, impact and legislative change). However, the Tasmanian Government has since determined that Justice is best placed to lead the review because Justice administers the CYSO Act and has incorporated the review into its work plan. Justice will commission and oversee the independent review once responsibilities are officially transferred from DPAC. The Implementation Monitor considers that this review is timely given the Commission for Children and Young People's early establishment. **Implementation Monitor's view** The Monitor is of the view that the review of the information-sharing aspect of the CYSO Act should be considered alongside broader information-sharing reforms, including the report of Professor Tim McCormack and Adjunct Associate Professor Rick Snell.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
18.06 **Justice** **Completed**	**1.** The Tasmanian Government should establish a statutory Commission for Children and Young People, which includes the following roles, each appointed for a term of five years: **a.** a Commissioner for Children and Young People **b.** a Commissioner for Aboriginal Children and Young People **c.** a Child Advocate (Deputy Commissioner). **2.** The Commission for Children and Young People should, in addition to the functions of the current Commissioner for Children and Young People under the Commissioner for Children and *Young People Act 2016*, have the following functions: **a.** educating relevant entities on the Child and Youth Safe Standards and overseeing and enforcing compliance with those standards as Independent Regulator under the *Child and Youth Safe Organisations Act 2023* **b.** administering the Reportable Conduct Scheme as Independent Regulator under the *Child and Youth Safe Organisations Act 2023* **c.** administering the independent community visitor scheme for children in out of home care, youth detention and other residential youth justice facilities (Recommendations 9.34 and 12.36) **d.** advocating for individual children in out of home care, youth detention and other residential youth justice facilities **e.** monitoring the operation of the out of home care and youth justice systems and the provision of out of home care and youth justice services to children (Recommendations 9.38 and 12.38)	**Status submitted by agency:** Completed **OIM Appraisal:** The *Commission for Children and Young People Act 2025* (CCYP Act) establishes the new Commission and provides for three independent statutory roles: • Commissioner for Children and Young People • Commissioner for Aboriginal Children and Young People (see rec 9.14). • Child Advocate (see rec 9.33). The Commission will also comprise the: • Independent Regulator • Deputy Regulator. The functions of the Independent Regulator under the *Child and Youth Safe Organisations Act 2023* will be brought into the Commission. These include: • Educating entities on the Child and Youth Safe Standards and Universal Principle • Enforcing compliance on the Child and Youth Safe Standards and Universal Principle • Administering the Reportable Conduct Scheme. The CCYP Act provides the following functions: • Establishing and administering the Independent Visitor Scheme (see 9.33, 9.34, 9.38, 12.36) • Establishing the Commissioner for Aboriginal Children and Young People, advocating for an individual child or young person in a detention facility or living in care • Monitoring and reviewing the safety, wellbeing, care and treatment of children and young people living in care or the youth justice system (see recs 9.38 and 12.38)	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	f. conducting inquiries into the out of home care and youth justice systems and the services provided to individual children in those systems, including own motion inquiries (Recommendations 9.38 and 12.38) **g.** making recommendations to government for out of home care and youth justice system improvements **h.** promoting the participation of children in out of home care and youth justice in decision making that affects their lives **i.** upholding and promoting the rights of children in the out of home care and youth justice systems. **3.** The Commission for Children and Young People should have all necessary powers to perform its functions.	• Monitoring and reviewing the operation of detention facilities where children and young people reside (see rec 12.28) • Conducting inquiries into systemic decisions or recommendations relating to children and young people (s 8 (d)) • Making recommendations to the Minister in relation to improving services for children and young people living in care or in youth justice services • Promoting and upholding the rights and participation of all or certain groups of children and young people The Commission has the power to do all things necessary or convenient to perform its functions under the CCYP Act.	
18.07 **Justice** **Completed**	The Tasmanian Government should ensure the process for appointing future Commissioners and Deputy Commissioners for Children and Young People reflects appropriate merit-based selection processes, with consideration of selection panel members (including a children's selection panel, and Aboriginal representation for the Aboriginal Commissioner), and consultation processes prior to making a recommendation to the Governor for appointment.	**Status submitted by agency:** Completed **OIM Appraisal:** The *Commission for Children and Young People Act 2025* (CCYP Act) was passed by Parliament. The CCYP Act provides that: • selection processes are based on merit. • the views on the appointment of the Commissioner should be sought from a children's panel. • in appointing the Aboriginal Commissioner for Children and Young People, the majority of the panel must be known to be Aboriginal • a parliamentary Joint Standing Committee will be established.	Original: Phase 1 – 30 June 2024
18.08 **Justice** **Completed**	The Tasmanian Government should ensure the Commission for Children and Young People is separately and directly funded, rather than through the Department for Education, Children and Young People. Any funding arrangements or conditions should be structured to ensure the Commission has power to control its budget and staffing.	**Status submitted by agency:** Completed **OIM Appraisal:** The *Commission for Children and Young People Act 2025* (CCYP Act) establishes the Commission as an independent statutory body with its own governance, staffing and operational arrangements. The 2026–27 State Budget establishes a specific output for the Commission. Further, funding will be transferred from the Department for Education, Children and Young People to the Commission after the relevant provision in the CCYP Act is proclaimed.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
18.09 **Justice** **Substantially Progressed**	A joint standing committee of the Tasmanian Parliament should oversee the performance and proper execution of functions of the Commission for Children and Young People.	**Status submitted by agency:** Substantially Progressed **OIM Appraisal:** The *Commission for Children and Young People Act 2025* establishes the statutory framework for a Joint Standing Committee on the Commission for Children and Young People (Joint Standing Committee) to monitor and review the performance and proper execution of the Commission's functions. However, the Joint Standing Committee is not yet established.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: To be negotiated
18.10 **ISO** **Completed**	**1.** The Integrity Commission and Ombudsman should develop a publicly available policy for complaints related to child sexual abuse which explains the circumstances in which complaints may be referred back to the agency that is the subject of the complaint for investigation. **2.** The Integrity Commission and Ombudsman should consult the complainant on the intended approach to handling the complaint, including referring the complaint back to the relevant agency.	**Status submitted by agency:** Completed **OIM Appraisal:** The Integrity Commission has developed an Information Sheet called 'Complaints about Child Sexual Abuse' which is available on its public website. The Information Sheet includes the factors considered in referring a complaint to another organisation. These include: • The 'principles of operation', as set out in section 9(1) of the *Integrity Commission Act 2009* ('Integrity Commission Act') • The significance of the allegations or complaint and the risks associated with that conduct • The potential for conflicts of interest in the relevant public sector organisation • The organisation's capacity to undertake a robust, high-quality investigation • The risks associated with retribution and reprisals against the complainant and of their anonymity being compromised • Public considerations, including the importance of preserving public confidence in Tasmania's integrity and oversight program • Whether the complaint relates to multiple organisations and may benefit from a more global, systemic review. The Information Sheet also makes clear that the Integrity Commission will refer a complaint back to the organisation that employs the subject of the complaint under certain circumstances, such as if the misconduct is not serious or systemic.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Relevantly, the Integrity Commission Amendment Bill 2026 includes a proposed amendment to section 9(1). This was yet to be debated in Parliament prior to the end of the reporting period. The Information Sheet also states that the Integrity Commission will take a proactive and consultative approach to complaints about child sexual abuse. It provides that: • After receiving a complaint, it may immediately liaise with the complainant • After initial consideration, the complainant will be consulted on the intended approach • After a decision is made, it will write to the complainant (provided the contact details are available) explaining the decision. The Ombudsman has developed a Child Sexual Abuse Policy and Guidelines (CSA Policy and Guidelines) for its staff (see rec 12.37). This includes the process on referring an allegation or complaint to an organisation named in the complaint, which provides that referral back to the organisation would only occur in unusual situations, with the agreement of the complainant and would be closely monitored by the Ombudsman. The CSA Policy and Guidelines also provide that: • After initial consideration, the complainant will be consulted on the intended approach • The Ombudsman or Health Complaints Commissioner will make a final decision and write to the complainant explaining it • Information about the progress of any investigation must be communicated regularly, in accessible plain language. If the complainant is a child, communication must be in a child-friendly format. The CSA Policy and Guidelines is available on the Ombudsman's website.	
18.11 **Justice** **Substantially Progressed**	The Tasmanian Government should implement Recommendation 11 of the Independent Reviewer's 2016 Report Independent Review of the *Integrity Commission Act 2009*, which would oblige public authorities to notify the Integrity Commission of any allegations of serious misconduct.	**Status submitted by agency:** Substantially Progressed **OIM Appraisal:** Justice has developed the Integrity Commission Amendment (Mandatory Notifications) Bill 2025 (Integrity Commission Bill 2025) which proposed to amend the *Integrity Commission Act 2009*. The Integrity Commission Bill 2025 contains a clause that requires public authorities to notify the Integrity Commission of allegations of serious misconduct.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		The Integrity Commission Bill 2025 was tabled in Parliament on 12 November 2025 and passed the House of Assembly on 6 May 2026. The Implementation Monitor recognises that the parliamentary process is beyond the control of Justice. The Monitor therefore accepts that Justice's actions to implement this recommendation are complete. However, since the Integrity Commission Bill 2025 has not passed Parliament, the Monitor cannot regard this recommendation as complete yet.	
18.12 **Justice** **Completed**	**1.** The Tasmanian Government should introduce legislation or regulations to provide statutory guidance to the Registrar of the Registration to Work with Vulnerable People Scheme on the factors to be considered when conducting risk assessments in respect of applications for registration, suspension or cancellation pursuant to the *Registration to Work with Vulnerable People Act 2013*. **2.** The statutory guidance should provide that (among other things): **a.** the assessment of unacceptable risk is a predictive exercise that is not necessarily capable of empirical proof nor subject to a particular standard of proof such as 'the balance of probabilities' **b.** the assessment of unacceptable risk of harm to a child or children requires determination of two separate questions, without conflation, namely **i.** whether or not an allegation or allegations of previous harm to vulnerable people are proven on the balance of probabilities, and **ii.** whether or not an unacceptable risk of harm is demonstrated regardless of whether there is a finding, on the balance of probabilities, that previous harm occurred **c.** the Registrar is not limited in the factors they can consider in assessing unacceptable risk, including information that suggests a person's tendency to cause harm, as the ultimate determination of unacceptable risk is a predictive exercise	**Status submitted by agency:** Completed **OIM Appraisal:** The *Justice Miscellaneous (Commission of Inquiry) Act 2024* was passed by Parliament, which amends the *Registration to Work with Vulnerable People Act 2013* (RWWVP Act). The changes to the RWWVP Act provide that the Registrar for the Registration to Work with Vulnerable People scheme (Registrar) may consider the following in undertaking a risk assessment: • whether or not any allegations of previous harm by the person are proven on the balance of probabilities • whether the person poses an unacceptable risk of harm to a vulnerable person • any other matter that they consider relevant. The changes to the RWWVP Act also provide that the Registrar: • may apply a lower threshold when deciding to suspend a person's registration • must impose an interim suspension of the person's registration if it is necessary for the safety of vulnerable people • must suspend or cancel a person's registration if satisfied the grounds for such action is met.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	d. when the Registrar is considering suspending a person's registration, the focus on the prospective risk that a person may pose to children should have a lower evidentiary threshold, noting further assessment will likely occur prior to a decision to cancel registration or otherwise **e.** once the Registrar makes a determination that a person poses an unacceptable risk to a child or young person, irrespective of other factors (such as employment or mental health), that person's registration must be refused, suspended or cancelled (as the case may be).		
18.13 **Justice** **Completed**	**1.** The Tasmanian Government should introduce legislation to amend the *Registration to Work with Vulnerable People Act 2013* and related statutory instruments to replace the Administrative Appeals Division of the Magistrates Court with the Tasmanian Civil and Administrative Tribunal as the forum for administrative reviews of decisions under the Act. **2.** The Tasmanian Government should: **a.** introduce legislation or regulations to require the Tasmanian Civil and Administrative Tribunal to support Tribunal members who hear administrative reviews of decisions under the *Registration to Work with Vulnerable People Act 2013* to have the knowledge, skills, experience and aptitude to deal with each matter, including in relation to child sexual abuse, neglect and family violence **b.** provide sufficient funding to the Tribunal to support members to gain this knowledge, skills, experience and aptitude.	**Status submitted by agency:** Completed **OIM Appraisal:** The *Tasmanian Civil and Administrative Tribunal (Additional Jurisdictions) Act 2025* was passed by Parliament, which amended the *Tasmanian Civil and Administrative Tribunal Act 2020* (TASCAT Act). The changes to the TASCAT Act include allowing the Tasmanian Civil and Administrative Tribunal (TASCAT) to review decisions of the Registrar. Additional funding for TASCAT was allocated in the 2024-2025 State Budget in recognition of the expanded jurisdiction.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
18.14 **ISO** **Completed**	**1.** The Commission for Children and Young People, the Registrar of the Registration to Work with Vulnerable People Scheme, the Integrity Commission and the Ombudsman should work jointly to develop a user-friendly guide for the general public, which describes: **a.** how each of these agencies can assist with complaints and concerns about how organisations respond to child sexual abuse **b.** the process these agencies will adopt in responding to reports, complaints and concerns, including what outcomes these agencies are empowered to achieve **c.** how information provided by a person lodging a report, complaint or concern will be shared and managed **d.** that agencies are committed to a 'no wrong door' approach to complaints, so people are reassured that all reports, complaints and concerns will receive a response from an agency **e.** pathways for raising concerns about the way any of these agencies respond to reports, complaints or concerns. **2.** A child and youth-friendly version of the guide should also be developed and should be publicised and distributed widely in schools, out of home care, youth justice and health settings. **3.** Both guides should be available on each of the agencies' websites and form part of their child safety community education and engagement activities. **4.** While the Commission for Children and Young People should be promoted as the key agency for receiving reports, complaints or concerns relating to conduct towards children, people should be able to raise reports, complaints or concerns with any of these agencies and these agencies should ensure the matter is appropriately referred (the 'no wrong door' approach).	**Status submitted by agency:** Completed **OIM Appraisal:** The Commissioner for Children and Young People, the Registrar of the Registration to Work with Vulnerable People Scheme, Integrity Commission, Ombudsman Tasmania and Office of the Independent Regulator jointly published the 'Guide to Tasmanian oversight bodies' (Oversight Guide). The Oversight Guide: • Shows how each agency can assist with complaints and concerns • Explains what each agency can and can't do and when they are best suited to handle a matter • Describes the steps in raising a matter with each respective agency • Includes a commitment to a 'no wrong door' approach • Has an accompanying 'no wrong door' child friendly poster • Is available on each of the oversight bodies' website. The OIM received a letter from the then chair of the Independent Statutory Officer Working Group (ISOWG), providing an update about the status of this recommendation. Relevantly, this document will be reviewed and redeveloped in light of the establishment of the new Commission for Children and Young People. The letter from ISOWG also included an attached stakeholder list that details which organisations it was shared to. It also noted that it was the ISOWG's intention to track engagement data through number of clicks/downloads from individual Members' websites.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
18.15 **Justice** **Completed**	The Commission for Children and Young People, the Integrity Commission, the Ombudsman and the Registrar of the Registration to Work with Vulnerable People Scheme should develop a formal memorandum of understanding relating to the management and oversight of reports, complaints and concerns relating to child sexual abuse and information sharing. The memorandum of understanding should: **a.** define the roles, responsibilities, functions and limitations of each agency and describe where these overlap or intersect **b.** require consultation prior to the initiation of systemic reviews or inquiries where the subject of that inquiry relates to areas of common interest or intersecting functions **c.** provide for permissive and enabling information-sharing practices that prioritise the safety and welfare of children for individual matters and ensure each party receives from others de-identified trend data necessary to perform its functions.	**Status submitted by agency:** Completed **OIM Appraisal**: An interim Memorandum of Understanding (MoU) has been finalised between the following: • the Registrar • the Commissioner for Children and Young People • the Ombudsman • the Independent Regulator • the Integrity Commission. The interim MoU provides that parties agree to consult with one another prior to initiating a systemic review or inquiry on areas of common interest and to share information in a manner consistent with law.	Original: Phase 2 – 30 June 2026
19.01 **DPAC** **Substantially progressed**	**1.** The Tasmanian Government should develop a whole of government child sexual abuse reform strategy for preventing, identifying and responding to child sexual abuse, including child sexual abuse in institutions and harmful sexual behaviours. The strategy should: **a.** describe the system that Tasmania seeks to achieve, including the component parts of that system, how Tasmanians will know it is working, and the role of key initiatives, reforms and recommendations in achieving the intended outcomes **b.** be separate from, but complement, the Government's Family and Sexual Violence Action Plan **c.** be informed by the voices of children and young people and adult victim survivors of child sexual abuse (Recommendation 19.5)	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** The Change for Children Strategy was published in March 2025. This strategy includes the following components: • An explanation of the child safety system • How the Government intends to improve the child safety system • A definition of child sexual abuse, institutional child sexual abuse and harmful sexual behaviours (informed by commissioned research) • Guiding principles and a vision statement • Agencies involved in the reform • The how we work together chapter, with considerations for cohorts such as children and young people • Funding allocation for the reform of $55.1 million in the 2023-24 State Budget and $425 million in 2024-25 State Budget.	Original: Phase 1 – 30 June 2024 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	d. include agreed definitions of child sexual abuse, institutional child sexual abuse and harmful sexual behaviours **e.** set out guiding principles and objectives to inform preventing, identifying and responding to child sexual abuse **f.** identify the agencies, including statutory bodies and non-government organisations, involved in preventing, identifying and responding to child sexual abuse **g.** set out processes through which government agencies, statutory bodies and non-government organisations can consult on child sexual abuse reform **h.** set out considerations relevant to particular cohorts of children and young people, including Aboriginal children, children with disability, children with mental illness, children who identify as LGBTQIA+ and children from culturally and linguistically diverse communities **i.** outline the sources of funding for key initiatives and reforms set out in the strategy **j.** outline the governance, monitoring, review and evaluation arrangements for child sexual abuse reform, including that the Secretary of the Department of Premier and Cabinet, as Chair of the Secretaries Board, is responsible for endorsing, overseeing, coordinating and reporting on the strategy and action plan (Recommendation 19.3). **2.** The Tasmanian Government should develop an action plan for the implementation of the child sexual abuse reform strategy. The action plan should: **a.** prioritise all recommendations and reforms for implementation over the short, medium and long term and include expected timeframes for implementing each recommendation	• Governance, monitoring and evaluation arrangements • Information about children and young people (and others) who were consulted in its development. The Action Plan, a companion document to the strategy, has not yet been published. The Office of the Implementation Monitor considers that the purpose of the Action Plan is to provide visibility to the community about Government's plan for implementing its reform agenda. The Implementation Monitor is therefore of the view that this recommendation cannot be considered complete. The Implementation Monitor understands that the Action Plan is anticipated to be released in the third quarter of 2026. It may, therefore, be finalised by the time of this report's release.	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	b. identify the role holders and agencies that have responsibility for implementation of each recommendation and reform **c.** describe the actions to be taken to implement the recommendations and reforms, including any milestones, sequencing and dependencies **d.** identify the status of each recommendation and reform (that is, complete, under way or not commenced) and whether it is progressing on time **e.** be endorsed and overseen by the governance structure identified in the strategy. **3.** The child sexual abuse reform strategy and action plan should be: **a.** tabled in each House of Parliament **b.** published on a dedicated website **c.** supported by a communication plan that seeks to inform and provide visibility of reform work to stakeholders and the community **d.** periodically reviewed and updated by the Secretaries Board through the Department of Premier and Cabinet.		
19.02 **DPAC** **Substantially progressed**	The Tasmanian Government should develop a whole of government approach to professional development on responding to trauma within government and government funded services, as well as statutory bodies, that provide services to children and young people or adult victim-survivors of child sexual abuse.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** The Trauma Capability Framework, Understanding Trauma Guide, and the Our Language Guide and Transforming Selves: Ways of Working and Capability Matrix are nearing finalisation, but are not yet complete. This suite of materials provides guidance on trauma informed practice across government (and government funded services). It includes: • An explanation of what trauma is and its impacts • Why trauma-informed approaches are important • Guidance for communicating in a trauma-informed way, including a glossary of terms. The implementation of the Trauma Capability Framework will be supported by: • A Theory of Change and Logic Model • Indicators like staff training participation • Implementation guides.	Original: Phase 1 – 30 June 2024 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		The Department of Justice Lived Experience Advisory Panel provided feedback that informed revisions. An Inter Agency Design Team also contributed design feedback and helped test and consolidate framework concepts across agencies. The Implementation Monitor understands that the Trauma Capability Framework is anticipated to be finalised in the third quarter of 2026.	
19.03 **DPAC** **Completed**	The Secretary of the Department of Premier and Cabinet, as Chair of the Secretaries Board, should be responsible for endorsing, overseeing, coordinating and reporting on the child sexual abuse reform strategy and action plan.	**Status submitted by agency:** Completed **OIM Appraisal:** The Secretary of the Department of Premier and Cabinet (Secretary)'s Statement of Duties and Performance Agreement have been updated. These now include accountability for endorsing, overseeing, coordinating and reporting on the 'Change for Children' and 'Action Plan'. The Secretary is also the chair of the 'Child and Youth Safety and Wellbeing Subcommittee' (CYSW Subcommittee). The CYSW Subcommittee sits beneath the 'Secretaries Board' and is part of the 'Governance and Accountability Framework'. It supported the development of the 'Change for Children' and 'Action Plan' and will continue to oversee and report on these moving forward. The OIM was informed by DPAC the changes to the machinery of government announced in April 2026 will not adversely impact on the central coordination, governance and accountability requirements.	Original: Phase 1 – 30 June 2024
19.04 **DPAC** **Completed**	**1.** The Premier should, through their performance agreements, ensure Heads of Agencies are responsible for reforms under the child sexual abuse reform strategy and action plan within their portfolio responsibilities. **2.** Heads of Agencies should ensure relevant State Service executives are also responsible for implementing the strategy and action plan. **3.** The statements of duties for relevant departmental staff should refer to their responsibilities in relation to the strategy and action plan.	**Status submitted by agency:** Completed **OIM Appraisal:** Consistent with recommendation 19.03, the Statement of Duties and Performance Agreements for other Heads of Agency have also been updated to include accountability for child safety reform. The Statement of Duties of relevant departmental staff have also been updated. All DPAC jobs' Statement of Duties now include statements of commitment to – • promote child safety and wellbeing • uphold National Principles for Child Safe Organisations • contribute towards safeguarding practices for vulnerable people. Other agencies' Statements of Duties contain similar provisions. Statement of Duties will continue to be reviewed and enhanced (where appropriate) as part of ongoing human resources processes. The 'Governance and Accountability Framework' will oversee these changes (as cited in 19.03).	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
19.05 **DPAC** **Completed**	**1.** The Tasmanian Government should ensure, in setting out the governance structure for the child sexual abuse reform strategy and action plan, that children and young people and adult victim-survivors of child sexual abuse are part of this governance structure through: **a.** the Premier's Youth Advisory Council **b.** the establishment of an advisory group comprising adult victim-survivors of child sexual abuse, including child sexual abuse in institutions, of different ages, backgrounds, cultures, gender identities and geographical locations and parents of child victim-survivors. **2.** The Department of Premier and Cabinet should report on the activities of these advisory groups in its annual report. **3.** These advisory groups should: **a.** be guided by clear terms of reference that have been developed in consultation with the advisory groups **b.** have a clear purpose and objectives in terms of how they can contribute across the whole of government **c.** receive secretarial support and be adequately funded and resourced **d.** ensure trauma-informed processes apply in their interactions **e.** support and enable members' attendance by covering the costs of travel and expenses, and providing honorariums where appropriate.	**Status submitted by agency:** Completed **OIM Appraisal:** The 'Governance and Accountability Framework' was finalised and approved by the Secretaries' Board (as cited in 19.03 and 19.04). The 'Governance and Accountability Framework' includes: • children and young people: the Premier's Youth Advisory Council (PYAC), Child Sexual Abuse Victim Survivor Advisory Group and Commissioner for Children and Young People's Voices for Tasmanian Youth • victim-survivors: Victim Survivor Advisory Group (VSAG) (established in response to this recommendation). This means that DPAC (and other agencies) can talk with these groups about child safety reform programs. The activities of these groups are reported through channels such as the 'Keeping Children Safe' website. These groups also have – • Access to financial assistance so that members can attend meetings • Terms of Reference (ToR) and workplans, which are reviewed and refined on an ongoing basis, so they remain trauma-informed • Secretariat support.	Original: Phase 2 – 30 June 2026
19.06 **Justice** **Completed**	The Tasmanian Government should introduce legislation to amend the *Registration to Work with Vulnerable People Act 2013* to clarify that, in addition to the duty to report in certain circumstances, any person can notify reportable behaviour to the Registrar of the Registration to Work with Vulnerable People Scheme.	**Status submitted by agency:** Completed **OIM Appraisal:** The J*ustice Miscellaneous (Reporting Procedures) Act 2025* was passed by Parliament, which amended the *Registration to Work with Vulnerable People Act 2013* (RWWVP Act). These changes to the RWWVP Act includes a provision which clearly states (for the avoidance of doubt) that a person can notify the Registrar of reportable behaviour if they believe the person has a RWWVP. These changes are further strengthened by the launch of a new user-friendly RWVP website www.justice.tas.gov.au/rwvp	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
19.07 **Justice** **Substantially progressed**	The Tasmanian Government should review confidentiality and secrecy provisions in Tasmanian legislation, including the *Personal Information Protection Act 2004*, to identify any specific legislative barriers that hinder the sharing of information necessary to protect the safety and wellbeing of children and young people and remove these barriers.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** Professor Tim McCormack and Adjunct Associate Professor Rick Snell identified structural complexity and areas of inconsistency or overlap between the *Right to Information Act 2009*, *Personal Information Protection Act 2004* and other legislative frameworks in their Independent Review of Tasmania's Right to Information Framework (the RTI Report). The RTI Report Recommendation 27 calls for a targeted review of these interactions, clarification of the hierarchy of obligations where legislation intersects, and options to ensure that sector-specific legislation operates coherently with broader information management frameworks. The Tasmanian Government response recognises that this work is already being progressed through existing initiatives, including the Commission of Inquiry response. Justice has already undertaken targeted legislative work through the Commission of Inquiry (Miscellaneous Amendments) Bill 2026. The proposed amendments to the *Personal Information Protection Act 2004* are intended to clarify and extend information-sharing arrangements concerning child sexual abuse and reportable conduct across government agencies, regulators and law enforcement bodies. The Commission of Inquiry (Miscellaneous Amendments) Bill 2026 was released for public consultation from 11 May to 7 June 2026. Justice still needs to undertake further work to assess the effect of these and other reforms, identify any remaining confidentiality or secrecy provisions that create material barriers to child safety information sharing, and determine whether additional targeted legislative amendments are required.	Original: Phase 3 – 30 June 2029
19.08 **DPAC** **Substantially progressed**	**1.** The Department of Premier and Cabinet should lead the development of child safety information sharing, coordination, and response guidelines to support government and government funded agencies and statutory bodies to respond to child safety issues. The guidelines should: **a.** set out the principles which guide information sharing, cross-agency coordination and the roles of different services and entities in responding to child safety issues, and require that staff are trained on these issues **b.** identify a process for nominating a lead agency for cross-agency responses to individual child safety issues and set out the lead agency's role and responsibilities	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DPAC has led the development of whole-of-government Child Safety Information Sharing Guidelines. They have also developed a supporting policy position to improve child safety information sharing, coordination and response across government agencies and relevant organisations. The draft guidelines address the key requirements of the recommendation, including: • information-sharing principles; • cross-agency coordination arrangements; • lead agency processes, roles and responsibilities; • escalation pathways; • reining in expectations; and • governance and review mechanisms.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. identify a process for setting out the roles and responsibilities of collaborating agencies in responding to child safety issues **d.** explain child safety information-sharing obligations and responsibilities and how staff can fulfil them **e.** set out an escalation and dispute resolution process to resolve disagreements that may arise across agencies **f.** identify resources and professional development opportunities for staff in relation to responding to child safety issues **g.** be subject to periodic review to ensure they remain up to date and accurately reflect best practice cross-agency information sharing and coordination arrangements. **2.** The Tasmanian Government should fund the culture change work required to achieve good information-sharing practices.	DPAC has progressed the guidance process through cross-agency governance processes and it is being finalised for endorsement. Supporting work has clarified information-sharing arrangements for child safety purposes and identified that cultural, procedural and interpretive barriers remain a key focus for reform. Information-sharing training modules are being developed for integration into agency child safety and induction programs by the end of 2026. Final endorsement and training rollout are still required to complete the implementation of this recommendation.	
20.01 **DPAC** **In progress**	**1.** The Tasmanian Government should, by introducing legislation or through other means, ensure that the State Service Code of Conduct includes the following binding obligations: **a.** if a state servant's conduct creates an unacceptable risk to the safety and wellbeing of children or young people accessing government and government funded services, the State Service disciplinary framework should apply, and termination, suspension or sanction should be available (including being able to terminate employment based on a loss of confidence) **b.** in relation to child sexual abuse and related conduct, the requirement that state servants must comply with all applicable Australian law is determined on the basis of a balance of probabilities test and does not require a breach of the law to be determined by a court	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC has progressed legislative and policy reforms to strengthen the State Service Code of Conduct in relation to child safety. DPAC and Justice have jointly developed the Commission of Inquiry (Miscellaneous Amendments) Bill 2026 (Commission of Inquiry Bill), which proposes amendments to the *State Service Act 2000* (State Service Act). The Commission of Inquiry Bill changes the State Service Code of Conduct (Code of Conduct) in the State Service Act to: • Clarify that the determination as to whether an employee has complied with Australian law is done on the balance of probabilities • Replace wording of in 'the course of' to in 'connection with' in subsection (1),(2),(3),(4),(7), (12), (13) and (15) so that the conduct under these sections is extended to circumstances that are in connection with a person's employment (and not just that which occurs in the course of employment).	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. where a state servant has contact with a child or young person through their work, and an allegation is made of child sexual abuse or related conduct in relation to that child, this contact is sufficient to establish the conduct occurred 'in the course of employment' or, in the case of section 9(14), has a nexus to employment regardless of whether the conduct complained of occurred outside the workplace or outside working hours. **2.** The Tasmanian Government should develop policy documents or guidance on the interpretation of the State Service Code of Conduct explaining (among other things): **a.** how the required connection between a state servant's employment and a child and young person should be interpreted in matters that involve child sexual abuse or related conduct **b.** explain that all provisions of the Code of Conduct should be interpreted to prioritise the protection of children.	• Adds another new element that an employee must never engage in conduct that they know, or should reasonably know, poses a foreseeable and unreasonable risk to the safety or wellbeing of a child or young person. DPAC is also developing guidance for State Service employees on the changes to the Code of Conduct per Recommendation 20.01 (2).	
20.02 **DPAC** **Substantially progressed**	Summarised Recommendation 20.2: All agencies to develop professional conduct policies for agency employees that meet the following requirements (see full recommendation for further detail).	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DPAC has coordinated implementation of Recommendation 20.02 across agencies that provide services to children and young people. Professional conduct policies have been developed and published by relevant agencies, including DECYP, Justice, DPFEM, DoH, NRE Tas and State Growth. These policies set expectations for conduct and support agency responses where conduct may place children and young people at risk. DPAC has also progressed work to strengthen compliance with professional conduct requirements through legislative and contractual mechanisms. The Commission of Inquiry (Miscellaneous Amendments) Bill 2026 includes provisions intended to strengthen links between professional conduct obligations and the State Service Code of Conduct. Consultation on the Bill has been completed, and the proposed amendments remain subject to the parliamentary process. The Office of the Crown Solicitor has provided advice on application of professional conduct requirements to contractors and subcontractors. Since providing that advice, updated Building and Construction, Goods and Services, and ICT contract suites have been published.	Original: Phase 1 – 30 June 2024 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		These contract suites now include provisions that allow the State to require compliance with new or updated policies during the term of a contract, supporting implementation of the recommendation in future commercial arrangements. Further work remains in relation to other contractual instruments and legislative reform. The Implementation Monitor notes that implementation of Recommendation 20.02.06.a and 20.02.06.b remain dependent on legislative reform that has not yet been enacted. While the Commission of Inquiry (Miscellaneous Amendments) Bill 2026 proposes amendments to strengthen the relationship between professional conduct obligations and the State Service Code of Conduct, it remains unclear whether the proposed amendments fully address Recommendation 20.02.06.b, which requires a breach of a professional conduct policy to constitute a breach of the Code of Conduct without the need for a lawful and reasonable direction.	
20.03 **DPAC** **Substantially progressed**	The Tasmanian Government should introduce legislation to ensure that where a finding is made that a State Service employee has committed a reportable conduct under the Reportable Conduct Scheme, this also constitutes a breach of the State Service Code of Conduct under section 9 of the *State Service Act 2000*.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** The Employment Direction No.5 – Procedures for the Investigation and Determination of whether an Employee has Breached the Code of Conduct (ED5) has been updated. The revised ED5 includes a clause allowing an ED5 investigation relating to reportable conduct to be combined with (or constitute) an investigation under the *Child and Youth Safe Organisations Act 2023*. No legislative changes have been introduced to fully give effect to this recommendation as yet. However, the Monitor understands that there was a consultation process underway at the time of drafting this report on the Commission of Inquiry (Miscellaneous Amendments) Bill 2026 which proposed an amendment to the *State Service Act 2000* that aims to give effect to this recommendation. The Bill may, therefore, be before Parliament for debate by the time of this report's release.	Original: Phase 1 – 30 June 2024 Delayed Revised timeline: To be negotiated
20.04 **DPAC** **In progress**	The Tasmanian Government should introduce legislation to ensure the provisions in the professional conduct policies apply to contractors, sub-contractors, volunteers and other adults who have contact with children.	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC has obtained advice from the Office of the Crown Solicitor on ways to implement Recommendation 20.02, which relates to Recommendation 20.04. The Office of the Crown Solicitor has updated three of its standard contract suites so they include provisions to allow the State to require immediate compliance with certain policies, which will apply to all future contracts. This includes: • Goods and Services contracts suite	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		• Tasmanian Technology Contract Conditions (TTCC) contract suite • Australian Standard Building and Construction contract suite. Work on Recommendation 20.04 has been sequenced to follow implementation of Recommendation 20.02, with initial focus on contractual mechanisms for contractors and subcontractors. DPAC still need to review and consider legislative amendments required to fully implement Recommendation 20.04.	
20.05 **DPAC** **In progress**	**1.** The State Service should develop guidance material for conducting preliminary assessments to ensure: **a.** they are conducted quickly (within three to five business days after an allegation is received) **b.** the reasons for any delays are documented, a new timeframe set, and the reasons for the delay and the new timeframe are communicated to parties if applicable in the circumstances **c.** they are confined to a basic gathering of information and do not require evidence of wrongdoing **d.** they do not assess whether the alleged conduct occurred in the course of the employee's State Service employment **2.** Victim-survivors and child witnesses should not normally be interviewed at the preliminary assessment stage to avoid them being interviewed more than once of being interviewed by a person without special skills. If it is necessary to interview a child or young person at this stage, then this should be done in line with clause 7.3 of Employment Direction No.5 – Breach Code of Conduct. Any such interview should be conducted by individuals who have been trained. **3.** Any engagement with a child or young person during the preliminary assessment stage should be child-centred and trauma-informed. **4.** The Child-Related Incident Management Directorate should conduct preliminary assessments in child sexual abuse or related conduct matters.	**Status submitted by agency:** In progress **OIM Appraisal:** Mr Peter Woolcott and Ms Radha Thomas (Sharma) developed a set of revised Employment Directions for the Tasmanian Government to consider. DPAC have provided the revised Employment Directions to Heads of Agency for feedback and review. DPAC also continues to consult with public sector unions and will consult with others key stakeholders on the changes. DPAC therefore plans to develop supporting material and guidance once the revised Employment Directions have been finalised. Otherwise, DPAC has recently established the Shared Capability and Centralised Investigations Unit on matters related to Ashley Youth Detention Centre. DPAC anticipates that the Shared Capability and Centralised Investigations Unit will build capability in the Tasmanian State Service on investigative practices (including child centred and trauma informed practices). DPAC has also engaged Ms Regina Weiss to provide expert advice to the Shared Capability and Centralised Investigations Unit to support investigations that involve children and victim-survivors. The work between the Shared Capability and Centralised Investigations Unit and DECYP will help inform future guidance, including for preliminary assessments.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
20.06 **DPAC** **In progress**	The Tasmanian Government should amend Employment Direction No.4 – Suspension to: **a.** specify that in matters involving complaints or concerns about child sexual abuse or related conduct of an employee, they may be suspended immediately **b.** clarify, to avoid any doubt, that suspension can occur before the start of any disciplinary processes, including preliminary assessments **c.** exclude, in matters involving complaints or concerns of child sexual abuse or related conduct, the requirement that the Head of Agency must have a reasonable belief that it is in the public interest to suspend the employee **d.** include the safety of children and young people among the matters a Head of Agency must take into account when deciding whether to suspend an employee.	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC has undertaken work towards implementation of this recommendation through the broader review of the State Service employment framework. Revised Employment Directions have been developed by DPAC, and consultation has occurred with agencies and stakeholders regarding proposed changes. This recommendation was also considered through the Woolcott Review, which recommended that revised Employment Directions undergo further review and consultation before finalisation and approval. The Government's acceptance of the Woolcott recommendations has resulted in a broader review of the Employment Directions framework, including Employment Direction No. 4. DPAC has consulted on this revised employment direction with Heads of Agencies and is consulting with unions. Feedback is currently being reviewed. As a result, the specific amendments arising from this recommendation remain under consideration as part of that wider reform process. **Implementation Monitor's view** The Monitor is of the view that while DPAC has progressed policy development, drafting and consultation work, the amendments required for this recommendation have not yet been finalised or implemented. The current Employment Direction No. 4 continues to require consideration of the public interest when determining suspension and does not explicitly provide for the child sexual abuse-specific amendments recommended by the Commission, including immediate suspension powers, suspension prior to disciplinary processes, removal of the public interest threshold in child sexual abuse matters, and mandatory consideration of the safety of children and young people. The Monitor has therefore assessed this recommendation as in progress.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
20.07 **DPAC** **In progress**	The Tasmanian Government should ensure investigations into misconduct in relation to child sexual abuse or related conduct by State Service employees of the Department for Education, Children and Young People and the Department of Health under Employment Direction No.5-Breach of Code of Conduct are conducted by the Child-Related Incident Management Directorate.	**Status submitted by agency:** In progress **OIM Appraisal:** As discussed in Recommendation 6.06, DPAC is currently mapping existing child-related incident management systems. DPAC has identified that there are challenges associated with the scale of the directorate, as recommended by the COI. The Monitor has indicated that he will consider changes to the implementation approach for this recommendation (including changes to scope and timeframe) where these meet the intent of the COI recommendation. DPAC will provide further advice to the Tasmanian Government and will undertake further consultation with the Monitor.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
20.08 **DPAC** **Substantially progressed**	The Tasmanian Government should amend Employment Direction No. 5—Breach of Code of Conduct, as it relates to child sexual abuse or related conduct, to: **a.** ensure people making a complaint and children or young people who have been abused have the right to **i.** reply to any factual matters put forward by the alleged abuser **ii.** know the outcome of an investigation **iii.** seek a review of decisions in an appropriate forum **b.** clarify timeframes for carrying out investigations, set out the process for seeking an extension of time for an investigation and the considerations involved, and require the granting of, and reasons for, an extension of time be communicated to the parties affected **c.** provide that all matters of concern relevant to an employee's conduct with a child or young person pertaining to child sexual abuse or related conduct be treated as potential serious misconduct **d.** note the importance, in circumstances where it is appropriate to summarily dismiss an employee for misconduct, of conducting an investigation to identify children who have been harmed and any systemic problems that need to be addressed **e.** ensure investigations are conducted by people who have been trained in child development, child sexual abuse (including taking a Whole Story approach) and trauma-related behaviours.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** DPAC has progressed implementation of this recommendation through revisions to Employment Direction No. 5 and the development of supporting guidance material. Changes introduced in 2024 include greater emphasis on child safety, trauma-informed approaches, management of investigation timeframes, communication with complainants and victim-survivors, and the use of suitably trained investigators. DPAC has also developed guidance to support agencies in the application of revised ED5 processes. The recommendation has subsequently been considered through the Woolcott Review, which recommended further review and consultation on revised Employment Directions before finalisation. The Government accepted this approach, and additional work is continuing as part of broader employment framework reform. While a number of changes have been made, not all elements of this recommendation have been fully implemented. In particular, further work is continuing in relation to information sharing with complainants and victim-survivors, investigator capability and broader reforms associated with the Employment Directions framework. The revised Employment Directions also remain subject to ongoing review and consultation.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
20.09 **DPAC** **In progress**	The Tasmanian Government should maintain a central cross-government register of misconduct concerning complaints and concerns about child sexual abuse and related conduct. This register should contain records of substantiated and unsubstantiated matters, including those that did not proceed to investigation.	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC has established a register for State Service Code of Conduct breaches resulting in, or that would have resulted in, termination. The register supports employment screening processes across the Tasmanian State Service and records outcomes arising from Employment Direction No. 5 investigations where termination occurred or would have occurred had the employee remained employed.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		DPAC has advised that further work is required to support broader information sharing relating to child sexual abuse and related conduct matters, including consideration of substantiated and unsubstantiated allegations and matters that did not proceed to investigation. DPAC has identified the development of a whole-of-service HR case management system, together with consideration of information sharing and legislative issues, as supporting future implementation activities. The rollout of this capability is expected to commence from 2027. **Implementation Monitor's View** The Monitor notes that a central register is in place for Code of Conduct breaches resulting in, or that would have resulted in, termination. However, the recommendation requires a broader cross-government register containing complaints and concerns relating to child sexual abuse and related conduct, including substantiated and unsubstantiated matters and matters that did not proceed to investigation. As these elements are not yet in place and further system, information-sharing and legislative work remains underway, the recommendation is assessed as in progress.	
20.10 **DPAC** **In progress**	**1.** The Tasmanian Government should take measures to ensure that misconduct investigations under Employment Direction No.5-Breach of Conduct in relation to complaints and concerns of child sexual abuse are able to take into account prior substantiated complaints, allegations and disciplinary action, in addition to the immediately alleged misconduct. **2.** The Tasmanian Government should take measures to ensure that prior allegations (including unsubstantiated allegations) should be considered at various stages of the disciplinary process, including in determining: **a.** the process to be used to deal with new allegations **b.** whether the conduct occurred on the balance of probabilities, with previous substantiated allegations being given more weight than unsubstantiated allegations **c.** if misconduct has occurred **d.** the sanction to be applied.	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC has progressed this recommendation through revisions to Employment Direction No. 5 and the development of supporting guidance material. A revised Employment Direction No. 5 was released in 2024, with further revisions proposed through the Woolcott Review and currently subject to consultation and review. DPAC has advised that prior substantiated, untested and unsubstantiated allegations may be considered within existing disciplinary processes and intends to develop further guidance and training to support consistent application across agencies. Future implementation is also linked to broader information-sharing and case management reforms. While reform activity is underway, further work is required to establish and embed arrangements that ensure prior allegations are consistently considered at the stages contemplated by the recommendation. Accordingly, this recommendation is assessed as in progress.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
20.11 **DPAC** **Completed**	**1.** The Head of the State Service should monitor and publicly report annually on the management of misconduct matters related to child sexual abuse or related conduct. **2.** Heads of Agencies should report quarterly to the Head of the State Service on all misconduct matters related to child sexual abuse on all misconduct matters related to child sexual abuse or related conduct, substantiated and unsubstantiated. The Tasmanian Government should take measures to ensure that prior allegations (including unsubstantiated allegations) should be considered at various stages of the disciplinary process, including in determining: **3.** the process to be used to deal with new allegations **4.** whether the conduct occurred on the balance of probabilities, with previous substantiated allegations being given more weight than unsubstantiated allegations **5.** if misconduct has occurred **6.** the sanction to be applied.	**Status submitted by agency:** Completed **OIM Appraisal:** The Head of the State Service has established arrangements to monitor and publicly report on misconduct matters related to child sexual abuse and related conduct. Since December 2023, whole-of-government routine disclosures have been published regularly on the DPAC Routine Disclosures website. This includes information on assessments and actions relating to State Service employees, employee suspensions arising from allegations of child sexual abuse, and Joint Referral Review Team matters identified through Commission of Inquiry referrals and other sources. The routine disclosure framework provides a mechanism for ongoing central oversight and public reporting of child sexual abuse matters across the State Service. Reporting occurs more frequently than contemplated by the recommendation, with public updates released monthly in addition to annual reporting arrangements. Arrangements are in place to support central monitoring and public reporting of misconduct matters related to child sexual abuse and related conduct across the State Service. Continued operation of the reporting framework over time, together with demonstrated integration of these processes into routine agency and whole-of-government oversight arrangements, would provide assurance that the reform is operating as business-as-usual.	Original: Phase 2 – 30 June 2026
20.12 **DPAC** **In progress**	The Tasmanian Government should introduce legislation to amend Employment Direction No.6 – Inability to provide for: **a.** a simplified process that applies to matters where the employee no longer has an essential employment requirement (for example, no registration under the *Registration to Work with Vulnerable People Act 2013*) **b.** powers to immediately terminate a person's employment if the employee no longer meets an employment requirement for working with children or young people **c.** any interview with a child or young person in line with Employment Direction No.6 – Inability to be subject to the same considerations as should apply under clause 7.3 of Employment Direction No.5 – Breach of Code of Conduct (Recommendation 20.8)	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC has progressed work on this recommendation through revisions to Employment Direction No. 6 as part of broader employment framework reform. The Woolcott Review included a revised Employment Direction No. 6, and DPAC has consulted with Heads of Agencies and is currently consulting with unions on the proposed changes. Feedback is being reviewed. DPAC has advised that the revised Employment Direction No. 6 includes changes relating to circumstances where an employee no longer meets essential employment requirements. Legislative amendments relating to immediate termination powers continue to be considered as part of this work. While reform activity is underway, the proposed changes have not yet been finalised or implemented. Further work is required before the measures contemplated by the recommendation are in place. Accordingly, this recommendation is assessed as in progress.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
20.13 **DPAC** **In progress**	**1.** The Head of State Service should issue guidance on State Service disciplinary processes that contains key principles and procedures to be followed. This guidance should include information on: **a.** the steps involved in the process of dealing with disciplinary matters **b.** maintaining confidentiality **c.** setting timeframes for investigation and communicating timeframes to the parties **d.** preliminary assessments **e.** employee suspensions, in particular where matters are alleged to involve child sexual abuse **f.** considerations when interviewing children **g.** an employee's inability to perform a role due to loss of employment requirements **h.** the rights of an employee and any complainant **2.** This guidance should be developed in line with relevant child safety considerations, relevant recommendations of this Commission of Inquiry and the Integrity Commission's Guide to Managing Misconduct in the Tasmanian Public Sector.	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC has progressed work on this recommendation through development of revised disciplinary processes and supporting guidance associated with Employment Direction reforms. Initial guidance has been developed to support implementation of the revised Employment Direction No. 5, and additional guidance is intended to be developed following completion of broader employment framework reforms. The Woolcott Review included a draft set of disciplinary processes, which DPAC has consulted on with Heads of Agencies and is currently consulting on with unions. Feedback is being reviewed. While policy and guidance development is underway, the revised disciplinary processes and associated guidance have not yet been finalised or implemented. Further work is required before the guidance framework contemplated by the recommendation is in place. Accordingly, this recommendation is assessed as in progress.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026
20.14 **DPAC** **Completed**	The Tasmanian Government should allocate funding for initiatives aimed at cultural change and awareness raising to promote a shared understanding and application of disciplinary processes across the State Service in a manner that ensures the safety and wellbeing of children at risk of child sexual abuse or related conduct.	**Status submitted by agency:** Completed **OIM Appraisal:** The 2023-24 State Budget allocated $4.5 million to establish a whole of government 'State Service Leadership and Cultural Improvement' program. This has included: • Funding of trauma informed knowledge and skills work (discussed in 19.02). • Community engagement and Change Leads • A centralised investigations unit in the State Service Management Office to drive disciplinary practice across agencies. The effectiveness of funded initiatives will be monitored through broader Change for Children evaluation activities and targeted stakeholder engagement.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
20.15 **Justice** **Completed**	The Government should fund the Tasmanian Industrial Commission to enable its members to attend training on child sexual abuse either locally or through any relevant interstate program or training, such as the programs offered by the Judicial College of Victoria.	**Status submitted by agency:** Completed **OIM Appraisal:** $54,000 of permanent funding has been provided to the Department of Justice in the 2024-25 State Budget. This funding has been shared between the following organisations to facilitate this training: • Tasmanian Industrial Commission • Magistrates Court • Supreme Court (recommendation 16.16) • TASCAT (recommendation 18.13) • Victims of Crime Compensation Commissioners (recommendation 17.06) Where possible, the Implementation Monitor will continue to monitor determinations of the Tasmanian Industrial Commission to understand members approaches to child sexual abuse.	Original: Phase 2 – 30 June 2026
21.01 **DPAC** **In progress**	**1.** The Department of Premier and Cabinet should lead, coordinate and fund a therapeutic service system for child and adult victim-survivors of child sexual abuse and children who have experienced or displayed harmful sexual behaviours. **2.** The Department should ensure the therapeutic service system: **a.** addresses service gaps and provides coordination of services, appropriate coverage and equitable access to quality services **b.** is easily understood and accessible to the public, state servants and other mainstream service providers. **3.** The Department, in leading this work, should consult with: **a.** any relevant government departments, including the Department for Education, Children and Young People, the Department of Health and Tasmania Police **b.** sexual assault and abuse counselling services **c.** the Premier's Youth Advisory Council and the adult victim-survivors of child sexual abuse advisory group (Recommendation 19.5)	**Status submitted by agency:** In progress **OIM Appraisal:** The Monitor was advised that the Tasmanian Government provided therapeutic service providers, Sexual Assault Support Services (SASS) and Laurel House, with $7.8 million for immediate response after the COI. The Monitor was further advised that the Tasmanian Government also provided SASS and Laurel House almost $4 million in the 2025-26 State Budget and approximately $5 million in the 2026-27 and 2027-28 Forward Estimates as uplift funding. This uplift funding is aimed at: • Increasing accessibility and reducing waitlists for therapeutic services • Supporting ongoing therapeutic service funding for Sexual Assault Support Service and Laurel House • Supporting ongoing funding for therapeutic services within the Arch centres. The Tasmanian Government has also established and funded the Tasmanian Family and Sexual Violence Alliance (Alliance) as a sector peak. The Alliance will support coordination, collaboration, policy advice, capability building and implementation of relevant COI reforms. DPAC has also commissioned a review of the sexual violence service system. This review will form part of an overarching review of the Tasmanian Government's 10-year investment into family and sexual violence prevention and response.	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	d. the peak body for the sexual assault service system (Recommendation 21.3). **4.** The Tasmanian Government should ensure funding agreements with nongovernment specialist services include appropriate governance requirements, sexual abuse service standards, service evaluation and child safe accreditation.	The funding agreements between the Tasmanian Government and the SASS and Laurel House include key performance indicators and reporting requirements on: • Reduced waitlists • Increased access across Tasmania • Increased full-time equivalent capacity • Service quality • Governance, collaboration and responsiveness to priority victim-survivor cohorts. **Implementation Monitor's view** The Implementation Monitor accepts that the State Budget is a matter for the Tasmanian Government and Parliament of the day and is therefore beyond the scope of DPAC. However, the Implementation Monitor also acknowledges that waitlists are impacted by more than just funding. For example, waitlists are also impacted by national workforce shortages. The Monitor understands that the Australian Government is working with states and territories to better understand workforce needs in the specialist family and sexual violence sectors, including a workforce survey. The Monitor considers this work should better position the Tasmanian Government to respond to existing workforce shortages locally. The Monitor therefore does not consider Recommendation 21.01 to be at the level of 'substantially progressed' yet. However, it would currently be at the upper end of the 'in progress' categorisation.	
21.02 **DPFEM** **Completed**	**1.** The Tasmanian Government should conduct an independent process and outcomes evaluation for the pilot multidisciplinary Arch centres and any future centres after three years of operation to inform the Government of any systems improvements that could be made to the centres and whether they have resulted in improvements in client outcomes.	**Status submitted by agency:** Completed **OIM Appraisal:** Tasmania Police has completed implementation of this recommendation through the establishment of evaluation, monitoring and reporting arrangements for the Arch multidisciplinary centres and the completion of an independent evaluation of the pilot model. An evaluation framework was established to support the collection, storage and analysis of data relating to service performance, client outcomes, governance, multidisciplinary collaboration and victim-survivor experiences.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	The evaluation should incorporate: **a.** an evaluation and data outcomes framework established during the first year that includes required baseline and outcomes data for clients receiving services through the Arch centres, and considers how Arch centre outcomes can be compared with the outcomes of cases that have not received an Arch centre response **b.** the collection of data in line with the data outcomes framework in the first year **c.** the storing and retention of data in a format that can be provided to the independent evaluators. **2.** The evaluation and data outcomes framework should include outcome measures for adult and child victim-survivors of child sexual abuse and children who have experienced or displayed harmful sexual behaviours. **3.** The Tasmanian Government should ensure multidisciplinary centres are not the sole response to the therapeutic needs of adult and child victim-survivors of child sexual abuse.	The independent evaluation assessed implementation and outcomes, including the experiences of people accessing services through Arch, and identified opportunities for ongoing refinement and system improvement. The evaluation found that Arch was operating largely as intended, demonstrated strong collaboration between partner agencies, positive client experiences and trauma-informed service delivery. DPFEM will continue to monitor Arch governance arrangements and note that future evaluations will include harmful sexual behaviours and improved client outcome measurement. Ongoing monitoring and evaluation processes and/or frameworks need to be established for this recommendation to be assessed as embedded change.	
21.03 **DPAC** **Completed**	**1.** The Tasmanian Government should establish a peak body for the sexual assault service system, including therapeutic interventions for children who have engaged in harmful sexual behaviours, to: **a.** ensure the needs of adult and child victim-survivors of child sexual abuse and children who have experienced or displayed harmful sexual behaviours are met by the sexual assault service system **b.** represent sexual assault service providers in a coordinated way **c.** share evidence and experience **d.** develop or identify practice standards for sexual assault services and interventions for child sexual abuse and harmful sexual behaviours	**Status submitted by agency:** Completed **OIM Appraisal:** The Tasmanian Government has established and funded the Tasmanian Family and Sexual Violence Alliance (the Alliance) as the sector peak body. DPAC and the Alliance both spoke with the Implementation Monitor about how a combined peak body for the sexual violence, child sexual abuse/child maltreatment and family violence sectors could be managed through separate streams of work with dedicated workers to each. The Implementation Monitor told DPAC that his support of the combined peak body model was reliant on: **1.** The Alliance receiving funding so that each stream had a dedicated worker. **2.** The combined peak model being evaluated, to ensure that sexual violence, family violence and child maltreatment/child sexual abuse sectors were each adequately represented.	Original: Phase 2 – 30 June 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	e. coordinate service delivery for victim-survivors **f.** advocate for improvements in the sexual assault service system. **2.** This peak body for the sexual assault service system should be distinct from, but work in cooperation with, a family violence peak body.	The Implementation Monitor has since been advised that the Tasmanian Government allocated funding to the Alliance, so that each stream now has funding for a dedicated worker, and that the Alliance also received funding to commission an independent evaluation of the model. The Implementation Monitor therefore is comfortable that Recommendation 21.03 be assessed as complete for now, subject to ongoing funding and the outcome of the evaluation.	
21.04 **DPAC** **In progress**	**1.** The Tasmanian Government should increase the funding for free or low-cost sexual assault counselling services to: **a.** reduce waiting times to no longer than four weeks for victim-survivors, regardless of where they live in Tasmania **b.** enable fortnightly access to sexual assault counselling in Ashley Youth Detention Centre **c.** assist peer support groups. **2.** The Department of Premier and Cabinet should adopt strategies to increase the number of professionals with skills to provide therapeutic responses to abuse-related trauma to address the challenge in attracting and retaining sufficient suitably qualified staff to fill vacancies and meet the need for therapeutic responses to child sexual abuse.	**Status submitted by agency:** Completed *Contested* **OIM Appraisal:** **Recommendation 21.04 (1)** The Tasmanian Government's COI uplift funding for specialist sexual assault support services has been increased and extended. The Monitor is informed that the funding agreements between the Tasmanian Government and therapeutic service providers, Sexual Assault Support Service (SASS) and Laurel House, are structured to reduce wait times, strengthen access (including for young people in detention) and support flexible, recovery-oriented responses. DPAC continues to monitor waitlist trends and has identified an increased demand for services (despite funding uplift). In response, the Tasmanian Government will fund the SASS' 2026-27 State Budget proposal for a Stepped Care clinical service model. The Stepped Care model aims to improve: • Triage • Service efficiency • Waitlist outcomes The Monitor is advised that the funding agreement between the Tasmanian Government and sexual assault service providers (SASS and Laurel House) includes the provision of sexual assault counselling in Ashley Youth Detention Centre. The Monitor is further advised that the Tasmanian Government will continue to fund specialist sexual assault support services, including SASS and Laurel House, to deliver trauma informed support groups that provide safe spaces for victim survivors to connect with peers, build advocacy skills and strengthen their recovery.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Recommendation 21.04 (2) DPAC is strengthening broader workforce capability through the Trauma Capability Framework and related reporting and oversight arrangements. **Implementation Monitor's view** The Monitor accepts that the State Budget is a matter for the Tasmanian Government of the day and DPAC is therefore limited by its budget allocation for implementing this recommendation. The Monitor recognises that the Tasmanian Government has technically met the requirements of Recommendation 21.04 to increase funding since the COI. However, the Monitor is conscious that the increased demand for sexual assault counselling services has not necessarily been met by proportionate funding. As discussed in Recommendation 21.01, the Implementation Monitor acknowledges that there are complexities around reducing waitlists beyond funding.	
21.05 **Justice** **Completed**	The Tasmanian Government should increase the capacity of the Victims of Crime Service by: **a.** increasing the number of counsellors available in each of the Victims of Crime Service offices to at least three in southern Tasmania, two in northern Tasmania and two in the North West **b.** promoting the availability of the Victims of Crime Service counselling service to victim-survivors of sexual assault.	**Status submitted by agency:** Completed **OIM Appraisal:** $2.8 million was allocated over four years for Victims of Crime Service offices in the 2024-25 State Budget. There are now two counsellors in Hobart, Launceston and Burnie, with a third counsellor appointed in the south. This increase in funding and staff has allowed greater promotion of the service.	Original: Phase 2 – 30 June 2026
21.06 **Justice** **In progress**	**1.** The Tasmanian Government should ensure that the needs of particular groups of victim-survivors are met by the therapeutic service system and related contracting of services, including the needs of: **a.** children who are victim-survivors or have displayed harmful sexual behaviours (Recommendation 21.8) **b.** victim-survivors with disability or mental illness **c.** victim-survivors who identify as LGBTQIA+ **d.** male victim-survivors **e.** victim-survivors who are from culturally and linguistically diverse backgrounds.	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC has undertaken consultation and engagement with priority population groups for the Change for Children Strategy, Action Plan and Harmful Sexual Behaviours Framework. Moreover, DPAC funded the Multicultural Council of Tasmania $100,000 to establish the Multicultural Advisory Group to provide advice on how the service system can better meet the needs of Culturally and Linguistically Diverse victim survivors and their families. This report was delivered in December 2025.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2026

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	2. The Tasmanian Government should consult on the therapeutic service system with relevant stakeholder groups, including the Interim Disability Commissioner, community groups and representative bodies.	DPAC has advised that remaining work is focused on translating the feedback provided through previous consultation and engagement process into final service system and contracting settings. Next steps for DPAC include: • Using consultation summarised to refine funding agreements • Using consultation summarise to refine service design • Commissioning a review of the sexual violence service system as part of the Tasmanian Government's 10-year investment into family and sexual violence prevention and response. This evaluation will also consider how services are provided to diverse communities. **Implementation Monitor's view** It is evident that since the COI, DPAC has undertaken a lot of consultation and engagement with a variety of individuals and groups. However, there is still considerable work ahead for DPAC to ensure that the needs of these groups are met through the therapeutic service system. The review discussed above will likely be instructive to the implementation of Recommendation 21.06. The Monitor welcomes the establishment of the Multicultural Council of Tasmania and is interested in meeting with the group in the next 12 months.	
21.07 **DPAC** **In progress**	The Tasmanian Government should improve healing services for Aboriginal victim survivors and their families and communities by: **a.** fully resourcing and supporting recognised Aboriginal organisations across the state to design, develop and deliver Aboriginal-led healing approaches targeted to victim-survivors of child sexual abuse **b.** ensuring Aboriginal representation on the boards of management or in the executive structures of sexual assault services.	**Status submitted by agency:** In progress **OIM Appraisal:** DPAC has commenced planning and engagement activities to support implementation of this recommendation. This includes seeking guidance on approaches to engage Aboriginal organisations regarding healing supports for Aboriginal victim-survivors and considering partnership arrangements with Aboriginal organisations and sexual assault support services. Further work is planned to develop a partnership action plan and progress Aboriginal-led healing responses.	Original: Phase 3 – 30 June 2029
21.08 **DPAC** **In progress**	**1.** The Tasmanian Government, in collaboration with key stakeholders, should develop a statewide framework and plan for preventing, identifying and responding to harmful sexual behaviours.	**Status submitted by agency:** In progress **OIM Appraisal:** **Recommendation 21.08 (1)** The Tasmanian Government has released the Understanding Children and Young People's Sexual Behaviours: Tasmania's Harmful Sexual Behaviours Framework (Harmful Sexual Behaviours Framework).	Original: Phase 3 – 30 June 2029

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	The framework should: **a.** agree on a common definition and understanding of harmful sexual behaviours, including adopting a recognised, contemporary continuum of sexual behaviours from 'developmentally expected' to 'harmful' **b.** use an evidence-informed framework for understanding, preventing, identifying and responding to harmful sexual behaviours **c.** clarify the roles and responsibilities of the various agencies and departments involved in preventing and responding to the full continuum of harmful sexual behaviours, including programs delivered by non-government providers **d.** meet the needs of particular groups of children (Recommendation 21.6) **e.** include structures to support ongoing engagement with emerging evidence regarding harmful sexual behaviours **f.** include an evaluation framework. **2.** The Tasmanian Government should ensure the therapeutic service system for children who have displayed harmful sexual behaviours: **a.** provides sufficient therapeutic services that can be accessed in a timely manner **b.** ensures timely access to therapeutic services for all children who need them, regardless of their age, identity or location in the state (including in youth detention) **c.** ensures specialist interventions for children with disability **d.** ensures all providers of therapeutic interventions for harmful sexual behaviours have Aboriginal representation in their governance structure.	The Harmful Sexual Behaviours Framework includes: • A definition and continuum of harmful sexual behaviours (pg 13, 17, 43) • Information about the different roles and responsibilities in preventing and responding to harmful sexual behaviours (pg 46) • Medium-term outcomes that are mapped to the long-term outcomes of the Change for Children Strategy. One of the medium-term outcomes is Outcome 4.3, which is that 'Families, communities and workforces are resourced and supported to meet the needs of children and young people who have displayed harmful sexual behaviours, while also responding to those impacted'. • A statement that the framework is informed by varied knowledge systems and evidence (pg 34) The Tasmanian Government is now implementing the Harmful Sexual Behaviours Framework through: • A multi year Implementation Plan, spanning from 2026 to 2029 • A Cross Agency Harmful Sexual Behaviour Reference Group and whole of government governance structure. • Secretaries Board oversight. • Explicit alignment with existing strategies. DPAC advises that monitoring and evaluation is in in place across the Harmful Sexual Behaviour Framework and therapeutic system. This includes: • Outcomes and evaluation mapping • Scheduled co design and review processes • Quarterly and final performance reporting • Key performance indicators • Quality and safeguarding requirements • Incident and complaints mechanisms • Powers for review and audit.	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Recommendation 21.08 (2) The Tasmanian Government has increased and expanded specialist therapeutic services (including the statewide PAST Program) through multi year funding commitments to the Sexual Assault Support Service (SASS) and Laurel House. The Tasmanian Government has a dedicated Grant Deed for harmful sexual behaviours with SASS that aims to give effect to Recommendation 21.08(2). DPAC advises that service delivery is being structured to provide sufficient, timely, therapeutic responses statewide, including for those residing in youth detention and priority cohorts such as children with disability. DPAC monitors the therapeutic service system through the pathways outlined above. **Recommendation 21.08 (3)** As discussed in 20.01, the Tasmanian Government have provided increased funding for specialist therapeutic interventions in the forward estimates to 2027–28. This includes harmful sexual behaviours funding for SASS, Laurel House and associated reforms. The Grant Deed between the Tasmanian Government and SASS gives effect to 21.08(3) by requiring: • Reduced wait times (no more than two weeks for children displaying abusive or violent harmful sexual behaviours) • Scoping of an advisory service for child facing organisations • Contributions to the statewide plan for preventing harmful sexual behaviours and agencies' responses. **The Implementation Monitor's view** The Monitor was pleased that DPAC brought forward the development of the Harmful Sexual Behaviours Framework, as the COI had initially categorised this as a medium-long-term recommendation due by 1 July 2029. The Monitor trusts that the framework will help inform the progress and implementation of other related COI reforms, creating a consistent approach across government agencies. The Monitor acknowledges that although the Harmful Sexual Behaviour Framework is complete, there are other sub-recommendations in Recommendation 21.04 that are in progress and reliant on other reforms and inter-agency collaboration.	

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
		Like the comments in Recommendation 21.04, the Monitor recognises that DPAC is constrained by the funding allocated in the State Budget for implementation of this recommendation. However, the Monitor considers that DPAC has a role to play in advocating to the Tasmanian Government for increased funding for specialist therapeutic interventions for harmful sexual behaviours. The Monitor is not entirely confident that children who have displayed harmful sexual behaviour are currently receiving therapeutic intervention within two weeks but considers that this should be a priority for the Tasmanian Government.	
21.09 **DECYP** **Substantially progressed**	The Tasmanian Government should introduce legislation to amend the *Children, Young Persons and Their Families Act 1997* and the *Youth Justice Act 1997* to: **a.** give the Magistrates Court explicit power to order that a child who has displayed harmful sexual behaviours (and their family) engage in a therapeutic intervention for harmful sexual behaviours **b.** ensure the Magistrates Court has the power to divert from the criminal justice system a child who has been charged with a criminal offence and who has engaged in harmful sexual behaviours, by adjourning the criminal proceeding to enable the child to engage in a therapeutic intervention, and discharging the child where the intervention has been completed successfully.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** Implementation of this recommendation is progressing through DECYP's review of both the *Children, Young Persons and Their Families Act 1997* and the *Youth Justice Act 1997*. The review processes provide the mechanism through which legislative reforms relating to harmful sexual behaviours, therapeutic intervention pathways and diversionary responses for children and young people are being considered as part of broader child safety and youth justice reform programs. The proposed reforms are intended to support therapeutic responses for children who display harmful sexual behaviours and provide greater flexibility for the court to respond to these matters outside the criminal justice system where appropriate. The Department has adopted a whole-of-Act review approach, with this recommendation being progressed alongside related legislative reform activities arising from the Commission of Inquiry. Further work is required to finalise, enact and implement the legislative amendments necessary to give effect to the specific powers contemplated by the recommendation.	Original: Phase 3 – 30 June 2029
21.10 **DECYP** **Not started**	Tasmania Police and the Department for Education, Children and Young People should update the Keeping Children Safe Handbook to reflect the Tasmanian Government's statewide framework and plan for addressing harmful sexual behaviours, including by: **a.** modifying the language used when discussing children who have displayed harmful sexual behaviours to align with the definitions developed through the National Office of Child Safety	**Status submitted by agency:** Not started **OIM Appraisal:** DECYP has identified implementation activities to support this recommendation and has included an action within its Safeguarding Workplan to update the Keeping Children Safe Handbook to reflect the Statewide Harmful Sexual Behaviours Framework and related DECYP policies. However, this work has been placed on hold due to its dependency upon the statewide framework and the development of supporting policies and guidance materials. While preliminary planning has occurred and the future work has been identified within departmental planning documents, implementation is dependent on the Statewide Harmful Sexual Behaviours Framework (completed in May 2026), associated plan and related policy development.	Original: Phase 2 – 30 June 2026 Delayed Revised timeline: 31 Dec 2027

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	b. clarifying the roles and responsibilities of the two agencies in responding to incidents involving harmful sexual behaviours, including the conditions under which each agency will lead the response **c.** clarifying the involvement of specialist therapeutic services in responses to incidents.		
22.01 **DPAC** **Completed**	**1.** The Tasmanian Government should introduce legislation to establish and fund an independent Child Sexual Abuse Reform Implementation Monitor to: **a.** monitor and report to Parliament annually on the implementation of **i.** the recommendations of this Commission of Inquiry **ii.** any recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse that were accepted by the Tasmanian Government and have not been implemented **iii.** the recommendations of the Independent Inquiry into the Tasmanian Department of Education's Responses to Child Sexual Abuse **b.** undertake independent evaluations of the effectiveness of the measures and actions taken in response to the recommendations identified above, especially the impact on the safety and wellbeing of children in government and government funded institutions and victim-survivors of child sexual abuse in institutional contexts. **2.** Independent evaluations should enable assessment of change over time and involve: **a.** identifying an evaluation framework and baseline data requirements within the first year of the appointment of the Implementation Monitor **b.** commencing collection of data identified in the evaluation framework as soon as possible after the evaluation framework has been developed	**Status submitted by agency:** Completed **OIM Appraisal:** The *Child Safety Reform Implementation Monitor Act 2024* (the Act) commenced on 6 November 2024 and the OIM has since been established. The OIM is led by the statutory office holder, the Implementation Monitor, appointed on a fixed-term contract with security of tenure under section 6 of the Act. Section 12 of the Act says that the OIM is to: • monitor the Royal Commission into Institutional Responses to Child Sexual Abuse • monitor the Independent Inquiry into the Tasmanian Department of Education's Responses to Child Sexual Abuse • monitor the Commission of Inquiry • evaluate the effectiveness of reforms over time • consult and engage with relevant groups. Section 14 of the Act requires the OIM to develop a framework, which has since been published on the OIM website. The Act includes a sunset clause, which means the Act will expire once recommendations are mostly complete (s 31). The Tasmanian Government reports to the Implementation Monitor and to the public on their progress.	Original: Phase 1 – 30 June 2024

No., Lead & Status	Rec text	Implementation status update (Indicator 14)	Timeline
	c. assessing the change against the evaluation framework at five- and ten-year intervals following the tabling of this report **d.** making independent evaluations publicly available. **3.** The Tasmanian Government should protect the independence of the Implementation Monitor by: **a.** appointing the Implementation Monitor for a fixed term that cannot be prematurely terminated except in extraordinary circumstances **b.** maintaining the role of the Implementation Monitor until implementation of the recommendations identified above is substantively complete **c.** separately and directly funding the Implementation Monitor, rather than through a line agency. **4.** The Tasmanian Government, through the Secretaries Board, should be required to report to: **a.** the Implementation Monitor as requested and in the form required by the Implementation Monitor **b.** the public on its implementation and reform activity through the Department of Premier and Cabinet's annual report. **5.** The Implementation Monitor should consult as required with: **a.** the Premier's Youth Advisory Council **b.** the adult victim-survivors of child sexual abuse advisory group (Recommendation 19.5) **c.** the peak body for the sexual assault service system (Recommendation 21.3) **d.** the institution-specific advisory groups established within Tasmanian government agencies (Recommendations 9.6, 12.8 and 15.7).		

Appendix E: Royal Commission into Institutional Responses to Child Sexual Abuse

This appendix complements the analysis and commentary in the Annual Report. Table E.1 data specifically relates to the Annual Report sections - Domain 2: Monitoring Recommendation Implementation as well as the chapter on the Royal Commission. The indicators offer a summary of each recommendation's progress. Table E.1 lists the detailed status update and progress made for each recommendation. Table E.3 contains detailed appraisals which have informed the Royal Commission reporting in Annual Report.

INDICATORS 12 AND 13

Recommendation status as reported by the agencies (12) and assessed by the OIM (13)

How to read the metadata in Table E.1:

Item	Explanation
Lead	Agency responsible for leading the response
Status reported	Status reported by the agency (12a.) or assessed by the OIM (13a.) as per the 'Status Ladder'. See Implementation Framework
No. and %	No. and per cent of recommendations by status level

INDICATORS 14 AND 15

Progress made (14) and compliance with timelines (15)

How to read the metadata in Table E.1:

Item	Explanation
Progress made	The extent recommendations have progressed based on the appraisal process (14a.)
No. and %	No. and per cent of recommendations where at least one action has been assessed as having taken place over the reporting cycle
Compliance with timelines	This is not applicable to the Royal Commission. COI only

INDICATOR 31

Evidence adequacy

How to read the metadata in Table E.1:

Item	Explanation
Evidence adequacy	The extent evidence documents submitted against a given recommendation meet the relevant, credible and sufficient criteria (31a.). This is required for the appraisal to proceed with confidence
No. and %	No. and per cent of recommendations that meet all evidence adequacy criteria

Table E.1. Royal Commission agency recommendations progress and status

Lead	**Status reported by Agency** (Indicator 12) and **Implementation Monitor** (Indicator 13)	**12a.** Agency No. and % **Domain 2**		**13a.** Monitor No. and % **Domain 2**		**Progress made** (Indicator 14) **Compliance with timelines** (Indicator 15)	**14a.** One or more actions taken No. and % **Domain 2**		**15a.** Delays No. and % **Domain 2**		**Evidence adequacy** (Indicator 31)	**31a.** No. and % of recs **Domain 5**	
DECYP	**1.** Not Started					One or more actions taken	39	100%			Meets relevancy, credibility and sufficiency	39	100%
	2. In progress	4	10%	4	10%	No action taken							
	3. Subst. progressed	1	3%	1	3%	**TOTAL**	**39**	**100%**			Does not meet		
	4. Completed												
	5. Embedded change												
	x. Closed	34	87%	34	87%								
	TOTAL	**39**	**100%**	**39**	**100%**								
Justice	**1.** Not Started					One or more actions taken	11	100%			Meets relevancy, credibility and sufficiency	11	100%
	2. In progress					No action taken							
	3. Subst. progressed	3	27%	3	27%	**TOTAL**	**11**	**100%**			Does not meet		
	4. Completed	3	27%	3	27%								
	5. Embedded change												
	x. Closed	5	45%	5	45%								
	TOTAL	**11**	**100%**	**11**	**100%**								
DPAC	**1.** Not Started					One or more actions taken	5	100%			Meets relevancy, credibility and sufficiency	5	100%
	2. In progress					No action taken							
	3. Subst. progressed					**TOTAL**	**5**	**100%**			Does not meet		
	4. Completed	1	20%	1	20%								
	5. Embedded change												
	x. Closed	4	80%	4	80%								
	TOTAL	**5**	**100%**	**5**	**100%**								

Lead	**Status reported by Agency** (Indicator 12) and **Implementation Monitor** (Indicator 13)	**12a.** Agency No. and % **Domain 2**		**13a.** Monitor No. and % **Domain 2**		**Progress made** (Indicator 14) **Compliance with timelines** (Indicator 15)	**14a.** One or more actions taken No. and % **Domain 2**		**15a.** Delays No. and % **Domain 2**		**Evidence adequacy** (Indicator 31)	**31a.** No. and % of recs **Domain 5**	
DPFEM	**1.** Not Started					One or more actions taken	3	100%			Meets relevancy, credibility and sufficiency	3	100%
	2. In progress					No action taken							
	3. Subst. progressed					**TOTAL**	**3**	**100%**			Does not meet		
	4. Completed												
	5. Embedded change												
	x. Closed	3	100%	3	100%								
	TOTAL	**3**	**100%**	**3**	**100%**								
All agencies	**1.** Not Started					One or more actions taken	58	100%			Meets relevancy, credibility and sufficiency	58	100%
	2. In progress	4	7%	4	7%	No action taken							
	3. Subst. progressed	4	7%	4	7%	**TOTAL**	**58**	**100%**			Does not meet		
	4. Completed	4	7%	4	7%								
	5. Embedded change												
	x. Closed	46	79%	46	79%								
	TOTAL	**58**	**100%**	**58**	**100%**								

INDICATOR 5

Contested status of recommendations

How to read the metadata in Table E.2:

Item	Explanation
Lead	Agency responsible for leading the response
Contested recommendation status	The extent to which the Implementation Monitor does not agree with the agencies' self-reported implementation status during appraisal (5a.)
No. and %	No. and per cent of recommendations which are contested
List	Itemised list of recommendations

Table E.2. Royal Commission contested recommendations

Lead	**Contested recommendation status** (Indicator 5)		
	5a. No. and % of recs **Domain 1**		**5a.** List **Domain 1**
DECYP			No contested recommendations
DoH			
Justice			
DPAC			
DPFEM			
ISO			
TOTAL	0	0%	

INDICATOR 14

Progress made

How to read the metadata in Table E.3:

Item	Explanation
No., Lead, Status & Mapped rec	Royal Commission recommendation number, Agency responsible for leading the response, OIM appraised status in accordance with the status ladder set out in the Implementation Framework and mapped COI recommendation if the recommendation is appraised at "closed" level
Rec text	What the recommendation actually says
Implementation Status Update	The OIM appraiser's summary of the Agency's activities, actions taken and progress made to implement this recommendation. Includes the status submitted by the Agency and contested status if applicable
Timeline	Not applicable to the Royal Commission. COI only. Column includes in round brackets the Tasmanian Government's response as per Justice's Implementing the Recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse, First year Action Plan 2018-19

Table E.3. Royal Commission appraisal of recommendations (Progress reported against each recommendation)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
JU.4 **DPFEM** **Closed** **(Subsumed by COI 16.01 and 16.02)**	To encourage reporting of allegations of child sexual abuse, including institutional child sexual abuse, each Australian government should ensure that its policing agency: **a.** takes steps to communicate to victims (and their families or support people where the victims are children or are particularly vulnerable) that their decision whether to participate in a police investigation will be respected – that is, victims retain the right to withdraw at any stage in the process and to decline to proceed further with police and/or any prosecution **b.** provides information on the different ways in which victims and survivors can report to police or seek advice from police on their options for reporting or not reporting abuse – this should be in a format that allows institutions and survivor advocacy and support groups and support services to provide it to victims and survivors **c.** makes available a range of channels to encourage reporting, including specialist telephone numbers and online reporting forms, and provides information about what to expect from each channel of reporting **d.** works with survivor advocacy and support groups and support services, including those working with people from culturally and linguistically diverse backgrounds and people with disability, to facilitate reporting by victims and survivors **e.** allows victims and survivors to benefit from the presence of a support person of their choice if they so wish throughout their dealings with police, provided that this will not interfere with the police investigation or risk contaminating evidence **f.** is willing to take statements from victims and survivors in circumstances where the alleged perpetrator is dead or is otherwise unlikely to be able to be tried.	**Status submitted by agency:** Closed **OIM Appraisal:** Recommendation 4(a), 4(e) and 4(f) were incorporated within the Tasmania Police Manual in 2021. Recommendation 4(d) was incorporated within the Child Sexual Abuse Guidelines in 2021. The intent of this recommendation is further addressed through COI Recommendations 16.01 and 16.02. Recommendation 16.01 requires the establishment of specialist child sexual abuse investigation units within Tasmania Police, incorporating specialist training, trauma-informed practice, multidisciplinary responses and strategies to engage and build trust with marginalised communities. Recommendation 16.02 further requires the development of accessible reporting pathways, including online reporting mechanisms, and targeted engagement with priority communities to encourage reporting of child sexual abuse. Together, these recommendations address the key elements of this recommendation relating to encouraging reporting, improving accessibility of reporting channels, supporting victim-centred responses and strengthening police engagement with vulnerable and marginalised groups. As the requirements of this recommendation are encompassed within the broader Commission of Inquiry reform program, it is recommended that this Royal Commission recommendation be closed.	No Original Timeline (a-e Accepted; 4f Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
JU.5 **DPFEM** **Closed** **(Subsumed by COI 16.02)**	To encourage reporting of allegations of child sexual abuse, including institutional child sexual abuse, among Aboriginal and Torres Strait Islander victims and survivors, each Australian government should ensure that its policing agency: **a.** takes the lead in developing good relationships with Aboriginal and Torres Strait Islander communities **b.** provides channels for reporting outside of the community (such as telephone numbers and online reporting forms).	**Status submitted by agency:** Closed **OIM Appraisal:** The intent of this recommendation is to ensure that Aboriginal and Torres Strait Islander victims and survivors have trusted and accessible pathways to report child sexual abuse, including reporting channels outside their community. These outcomes are addressed through COI Recommendation 16.02, which requires Tasmania Police to develop engagement strategies with priority communities, including Aboriginal communities, and establish alternative reporting mechanisms, including online reporting options. As COI Recommendation 16.02 encompasses the substantive requirements of this recommendation and provides the ongoing mechanism for implementation and oversight, it is recommended that this Royal Commission recommendation be closed.	No Original Timeline (Accepted in principle)
JU.6 **DPFEM** **Closed** **(Subsumed by COI 16.02)**	To encourage prisoners and former prisoners to report allegations of child sexual abuse, including institutional child sexual abuse, each Australian government should ensure that its policing agency: **a.** provides channels for reporting that can be used from prison and that allow reports to be made confidentially **b.** does not require former prisoners to report at a police station.	**Status submitted by agency:** Closed **OIM Appraisal:** The intent of this recommendation is to ensure that prisoners and former prisoners have accessible and confidential pathways to report child sexual abuse, including institutional child sexual abuse, and are not required to report through a police station. These outcomes are addressed through COI Recommendation 16.02, which requires the Department of Justice and the Department for Education, Children and Young People to review internal processes to make it easier for people in prison and youth detention to report abuse to police or other bodies, including online or by phone hotline, and to ensure appropriate confidentiality of reports. Recommendation 16.02 also supports the development of alternative reporting mechanisms and engagement with priority communities, including people who are or were in prison or youth detention. As COI Recommendation 16.02 encompasses the substantive requirements of this recommendation and provides the ongoing mechanism for implementation and oversight, it is recommended that this Royal Commission recommendation be closed.	No Original Timeline (Accepted)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.6.12 **DPAC**	With support from governments at the national, state and territory levels, local governments should designate child safety officer positions from existing staff profiles to carry out the following functions: **a.** developing child safe messages in local government venues, grounds and facilities **b.** assisting local institutions to access online child safe resources **c.** providing child safety information and support to local institutions on a needs basis **d.** supporting local institutions to work collaboratively with key services to ensure child safe approaches are culturally safe, disability aware and appropriate for children from diverse backgrounds.	**Status submitted by agency:** Completed **OIM Appraisal:** This recommendation seeks to strengthen child safe practices across local government through designated child safety officer functions. To support implementation, DPAC developed guidance materials for councils, including an information sheet outlining implementation expectations and reporting arrangements. Justice established the Child and Youth Safe Organisations Framework and Independent Regulator arrangements, while DECYP supported the broader child safety reform environment through safeguarding resources and information. The Local Government Association of Tasmania also supported councils through sector collaboration and communities of practice. Key elements implemented include: • designation of child safety officer functions within existing council staffing and governance arrangements • development of implementation guidance and resources for councils • establishment of the Child and Youth Safe Organisations Framework and regulatory oversight arrangements • provision of child safeguarding resources and support across the broader reform program • sector collaboration and knowledge sharing supported through Local Government Association of Tasmania communities of practice. The recommendation has been assessed as complete as these actions have established the structures, resources and supports required to strengthen child safe practices across local government and achieve the intent of the recommendation. Embedded change would be demonstrated where councils continue to maintain visible child safe messaging, provide accessible child safety information and support, and promote child safe practices through routine governance, community engagement and service delivery activities over time.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.6.23 **DECYP** **Closed** **(Subsumed by COI 6.06)**	State and territory education departments should consider introducing centralised mechanisms to support government and non-government schools when online incidents occur. This should result in appropriate levels of escalation and effective engagement with all relevant entities, such as the Office of the eSafety Commissioner, technical service providers and law enforcement. Consideration should be given to: **a.** adopting the promising model of the Queensland Department of Education and Training's Cyber Safety and Reputation Management Unit, which provides advice and a centralised coordination function for schools, working in partnership with relevant entities to remove offensive online content and address other issues **b.** strengthening or re-establishing multi-stakeholder forums and case-management for effective joint responses involving all relevant agencies, such as police, education, health and child protection.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 6.06 refers to the establishment of a centralised Child-Related Incident Management Directorate with responsibility for case management, escalation and coordination of serious child-related incidents across education and other child-facing services. While the Royal Commission recommendation specifically referred to a dedicated online incident response model for schools, including liaison with entities such as the eSafety Commissioner, the Directorate provides a central coordination and escalation mechanism capable of supporting responses to online child safety concerns. Together with broader Child Safe Standards reforms that apply across government and non-government education settings, these arrangements substantially achieve the intent of providing coordinated support and escalation pathways when serious online incidents arise. This recommendation can therefore be considered closed, noting that continued development of specialist online safety capability remains important.	No Original Timeline (Accepted in principle)
FR.7.05 **DECYP** **In progress**	The Australian Government and state and territory governments should ensure that legislation provides comprehensive protection for individuals who make reports in good faith about child sexual abuse in institutional contexts. Such individuals should be protected from civil and criminal liability and from reprisals or other detrimental action as a result of making a complaint or report, including in relation to: **a.** mandatory and voluntary reports to child protection authorities under child protection legislation **b.** notifications concerning child abuse under the Health Practitioner Regulation National Law.	**Status submitted by agency:** In progress **OIM Appraisal:** DECYP has established a plan to implement this recommendation through the planned review of the *Children, Young Persons and Their Families Act 1997*. The recommendation has been incorporated into the Strategic Legislation Work Program, governance arrangements have been identified, and key activities have been scoped, including policy analysis, consultation and legislative reform. While substantive reform work is scheduled following completion of higher-priority reviews, implementation planning has commenced.	No Original Timeline (Accepted)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.7.06 **DECYP** **In progress**	State and territory governments should amend child protection legislation to provide adequate protection for individuals who make complaints or reports in good faith to any institution engaging in child-related work about: **a.** child sexual abuse within that institution or **b.** the response of that institution to child sexual abuse. Such individuals should be protected from civil and criminal liability and from reprisals or other detrimental action as a result of making a complaint or report.	**Status submitted by agency:** In progress **OIM Appraisal:** The Department has established a pathway to implement the recommendation through the planned review of the *Children, Young Persons and Their Families Act 1997*. The recommendation forms part of the Strategic Legislation Work Program, with governance arrangements and implementation activities identified, including policy development, consultation and legislative drafting. Although delivery has been temporarily paused to accommodate higher priority legislative reforms, planning and scoping activities are underway.	No Original Timeline (Accepted in principle)
FR.7.07 **DECYP** **Closed** **(Subsumed by COI 9.31)**	Consistent with Child Safe Standard 6: Processes to respond to complaints of child sexual abuse are child focused, institutions should have a clear, accessible and child-focused complaint handling policy and procedure that sets out how the institution should respond to complaints of child sexual abuse. The complaint handling policy and procedure should cover: **a.** making a complaint **b.** responding to a complaint **c.** investigating a complaint **d.** providing support and assistance **e.** achieving systemic improvements following a complaint.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.31 refers to the establishment of a comprehensive, child-focused complaints framework including accessible processes, clear roles, centralised recording and system-level oversight, substantially meeting the intent of this recommendation. While earlier implementation work identified ongoing refinement of complaint handling processes and guidance, COI Recommendation 9.31 provides an integrated mechanism addressing intake, response, investigation, support and continuous improvement. While COI Recommendation 9.31 is directed at Child Safety Services and out of home care, its requirements reflect Child Safe Standard 6 and establish a child-focused complaints model that aligns with the broader institutional complaint handling framework now operating across Tasmanian child-related organisations. This recommendation can therefore be considered closed.	No Original Timeline (Accepted)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.8.04 **DECYP** **Closed** **(Subsumed by COI 20.09 & COI 6.06)**	All institutions that engage in child-related work should implement the following principles for records and recordkeeping, to a level that responds to the risk of child sexual abuse occurring within the institution. Principle 1: Creating and keeping full and accurate records relevant to child safety and wellbeing, including child sexual abuse, is in the best interests of children and should be an integral part of institutional leadership, governance and culture. Institutions that care for or provide services to children must keep the best interests of the child uppermost in all aspects of their conduct, including recordkeeping. It is in the best interest of children that institutions foster a culture in which the creation and management of accurate records are integral parts of the institution's operations and governance. Principle 2: Full and accurate records should be created about all incidents, responses and decisions affecting child safety and wellbeing, including child sexual abuse. Institutions should ensure that records are created to document any identified incidents of grooming, inappropriate behaviour (including breaches of institutional codes of conduct) or child sexual abuse and all responses to such incidents. Records created by institutions should be clear, objective and thorough. They should be created at, or as close as possible to, the time the incidents occurred, and clearly show the author (whether individual or institutional) and the date created.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 20.09 refers to the establishment of a central cross-government register of child sexual abuse and related conduct, including substantiated and unsubstantiated allegations, supporting consistent record creation, retention and oversight. This is complemented by COI Recommendation 6.06, which requires a centralised Child-Related Incident Management Directorate and maintenance of a single case file across child-related matters, strengthening information integrity and accessibility. Together these reforms will ensure comprehensive and consistent recordkeeping across child-serving systems. These reforms are also supported by earlier implementation activity undertaken in response to Royal Commission Recommendations 8.01 to 8.04, including the State Archivist's disposal freeze on child-related records, revised retention schedules, recordkeeping standards and guidance for government and non-government organisations engaged in child-related work. Taken together, these reforms will achieve the intent of the recommendation, and it can be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
	Principle 3: Records relevant to child safety and wellbeing, including child sexual abuse, should be maintained appropriately. Records relevant to child safety and wellbeing, including child sexual abuse, should be maintained in an indexed, logical and secure manner. Associated records should be collocated or cross-referenced to ensure that people using those records are aware of all relevant information. Principle 4: Records relevant to child safety and wellbeing, including child sexual abuse, should only be disposed of in accordance with law or policy. Records relevant to child safety and wellbeing, including child sexual abuse, must only be destroyed in accordance with records disposal schedules or published institutional policies. Records relevant to child sexual abuse should be subject to minimum retention periods that allow for delayed disclosure of abuse by victims, and take account of limitation periods for civil actions for child sexual abuse. Principle 5: Individuals' existing rights to access, amend or annotate records about themselves should be recognised to the fullest extent. Individuals whose childhoods are documented in institutional records should have a right to access records made about them. Full access should be given unless contrary to law. Specific, not generic, explanations should be provided in any case where a record, or part of a record, is withheld or redacted. Individuals should be made aware of, and assisted to assert, their existing rights to request that records containing their personal information be amended or annotated, and to seek review or appeal of decisions refusing access, amendment or annotation."		

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.8.06 **DECYP** **Closed** **(Subsumed by COI 19.07 & COI 19.08)**	The Australian Government and state and territory governments should make nationally consistent legislative and administrative arrangements, in each jurisdiction, for a specified range of bodies (prescribed bodies) to share information related to the safety and wellbeing of children, including information relevant to child sexual abuse in institutional contexts (relevant information). These arrangements should be made to establish an information exchange scheme to operate in and across Australian jurisdictions.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendations 19.07 and 19.08 collectively establish the legislative and operational foundations for improved information sharing to protect the safety and wellbeing of children and young people. Recommendation 19.07 addresses legal barriers to information sharing, while Recommendation 19.08 provides the framework for information exchange between relevant agencies and services. Together these recommendations substantially meet the intent of this recommendation. While the Royal Commission envisaged nationally consistent arrangements operating across jurisdictions, those elements remain dependent on interjurisdictional and Commonwealth-led processes. Tasmania continues to participate in national child safety, information-sharing and data-reform initiatives aimed at improving cross-jurisdictional exchange of information and coordinated responses to child safety concerns. These broader national reforms provide an ongoing pathway towards the nationally consistent arrangements contemplated by the Royal Commission. This recommendation can therefore be considered closed, noting the need for national consistency remains	No Original Timeline (Accepted in principle)
FR.8.07 **DECYP** **Closed** **(Subsumed by COI 19.07 & COI 19.08)**	In establishing the information exchange scheme, the Australian Government and state and territory governments should develop a minimum of nationally consistent provisions to: **a.** enable direct exchange of relevant information between a range of prescribed bodies, including service providers, government and non-government agencies, law enforcement agencies, and regulatory and oversight bodies, which have responsibilities related to children's safety and wellbeing; **b.** permit prescribed bodies to provide relevant information to other prescribed bodies without a request, for purposes related to preventing, identifying and responding to child sexual abuse in institutional contexts;	**Status submitted by agency:** Closed **OIM Appraisal:** While nationally consistent legislative provisions and cross-jurisdictional arrangements remain dependent on broader interjurisdictional and Commonwealth-led processes, national initiatives continue to progress information-sharing, data-sharing and child safety cooperation across jurisdictions. Within Tasmania, COI Recommendations 19.07 and 19.08 provide the mechanism for the implementation of a comprehensive framework for information exchange, safeguards, accountability and coordinated responses to child safety concerns, substantially achieving the intent of the recommendation. This recommendation can therefore be considered closed, noting the need for national consistency remains.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
	c. require prescribed bodies to share relevant information on request from other prescribed bodies, for purposes related to preventing, identifying and responding to child sexual abuse in institutional contexts, subject to limited exceptions; **d.** explicitly prioritise children's safety and wellbeing and override laws that might otherwise prohibit or restrict disclosure of information to prevent, identify and respond to child sexual abuse in institutional contexts; **e.** provide safeguards and other measures for oversight and accountability to prevent unauthorised sharing and improper use of information obtained under the information exchange scheme; **f.** require prescribed bodies to provide adversely affected persons with an opportunity to respond to untested or unsubstantiated allegations, where such information is received under the information exchange scheme, prior to taking adverse action against such persons, except where to do so could place another person at risk of harm.		
FR.8.17 **DECYP** **Closed** **(Subsumed by COI 9.20)**	State and territory governments should introduce legislation to establish carers registers in their respective jurisdictions, with national consistency in relation to: **a.** the inclusion of the following carer types on the carers register: **i.** foster carers **ii.** relative/kinship carers **iii.** residential care staff **b.** the types of information which, at a minimum, should be recorded on the register **c.** the types of information which, at a minimum, must be made available to agencies or bodies with responsibility for assessing, authorising or supervising carers, or other responsibilities related to carer suitability and safety of children in out-of-home care.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.20 aims to deliver a comprehensive Carer Register framework, including information sharing linkages to related schemes, assessment processes and information requirements, substantially meeting the intent of this recommendation at a jurisdictional level. The Carer Register will apply across foster, kinship, respite and residential care settings, supporting consistent assessment, monitoring and oversight of carers. While the Royal Commission envisaged nationally consistent legislative arrangements across jurisdictions, achieving this remains dependent on future interjurisdictional agreement. Through COI Recommendation 9.20, Tasmania is establishing the key information sharing, assessment, monitoring and oversight mechanisms necessary to achieve the child safety outcomes sought by the recommendation. This recommendation can therefore be considered closed, noting the need for national consistency remains.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.8.18 **DECYP** **Closed** **(Subsumed by COI 9.20)**	Carers registers should be maintained by state and territory child protection agencies or bodies with regulatory or oversight responsibility for out-of-home care in that jurisdiction.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.20 requires the Department to establish and maintain a Carer Register with oversight and monitoring functions, substantially meeting the intent of this recommendation. This ensures responsibility for register maintenance sits with DECYP as the relevant child protection authority. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)
FR.8.19 **DECYP** **Closed** **(Subsumed by COI 9.20)**	State and territory governments should consider the need for carers registers to include, at a minimum, the following information (register information) about, or related to, applicant or authorised carers, and persons residing on the same property as applicant/ authorised home-based carers (household members): **a.** lodgement or grant of applications for authorisation **b.** status of the minimum checks set out in Recommendation 12.6 as requirements for authorisation, indicating their outcomes as either satisfactory or unsatisfactory **c.** withdrawal or refusal of applications for authorisation in circumstances of concern (including in relation to child sexual abuse) **d.** cancellation or surrender of authorisation in circumstances of concern (including in relation to child sexual abuse) **e.** previous or current association with an out-of-home care agency, whether by application for authorisation, assessment, grant of authorisation, or supervision **f.** the date of reportable conduct allegations, and their status as either current, finalised with ongoing risk-related concerns, and/or requiring contact with the reportable conduct oversight body.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.20 establishes a framework for the Carer Register to capture key information relating to carer suitability, allegations, registration status, screening outcomes and monitoring activities, substantially meeting the intent of this recommendation. The framework provides comprehensive coverage of the information required to support assessment, oversight and child safety decision-making in relation to carers. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.8.20 **DECYP** **Closed** **(Subsumed by COI 9.20 & 19.07)**	State and territory governments should consider the need for legislative and administrative arrangements to require responsible agencies to: **a.** record register information in minimal detail **b.** record register information as a mandatory part of carer authorisation **c.** update register information about authorised carers.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.20 establishes administrative arrangements for recording, maintaining and monitoring Carer Register information, and is supported by legislative arrangements outlined in COI Recommendation 19.07, substantially meeting the intent of this recommendation. The Carer Register framework will support the consistent capture and management of information relevant to carer authorisation, suitability and ongoing oversight. While nationally consistent legislative arrangements remain dependent on interjurisdictional agreement, the reforms outlined by COI Recommendation 9.20 address the key child safety outcomes sought by the recommendation through strengthened recordkeeping, monitoring and information management arrangements. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)
FR.8.21 **DECYP** **Closed** **(Subsumed by COI 9.20 & 19.07)**	State and territory governments should consider the need for legislative and administrative arrangements to require responsible agencies: **a.** before they authorise or recommend authorisation of carers, to: **i.** undertake a check for relevant register information, and **ii.** seek further relevant information from another out-of-home care agency where register information indicates applicant carers, or their household members (in the case of prospective home-based carers) have a prior or current association with that other agency **b.** in the course of their assessment, authorisation, or supervision of carers, to: **i.** seek further relevant information from other agencies or bodies, where register information indicates they hold, or may hold, additional information relevant to carer suitability, including reportable conduct information. State and territory governments should give consideration to enabling agencies to seek further information for these purposes under our recommended information exchange scheme (Recommendations 8.6 to 8.8).	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.20, supported by COI Recommendation 19.07, provide the mechanisms for accessing, considering and sharing information relevant to carer suitability as part of assessment, authorisation and ongoing oversight processes. Together, these reforms strengthen the ability of agencies to identify and respond to potential risks to children in care and substantially meet the intent of this recommendation. While nationally consistent information-sharing arrangements remain dependent on interjurisdictional agreement, the reforms outlined in COI Recommendations 9.20 and 19.07 address the key child safety outcomes sought by the recommendation through strengthened information sharing, oversight and assessment arrangements. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.8.22 **DECYP** **Closed** **(Subsumed by COI 9.20 & 19.07)**	State and territory governments should consider the need for effective mechanisms to enable agencies and bodies to obtain relevant information from registers in any state or territory holding such information. Consideration should be given to legislative and administrative arrangements, and digital platforms, which will enable: **a.** agencies responsible for assessing, authorising or supervising carers **b.** other agencies, including jurisdictional child protection agencies and regulatory and oversight bodies, with responsibilities related to the suitability of persons to be carers and the safety of children in out-of-home care to obtain relevant information from their own and other jurisdictions' registers for the purpose of exercising their responsibilities and functions.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.20 and COI Recommendation 19.07 outline the administrative and legislative arrangements that support the collection, management and use of carer information for assessment, authorisation and oversight purposes. Together, these reforms strengthen access to information relevant to carer suitability and child safety, substantially meeting the intent of this recommendation. While nationally consistent cross-jurisdictional information sharing arrangements remain dependent on interjurisdictional agreement, the reforms outlined in COI Recommendations 9.20 and 19.07 address the key child safety outcomes sought by the recommendation through strengthened information sharing, oversight and assessment arrangements. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)
FR.8.23 **DECYP** **Closed** **(Subsumed by COI 9.20)**	In considering the legislative and administrative arrangements required for carers registers in their jurisdiction, state and territory governments should consider the need for guidelines and training to promote the proper use of carers registers for the protection of children in out-of-home care. Consideration should also be given to the need for specific safeguards to prevent inappropriate use of register information.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.20 includes requirements for training, defined processes and safeguards in relation to proper use of the Carer Register, substantially meeting the intent of this recommendation. These measures support appropriate use of register information and mitigate misuse risks. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)
FR.9.01 **DPAC** **Closed** **(Subsumed by COI 21.01)**	The Australian Government and state and territory governments should fund dedicated community support services for victims and survivors in each jurisdiction, to provide an integrated model of advocacy and support and counselling to children and adults who experienced childhood sexual abuse in institutional contexts. Funding and related agreements should require and enable these services to: **a.** be trauma-informed and have an understanding of institutional child sexual abuse	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 21.01 substantially achieves the intent of this recommendation by strengthening, coordinating and funding Tasmania's therapeutic service system for child and adult victim-survivors of child sexual abuse and children who have experienced or displayed harmful sexual behaviours. While therapeutic and support services existed prior to both inquiries, COI Recommendation 21.01 provides a framework to address service gaps, improve coordination, accessibility and consistency, and strengthen governance and accountability across the service system. This recommendation delivers the substantive reform outcome sought by the Royal Commission and can therefore be considered closed.	No Original Timeline (Noted, subsequently accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
	b. be collaborative, available, accessible, acceptable and high quality **c.** use case management and brokerage to coordinate and meet service needs **d.** support and supervise peer-led support models.		
FR.9.02 **DPAC** **Closed** **(Subsumed by COI 21.07)**	The Australian Government and state and territory governments should fund Aboriginal and Torres Strait Islander healing approaches as an ongoing, integral part of advocacy and support and therapeutic treatment service system responses for victims and survivors of child sexual abuse. These approaches should be evaluated in accordance with culturally appropriate methodologies, to contribute to evidence of best practice.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 21.07 substantially achieves the intent of this recommendation by supporting and resourcing Aboriginal-led healing responses for victim-survivors of child sexual abuse and their families and communities. The recommendation provides for recognised Aboriginal organisations to lead the design, development and delivery of healing approaches and promotes Aboriginal representation in the governance of sexual assault services. Together, these measures provide a pathway for Aboriginal-led healing approaches to form an integral part of the therapeutic service system, consistent with the outcome sought by the Royal Commission. Therefore, this recommendation can be considered closed.	No Original Timeline (Noted, subsequently accepted in principle)
FR.9.03 **DPAC** **Closed** **(Subsumed by COI 21.06)**	The Australian Government and state and territory governments should fund support services for people with disability who have experienced sexual abuse in childhood as an ongoing, integral part of advocacy and support and therapeutic treatment service system responses for victims and survivors of child sexual abuse.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 21.06 substantially achieves the intent of this recommendation by ensuring the therapeutic service system responds to the needs of particular groups of victim-survivors, including victim-survivors with disability or mental illness. The recommendation requires the Tasmanian Government to ensure these needs are reflected in the design, delivery and contracting of therapeutic services and extends this approach to other cohorts who may face barriers to accessing appropriate support. The recommendation also requires consultation with relevant stakeholder groups, including the Disability Commissioner, community groups and representative bodies, to inform the development and operation of the therapeutic service system. By providing a broader and more contemporary framework for ensuring therapeutic services are inclusive, responsive and informed by lived experience, COI Recommendation 21.06 achieves the outcome sought by the Royal Commission. Therefore, this recommendation can be considered closed.	No Original Timeline (Noted, subsequently accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.9.06 **DPAC** **Closed** **(Subsumed by COI 21.04)**	The Australian Government and state and territory governments should address existing specialist sexual assault service gaps by increasing funding for adult and child sexual assault services in each jurisdiction, to provide advocacy and support and specialist therapeutic treatment for victims and survivors, particularly victims and survivors of institutional child sexual abuse. Funding agreements should require and enable services to: **a.** be trauma-informed and have an understanding of institutional child sexual abuse **b.** be collaborative, available, accessible, acceptable and high quality **c.** use collaborative community development approaches **d.** provide staff with supervision and professional development.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 21.04 substantially achieves the intent of this recommendation by strengthening specialist sexual assault services through increased investment, improved access to counselling and therapeutic supports and actions to build workforce capability in responding to abuse-related trauma. This COI recommendation is intended to address service gaps, improve access to services across Tasmania and increase the availability of suitably qualified professionals to deliver therapeutic responses. Together with significant investment in specialist sexual assault services and sector coordination initiatives, these reforms provide a pathway to achieving the trauma-informed, accessible and high-quality service system outlined by the Royal Commission. Therefore, this recommendation can be considered closed.	No Original Timeline (Noted, subsequently accepted in principle)
FR.9.08 **DECYP** **Closed** **(Subsumed by COI 21.01)**	The Australian Government and state and territory government agencies responsible for the delivery of human services should ensure relevant policy frameworks and strategies recognise the needs of victims and survivors and the benefits of implementing trauma informed approaches.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 21.01 establishes a coordinated, trauma-informed therapeutic service system, embedding trauma-informed approaches across policy and service delivery, substantially meeting the intent of this recommendation. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.12.02 **DECYP** **In progress**	The Australian Government and state and territory governments should prioritise enhancements to the Child Protection National Minimum Data Set to include: **a.** data identifying children with disability, children from culturally and linguistically diverse backgrounds and Aboriginal and Torres Strait Islander children **b.** the number of children who were the subject of a substantiated report of sexual abuse while in out-of-home care **c.** the demographics of those children **d.** the type of out-of-home care placement in which the abuse occurred **e.** information about when the abuse occurred **f.** information about who perpetrated the abuse, including their age and their relationship to the victim, if known.	**Status submitted by agency:** In progress **OIM Appraisal:** Progress has been made in enhancing national child protection data collections, including the capture and reporting of information relating to Aboriginal and Torres Strait Islander children and children with disability. Tasmania is contributing data to support enhanced national reporting on children who experience abuse in out of homecare and related demographic information. Work also continues through national governance forums to strengthen the Child Protection National Minimum Data Set and identify opportunities to incorporate additional data sources. Further work is required to incorporate culturally and linguistically diverse status within the dataset and to improve the consistent collection and reporting of detailed information relating to abuse and perpetrator details across jurisdictions before the recommendation can be considered complete.	No Original Timeline (Accepted in principle)
FR.12.03 **DECYP** **In progress**	State and territory governments should agree on reporting definitions and data requirements to enable reporting in the Report on government services on outcome indicators for 'improved health and wellbeing of the child', 'safe return home' and 'permanent care'.	**Status submitted by agency:** In progress **OIM Appraisal:** Progress has been made towards nationally consistent reporting on child protection outcomes. Enhanced reporting arrangements are now in place for 'safe return home' and 'permanent care' outcome indicators, and additional reporting on pathways from out of homecare has been incorporated into national reporting. Discussions regarding nationally agreed measures and reporting requirements for 'improved health and wellbeing of the child' continue through relevant national forums, with Tasmania participating in this work. Completion of the recommendation will require agreement on nationally consistent definitions, measures and data collection guidelines for the 'improved health and wellbeing of the child' indicator, together with implementation of those arrangements across participating jurisdictions.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.12.04 **DECYP** **Closed** **(Subsumed by COI 9.20 & 9.03)**	Each state and territory government should revise existing mandatory accreditation schemes to: **a.** incorporate compliance with the Child Safe Standards identified by the Royal Commission **b.** extend accreditation requirements to both government and non-government out-of-home care service providers.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.20, supported by COI Recommendation 9.03 and broader child safety reforms, strengthens oversight, governance and quality assurance arrangements for out of home care providers, substantially meeting the intent of this recommendation. COI Recommendation 9.03 strengthens the compliance with Child Safe Standards by non-government out of home care providers, and Departmental monitoring of this compliance, while COI Recommendation 9.20 enhances oversight and accountability of all out of home care providers. Together, these reforms provide a comprehensive safeguarding framework for both government and non-government providers. While the Royal Commission envisaged a nationally consistent accreditation scheme incorporating the Child Safe Standards, Tasmania has implemented alternative mechanisms that achieve the underlying objective of provider accountability and child safety. This recommendation can therefore be considered closed.	No Original Timeline (Noted and subsequently accepted in principle)
FR.12.05 **DECYP** **Closed** **(Subsumed by COI 9.38)**	In each state and territory, an existing statutory body or office that is independent of the relevant child protection agency and out-of-home care service providers, for example a children's guardian, should have responsibility for: **a.** receiving, assessing and processing applications for accreditation of out-of-home care service providers **b.** conducting audits of accredited out-of-home care service providers to ensure ongoing compliance with accreditation standards and conditions.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.38, supported by broader oversight reforms, strengthens independent monitoring, audit and accountability arrangements for the out of home care system, substantially meeting the intent of this recommendation. While these reforms do not establish a standalone independent accreditation body responsible for receiving, assessing and processing provider applications, they provide alternative mechanisms for independent scrutiny, inquiry and oversight through the Commission for Children and Young People and other oversight bodies. Although structurally different to the model envisaged by the Royal Commission, these arrangements achieve the core child safety objective of independent oversight and accountability for out of home care services. This recommendation can therefore be considered closed.	No Original Timeline (Noted and subsequently accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.12.06 **DECYP** **Closed** **(Subsumed by COI 9.20)**	The Australian Government and state and territory governments should prioritise enhancements to the Child Protection National Minimum Data Set to include: **a.** data identifying children with disability, children from culturally and linguistically diverse backgrounds and Aboriginal and Torres Strait Islander children **b.** the number of children who were the subject of a substantiated report of sexual abuse while in out-of-home care **c.** the demographics of those children **d.** the type of out-of-home care placement in which the abuse occurred **e.** information about when the abuse occurred **f.** information about who perpetrated the abuse, including their age and their relationship to the victim, if known.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.20 strengthens carer assessment, screening and oversight through the establishment of a Carer Register and associated registration arrangements, substantially meeting the intent of this recommendation. The reforms support assessment of carer suitability, recording and monitoring of concerns, identification and management of risks, and ongoing review of carers across foster, kinship, respite and residential care settings. While the Royal Commission envisaged nationally consistent legislative screening requirements and arrangements across jurisdictions, achieving these elements remains dependent on interjurisdictional agreement. The reforms outlined in COI Recommendation 9.20 address the substantive child safety outcomes sought by the recommendation through strengthened screening, risk management, monitoring and oversight arrangements. This recommendation can therefore be considered closed, noting the need for national consistency remains.	No Original Timeline (Accepted in principle)
FR.12.07 **DECYP** **Closed** **(Subsumed by COI 9.20, 9.25 & 9.31)**	All out-of-home care service providers should conduct annual reviews of authorised carers that include interviews with all children in the placement with the carer under review, in the absence of the carer.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.20, supported by COI Recommendations 9.25 and 9.31, strengthens monitoring and review of carers and embeds mechanisms for incorporating the views and experiences of children. Together, these reforms support ongoing assessment of placement suitability, carer performance and child safety through carer monitoring, child-centred placement processes, complaints mechanisms and system oversight, substantially meeting the intent of this recommendation. Tasmania has not adopted the exact mechanism proposed by the Royal Commission. However, through COI Recommendations 9.20, 9.25 and 9.31, alternative child-centred mechanisms that provide ongoing oversight of carers and multiple opportunities for children to express views about placements and raise concerns are being established. Taken together, these reforms substantially achieve the underlying child safety objective of ensuring children's experiences inform assessment of carer suitability and placement safety and therefore this recommendation can be considered closed.	No Original Timeline (Accepted)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.12.08 **DECYP** **Closed** **(Subsumed by COI 9.20)**	Each state and territory government should adopt a model of assessment appropriately tailored for kinship/ relative care. This type of assessment should be designed to: **a.** better identify the strengths as well as the support and training needs of kinship/relative carers **b.** ensure holistic approaches to supporting placements that are culturally safe **c.** include appropriately resourced support plans.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.20, supported by broader out of home care reforms, strengthens assessment models for kinship and relative care, including improved identification of carer strengths, support and training needs, culturally safe practice and placement support arrangements. Together, these reforms establish a framework for assessing and supporting kinship carers and substantially meet the intent of this recommendation. This recommendation can therefore be considered closed.	No Original Timeline (Accepted)
FR.12.11 **DECYP** **Closed** **(Subsumed by COI 9.11, 9.20)**	State and territory governments and out-of-home care service providers should ensure that training for foster and relative/kinship carers, residential care staff and child protection workers includes an understanding of trauma and abuse, the impact on children and the principles of trauma- informed care to assist them to meet the needs of children in out-of-home care, including children with harmful sexual behaviours.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendations 9.11 and 9.20 outline requirements for mandatory training and ongoing capability development for Child Safety Officers, carers and staff involved in the out of home care system, including requirements relating to child sexual abuse, trauma, trauma-informed care and therapeutic responses. Mandatory knowledge and skill requirements for carers, specifically in relation to understanding abuse and trauma, are a requirement for carer registration as outlined in COI Recommendation 9.20. The recommendation also requires DECYP, in its oversight role, to determine the core knowledge and skills required for non-government out of home care staff and carers and to ensure access to training and professional development opportunities. Together, these reforms strengthen workforce capability across government and non-government out of home care settings and substantially meet the intent of this recommendation by ensuring carers, residential care staff and child protection workers are equipped to understand trauma, abuse and the needs of children in care, including children who display harmful sexual behaviours. This recommendation can therefore be considered closed.	No Original Timeline (Accepted)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.12.12 **DECYP** **Closed** **(Subsumed by COI 9.27, 9.25)**	When placing a child in out-of-home care, state and territory governments and out-of-home care service providers should take the following measures to support children with harmful sexual behaviours: **a.** undertake professional assessments of the child with harmful sexual behaviours, including identifying their needs and appropriate supports and interventions to ensure their safety **b.** establish case management and a package of support services **c.** undertake careful placement matching that includes: **i.** providing sufficient relevant information to the potential carer/s and residential care staff to ensure they are equipped to support the child, and additional training as necessary **ii.** rigorously assessing potential threats to the safety of other children, including the child's siblings, in the placement.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.27, supported by COI Recommendation 9.25, strengthens assessment, case planning and coordinated support arrangements for children in care with complex needs. Together, these reforms support multidisciplinary responses, ongoing care planning and placement decision-making. COI Recommendation 9.25 strengthens placement matching processes and supports the provision of relevant information to carers to enable safe and stable placements. The COI reforms do not replicate the Royal Commission's prescriptive requirements for professional assessment of harmful sexual behaviours, dedicated support packages, or specific placement risk assessments relating to other children in the placement. However, they establish broader mechanisms for assessment, case management, placement planning and coordinated support that substantially achieve the underlying child safety objectives of the recommendation. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)
FR.12.13 **DECYP** **Closed** **(Subsumed by COI 9.28, 9.11)**	State and territory governments and out-of-home care service providers should provide advice, guidelines and ongoing professional development for all foster and kinship/relative carers and residential care staff about preventing and responding to the harmful sexual behaviours of some children in out-of-home care.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.28 includes development of context-specific policies, protocols and practice guidance to support carers and staff. This is further, supported by COI Recommendation 9.11, which refers to tailored professional development for carers and Child Safety Officers, substantially meeting the intent of this recommendation. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.12.14 **DECYP** **Closed** **(Subsumed by COI 9.29)**	All state and territory governments should develop and implement coordinated and multi-disciplinary strategies to protect children in residential care by: **a.** identifying and disrupting activities that indicate risk of sexual exploitation **b.** supporting agencies to engage with children in ways that encourage them to assist in the investigation and prosecution of sexual exploitation offences.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.29 establishes a cross-agency framework for prevention, detection and response to sexual exploitation risks for children in out of home care, including residential care settings, substantially meeting the intent of this recommendation. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)
FR.12.16 **DECYP** **Closed** **(Subsumed by COI 9.25)**	All institutions that provide out-of-home care should develop strategies that increase the likelihood of safe and stable placements for children in care. Such strategies should include: **a.** improved processes for 'matching' children with carers and other children in a placement, including in residential care **b.** the provision of necessary information to carers about a child, prior to and during their placement, to enable carers to properly support the child **c.** support and training for carers to deal with the different developmental needs of Children as well as managing difficult situations and challenging behaviour.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.25 strengthens placement matching, information sharing and support arrangements across the out of home care system, substantially meeting the intent of this recommendation. The recommendation requires consideration of children's views in placement decisions, the use of placement matching guidelines, placing siblings together or maintaining connection where safe to do so and ensuring carers are aware of any history of abuse and the child's specific support needs relevant to safe care. The recommendation also supports placement stability through enhanced support arrangements and the development of care models capable of responding to children with complex needs. These reforms apply across the out of home care system and are intended to support both government and non-government providers in delivering safe, stable and appropriate placements. Together, they address the key child safety outcomes sought by the Royal Commission through improved placement matching, information provision and carer support. This recommendation can therefore be considered closed.	No Original Timeline (Accepted)
FR.12.17 **DECYP** **Substantially progressed**	Each state and territory government should ensure that: **a.** the financial support and training provided to kinship/relative carers is equivalent to that provided to foster carers **b.** the need for any additional supports are identified during kinship/relative carer assessments and are funded **c.** additional casework support is provided to maintain birth family relationships.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** COI Recommendation 9.02 strengthens funding, support and casework arrangements for kinship carers, promoting equity with foster care arrangements, substantially meeting the intent of this recommendation. COI Recommendations 9.02, 9.20 and 9.25 collectively strengthen support, training, assessment and oversight arrangements for kinship carers and require the identification of child and placement support needs.	No Original Timeline (Accepted)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
		While Tasmania has not necessarily adopted the precise mechanism contemplated by the Royal Commission, the COI reforms collectively strengthen carer support, assessment, training, monitoring and casework arrangements and substantially achieve the child safety objectives of this recommendation. However, this recommendation was accepted, and the COI reforms do not include initiatives that support equivalent financial support for kinship/relative carers. The Implementation Monitor has assessed this recommendation as substantially progressed and cannot be closed.	
FR.12.20 **DECYP** **Closed** **(Subsumed by COI 9.15)**	Each state and territory government, in consultation with appropriate Aboriginal and Torres Strait Islander organisations and community representatives, should develop and implement plans to: **a.** fully implement the Aboriginal and Torres Strait Islander Child Placement Principle **b.** improve community and child protection sector understanding of the intent and scope of the principle **c.** develop outcome measures that allow quantification and reporting on the extent of the full application of the principle, and evaluation of its impact on child safety and the reunification of Aboriginal and Torres Strait Islander children with their families **d.** invest in community capacity building as a recognised part of kinship care, in addition to supporting individual carers, in recognition of the role of Aboriginal and Torres Strait Islander communities in bringing up children.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 9.15 outlines the requirement for the establishment of comprehensive reforms to implement the Aboriginal and Torres Strait Islander Child Placement Principle, including cultural safety, community involvement and outcome measurement, substantially meeting the intent of this recommendation. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.13.02 **DECYP** **Closed** **(Subsumed by COI 6.05 & 6.16)**	State and territory independent oversight authorities responsible for implementing the Child Safe Standards (see Recommendation 6.10) should delegate to school registration authorities the responsibility for monitoring and enforcing the Child Safe Standards in government and non-government schools.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendations 6.05 and 6.16, together with broader Child Safe Standards reforms, strengthen implementation, oversight and accountability arrangements for child safety within government and non-government schools. Recommendation 6.05 establishes mandatory safeguarding training, reporting requirements and system-wide capability for education staff, while Recommendation 6.16 strengthens regulatory oversight and professional accountability through the Teachers Registration Board. Although Tasmania has adopted a multi-regulator oversight model rather than the specific delegated model envisaged by the Royal Commission, the reforms provide effective monitoring, enforcement and accountability mechanisms for Child Safe Standards implementation across the education system. This recommendation can therefore be considered closed. **Education Registrar** Has reported this as complete for Independent Schools in Tasmania. The Non-government Schools Registration Board already exercises this regulatory oversight function through the registration framework established under the Education Regulations 2017	No Original Timeline (Accepted in principle)
FR.13.03 **DECYP** **Closed** **(Subsumed by COI 6.05 & 6.16)**	School registration authorities should place particular emphasis on monitoring government and non-government boarding schools to ensure they meet the Child Safe Standards. Policy guidance and practical support should be provided to all boarding schools to meet these standards, including advice on complaint handling.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendations 6.05 and 6.16, supported by broader Child Safe Standards and complaints reforms, strengthen safeguarding capability, oversight and accountability across Tasmanian schools, including residential and boarding environments. Recommendation 6.05 provides mandatory safeguarding training, reporting requirements and guidance for education staff, while Recommendation 6.16 strengthens regulatory oversight and professional accountability. Broader Child Safe Standards reforms also improve complaints handling, child participation and organisational accountability. Together, these reforms substantially achieve the intent of strengthening monitoring, guidance and child safety protections in higher-risk educational settings. While the Royal Commission envisaged targeted monitoring, guidance and complaint-handling support for boarding schools, Tasmania has implemented a system-wide Child Safe Standards framework that applies across government and non-government schools, including boarding environments. Through strengthened safeguarding requirements, complaints processes, workforce capability and regulatory oversight, the reforms address the child safety outcomes sought by the recommendation across all educational settings. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
		Education Registrar Has reported this as complete for Independent Schools in Tasmania. The Non-government Schools Registration Board regulates boarding schools through the same registration framework that applies to all non-government schools	
FR.13.07 **DECYP** **Closed** **(Subsumed by COI 6.05 & 6.08)**	State and territory governments should provide nationally consistent and easily accessible guidance to teachers and principals on preventing and responding to child sexual abuse in all government and non-government schools.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 6.05 strengthens safeguarding policy, guidance, training and system responses within Tasmanian schools, substantially meeting the intent of this recommendation. The recommendation establishes mandatory safeguarding training, reporting requirements and capability development for education staff and volunteers, improving awareness of child sexual abuse, reporting obligations and appropriate responses to concerns. These reforms are complemented by broader Child Safe Standards arrangements that apply across government and non-government schools, supporting consistent child safety expectations and safeguarding practices throughout the education sector. COI Recommendation 6.08 also supports these reforms by ensuring government, Catholic and independent school sectors statewide share their approach to responding to child sexual abuse in schools. While the Royal Commission envisaged nationally consistent guidance across jurisdictions, achieving this remains dependent on interjurisdictional agreement and broader national reform processes. Tasmania has established comprehensive guidance and capability-building arrangements that address the substantive objectives of the recommendation. This recommendation can therefore be considered closed, noting the need for national consistency remains.	No Original Timeline (Accepted in principle)
FR.15.03 **DECYP** **Closed** **(Subsumed by COI 12.16 & 12.17)**	Youth justice agencies in each state and territory should review the building and design features of youth detention to identify and address elements that may place children at risk. This should include consideration of how to most effectively use technology, such as closed-circuit television (CCTV) cameras and body-worn cameras, to capture interactions between children and between staff and children without unduly infringing children's privacy.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 12.16 strengthens the design and operation of youth detention environments to promote safety and supervision, substantially meeting the intent of this recommendation. COI Recommendation 12.17 also outlines how electronic surveillance is being strengthened in youth detention facilities as discussed in this recommendation. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.15.04 **DECYP** **Closed** **(Subsumed by COI 12.17)**	As part of efforts to mitigate risks of child sexual abuse in the physical environment of youth detention, state and territory governments should review legislation, policy and procedures to ensure. **a.** appropriate and safe placements of children in youth detention, including a risk assessment process before placement decisions that identifies if a child may be vulnerable to child sexual abuse or if a child is displaying harmful sexual behaviours. **b.** children are not placed in adult prisons **c.** frameworks take into account the importance of children having access to trusted adults, including family, friends and community, in the prevention and disclosure of child sexual abuse and provide for maximum contact between children and trusted adults through visitation, and use of the telephone and audio-visual technology **d.** best practice processes are in place for strip searches and other authorised physical contact between staff and children, including sufficient safeguards to protect children such as: **i.** adequate communication between staff and the child before, during and after a search is conducted or other physical contact occurs **ii.** clear protocols detailing when such practices are permitted and how they should be performed. The key elements of these protocols should be provided to children in an accessible format **iii.** staff training that highlights the potential for strip searching to re-traumatise children who have been sexually abused and how the misuse of search powers can lead to sexual humiliation or abuse. State and territory governments should consider implementing strategies for detecting contraband, such as risk assessments or body scanners, to minimise the need for strip searching children.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 12.17 strengthens policy frameworks, operational safeguards and risk management processes within youth detention settings, substantially meeting the intent of this recommendation. The recommendation includes enhanced electronic surveillance arrangements, body-worn cameras, retention and management of surveillance footage, and independent oversight mechanisms designed to improve transparency, accountability and the safety of children and young people in detention. These reforms support safer detention environments, strengthen monitoring of staff-child interactions and provide mechanisms for identifying, responding to and reviewing risks to children. In conjunction with broader youth justice reforms relating to detention operations, child safety, family and community connection, staff conduct, use of force, searches and independent oversight, the reforms establish a comprehensive framework for safeguarding children and young people in detention. The Royal Commission envisaged a range of prescriptive measures, including risk assessments for placements, maintaining access to trusted adults, ensuring children are not placed in adult prisons, and safeguards relating to strip searches and other authorised physical contact. While Tasmania has adopted a broader framework of operational safeguards, oversight and risk management mechanisms rather than implementing each element through a single recommendation, these reforms collectively address the underlying child safety objectives of preventing abuse, reducing risk and strengthening accountability in detention environments. The recommendation's objective of ensuring children are detained separately from adult prisoners is supported through Tasmania's youth justice reform program, which strengthens the provision of purpose-built youth detention environments designed around the needs, safety and wellbeing of children and young people. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.15.05 **DECYP** **Closed** **(Subsumed by COI 12.29)**	State and territory governments should consider further strategies that provide for the cultural safety of Aboriginal and Torres Strait Islander children in youth detention including: **a.** recruiting and developing Aboriginal and Torres Strait Islander staff to work at all levels of the youth justice system, including in key roles in complaint handling systems **b.** providing access to interpreters, particularly with respect to induction and education programs, and accessing internal and external complaint handling systems **c.** ensuring that all youth detention facilities have culturally appropriate policies and procedures that facilitate connection with family, community and culture, and reflect an understanding of, and respect for, cultural practices in different clan groups **d.** employing, training and professionally developing culturally competent staff who understand the particular needs and experiences of Aboriginal and Torres Strait Islander children, including the specific barriers that Aboriginal and Torres Strait Islander children face in disclosing sexual abuse.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 12.29 establishes culturally safe practices, involvement of Aboriginal organisations, community members and liaison officers, workforce capability and connection to culture for Aboriginal children in youth detention, substantially meeting the intent of this recommendation. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)
FR.15.06 **DECYP** **Closed** **(Subsumed by COI 12.09)**	All staff should receive appropriate training on the needs and experiences of children with disability, mental health problems, and alcohol or other drug problems, and children from culturally and linguistically diverse backgrounds that highlights the barriers these children may face in disclosing sexual abuse.	**Status submitted by agency:** Closed **OIM Appraisal:** Implementation of the workforce training requirements is addressed in COI recommendation 12.09. This recommendation requires all custodial staff to have a Cert IV in Youth Justice. This qualification includes training on working with diverse people, people with mental health issues and identifying and responding to children and young people at risk. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.15.07 **DECYP** **Closed** **(Subsumed by COI 12.19 & 12.20**	State and territory governments should improve access to therapeutic treatment for survivors of child sexual abuse who are in youth detention, including by assessing their advocacy, support and therapeutic treatment needs and referring them to appropriate services, and ensure they are linked to ongoing treatment when they leave detention.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendations 12.19 and 12.20 strengthen assessment, case planning and access to therapeutic and mental health services for children and young people involved in the youth justice system, substantially meeting the intent of this recommendation. Together, these reforms support multidisciplinary assessment, referral pathways, access to treatment and coordinated ongoing support for children and young people in detention. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)
FR.15.08 **DECYP** **Closed** **(Subsumed by COI 12.09)**	State and territory governments should ensure that all staff in youth detention are provided with training and ongoing professional development in trauma-informed care to assist them to meet the needs of children in youth detention, including children at risk of sexual abuse and children with harmful sexual behaviours.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 12.09 strengthens workforce capability within youth detention through professional conduct requirements, mandatory training and ongoing professional development for staff. These reforms support a trauma-informed approach to working with children and young people in detention and substantially meet the intent of this recommendation. While the Royal Commission specifically referred to trauma-informed care for children at risk of sexual abuse and children displaying harmful sexual behaviours, the reforms outlined in COI Recommendation 12.09 provide broader workforce capability measures that support staff to respond appropriately to the diverse needs and experiences of children in detention. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
FR.15.09 **DECYP** **Closed** **(Subsumed by COI 12.35, 12.36 & 12.38)**	State and territory governments should review the current internal and external complaint handling systems concerning youth detention to ensure they are capable of effectively dealing with complaints of child sexual abuse, including so that: **a.** children can easily access child-appropriate information about internal complaint processes and external oversight bodies that may receive or refer children's complaints, such as visitor's schemes, ombudsmen, inspectors of custodial services, and children's commissioners or guardians **b.** children have confidential and unrestricted access to external oversight bodies **c.** staff involved in managing complaints both internally and externally include Aboriginal and Torres Strait Islander peoples and professionals qualified to provide trauma- informed care **d.** complaint handling systems are accessible for children with literacy difficulties or who speak English as a second language **e.** children are regularly consulted about the effectiveness of complaint handling systems and systems are continually improved.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 12.35 refers to updated complaints, concerns and critical incident procedures for youth detention, directly supporting the intent of this recommendation. In combination with COI Recommendations 12.36 and 12.38, which strengthen independent oversight, external monitoring and opportunities for children and young people to raise concerns, the reforms provide a comprehensive framework for receiving, managing and responding to complaints within youth detention settings. These reforms support accessibility, transparency, accountability and continuous improvement in complaint handling processes, while strengthening avenues for children and young people to engage with independent oversight bodies. This recommendation can therefore be considered closed.	No Original Timeline (Accepted in principle)
WC.34 **Justice** **Completed**	The Commonwealth, state and territory governments should: **a.** through COAG, or a relevant ministerial council, adopt the standards and set a timeframe within which all jurisdictions must report back to COAG, or a relevant ministerial council, on implementation **b.** establish a process whereby changes to the standards or to state and territory schemes need to be agreed to by COAG, or a relevant ministerial council, and must be adopted across all jurisdictions.	**Status submitted by agency:** Completed **OIM Appraisal:** Tasmania participated in the national working with children check (WWCC) and Standing Council of Attorneys General reform processes. These reforms have included the establishment of national governance, oversight and reporting arrangements through the Standing Council of Attorneys-General, supported by agreed reform priorities, implementation timeframes and coordination mechanisms. These reforms include a dedicated WWCC Senior Officials Group, officials-level working groups, agreed timeframes, co-lead arrangements and regular public reporting.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
		While nationally agreed reform activities continue, these relate to implementation of the broader reform agenda rather than establishment of the governance framework required by this recommendation. Further evidence of sustained operation and effectiveness over time would be required before the recommendation could be considered as embedded change.	
WC.35 **Justice** **Completed**	The Commonwealth, state and territory governments should provide an annual report to COAG, or a relevant ministerial council, for three years following the publication of this report, to be tabled in the parliaments of all nine jurisdictions, detailing their progress in implementing the recommendations in this report and achieving a nationally consistent approach to WWCCs.	**Status submitted by agency:** Completed **OIM Appraisal:** Tasmania fulfilled the reporting intent of this recommendation through participation in the broader Royal Commission implementation reporting framework, which incorporated recommendations from the Working With Children Checks report. The reporting obligation established by this recommendation was time-limited and has been acquitted through completion of the required annual reporting process. As the recommendation relates to completion of a finite reporting requirement rather than an ongoing reform activity, no further implementation action is required. Accordingly, the recommendation is assessed as completed.	No Original Timeline (Accepted in principle)
JU.62 **Justice** **Completed**	**Courtroom issues:** State and territory government should introduce legislation to allow a child's competency to give evidence in child sexual abuse prosecutions to be tested as follows: **a.** Where there is any doubt about a child's competence to give evidence, a judge should establish the child's ability to understand basic questions asked of them by asking simple, non-theoretical questions – for example, about their age, school, family et cetera. **b.** Where it does not appear that the child can give sworn evidence, the judge should simply ask the witness for a promise to tell the truth and allow the examination of the witness to proceed.	**Status submitted by agency:** Completed **OIM Appraisal:** Justice reviewed Tasmania's existing legislative and operational framework and considered whether further legislative amendment was required to achieve the intent of the recommendation. This review determined that the *Evidence Act 2001* already establishes a practical competency test focused on a witness's ability to understand and respond to questions and permits unsworn evidence where appropriate. These arrangements are supported by broader legislative and operational measures for children and vulnerable witnesses, including the *Evidence (Children and Special Witnesses) Act 2001* and the Witness Intermediary Scheme. On this basis, the intent of the recommendation has been met through the existing frameworks. As the existing framework meets the intent of the recommendation and no further implementation activity is required, this can be considered complete.	No Original Timeline (Accepted)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
JU.64 **Justice** **Closed** **(Subsumed by COI 16.15)**	**Reforming judicial directions** State and territory governments should consider or reconsider the desirability of partial codification of judicial directions now that Victoria has established a precedent from which other jurisdictions could develop their own reforms.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 16.15 establishes a legislative reform program relating to judicial directions in child sexual abuse proceedings. The recommendation requires consideration of statutory directions relating to children's evidence, responses to child sexual abuse, delayed disclosure, corroboration warnings and the timing of judicial directions, reflecting the broader policy objective of partial codification of judicial directions outlined by this recommendation. While the Royal Commission recommendation was directed to consideration of the Victorian model of partial codification, COI Recommendation 16.15 provides a Tasmanian specific pathway for reviewing and legislating judicial directions in this area. The reform package encompasses the key subject matter identified by the Royal Commission and provides a mechanism for consultation, policy development and legislative implementation. This recommendation can therefore be considered closed.	No Original Timeline (Noted, subsequently accepted in principle)
JU.65 **Justice** **Closed** **(Subsumed by COI 16.15)**	**Reforming judicial directions** Each state and territory government should review its legislation and introduce any amending legislation necessary to ensure that it has the following provisions in relation to judicial directions and warnings: **a.** Delay and credibility: Legislation should provide that: **i.** there is no requirement for a direction or warning that delay affects the complainant's credibility **ii.** t he judge must not direct, warn or suggest to the jury that delay affects the complainant's credibility unless the direction, warning or suggestion is requested by the accused and is warranted on the evidence in the particular circumstances of the trial **iii.** in giving any direction, warning or comment, the judge must not use expressions such as 'dangerous or unsafe to convict' or 'scrutinise with great care'.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 16.15 includes proposed legislative reforms concerning judicial directions relating to children's evidence, delayed disclosure of sexual abuse, corroboration and jury directions, (instructions judges give juries about how to consider evidence and apply the law), in child sexual abuse proceedings. These matters substantially overlap with the reforms contemplated by this recommendation regarding delay warnings, forensic disadvantage directions, uncorroborated evidence warnings and directions concerning children's evidence. The Commission of Inquiry recommendation provides a consolidated reform pathway through which Tasmania can consider, consult on and implement legislative changes to judicial directions in child sexual abuse matters. While the Royal Commission recommendation contains detailed and prescriptive legislative provisions, the underlying child safety objective is to ensure that jury directions do not rely on outdated assumptions about children's reliability, delayed disclosure or corroboration. These issues are encompassed within the broader reform package under COI Recommendation 16.15. and accordingly, this recommendation can be considered closed.	No Original Timeline (Accepted in principle)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
	b. Delay and forensic disadvantage: Legislation should provide that: **i.** there is no requirement for a direction or warning as to forensic disadvantage to the accused **ii.** the judge must not direct, warn or suggest to the jury that delay has caused forensic disadvantage to the accused unless the direction, warning or suggestion is requested by the accused and there is evidence that the accused has suffered significant forensic disadvantage **iii.** the mere fact of delay is not sufficient to establish forensic disadvantage **iv.** in giving any direction, warning or comment, the judge should inform the jury of the nature of the forensic disadvantage suffered by the accused **v.** in giving any direction, warning or comment, the judge must not use expressions such as 'dangerous or unsafe to convict' or 'scrutinise with great care'. **c.** Uncorroborated evidence: Legislation should provide that the judge must not direct, warn or suggest to the jury that it is 'dangerous or unsafe to convict' on the uncorroborated evidence of the complainant or that the uncorroborated evidence of the complainant should be 'scrutinised with great care'. **d.** Children's evidence: Legislation should provide that: **i.** the judge must not direct, warn or suggest to the jury that children as a class are unreliable witnesses **ii.** the judge must not direct, warn or suggest to the jury that it would be 'dangerous or unsafe to convict' on the uncorroborated evidence of a child or that the uncorroborated evidence of a child should be 'scrutinised with great care' **iii.** the judge must not give a direction or warning about, or comment on, the reliability of a child's evidence solely on account of the age of the child.		

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
JU.66 **Justice** **Closed** **(Subsumed by COI 16.15)**	**Reforming judicial directions** The New South Wales Government, the Queensland Government and the government of any other state or territory in which Markuleski directions are required should consider introducing legislation to abolish any requirement for such directions.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 16.15 provides the mechanism through which Tasmania is considering broader reform of judicial directions in child sexual abuse proceedings, including review of directions that may arise from common law requirements and contemporary evidence regarding child sexual abuse. This includes consideration of the ongoing relevance of directions similar to Markuleski directions, (instructions judges give juries about considering whether doubts about evidence on one charge should influence their assessment of other charges), where applicable within the Tasmanian legal framework. The Royal Commission recommendation was directed towards jurisdictions where Markuleski directions continue to operate and encouraged consideration of legislative reform to abolish such directions. Through COI Recommendation 16.15, Tasmania is undertaking a broader review of judicial directions and jury warnings, providing an appropriate mechanism to determine whether any legislative amendment is required. As the intent of this recommendation is being achieved through the COI reform program this recommendation can be considered closed.	No Original Timeline (Accepted in principle)
JU.70 **Justice** **Closed** **(Subsumed by COI 16.15)**	**Improving information for jurors** Each state and territory government should lead a process to consult the prosecution, defence, judiciary and academics with relevant expertise in relation to judicial directions containing educative information about children and the impact of child sexual abuse, with a view to settling standard directions and introducing legislation as soon as possible to authorise and require the directions to be given. The National Child Sexual Assault Reform Committee's recommended mandatory judicial directions and the Victorian Government's proposed directions on inconsistencies in the complainant's account should be the starting point for the consultation process, subject to the removal of the limitation in the third direction recommended by the National Child Sexual Assault Reform Committee in relation to children's responses to sexual abuse so that it can apply regardless of the complainant's age at trial.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 16.15 requires legislative reform concerning judicial directions about children's responses to sexual abuse, delayed disclosure and children's evidence, all of which depend on consultation and consideration of contemporary evidence regarding child sexual abuse and its impacts. The recommendation therefore provides the practical mechanism for developing and implementing the educative judicial directions contemplated by this recommendation. While the Royal Commission proposed a specific consultation process involving the prosecution, defence, judiciary and subject matter experts, the development of legislation under COI Recommendation 16.15 requires consideration of these stakeholder perspectives and contemporary evidence regarding child sexual abuse and disclosure behaviours. The recommendation's key objective of improving jury understanding through standardised judicial directions is substantially reflected in the COI reform package and this recommendation can be considered closed.	No Original Timeline (Accepted)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
JU.71 **Justice** **Closed** **(Subsumed by COI 16.15)**	**Improving information for jurors** In advance of any more general codification of judicial directions, each state and territory government should work with the judiciary to identify whether any legislation is required to permit trial judges to assist juries by giving relevant directions earlier in the trial or to otherwise assist juries by providing them with more information about the issues in the trial. If legislation is required, state and territory governments should introduce the necessary legislation.	**Status submitted by agency:** Closed **OIM Appraisal:** COI Recommendation 16.15 specifically recommends that judicial directions concerning child sexual abuse matters may be given at the earliest opportunity during proceedings, repeated during the trial and provided either on the judge's own motion or at the request of the parties. These reforms directly address the central policy objective of this recommendation regarding earlier and more informative judicial directions for juries. The Royal Commission recommendation sought consultation with the judiciary and legislative reform where required to enable judicial directions to be provided earlier in proceedings and to better inform juries about matters relevant to the trial. COI Recommendation 16.15 expressly incorporates these concepts and provides a legislative pathway to implement them, and this recommendation can therefore be closed.	No Original Timeline (Accepted)
JU.72 **Justice** **Substantially progressed**	Each state and territory government should work with its courts, prosecution, legal aid and policing agencies to ensure that delays are reduced and kept to a minimum in prosecutions for child sexual abuse offences, including through measures to encourage: **a.** the early allocation of prosecutors and defence counsel **b.** the Crown - including subsequently allocated Crown prosecutors - to be bound by early prosecution decisions **c.** appropriate early guilty pleas **d.** case management and the determination of preliminary issues before trial.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** Justice has substantially progressed implementation of this recommendation through a range of criminal justice system reforms aimed at reducing delays in child sexual abuse prosecutions. These reforms include additional funding and capacity for the Office of the Director of Public Prosecutions, Tasmania Legal Aid and the courts, establishment of the Tasmania Legal Aid Trial Hub, enhanced audiovisual court capability and prosecutorial guidance supporting early consideration of charging decisions and evidentiary issues. The appointment of an independent reviewer to examine court backlogs and opportunities for system improvement further supports implementation of this recommendation. While substantial progress has been made, the Department has identified that further consideration is required following completion of the Third Party Review of Backlogs in the Tasmanian Court System to determine whether additional legislative, operational, procedural or resourcing measures are necessary to fully address the recommendation.	No Original Timeline (Accepted)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline & Govt. response
JU.79 **Justice** **Substantially progressed**	State and territory governments should introduce legislation, where necessary, to expand the Director of Public Prosecution's right to bring an interlocutory appeal in prosecutions involving child sexual abuse offences so that the appeal right: **a.** applies to pre-trial judgments or orders and decisions or rulings on the admissibility of evidence, but only if the decision or ruling eliminates or substantially weakens the prosecution's case **b.** is not subject to a requirement for leave **c.** extends to 'no case' rulings at trial.	**Status submitted by agency:** Substantially progressed **OIM Appraisal**: Justice has made substantial progress towards implementation of this recommendation through reforms to tendency and coincidence evidence provisions under the *Justice Miscellaneous (Royal Commission Amendments) Act 2023*. These reforms strengthened the admissibility and use of tendency and coincidence evidence in child sexual offence proceedings and addressed a significant area of concern identified by the Royal CommissionJustice has also considered the recommendation within the context of Tasmania's existing appellate framework (the current system for reviewing and appealing court decisions), court capacity and broader criminal justice system reforms. While these reforms have substantially addressed the concerns that underpinned the recommendation, the Department has not yet concluded whether further legislative reform is required to expand interlocutory appeal rights (the right to appeal a decision before the case is finally decided). This assessment is intended to be informed by consideration of the Third Party Review of Backlogs in the Tasmanian Court System, together with further advice regarding operational impacts and court capacity.	No Original Timeline (Accepted in principle)
JU.80 **Justice** **Substantially progressed**	State and territory governments should work with their appellate court and the Director of Public Prosecutions to ensure that the court is sufficiently well resourced to hear and determine interlocutory appeals in prosecutions involving child sexual abuse offences in a timely manner.	**Status submitted by agency:** Substantially progressed **OIM Appraisal:** Substantial progress towards implementation of this recommendation has been achieved through broader criminal justice system reforms, including investment in court capability, additional funding to support increased demand and case complexity, and consideration of court capacity through the Third Party Review of Backlogs in the Tasmanian Court System. Justice has also considered this recommendation alongside recommendation RC.JU.079, recognising that any expansion of interlocutory appeal rights would need to be supported by sufficient judicial and operational capacity to ensure timely determination of appeals. While actions taken to date support the capacity of the justice system to respond to current and emerging demands, the Department has not yet completed its assessment of whether further resourcing or structural changes may be required should additional interlocutory appeal rights be introduced. This assessment is intended to be informed by consideration of the Third Party Review of Backlogs in the Tasmanian Court System and any further advice regarding court capacity and operational impacts.	No Original Timeline (Accepted in principle)

Appendix F: Independent Inquiry into the Department of Education's Responses to Child Sexual Abuse

This appendix complements the analysis and commentary in the Annual Report. Table F.1 specifically relates to the Annual Report sections - Domain 2: Monitoring Recommendation Implementation as well as the chapter relating to the Department of Education Review. The indicators offer a summary of each recommendation's progress. Table F.1 lists the detailed status update and progress made for each recommendation. Table F.3 contains the detailed appraisals which have informed the Department of Education Review reporting in Annual Report.

INDICATORS 12 AND 13

Recommendation status as reported by the agencies (12) and assessed by the OIM (13)

How to read the metadata in Table F.1:

Item	Explanation
Lead	Agency responsible for leading the response
Status reported	Status reported by the agency (12a.) or assessed by the OIM (13a.) as per the 'Status Ladder'. See Implementation Framework
No. and %	No. and per cent of recommendations by status level

INDICATORS 14 AND 15

Progress made (14) and compliance with timelines (15)

How to read the metadata in Table F.1:

Item	Explanation
Progress made	The extent recommendations have progressed based on the appraisal process (14a.)
No. and %	No. and per cent of recommendations where at least one action has been assessed as having taken place over the reporting cycle
Compliance with timelines	This is not applicable for the Education Inquiry. COI only

INDICATOR 31

Evidence adequacy

How to read the metadata in Table F.1:

Item	Explanation
Evidence adequacy	The extent evidence documents submitted against a given recommendation meet the relevant, credible and sufficient criteria (31a.). This is required for the appraisal to proceed with confidence
No. and %	No. and per cent of recommendations that meet all evidence adequacy criteria

Table F.1. Department of Education Review recommendation progress and status

Lead	**Status reported by Agency** (Indicator 12) and **Implementation Monitor** (Indicator 13)	**12a.** Agency No. and % **Domain 2**		**13a.** Monitor No. and % **Domain 2**		**Progress made** (Indicator 14) **Compliance with timelines** (Indicator 15)	**14a.** One or more actions taken No. and % **Domain 2**		**15a.** Delays No. and % **Domain 2**		**Evidence adequacy** (Indicator 31)	**31a.** No. and % of recs **Domain 5**	
DECYP	**1.** Not Started					One or more actions taken	20	100%			Meets relevancy, credibility and sufficiency	20	100%
	2. In progress					No action taken							
	3. Subst. progressed					**TOTAL**	**20**	**100%**			Does not meet		
	4. Completed	5	25%	5	25%								
	5. Embedded change	14	70%	14	70%								
	x. Closed	1	5%	1	5%								
	TOTAL	**20**	**100%**	**20**	**100%**								

INDICATOR 5

Contested status of recommendations

How to read the metadata in Table F.2:

Item	Explanation
Lead	Agency responsible for leading the response
Contested recommendation status	The extent to which the Implementation Monitor does not agree with the agencies' self-reported implementation status during appraisal (5a.)
No. and %	No. and per cent of recommendations which are contested
List	Itemised list of recommendations

Table F.2. Department of Education Review contested recommendations

Lead	**Contested recommendation status** (Indicator 5)		
	5a. No. and % of recs **Domain 1**		**5a.** List **Domain 1**
DECYP	0	0%	No contested recommendations

INDICATOR 14

Progress made

How to read the metadata in Table F.3:

Item	Explanation
No., Lead, Status & Mapped rec	Education Inquiry recommendation number, Agency responsible for leading the response, OIM appraised status in accordance with the status ladder set out in the Implementation Framework and mapped COI recommendation if the recommendation is appraised at "closed" level
Rec text	What the recommendation actually says
Implementation Status Update	The OIM appraiser's summary of the Agency's activities, actions taken and progress made to implement this recommendation. Includes the status submitted by the Agency and contested status if applicable
Timeline	Not applicable for the Education Inquiry. COI only

Table F.3. Department of Education Review appraisal of recommendations (Progress reported against each recommendation)

No., Lead, Status & Mapped rec	Rec text	**Implementation status update** (Indicator 14)	Timeline
1 **DECYP** **Completed**	All sexual abuse concerns, complaints, responses, and outcomes be systematically recorded by DoE and that these records are periodically analysed to monitor patterns and trends	**Status submitted by agency:** Completed **OIM Appraisal:** DECYP has developed an online case management platform for reporting concerns about DECYP workers, housing reports called Concern Notices. The Concern Notice submission process requires DECYP workers to formally report concerns relating to a DECYP worker, including who was involved, when it happened, where it happened and what happened. While filling out the Concern Notice, the individual is prompted to populate information about whether they have notified the Advice and Referral Line, Tasmania Police, and/or parents/caregivers. Once submitted, the Concern Notice is: • Recorded in a case management platform, allowing for patterns and trends to be analysed, • Triaged by the Complaints Management Oversight (CMO) Unit, which coordinates responses, ensures appropriate support for children and young people, and refers matters to relevant areas for action in relation to the worker, • Escalated to the Office of the Independent Regulator where concerns meet the threshold for reportable conduct or a reportable allegation. The Concern Notice is for workers and volunteers of DECYP. Members of the public report their concerns through DECYP's Compliments and Complaints process. The complaints management system in development will include a public-facing complaints form. For other child sexual abuse concerns in schools, Student Support Response Coordinators (as cited in recs 3 and 21) are currently manually inputting data while DECYP's complaint management system is being established. Together, the implementation of the Concern Notice system, establishment of the CMO Unit, and deployment of a centralised case management platform ensure that concerns, including those relating to child sexual abuse, are systematically reported, recorded, triaged and escalated, with appropriate oversight and capacity for trend analysis. While further system enhancements are underway, the core requirements of the recommendation are operational.	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
2 **DECYP** **Completed**	DoE's Learners First philosophy be extended to all aspects of student safeguarding, so that the principle of 'acting in the best interests of students' is embedded in all considerations, decisions and actions concerning student safeguarding	**Status submitted by agency:** Completed **OIM Appraisal:** The principle of acting in the best interests of students is being embedded into DECYPs safeguarding approach through the implementation of the Strategic Plan 2024-2030 (Strategic Plan) and its supporting frameworks. DECYPs Strategic Plan contains a commitment to ensuring children and young people are known, safe, well, and learning. It is built on the belief that the rights of children and young people are upheld in all that the department does, particularly: • the right to an education • the right to influence decisions that affect them • the right to be safe from harm. The Strategic Action Plan 2026, alongside DECYPs First Action Plan to Implement the Child and Youth Safe Standards and the Outcomes Framework, hold DECYP accountable for achieving these outcomes. Key implementation actions include the adoption of the following, that all reinforce a system-wide commitment to ensuring children and young people are known, safe, well and learning: • Safe. Secure. Supported. Our Safeguarding Framework and establishment of the Office of Safeguarding Children and Young People • Participation and Empowerment Strategy. • The Workforce Strategy Although the Implementation Monitor accepts that these frameworks and plans prioritise the interests of students, the Implementation Monitor considers that this recommendation requires cultural change to become embedded. Recommendations with a strong cultural change element will require an evaluation before moving to embedded status.	No Original Timeline
3 **DECYP** **Completed**	DoE's student safeguarding systems are designed to prevent student sexual abuse from occurring, as well as to respond promptly, sensitively, and effectively to known concerns or allegations	**Status submitted by agency:** Completed **OIM Appraisal:** DECYP has strengthened its student safeguarding systems to ensure they are better designed to prevent and respond to child sexual abuse. This is partly being implemented through mandatory annual 'Safeguarding Training' for all workers, which includes the following modules: • Mandatory Reporting training	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	**Implementation status update** (Indicator 14)	Timeline
		• Child Sexual Abuse Awareness training • Acknowledging reading and understanding of the Conduct and Behaviour Policy and Schedule 1: General Conduct and Behaviour Standards for all workers ('General Conduct Standards'). DECYP has also developed policies, protocols and guidance for preventing, identifying and responding to child abuse. This includes the Safeguarding Framework, which contains guidance on signs of different types of abuse (physical, emotional, neglect, sexual, grooming) in children and young people and perpetrators. Other key actions include: • School and Early Years psychologists, social workers and Student Support Response Coordinators who have completed specialised training in child sexual harm and are resourced to respond to incidents and support staff in schools, • Delivering the Trauma Informed Practice in Schools Program for school-based staff in partnership with the Australian Childhood Foundation and University of Tasmania. This training provides both foundational and advanced learning to strengthen staff knowledge and practice in recognising and responding to trauma, • Establishing school Safeguarding Leads who provide targeted support to help workers in schools to build their capability in understanding, preventing and responding to child abuse, • Providing trauma-informed supports, including a Model for Supporting Students Impacted by Trauma. Completion of Safeguarding Training is monitored, including by relevant managers and school principals. This training is recognised as best practice, and it has been shared with external organisations. Training is reviewed annually to ensure information is evidence-based, best practice and contemporary. Although relevant actions have been taken to better reflect prevention in DECYP's systems, the Implementation Monitor considers that recommendations with a prevention element require an evaluation before moving to embedded status.	
4 **DECYP** **Embedded change**	DoE develop and implement a comprehensive, integrated Student Safeguarding Policy	**Status submitted by agency:** Embedded change **OIM Appraisal:** DECYP has developed Safe. Secure. Supported. Our Safeguarding Framework (cited in rec 2). The Framework was first published in April 2023 and is regularly updated to ensure it is up-to-date.	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	**Implementation status update** (Indicator 14)	Timeline
		This includes: • A statement of commitment • Key definitions (including for child abuse, harmful sexual behaviours, online child sexual exploitation and online grooming) • Guidance on appropriate worker conduct and recruitment and employment screening • Information about risk assessments, risk management plans, and responding to concerns • A commitment to undertake systemic reviews after critical incidents. Implementation of the Framework and of the Child and Youth Safe Standards and Universal Principle is outlined in DECYP's First Action Plan to Implement the Child and Youth Safe Standards. Across DECYP, implementation is supported by: • A Child and Youth Safe Standards Reference Group • The Office of Safeguarding Children and Young People • The Safeguarding Leads (cited in rec 3) • Subject matter supports • Portfolio safeguarding responsible officers. A child-friendly version of the Framework has been developed along with other safeguarding resources to support its implementation.	
5 **DECYP** **Embedded change**	DoE establish a new permanent full-time position of Director of Safeguarding, to report directly to the Secretary, DoE to lead the development, coordination, monitoring, and evaluation of a comprehensive student safeguarding system.	**Status submitted by agency:** Embedded change **OIM Appraisal:** The position of Director Safeguarding has been in place since August 2021 and is a full-time role. Their functions include: • Leading the development, implementation, and monitoring of safeguarding policy and programs • Providing direction, leadership and decision-making on safeguarding matters. The Director Safeguarding initially reported to the Secretary of DECYP during its earlier days of operation. However, as safeguarding is now better embedded in departmental systems and processes, the position has transitioned to reporting to the Deputy Secretary of Strategy and Performance and the role has been expanded to the Director Strategy, Policy and Safeguarding. The Director Strategy, Policy and Safeguarding has a Performance and Development Plan which is reviewed regularly and is subject to an annual assessment. The position is maintained as part of DECYP's ongoing establishment and is therefore operating as business as usual.	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
6 **DECYP** **Embedded change**	Every government school principal be required to undertake a safeguarding risk assessment and to develop a risk management plan. DoE to develop guidelines and resources to assist schools for this purpose.	**Status submitted by agency:** Embedded change **OIM Appraisal:** The school Safeguarding Leads (cited in recs 3 and 4) are required to develop, implement and review the respective schools' Safeguarding Risk Management Plan. All Tasmanian Government schools have a Safeguarding Risk Management Plan and are required to review them regularly (either monthly through to annually based on risk level), and at least once per year. The development of the Safeguarding Risk Management Plan involves an assessment focusing on preventing, identifying, and mitigating the risks of child abuse at a whole-of-school level. The Safeguarding Risk Management Procedure, Safeguarding Risk Management Template, and Safeguarding Risk Management Training were all reviewed and updated in 2025 to support this process. The Implementation Monitor recognises that safeguarding risk assessments are now an ongoing part of DECYP's business. The effectiveness of these plans across individual DECYP's schools will be an area of interest for the Implementation Monitor moving forward.	No Original Timeline
7 **DECYP** **Embedded change**	Every government school principal be required to appoint a school staff person as the school Student Safeguarding Officer. The induction and training for persons appointed to these roles be overseen by the Director of Safeguarding	**Status submitted by agency:** Embedded change **OIM Appraisal:** Safeguarding Leads (cited in recs 3, 4 and 6) have been appointed, inducted and trained in all DECYP schools since November 2022. The Safeguarding Lead is the Principal, Assistant Principal or an Advanced Skills Teacher. The safeguarding model is overseen by the Director Strategy, Policy and Safeguarding, and was reviewed and updated in early 2026. An annual survey is undertaken of Safeguarding Leads and that feedback is analysed and used for continuous improvement. Other safeguarding operational activities within schools are supported by the Safeguarding Schools and Early Years team.	No Original Timeline
8 **DECYP** **Embedded change**	DoE enter into negotiations with the School of Education, UTAS, to introduce into the BEd and MTeach programs substantive content and assessment of understanding, preventing, and responding to sexual abuse in schools	**Status submitted by agency:** Embedded change **OIM Appraisal:** The University of Tasmania (UTAS) has developed two modules called: • Introduction to Children's Rights and Safety • Child Safety: Child Abuse Awareness and Prevention.	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	**Implementation status update** (Indicator 14)	Timeline
		It has been a mandatory requirement since 2024 that all students completing their undergraduate or postgraduate degrees within the School of Education at UTAS complete and pass these short courses. In addition to the UTAS-delivered modules, since 2024, all education students have been required to complete DECYP's Your Obligations safeguarding training module before undertaking professional placements in schools.	
9 **DECYP** **Embedded change**	Information about understanding, preventing, identifying, and responding to sexual abuse be included in inductions, and in annual training, for all principals, teachers, and teacher aides.	**Status submitted by agency:** Embedded change **OIM Appraisal:** All DECYP workers are required to complete Safeguarding Training at their induction and again annually (cited in rec 3). DECYPs Safeguarding Framework (cited in recs 2 and 4) provides workers with additional information on how to understand, prevent, identify, and responding to child abuse. Workers are also supported by the: • Mandatory Reporting Procedure • Step-by-Step Guidance for Concerns, Information and Incidents of Child Abuse • Supporting flowcharts.	No Original Timeline
10 **DECYP** **Embedded change**	DoE develop instructions, guidelines and training for teachers and student support staff for the purposes of responding to, reporting, and recording concerns about staff and student behaviour that may be relevant to preventing sexual abuse, but that falls below the threshold required by DoE's Mandatory Reporting Procedures	**Status submitted by agency:** Embedded change **OIM Appraisal:** DECYP has released the Step-by-Step Guidance for Concerns, Information and Incidents of Child Abuse (cited above in rec 9). It: • Defines child abuse and child sexual abuse • Says that the best interests of the child are to be prioritised over all other considerations • Instructs workers to reassure a child or young person who discloses abuse • Outlines steps to reporting, including mandatory reporting as well as reporting all concerns or complaints • Contains links to other relevant documentation, including about harmful sexual behaviour • Reflects prevention principles by encouraging workers to report any concern they may have about child abuse • Encourages readers to refer to the 'Safeguarding Framework' (cited in recs 2, 4 and 9) for more information. Staff learn about this resource when they complete the Safeguarding Training at induction and annually, and they are available on DECYP's website and intranet.	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
11 **DECYP** **Completed**	DoE's Mandatory Reporting Procedures, and particularly its training in these procedures, should situate mandatory reporting within the wider context of a comprehensive safeguarding system – one that aims to prevent, and not just respond to, sexual and other abuse	**Status submitted by agency:** Completed **OIM Appraisal:** As previously stated in recommendation three, the Safeguarding Training includes the following modules: • Mandatory Reporting • Child Sexual Abuse Awareness. These two modules frame reporting requirements as sitting within the wider context (and primary aim) of preventing abuse. This training provides workers with information about • Indicators of abuse • How to raise and report concerns • Worker responsibilities. Staff are also required to read and acknowledge the Conduct and Behaviour Policy and relevant Standards, reinforcing expectations regarding safe professional behaviour. The Mandatory Reporting Procedure (as cited in rec 9) is undergoing review in 2026. However, the current procedure clearly explains that simply responding to abuse is not enough and that all staff should be aware of their role in preventing abuse from occurring in the first place. Although relevant actions have been taken to better reflect prevention in DECYPs systems, the Implementation Monitor considers that recommendations with a prevention element require an evaluation before moving to embedded status.	No Original Timeline
12 **DECYP** **Embedded change**	A formal Code of Conduct for DoE personnel be introduced to elevate the status of safeguarding obligations for DoE employees and volunteers and so create schools-specific disciplinary measures.	**Status submitted by agency:** Embedded change **OIM Appraisal:** DECYP has developed the Conduct and Behaviour Policy (as cited in rec 3) and associated standards to elevate safeguarding obligations. These include: • General Conduct Standards (as cited in rec 3) • Schedule 1.1: Conduct Standards for all workers in School and Child and Family Learning Centre settings • Schedule 1.2: Conduct Standards for all workers in Detention Centre and Residential Youth Justice settings • Schedule 1.3: Conduct Standards for workers in Child Safety settings (under development) • Schedule 1.4: Conduct Standards for workers in all other settings	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
		The Conduct and Behaviour Policy recognises that a breach of the General Conduct Standards may be taken to be a breach of the State Service Code of Conduct. All employees, relief staff and contracted workers are required to read and acknowledge the Conduct and Behaviour Policy, General Conduct Standards and the standards relevant to their work as part of Safeguarding Training (as explained in rec 3). Each of these documents will be subject to review according to DECYPs Policy Development, Management and Review Policy.	
13 **DECYP** **Embedded change**	The Duty of Care policy be reviewed so as to more explicitly include safeguarding as a central duty of care consideration, and to better integrate this policy with DoE's other safeguarding policies and procedures.	**Status submitted by agency:** Embedded change **OIM Appraisal:** DECYP has reviewed and updated the Duty of Care to Children and Young People (Duty of Care Policy). The Duty of Care Policy covers: • Standard of care: the level of caution and planning which is required of DECYP staff • Breach of duty: circumstances under which failure to prevent or reduce the likelihood of harm to children and young people may result in legal action • Consent: the circumstances under which informed consent must be obtained from parents or guardians • Mitigating risk of harm: ways to reduce the risk of harm, such as ensuring staff have relevant skills and abilities • Alignment with other DECYP policies and procedures. The Duty of Care on Departmental Educational Sites Procedure sits beneath the Duty of Care Policy and applies to schools, Child and Family Learning Centres, student accommodation and Libraries Tasmania. It: • Provides guidance to staff on their duties to manage student safety and safeguard students from harm • Outlines the steps staff must take to prevent child abuse • Outlines what steps to take when concerns of child abuse come up • Includes references to key safeguarding documents.	No Original Timeline
14 **DECYP** **Embedded change**	The Conditions of Use Policy for all Users of Information and Communications Technology be reviewed so as to more explicitly include student safeguarding as a key consideration, and to better integrate this policy with DoE's other safeguarding policies and procedures.	**Status submitted by agency:** Embedded change **OIM Appraisal:** DECYP has reviewed and updated the Information and Communications Technology Conditions of Use Policy (ICT Policy) to: • More explicitly incorporate student online safety considerations	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
		• Include specific provisions addressing online child sexual abuse and online child sexual exploitation • Link directly to the Mandatory Reporting Procedure (cited in recs 9 and 11) and associated safeguarding materials • Reference new laws delaying social media access for individuals under 16 • Clearly state that access to social media platforms when using DECYP devices or when connected to DECYP networks for all students is not allowed. The policy is referenced within the Safeguarding Framework as a key safeguarding resource	
15	DUPLICATE OF RECOMMENDATION 11		
16 **DECYP** **Embedded change**	DoE develop and implement a suite of protocols for responding to concerns or complaints about a) teacher-student abuse; b) student-student abuse; c) staff involved in non-school abuse; e) abuse involving the Internet and related technologies; and f) abuse incidents involving visitors or strangers.	**Status submitted by agency:** Embedded change **OIM Appraisal:** DECYP has developed the Step-by-Step Guidance for Concerns, Information and Incidents of Child Abuse (cited in recs 9 and 10) which outlines consistent expectations for identifying, responding to and reporting safeguarding concerns. All staff learn about this guidance when completing Safeguarding Training (as first cited in rec 3). DECYP has also implemented a suite of documents that guide staff in responding to a broad range of abuse scenarios. These include flowcharts for responding to: • harmful sexual behaviours • child sexual abuse by an adult in the family or community, including visitors in schools • child sexual abuse by a current departmental worker • online child sexual abuse material Since 2024, all staff have been required to report any concerns relating to child abuse which involves a DECYP worker through an online Concern Notice.	No Original Timeline
17 **DECYP** **Embedded change**	DoE enter into negotiations with Tasmania Police to develop a Memorandum of Understanding (MoU) for preventing and responding to sexual abuse in government schools. The MoU to include agreements on respective roles and responsibilities; information gathering, exchange, and recording; and how outcomes for child complainants and their guardians are to be monitored.	**Status submitted by agency:** Embedded change **OIM Appraisal** A Memorandum of Understanding between the former Department of Education and Tasmania Police has been in place since 2022. The Memorandum of Understanding includes: • Arrangements for preventing and responding to child sexual abuse in government schools and education and care services • Agreed roles and responsibilities	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
		• Processes for information gathering, exchange and recording • Arrangements for monitoring outcomes for child complainants and their guardians. DECYP has recently commenced work to develop a whole-of-department agreement with Tasmania Police which covers all its operational areas, which included: • Children and Families • Youth Justice • Education • Early Childhood Education and Care.	
18 **DECYP** **Closed** **Subsumed by** **DOE 1, COI 09.15 and COI 12.35**	DoE enter into negotiations with the Department of Communities to develop an MoU for preventing and responding to sexual abuse in government schools. The MoU to include agreements on respective roles and responsibilities; information gathering, exchange, and recording; and how outcomes for child complainants and their guardians are to be monitored.	**Status submitted by agency:** Closed **OIM Appraisal:** The recommendation to establish a Memorandum of Understanding (MoU) between the former Department of Education and the former Department of Communities has been superseded by the creation of DECYP as a single department. As a result, the functions previously requiring an inter departmental MoU are now incorporated within one agency structure, removing the need for a standalone MoU between the two former departments. DECYP has still progressed work to improve information gathering, exchange and recording processes at a departmental level. This has included: • Enhancing information exchange between units about child sexual harm by establishing the new Harmful Sexual Behaviours support unit • Establishing the new Quality and Risk Committee with responsibility for collecting and analysing data on harmful sexual behaviours in youth justice settings • Developing a Response Navigator within the Child Safety and Youth Justice Operations portfolio to work alongside equivalents in schools The Implementation Monitor was comfortable that information gathering, exchange and recording of complaints within DECYP can otherwise be captured through other monitored recommendations.	No Original Timeline
19 **DECYP** **Embedded change**	DoE review and re-organise its official website so as to improve public accessibility to relevant information about student safeguarding	**Status submitted by agency:** Embedded change **OIM Appraisal:** DECYP has reviewed and re-organised its website so that safeguarding content is easier to locate and understand.	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	**Implementation status update** (Indicator 14)	Timeline
		Now, the website homepage includes a link called Keeping Children Safe through safeguarding under the heading Safe Children. This link directs to a page containing information about: • Reporting child abuse (including to Tasmania Police and the Strong Families Safe Kids Advice and Referral Line) • Access support services (including for children and young people and adult survivors of child abuse) • Guidance on keeping children and young people safe • Safeguarding training and resources • An overview of how the department is working to create a child safe organisation. This information was again reviewed in late 2025 to ensure it was accessible and has since been updated. In addition, a Worried about child's safety? button has been added to the top of the DECYP homepage, providing direct access to the Strong Families Safe Kids Advice and Referral Line website. Safeguarding resources are regularly reviewed to make sure they are publicly accessible, and these are all linked in the Safeguarding Framework (cited in recs 2, 4, 9 and 10).	
20 **DECYP** **Completed**	DoE review its complaints and grievances procedures and processes so as to improve access by students, their parents, or other concerned persons.	**Status submitted by agency:** Completed **OIM Appraisal:** DECYP has reviewed and/or updated its complaints management arrangements across the agency. This included the: • Enquiries and Complaints Management Policy and Procedure • Complaints Management - Internal Review Procedure • Report a Concern page on the DECYP website • Compliments and complaints on the DECYP website • Concern Notice (as cited in recs 16 and 18) • Step-by-Step Guidance for Concerns, Information and Incidents of Child Abuse (cited in recs 9, 10 and 16) • Accessible posters (public) relating to reporting concerns • Relevant resources and templates • Ashley Youth Detention Centre Help Form	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
		• A form to record early resolution of a complaint for AYDC • Revised complaints management processes for youth justice services. Learning Services liaison officers in DECYP help members of the public to make complaints or concerns in school and Child and Family Learning Centres, including over the telephone. In 2024, DECYP established a centralised Complaints Management Oversight (CMO) Unit to build the culture and capability for complaints management. This will be supported by the Complaints Management Framework once published. The CMO also manages DECYPs obligations under Reportable Conduct Scheme and receives Concern Notices made by staff.	
21 **DECYP** **Embedded change**	Systems reviews be conducted at the earliest appropriate opportunity following all significant sexual abuse incidents or episodes. The aim should be to identify strengths and weaknesses in abuse prevention and response systems at school level and at department level and where appropriate to revise and improve these systems.	**Status submitted by agency:** Embedded change **OIM Appraisal:** DECYP has established Student Support Response Coordinators to assist in responding to child sexual abuse incidents. They: • Lead and coordinate responses to child sexual abuse or harmful sexual behaviours within schools and Child and Family Learning Centres • Provide advice and/or coordination to ensure alignment with relevant requirements • Capture data to support trend finding and to inform continual improvement. DECYP requires notification of incidents to be made to a range of business units. This includes notification to: • Student Support, where the concern relates to schools or Child and Family Learning Centres • Complaints Management Oversight Unit (as cited above in rec 20) via a Concern Notice (as cited in recs 16,18 and 20) if the concern involves a DECYP worker • The Complaints Management Oversight Unit then notify the Independent Regulator and/or Workplace Relations or Regional HR where appropriate. The Complaints Management Oversight Unit works closely with the Office of Safeguarding Children and Young People to advise on common themes, which then can inform policy and procedures, and where targeted training is required. Safeguarding Leads coordinate safeguarding risk assessments of their sites, informing the development of Safeguarding Risk Management Plans (cited in recs 3, 4, 6 and 7). The Safeguarding Risk Management Procedure (cited in rec 6) requires ongoing reviews of the plans, and they are expected to be reviewed after incidents.	No Original Timeline

Appendix G: Independent Child Safe Governance Review of the Launceston General Hospital and Human Resources

This appendix complements the analysis and commentary in the Annual Report. Table G.1 data specifically relates to the Annual Report sections - Domain 2: Monitoring Recommendation Implementation as well as the chapter relating to the Child Safe Governance Review. The indicators offer a summary of each recommendation's progress. Table G.1 lists the detailed status update and progress made for each recommendation. Table G.3 contains the detailed appraisals which have informed the Child Safe Governance Review reporting in Annual Report.

INDICATORS 12 AND 13

Recommendation status as reported by the agencies (12) and assessed by the OIM (13)

How to read the metadata in Table G.1:

Item	Explanation
Lead	Agency responsible for leading the response
Status reported	Status reported by the agency (12a.) or assessed by the OIM (13a.) as per the 'Status Ladder'. See Implementation Framework
No. and %	No. and per cent of recommendations by status level

INDICATORS 14 AND 15

Progress made (14) and compliance with timelines (15)

How to read the metadata in Table G.1:

Item	Explanation
Progress made	The extent recommendations have progressed based on the appraisal process (14a.)
No. and %	No. and per cent of recommendations where at least one action has been assessed as having taken place over the reporting cycle
Compliance with timelines	This is not applicable to the Independent Child Safe Governance Review. COI only

INDICATOR 31

Evidence adequacy

How to read the metadata in Table G.1:

Item	Explanation
Evidence adequacy	The extent evidence documents submitted against a given recommendation meet the relevant, credible and sufficient criteria (31a.). This is required for the appraisal to proceed with confidence
No. and %	No. and per cent of recommendations that meet all evidence adequacy criteria

Table G.1. Child Safe Governance Review recommendation progress and status

Lead	**Status reported by Agency** (Indicator 12) and **Implementation Monitor** (Indicator 13)	**12a.** Agency No. and % **Domain 2**		**13a.** Monitor No. and % **Domain 2**		**Progress made** (Indicator 14) **Compliance with timelines** (Indicator 15)	**14a.** One or more actions taken No. and % **Domain 2**		**15a.** Delays No. and % **Domain 2**		**Evidence adequacy** (Indicator 31)	**31a.** No. and % of recs **Domain 5**	
DoH	**1.** Not Started					One or more actions taken	2	100%			Meets relevancy, credibility and sufficiency	2	100%
	2. In progress					No action taken							
	3. Subst. progressed					**TOTAL**	2	100%			Does not meet		
	4. Completed	2	100%	2	100%								
	5. Embedded change												
	x. Closed												
	TOTAL	**2**	**100%**	**2**	**100%**								

INDICATOR 5

Contested status of recommendations

How to read the metadata in Table G.2:

Item	Explanation
Lead	Agency responsible for leading the response
Contested recommendation status	The extent to which the Implementation Monitor does not agree with the agencies' self-reported implementation status during appraisal (5a.)
No. and %	No. and per cent of recommendations which are contested
List	Itemised list of recommendations

Table G.2. Child Safe Governance Review contested recommendations

Lead	**Contested recommendation status** (Indicator 5)		
	5a. No. and % of recs **Domain 1**		**5a.** List **Domain 1**
DoH	0	0%	No contested recommendations

INDICATOR 14

Progress made

How to read the metadata in Table G.3:

Item	Explanation
No., Lead & Status	Child Safe Governance Review recommendation number, Agency responsible for leading the response, and OIM appraised status in accordance with the status ladder set out in the Implementation Framework
Rec text	What the recommendation actually says
Implementation Status Update	The OIM appraiser's summary of the Agency's activities, actions taken and progress made to implement this recommendation. Includes the status submitted by the Agency and contested status if applicable
Timeline	Not applicable for the Child Safe Governance Review. COI only

Table G.3. Child Safe Governance Review appraisal of recommendations (Progress reported against each recommendation)

No., Lead, Status & Mapped rec	Rec text	**Implementation status update** (Indicator 14)	Timeline
72 **DoH** **Completed**	The Department explore and progress the delivery of technology upgrade projects to enhance end to end complaints management handling.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has implemented a cloud-based Safety Reporting and Learning System (SRLS) and established LawVu as a modern complaints case management platform. Together these provide enhanced visibility, reporting capability, complaint tracking and organisational oversight across complaints and incident management functions. The recommendation did not require completion of all future integration projects, functionality enhancements or replacement of all related case management systems. The primary technology uplift contemplated by the recommendation has been delivered and is operational. DoH has moved beyond system implementation and is now using these technologies to support statewide reporting, trend analysis and oversight activities. The SRLS platform supports identification of recurring issues, risks and safeguarding concerns, creating greater organisational visibility than previously existed. To embed these changes into business-as-usual operations, DoH will need to continue to monitor and optimise the SRLS and LawVu platforms, maintain data quality and reporting capability and use complaints and incident information to inform organisational learning, policy development and continuous improvement activities.	No Original Timeline
73 **DoH** **Completed**	The Department of Health strengthen the linkages between the future Complaints Management System and the Safety Reporting and Learning System so that it is clear to staff and patients, carers and community where to report incidents and complaints, what will happen with the reports and how they will get feedback.	**Status submitted by agency:** Completed **OIM Appraisal:** DoH has strengthened linkages between complaints management and incident reporting through implementation of the Statewide Complaints Management Framework, establishment of the Statewide Complaints Management Oversight Unit (SCMOU), introduction of clearer reporting and escalation pathways, and implementation of contemporary complaints and incident management systems. These reforms have improved visibility of complaints and safeguarding concerns, strengthened governance and oversight arrangements, and provided staff, patients, carers and community members with clearer pathways for reporting concerns and receiving feedback. DoH is also using information from complaints and safeguarding reports to undertake thematic analysis, identify emerging risks and inform organisational improvement activities. The core deliverables contemplated by this recommendation have been implemented and are operational.	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	**Implementation status update** (Indicator 14)	Timeline
		To embed these changes into business-as-usual operations, DoH will need to continue to maintain statewide governance and oversight arrangements, deliver ongoing education and awareness activities, undertake analysis of complaints and safeguarding information and use identified themes and trends to inform policy, procedural and service improvements. **Implementation Monitor's view** The Implementation Monitor requested feedback on how this recommendation and recommendation LGH.072 have helped address concerns regarding visibility of issues, organisational oversight, escalation pathways and the ability to identify systemic problems before they become entrenched. DoH advised that strengthened governance, centralised oversight, coordinated case management, and regular thematic review and reporting across SRLS and LawVu have improved visibility of issues, supported timely escalation, and enabled earlier identification and management of systemic risks.	

Appendix H: Weiss Independent Review into Paul Reynolds

This appendix complements the analysis and commentary in the Annual Report. Table H.1 data relates to the Annual Report sections - Domain 2: Monitoring Recommendation Implementation as well as the chapter relating to Weiss Review. The indicators offer a summary of each recommendation's progress. Table H.1 lists the detailed status update and progress made for each recommendation. Table H.3 contains the detailed appraisals which have informed the Weiss Review reporting in Annual Report.

INDICATORS 12 AND 13

Recommendation status as reported by the agencies (12) and assessed by the OIM (13)

How to read the metadata in Table H.1:

Item	Explanation
Lead	Agency responsible for leading the response
Status reported	Status reported by the agency (12a.) or assessed by the OIM (13a.) as per the 'Status Ladder'. See Implementation Framework
No. and %	No. and per cent of recommendations by status level

INDICATORS 14 AND 15

Progress made (14) and compliance with timelines (15)

How to read the metadata in Table H.1:

Item	Explanation
Progress made	The extent recommendations have progressed based on the appraisal process (14a.)
No. and %	No. and per cent of recommendations where at least one action has been assessed as having taken place over the reporting cycle
Compliance with timelines	This is not applicable for the Weiss Review. COI only

INDICATOR 31

Evidence adequacy

How to read the metadata in Table G.1:

Item	Explanation
Evidence adequacy	The extent evidence documents submitted against a given recommendation meet the relevant, credible and sufficient criteria (31a.). This is required for the appraisal to proceed with confidence
No. and %	No. and per cent of recommendations that meet all evidence adequacy criteria

Table H.1. Child Safe Governance Review recommendation progress and status

Lead	**Status reported by Agency** (Indicator 12) and **Implementation Monitor** (Indicator 13)	**12a.** Agency No. and % **Domain 2**		**13a.** Monitor No. and % **Domain 2**		**Progress made** (Indicator 14) **Compliance with timelines** (Indicator 15)	**14a.** One or more actions taken No. and % **Domain 2**		**15a.** Delays No. and % **Domain 2**		**Evidence adequacy** (Indicator 31)	**31a.** No. and % of recs **Domain 5**	
Justice	**1.** Not Started					One or more actions taken	3	100%			Meets relevancy, credibility and sufficiency	3	100%
	2. In progress	3	100%	3	100%	No action taken							
	3. Subst. progressed					**TOTAL**	3	100%			Does not meet		
	4. Completed												
	5. Embedded change												
	x. Closed												
	TOTAL	**3**	**100%**	**3**	**100%**								
DPFEM	**1.** Not Started					One or more actions taken	2	100%			Meets relevancy, credibility and sufficiency	2	100%
	2. In progress					No action taken							
	3. Subst. progressed					**TOTAL**	2	100%			Does not meet		
	4. Completed	2	100%	2	100%								
	5. Embedded change												
	x. Closed												
	TOTAL	**2**	**100%**	**2**	**100%**								
All agencies	**1.** Not Started					One or more actions taken	5	100%			Meets relevancy, credibility and sufficiency	5	100%
	2. In progress	3	60%	3	60%	No action taken							
	3. Subst. progressed					**TOTAL**	5	100%			Does not meet		
	4. Completed	2	40%	2	40%								
	5. Embedded change												
	x. Closed												
	TOTAL	**5**	**100%**	**5**	**100%**								

INDICATOR 5

Contested status of recommendations

How to read the metadata in Table H.2:

Item	Explanation
Lead	Agency responsible for leading the response
Contested recommendation status	The extent to which the Implementation Monitor does not agree with the agencies' self-reported implementation status during appraisal (5a.)
No. and %	No. and per cent of recommendations which are contested
List	Itemised list of recommendations

Table H.2. Weiss Review contested recommendations

Lead	**Contested recommendation status** (Indicator 5)		
	5a. No. and % of recs **Domain 1**		**5a.** List **Domain 1**
Justice			No contested recommendations
DPFEM			
TOTAL	0	0%	

INDICATOR 14

Progress made

How to read the metadata in Table H.3:

Item	Explanation
No., Lead & Status	Child Safe Governance Review recommendation number, Agency responsible for leading the response, and OIM appraised status in accordance with the status ladder set out in the Implementation Framework
Rec text	What the recommendation actually says
Implementation Status Update	The OIM appraiser's summary of the Agency's activities, actions taken and progress made to implement this recommendation. Includes the status submitted by the Agency and contested status if applicable
Timeline	Not applicable for the Child Safe Governance Review. COI only

Table H.3. Weiss Review appraisal of recommendations (Progress reported against each recommendation)

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
1 **Justice** **In progress**	That Tasmania Police establish a restorative engagement framework and scheme for persons who have experienced grooming and/or sexual abuse by Paul Reynolds who may or may not have participated in the Review, or, if the Commissioner deems appropriate, are victim-survivors of other former or serving Tasmania Police officers who participated in this Review that: **i.** reflects best practice for restorative processes and redress schemes; **ii.** conveys clear terms of eligibility for participation in an independently funded redress scheme; **iii.** is overseen by an independent board; **iv.** provides the opportunity for a direct personal response from the Police Commissioner or delegate by agreement, which includes acknowledgment of the impact of the abuse on the victim-survivor; **v.** offers access to support services, counselling and psychological care; and **vi.** is open for a minimum period of 12 months from the date of its establishment.	**Status submitted by agency:** In progress **OIM Appraisal:** Justice and DPFEM have prioritised ensuring victim-survivors of Paul Reynolds are directly engaged and supported. As part of this, Justice is supporting Ms Regina Weiss's engagement with victim-survivors to ensure they are aware of the National Redress Scheme, available supports, and can access assistance in a trauma-informed and victim-survivor-centred way. Justice will also continue to consider whether any further action is required to ensure that victim-survivors within the scope of Recommendation 1 have been appropriately engaged and supported, including as the National Redress Scheme application closure date approaches.	No Original Timeline
2 **Justice** **In progress**	That Tasmania Police establish a permanent restorative engagement framework for persons who have experienced grooming and/or sexual abuse by Tasmania Police officers that: **i.** reflects best practice for restorative processes; **ii.** is overseen by an independent board; **iii.** provides the opportunity for a direct personal response from the Police Commissioner or delegate by agreement, which includes acknowledgment of the impact of the abuse on the victim-survivor;	**Status submitted by agency:** In progress **OIM Appraisal:** Justice is focused on developing the scope and design of a State-based restorative engagement and redress framework for people who have experienced grooming and/or sexual abuse by Tasmania Police officers. Justice is progressing this work alongside the Government's broader response to COI Recommendation 17.01. Justice has obtained Independent actuarial advice to inform this work. However, Justice is still working on the final design, which will require Government approval. Justice continues to implement aspects of this recommendation through its response to Recommendation 1, including direct engagement with victim-survivors of Paul Reynolds.	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
	iv. provides the opportunity to engage in a conciliation process with persons the victim-survivor deems appropriate, with full consent of all parties; **v.** offers access to support services, counselling and psychological care		
3 **DPFEM** **Completed**	That Tasmania Police establish a framework which strengthens community engagement and builds trust between Tasmania Police, vulnerable community groups and Tasmanian sport and recreation organisations for the purpose of preventing, identifying and reporting grooming, sexual abuse and unacceptable sexualised conduct in sport, which includes: **i.** Tasmania Police conducting regular forums with representatives from sport and recreation organisations, providing an avenue to share information and raise awareness on preventing, identifying, and reporting grooming, sexual abuse and sexualised conduct in sport. **a.** appointing a dedicated Tasmania Police focal point for sport and recreation; **b.** increasing Tasmania Police presence at junior sporting competitions where practicable; **c.** improving and strengthening the level of statewide engagement and education between the sport and recreation community and Tasmania Police through a dedicated statewide Community Engagement Command. Responsibility for the dedicated statewide Community Engagement Command should be overseen by a Commander of Police and adequately resourced to support the educational, training and safety needs of the Tasmanian community across the state.	**Status submitted by agency:** Completed **OIM Appraisal:** Tasmania Police has released the Tasmania Police Community Engagement Strategy 2025–2028 (Community Engagement Strategy). The Community Engagement Strategy aims to provide an organisation-wide framework focused on accessibility, trust, collaboration, and engagement with diverse communities. The Community Engagement Command will be responsible for regular reporting to the department's leadership group on the measures in the Community Engagement Strategy. The measures are based on the following pillars: • Trust and transparency • Partnerships and collaboration • Diversity and inclusion • Prevention and early intervention • Trauma-informed engagement • Continuous improvement and data-driven decision making **Implementation Monitor's views** The Implementation Monitor acknowledges that the Community Engagement Strategy does not specifically focus on building trust between Tasmania Police and sporting and recreational organisations. However, the Implementation Monitor is open to Tasmania Police's approach in recognition that there are multiple priority populations that Tasmania Police will track its engagement with moving forward, including sport and recreation organisations. **Recommendation 3(i)(a) - 3(i)(c)** Tasmania Police established the Community Engagement Command in July 2025 to: • Strengthen community engagement • Improve public trust and confidence • Support more proactive and collaborative policing practices across Tasmania.	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
		The Commander in charge of the Community Engagement Command has led a number of practical engagement initiatives with sporting organisations and community groups to strengthen relationships and improve police visibility and accessibility. Tasmania Police also launched Poli, the outreach van program to improve visibility, accessibility, and engagement with diverse and vulnerable communities. **Implementation Monitor's view** The Implementation Monitor welcomes the development of a number of initiatives that will strengthen Tasmania Police's engagement with the community and specifically, sporting organisations. The Monitor has heard positive feedback about Poli and the work of the Community Engagement Command. The Monitor considers that funding of the Community Engagement Command will be crucial to the ability of the unit to be able to reach the different sporting and recreational organisations across the state. The Monitor will therefore remain engaged with Tasmania Police to ensure it is sufficiently funded to achieve this.	
4 **DPFEM** **Completed**	That Tasmania Police establish a dedicated victim management team which is funded and resourced to operate separately of the Professional Standards Command to support victims of reported sexual offending or misconduct where the perpetrator is a current serving or previously serving police officer, and which: **i.** is staffed by sworn and unsworn police members with specialised victim-centric trauma-response training specific to dealing with victims of police offending or misconduct; **ii.** is housed in a physical location separate from the Professional Standards Command and is accessible to victims statewide; and **iii.** provides ongoing support to victims before, throughout and after any Professional Standards investigation	**Status submitted by agency:** Completed **OIM Appraisal:** DPFEM has established a victim-centric and trauma-informed support response through the Arch model for victim-survivors of sexual offending or misconduct, including matters involving current or former Tasmania Police officers. Arch provides a multidisciplinary response staffed by both sworn and unsworn Tasmania Police members, alongside specialist service providers who deliver trauma-informed support. There is now an Arch centre in the North West, North, and South. Importantly, Arch operates separately from Professional Standards Command. Arch is located in a separate physical location from Professional Standards Command. DPFEM has also developed a 'Family Violence & Sexual Abuse (including Child Sexual Abuse) Policy' (the Policy). The Policy: • Applies to members of Tasmania Police who are involved in family violence and sexual abuse as either perpetrators or victims • Outlines that Tasmania Police will take a pro-intervention approach that prioritises immediate protection for victims and affected children • Outlines that Tasmania Police will prioritise communication with, and responses to victims	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
		• Acknowledges the barriers to reporting family violence and sexual abuse involving police. The Policy also outlines that where the victim of family or sexual abuse is a police officer, they will have access to the Wellbeing Support Services provided by DPFEM.	
5 **Justice** **In progress**	**i.** That consideration be given by Tasmania Police to making a recommendation to the Tasmanian Government for amendments to the *Integrity Commission Act 2009* to ensure that all notifications made to the Integrity Commission in respect of members of Tasmania Police who are alleged to have groomed and/or sexually abused persons [serious misconduct] can be investigated independently by the Integrity Commission through: **a.** authorising access to Tasmania Police investigation databases; **b.** providing coercive examination powers; **c.** recognising the Integrity Commission as a 'law enforcement agency' for the purpose of Tasmanian legislation under which applications for covert powers might be sought; **d.** the ability to conduct (open or closed) hearings in relation to any matter relevant to the performance of its functions with as little formality and technicality as is consistent with a fair and proper consideration of the issues; **e.** the ability to apply to a Magistrate or Justice of the Peace for a warrant for arrest in the first instance; **f.** the ability to conduct wholly independent or joint investigations with Tasmania Police and/or other law enforcement bodies, or monitor and/ or oversee investigations conducted by Tasmania Police; and	**Status submitted by agency:** In progress **OIM Appraisal:** Justice has observed that there are two elements of this recommendation: State integrity reform and Commonwealth telecommunications reform. Firstly, Justice has advised that the State reform stream is being advanced through amendments to the *Integrity Commission Act 2009*. The Integrity Commission Amendment Bill 2026 intends to strengthen Tasmania's integrity framework and responds to issues identified through the Weiss Review, the Cox Review and matters raised by the Integrity Commission. Secondly, Justice has advised that the Commonwealth telecommunications stream requires action under the *Telecommunications (Interception and Access) Act 1979* (Cth) (Telecommunications Act). As the Telecommunications Act is an Act of the Parliament of Australia (not Tasmania), this stream includes matters that are not wholly within the control of the Tasmanian Government. The Tasmanian Attorney-General has written to the Australian Government Minister for Home Affairs to seek relevant action including: • Declaration of the Integrity Commission as a criminal law enforcement agency; and • Related amendments to enable Tasmania Police to lawfully communicate intercepted information to the Integrity Commission where appropriate. Justice has therefore nominated the 2028 completion date to account for the role of the Australian Government that sits beyond the direct control of the Tasmania Government. Justice will continue to progress the Tasmanian legislative work and maintain engagement with the Australian Government on the remaining telecommunications elements.	No Original Timeline

No., Lead, Status & Mapped rec	Rec text	Implementation status update (Indicator 14)	Timeline
	g. extend jurisdiction for investigations of former Tasmania Police members provided the conduct being investigated occurred while the person was an officer or employee. **ii.** Reiterating Recommendation 35 of the Honourable William Cox AC, RFD, ED, KC in the 2016 'Independent Review of the *Integrity Commission Act 2009*', that consideration be given to Tasmania Police requesting that the Commonwealth recognise the *Tasmanian Integrity Commission under the Telecommunications (Interception and Access) Act 1979* so as to define the Commission as an 'eligible agency' and grant the Commission the status of a criminal law enforcement agency for the purposes of that Act.		

Feedback

Your voice and experiences matter

Meaningful reform depends on understanding how change is experienced in practice. The Office of the Implementation Monitor welcomes information, views and feedback from all individuals and organisations. This includes children and young people, families, carers, advocates, community members, Aboriginal organisations, service providers and people with lived experience of Tasmania's child safety system.

As part of our ongoing work, we will actively seek opportunities to engage with communities and stakeholders across Tasmania. This will include meeting with individuals and organisations, consulting with people with lived experience, participating in community and sector forums, inviting feedback on specific issues, and seeking a range of perspectives to inform our monitoring and reporting.

We also welcome feedback on this annual report and suggestions about how we can improve the way we communicate our work and the progress of child safety reform.

Contact the Office of the Implementation Monitor

Email	submissions@oim.tas.gov.au
Phone	(03) 6166 9125
Write/post to	GPO Box 1126, Hobart TAS 7001

Child safety reform is a shared responsibility and a long-term commitment. Lasting change depends on continued engagement from the people, communities and organisations who experience and support the system every day. We encourage you to stay connected with our work, share your experiences and perspectives, and help us identify both progress and areas for improvement.

Together, we can help ensure that child safety reforms deliver lasting improvements in the lives of Tasmania's children and young people.

Child Safety Reform
Implementation Monitor
TASMANIA

oim.tas.gov.au