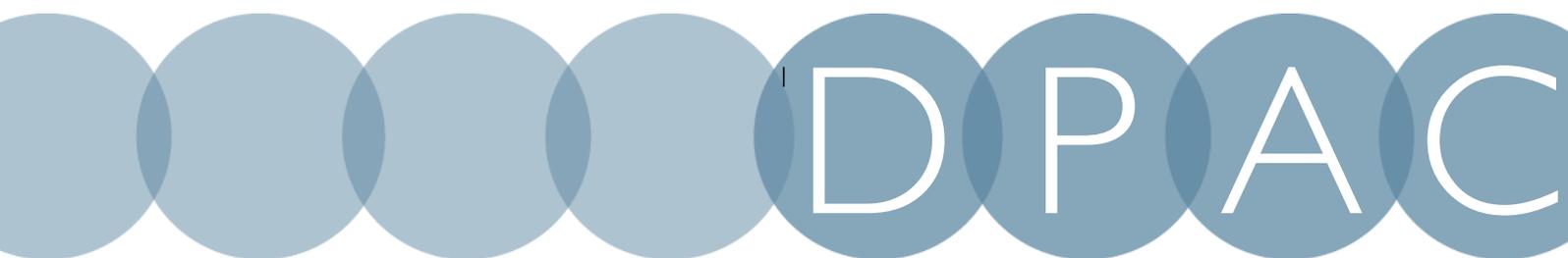


Tasmanian Women's Plan

Current Government Initiatives for Women 2014



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Economic security and financial independence

Current initiatives	Description	Lead agency
Assisting women in business		
Business Tasmania www.business.tas.gov.au	Business Tasmania provides phone, SMS, email and online services. Businesses can find information and tools to assist them at any stage of the business life cycle (including start-up advice, licencing, and referrals to other programs). Business Tasmania provides links to information for women in business and manages the client entry point for other business-related programs including Enterprise Centres Tasmania, Mentoring Services Tasmania and the No Interest Loan Scheme (NILS) micro business loans.	Department of State Growth (State Growth)
Enterprise Centres Tasmania www.enterprisecentres.tas.gov.au/	Enterprise Centres Tasmania provide free one-on-one support, training and networking events to Tasmanian businesses.	State Growth
Mentoring Services Tasmania www.coachestuff.com/?page_id=69	Mentoring Services Tasmania is a free statewide service providing volunteer business mentors to small business clients and community groups. A priority is to increase the number of women mentors.	State Growth
No Interest Loan Scheme (NILS) www.nilstasmania.org.au/	NILS provides zero-interest loans to low income Tasmanians to develop micro-businesses without the risks associated with commercial loan interest rates. The loans allow up to \$3 000 to be borrowed to cover the cost of insurance, business registration and start-up equipment. While NILS provides the loan capital, clients are referred and assisted with business advice and mentoring through Business Enterprise Centres.	State Growth
Women in Tourism and Hospitality (WITH) http://withtas.com/	WITH is an industry-led body that provides support, mentoring and networking opportunities to women in the tourism and hospitality industry in Tasmania. WITH holds bi-monthly events to enable women working or studying in the tourism industry to come together, network and make new friends and business contacts.	Industry led with members from Tourism Tasmania
Promote equal opportunity in workplace practices		
Promote awareness of equal opportunity - Office of the Anti-Discrimination Commissioner	The Office of the Anti-Discrimination Commissioner promotes awareness of the right to equal opportunity in employment and the right to equality in employment	Department of Justice (DOJ)

Current initiatives	Description	Lead agency
	for Tasmanian women and employers. It also provides community education around anti-discrimination in the workplace.	
Women as consumers		
<i>Public Awareness Strategy</i> – Consumer Affairs and Fair Trading	The objective of this Strategy is to increase awareness of consumer issues within the community. A number of techniques are used: development and distribution of informational brochures; information booths at public events; distribution of information packages; and presentations to community groups. The focus of these activities is to inform people of their rights and obligations as consumers, to make them more aware of risks and highlight things to be aware of in making purchasing decisions. This program will continue with a focus on socially disadvantaged groups and individuals.	DOJ
Employer of choice - The Tasmanian Government promotes 'models of excellence' in employment practices. Below are some of the programs in place.		
Employer of Choice Awards Program	<p>The Employer of Choice Awards Program encourages the development of modern employment and workplace practices and recognises and promotes Tasmanian organisations that, regardless of their size, successfully attract and retain skilled employees. Employers of Choice:</p> <ul style="list-style-type: none"> • offer challenging and rewarding careers and support their staff with flexible working conditions so they can enjoy a balanced lifestyle; • demonstrate authentic leadership – senior personnel engage with their people and value their contributions; • communicate effectively, two-way. Employees understand how their work helps to achieve the goals of the organisation and they have opportunities to contribute ideas; and • have evidence that the strategies they use to attract and retain skilled staff help them to succeed. 	Skills Tasmania, State Growth
Healthy@Work Program – State Service Management Office (SSMO)	The Healthy@Work Program is designed to support the development of effective workplace health and wellbeing programs that are integrated in each Tasmanian	Department of Premier and Cabinet (DPAC)

Current initiatives	Description	Lead agency
	Government agency. These programs target issues such as smoking, nutrition, physical activity, alcohol and psycho-social factors.	
Workplace Diversity Programs - Flexibility	All Tasmanian Government Agencies have Workplace Diversity Programs in place, in addition to internal grievance procedures. Employees have access to part time employment arrangements, flexible hours and leave arrangements. Leave arrangements include: <u>defence force leave</u> ; <u>emergency service activities</u> ; <u>flexible work arrangements</u> ; <u>jury service</u> ; <u>leave without pay (LWOP)</u> ; <u>long service leave</u> ; <u>parental leave</u> (including adoption leave); <u>personal leave</u> (incorporating sick leave and carer's leave); <u>recreation leave</u> ; <u>special leave</u> ; <u>state service accumulated leave scheme (SSALS)</u> ; purchased leave scheme, and <u>study assistance</u> .	All State Government Agencies
People from culturally and linguistically diverse backgrounds		
Promote diversity programs: implement Work Placement Program (Migrants) - Communities, Sport and Recreation Tasmania (CSRT)	Since 2003, the Work Placement Program has provided new migrants and former humanitarian entrants with work experience through placements in State Service agencies and local councils. The Work Placement Program is structured to give participants experience in an Australian workplace and also provides the opportunity to develop job application and interview skills. It is facilitated by CSRT.	DPAC
People with disability		
Promote diversity programs: Disability Program - SSMO	Through the State Service Management Office, a range of employment resources and advice is provided to facilitate the employment opportunities for people with disability. In addition, agencies are also supported to run their own graduate disability programs.	DPAC
Promote diversity programs: Willing and Able Mentoring Program – CSRT and SSMO	Since 2010-11, DPAC in a partnering arrangement with the University of Tasmania (UTAS), Willing and Able Mentoring (WAM), facilitates a mentoring program for UTAS students with disability. The program matches students with mentors for the purpose of providing advice on career planning and professional and personal development.	DPAC

Current initiatives	Description	Lead agency
Young people		
Promote diversity programs: Young people – SSMO	A number of arrangements are in place to assist agencies in recruiting young people. These include traineeships, apprenticeships, cadetships and graduate programs. In addition, the Government has a partnership arrangement with UTAS, which delivers an annual internship program enabling third and fourth year students to undertake research projects within a State Service agency. This provides significant benefits to both the student and agency.	DPAC

Education and training

Current initiatives	Description	Lead agency
Retaining and supporting pregnant and parenting students		
Claremont College Young Mothers' Program	The purpose of this program is to assist young mothers to continue their education. The program operates for young mothers and mothers-to-be and assists young women to meet other young mothers and learn parenting skills.	Department of Education (DOE)
<i>Retaining and Supporting Pregnant and Parenting Students Guidelines</i>	Pregnant or parenting students are at risk of leaving education and are among the most vulnerable students in relation to retention. The purpose of these guidelines is to ensure that pregnant and parenting students are supported in continuing their education.	DOE
Young Parent Group North-West	<p>The aim of the program is to assist young parents to feel confident within themselves by establishing peer networks of other young parents. The program also provides opportunities to learn key parenting and life skills. Young parents are provided with opportunities to access community programs and become active in their community. The target group is young parents up to age 21. Re-establishing goals around education and employment is a key focus. Hellyer College provides a teacher to counsel students about education programs and to provide ongoing support with flexible learning materials for these students. Outcomes of this program have seen young parents obtaining their Tasmanian Certificate of Education (TCE), with some studying on the Hellyer College campus part-time then continuing to tertiary level education.</p> <p>Children often attend with their parents and are catered for in the purpose built play room and playground. The program is run out of the Acton Child and Family Hub where parents have access to child health nurses, a psychologist and speech pathologists. Support is also provided to the young parents and their families in addressing the challenges that may be barriers to education, training and employment. Assistance with transport, personal relationships, managing finances and dealing with physical and mental health issues is also provided. The program is managed through the group of mainly government agency representatives that support the program.</p>	DOE

Current initiatives	Description	Lead agency
Mentoring program for girls		
Girls Mentoring Program - Claremont College and Hobart College)	The aim of the program is to raise female students' aspirations, self-esteem and awareness of life and career choices. The program enables students to become aware of a range of different jobs and assists them to make decisions about their future career paths. Most of the girls in the program come from rural backgrounds, disadvantaged backgrounds or are living independently. Approximately 12 girls participate in the program each year and they are supported by 12 business/professional women.	DOE
Relationship and sexuality education		
<i>Respectful Schools, Respectful Behaviour</i>	<p>As part of the DOE's strategic priorities and aligned to the <i>Learners First</i> values, the department developed the <i>Respectful Schools and Workplaces Framework</i> at the end of 2013. This summarises the priorities and strategies that contribute to safe and inclusive learning and working environments.</p> <p>As part of this framework, a priority is to ensure that schools and workplaces are inclusive of all; that there are shared visions, values and clearly defined expectations that contribute to being accessible, diverse and accepting and that respectful behaviour is the responsibility of everyone. As such, the department is implementing three main initiatives in 2014:</p> <ul style="list-style-type: none"> • <i>Respectful Schools</i>: Supporting a whole school approach to behavior supports the application of a consistent whole school approach to behavior through the provision of: a resource for schools: <i>Respectful Schools, Respectful Behaviours</i>, professional learning through the Professional Learning Institute and a web portal. A <i>Respectful Behaviours in the Workplace</i> resource is also being developed. • <i>Respectful Schools: Supporting Student Need in 2014</i> seeks to ensure learners requiring educational adjustments are supported through: targeted resources and adjustments to learning programs, a Respectful Schools Support Team, and professional learning for staff. 	DOE

Current initiatives	Description	Lead agency
	<ul style="list-style-type: none"> • <i>Respectful Schools: Combatting bullying and cyberbullying in our community</i> Workshops for principals and teachers, support personnel, Heads of Government Agencies and senior executives within the Tasmanian Public Service, and community forums for parents and the wider school community facilitated by Professor Donna Cross. Research has identified that among other things, a whole school approach to behaviour that addresses bullying, effective classroom management and consistent behaviour management methods are features that are likely to be the most effective in preventing and reducing bullying. 	
<i>Relationships and Sexuality Strategy</i>	To provide a coherent framework for schools to support students to develop knowledge, understanding and skills that will help them to establish and manage respectful relationships and to develop positive practices in relation to their reproductive and sexual health and the development of gender and sexual identities.	DOE
Child and family		
Child and Family Centres (CFCs)	<p>The purpose of CFCs is to improve the health and wellbeing, education and care of Tasmania's very young children by supporting parents and enhancing accessibility of services in the local community. The goals of the Child and Family Centres are to:</p> <ul style="list-style-type: none"> • improve the health and educational outcomes for children – birth to five years; • provide a range of integrated early years services in the local community to support the development of children from birth to five years; • build on the existing strengths of families and communities and assist in their educational needs; • increase participation in early years programs such as those offered through Launching into Learning; and • build community capacity by developing partnerships with parents, carers and the community and respond to child and family needs in a seamless and 	DOE

Current initiatives	Description	Lead agency
	<p>holistic manner.</p> <p>A common focus for all CFCs is the cultivation of partnerships with a range of services and a commitment to developing respectful relationships with families. The centres have a child-focused approach combined with support and opportunities for parents, caregivers and families.</p> <p>Specific initiatives to support women through these centres include:</p> <ul style="list-style-type: none"> • Family planning, pregnancy and wellbeing sessions • Being a Parent course and new parents sessions • Opportunities to attend training including Family Partnership Training, Mental Health First Aid, First Aid, Certificate 2 and 3 in various areas. 	
Strengthening literacy and numeracy		
Literacy and numeracy learning initiatives	<p>DOE funds a number of literacy and numeracy initiatives including:</p> <ul style="list-style-type: none"> • Raising the Bar – the department funds selected schools based on NAPLAN data to participate in the Raising the Bar initiative. The implementation of this initiative provides additional staffing to selected primary and high schools whilst building teacher capability and a whole-of-school improvement approach. • Participating schools select from evidence-based strategies, program approaches or frameworks in order to address identified student need whilst helping teachers develop broader skills and to personalise learning for all students. • <i>Literacy and Numeracy Specialist Teacher Strategy</i> – 25 specialist teachers were appointed in July 2014 to work with students in Years 7 to 9 below the National Minimum Standard in NAPLAN testing. The specialists will also work with Year 6 students as a base for support into Years 7 to 9. • Literacy and Numeracy Network Lead Teacher Initiative – The role of lead teachers is to share best practice as identified through research and data, and to provide expertise and direct support to schools. The lead teachers are also 	DOE

Current initiatives	Description	Lead agency
	<p>supporting Raising the Bar schools to meet targets identified in the literacy and numeracy plans. Lead teachers support the implementation of effective professional learning structures and processes in schools to enable sustainable improvement through capacity building.</p> <ul style="list-style-type: none"> • Literacy and Numeracy data – Schools have access to a range of data and reports of literacy and numeracy that allow schools to compare their results against previous achievements to determine the progress that is being made. Some reporting systems, including NAPLAN Toolkit and the department's data system edi, have been developed by the Tasmanian DOE to support government school teachers in reviewing what their students know, and how they can support improvement. Public reporting of literacy and numeracy achievement is available through the MySchool website. • Resources – a range of resources are provided to teachers to support teaching and learning of literacy and numeracy including: <ul style="list-style-type: none"> ○ Literacy and Numeracy Framework aligned to DOE's <i>Learners First Strategy</i> ○ NAPLAN school level and student level data ○ Student History data ○ NAPLAN Toolkit ○ Literacy and Numeracy Resource Package • <i>Adult Literacy Action Plan</i> – Under the State Government's <i>Tasmanian Adult Literacy Action Plan</i>, Learning and Information Network Centres (LINC)s, Tasmania's network of 23 literacy coordinators (and more than 680 trained volunteer tutors) is now fully established and providing literacy learning support to Tasmanians throughout the State. The 26TEN Network launched by the Premier and Minister for Skills and Education in October 2012 is a network of organisations and individuals from business, community and government working together to improve adult literacy in Tasmania. 26TEN includes a campaign to raise community awareness and generate action, a website (www.26ten.tas.gov.au) and 1300 service to connect Tasmanians with programs and services and make it easier for them to find help or help others, 	

Current initiatives	Description	Lead agency
	literacy awareness and plain English workshops, and a grants program aimed at workplaces and communities.	
Supporting retention		
<i>Retention and Attainment Strategy</i>	The <i>Retention and Attainment Strategy</i> guides the work of the department in improving the transition of students from Year 10 to further education and training. It is designed to encourage students to stay in education and training, and gain a meaningful Year 12, or equivalent, qualification. A key initiative of the strategy is the introduction of tracking of students from Year 10 to the completion of Year 12, or equivalent. This includes following up at-risk and disengaged students and supporting their re-engagement. The strategy focuses on a range of areas to support transition, engagement and achievement of qualifications.	DOE
Student Retention Beyond the Compulsory Years in Rural, Regional and Disadvantaged Communities Project	The Australian Research Council (ARC) Linkage Project is a collaborative longitudinal study being undertaken by the University of Tasmania and the DOE, which commenced in July 2011. The project is investigating the nature, impact and efficacy of a range of intervention strategies at primary school, secondary school and college levels aimed at enhancing student retention in education beyond the compulsory years of schooling. It will build knowledge of the ways in which factors known to influence retention interact with one another and other relevant but under researched variables. This three-year study is located in rural, regional and lower socioeconomic areas of Tasmania.	DOE
Career path planning		
<i>My Education</i>	From 2015 a Kindergarten to Year 12 approach to career and life planning, 'My Education (me)' will be introduced. With support through the curriculum, 'My Education (me)' will assist students to identify their personal interests, values, strengths and aspirations, and teach them how to use this knowledge to connect them with where they want to go. The roll out will be staged with all schools implementing the approach by 2017. Career development embedded in the curriculum will ensure that Tasmania's students, together with their parents, carers and the other influential adults in their	DOE

Current initiatives	Description	Lead agency
	<p>lives, are involved in decision-making about their future options and pathways from the beginning of their education.</p> <p>Career Awareness Programs (CAPs) are developed in collaboration with TasTAFE, UTAS, senior secondary schools and various peak industry bodies. These programs which may be statewide or regional are available for students in Years 9 and 10 and are designed to assist them in making informed decisions about their future education, training and employment options. Program development is based on skill shortage areas, student interests and community needs. In conjunction with the Australian Defence Force, a one day girls only program is run in each region. Allocation of places in CAP programs is positively discriminated towards female applicants in non-traditional areas, such as trades and engineering.</p>	
Initiatives for students in rural and remote areas		
<p>Extending years 11 and 12 program to rural and regional high schools</p>	<p>The government introduced the Extending Year 11/12 program in early 2014 to begin in schools from 2015. The initiative will see 21 schools identified to begin delivering Year 11/12 within four years.</p> <p>Six schools have been identified to begin delivering Year 11/12 under the new policy in 2015:</p> <ul style="list-style-type: none"> • Huonville/Dover as a partnership • St Helen's/St Mary's as a partnership • Scottsdale High School • Smithton High School. <p>The program is designed to complement and not replace the work of colleges. It is designed to primarily (but not exclusively) target students at risk of not completing Year 12.</p>	<p>DOE</p>
<p>Trade Training Centres</p>	<p>The Tasmanian Government has accessed the Australian Government's Trade Training Centre in Schools program as part of its strategy to increase vocational</p>	<p>DOE</p>

Current initiatives	Description	Lead agency
	<p>training opportunities for people living in rural and remote areas. The aim has been to establish skill hubs in regional areas, involving as many schools in that area as possible. The centres are designed to deliver a number of trade competencies (not all at each site) covering auto-electric, electrotechnology, bricklaying, plumbing, metals, carpentry and joinery, cookery, aged care, agriculture, aquaculture and horticulture. The competencies are generally up to Certificate II level qualifications which will articulate to Certificate III. The Vocational Education Training (VET) Programs are for students enrolled in Years 11 and 12, as well as pre-employment VET programs for young people and adults preparing to undertake apprenticeship employment. The final two centres being established at Nubeena and Queenstown/Burnie in late 2014 are part of the Australian Government Trades Skills Centres program.</p>	
<p>Initiatives for students from equity groups</p>		
<p>Aboriginal students</p>	<p>Aboriginal Education Services delivers a range of programs to support schools in meeting the educational needs of Aboriginal students and families in Tasmanian Government schools.</p> <p>Aboriginal Education Officers in each Learning Service support upper primary and secondary students to attend and engage in their schooling. They assist with transition to further education, training and employment and with opportunities to connect with community and culture.</p>	<p>DOE</p>
<p>Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) students</p>	<p>DOE has set a leading example in identifying and addressing issues for LGBTI students by continuing to convene an LGBTI Issues in Education Strategic Working Group with representatives from the gay and lesbian community, Office of the Anti-Discrimination Commissioner, Australian Education Union, Catholic Education Office and DPAC. The group has produced the comprehensive <i>Guidelines for Supporting Sexual and Gender Diversity in Schools and Colleges</i>, which provides information about how Tasmanian schools and colleges can make a very real difference through inclusive learning and teaching, and supportive school cultures and approaches.</p> <p>As a result of the department's focus, Ulverstone High School was the overall</p>	<p>DOE</p>

Current initiatives	Description	Lead agency
	<p>winner of the annual 'Dorothies' awards by the LGBTI support service group 'Working it Out' with three additional schools highly commended.</p> <p>Departmental schools and colleges as well as business units are encouraged to share the <i>Guidelines for Inclusive Language</i> with students and staff. The DOE, through its key values of equity, respect and relationships, is committed to providing equal opportunity and access for all people. Inclusive language can play an important role in acknowledging everyone and treating all people equitably and with the sensitivity and respect to which they are entitled.</p> <p>Staff and students are encouraged to be aware of their responsibility to use inclusive language. Discriminatory language is damaging to others in work and learning environments. From a professional point of view it is important that inclusive language is used in all forms</p>	
Students with disability	<p>In the Tasmanian Government education system, students with disability are encouraged to attend regular schools. Students with disability are provided with the necessary support and curriculum to meet their needs whilst being taught with their own age group at their school. Their learning is personalised through <i>Individual Education Plans</i> developed in consultation with their family/carer.</p> <p>Students have access to support from teams of professionals that include support teachers, guidance officers, speech and language pathologists and social workers. If attendance at a regular school is not a suitable option, students may be eligible to attend a special school. Special schools provide the type of specialist facilities, curriculum and support that a child with a particular disability might require.</p> <p>In 2014 further support has been provided through the implementation of the Respectful Schools Support Team in each Learning Service. The team includes an Educational Psychologist, Behaviour Learning Leader and Teaching Learning Leader who work directly with schools to build staff capacity in school wide positive behaviour supports and student engagement.</p>	DOE
Increasing flexibility in learning		
Flexibility of training - Skills Tasmania	The flexibility of the VET system makes it easier for anyone wishing to become an	Skills Tasmania,

Current initiatives	Description	Lead agency
	<p>apprentice or trainee, whether they are a full-time, part-time or school-based apprentice or trainee.</p> <p>Apprenticeships and traineeships are available to anyone of working age, including school-leavers, those re-entering the workforce or people simply wishing to change careers.</p> <p>Distance education and online courses are available to people who live in remote areas. In distance education, the training is delivered by a provider from a remote location or in a location convenient for the learner. Training is often provided over the internet and support materials, such as course booklets, CD ROMs and training manuals, are often provided by the registered training organisation.</p>	State Growth
Personalised learning; anywhere, anytime	DOE through, its <i>eStrategy</i> , has an implementation plan to deliver high quality learning anywhere, anytime across the department and wider community and through our partnerships with others. It encourages use of digital technology as a powerful tool to improve self-directed and lifelong learning for all Tasmanians. It will use technology to communicate with and empower stakeholders and the wider community.	DOE
VET in schools	<p>DOE has developed a new VET in Schools policy and associated procedures as well as other helpful information to assist secondary and senior secondary schools plan educational programs offered to students.</p> <p>The policy ensures nationally accredited VET is delivered only to Years 11 and 12 students (except where industry demand can be demonstrated). Schools are best placed to decide the eligibility for students on appropriate VET pathways. The policy also enables schools greater control over budget management.</p> <p>Importantly, the policy does not mean students in years earlier than Year 11 cannot participate in VET programs. Work Studies, as part of the Australian Curriculum and Vocational and Applied Learning as part of the Tasmanian Curriculum can provide valuable vocational educational training for this cohort of students.</p>	DOE
Supporting women with employment barriers/equity programs		

Current initiatives	Description	Lead agency
Equity support programs	<p>Increasing opportunity is one of the four themes of the <i>Tasmania Skills Strategy</i>. To execute this strategy, Skills Tasmania has developed an equity policy and action plan that will deliver on increasing opportunity and reducing disadvantage by:</p> <ul style="list-style-type: none"> • increasing participation and achievement in VET; • improving employment outcomes; and • increasing the responsiveness of the training system. <p>This plan covers all equity groups, including women, and is implemented through two programs, Skills Equip and the Equity Support Program – Small Grants and Large Grants Stream, as well as informing all Skills Tasmania’s purchasing mechanisms</p>	Skills Tasmania, State Growth
Skills Equip -Skills Tasmania	Skills Tasmania funds programs through Skills Equip - a competitive bids program created to assist people experiencing barriers to access and participation in VET and/or employment to develop employability skills and greater opportunities for employment. Funding includes programs to support women, return to work and study programs, and Aboriginal programs.	Skills Tasmania, State Growth
Lifelong Learning		
LINC’s – community learning	<p>LINC’s are located in urban and regional locations statewide and provide a community-based hub where Tasmanians can access information, community learning and literacy services. LINC Tasmania’s core strategy to encourage lifelong learning is supported by the ongoing development of LINC’s in regional centres throughout the state. A major focus for LINC Tasmania is to enable more people to re-engage with education by building capacity to provide literacy support services and programs to adults and families with low literacy skills. LINC Tasmania also facilitates community learning that supports the existing and emerging needs of Tasmanians, particularly opportunities to enhance pathways to work, further learning and social inclusion.</p> <p>LINC Tasmania supports learning needs through:</p> <ul style="list-style-type: none"> • courses that provide a 'second chance' to develop essential and basic skills for 	DOE

Current initiatives	Description	Lead agency
	<p>life and work</p> <ul style="list-style-type: none"> • support to improve reading, writing and maths skills • courses that help build skills to return to the workforce or change job or industry • programs to help keep connected to the community and to participate in community life • links to other pathways, learning opportunities and programs • family-based sessions that support the development of early literacy for young parents and their pre-school children 	

Health and wellbeing

Current initiatives	Description	Lead agency
Population Health Equity Programs		
<i>A Health Equity Framework</i>	Population Health and Wellbeing, in the Department of Human Services (DHHS), is developing a <i>Health Equity Framework</i> to support agencies, organisations and services to plan and enact better policy and practice that will increase health equity in the Tasmanian community through addressing avoidable and unfair systemic and socially determined barriers.	DHHS
Population Health and Wellbeing	Population Health and Wellbeing, in DHHS, works to prevent or reduce the common risk factors that lead to chronic conditions. Multiple strategies are used to achieve improved health and wellbeing outcomes, including for women and girls. This includes legislation, policy change, reorienting services and systems, building workforce capacity, and healthy environments and settings where people live, work and play. Examples include: the school-based <i>Move Well Eat Well</i> health promotion program; <i>SafeLandings</i> sexual and reproductive health training for school teachers, breastfeeding programs and supports, and workplace health and wellbeing programs.	DHHS
<i>Working in Health Promoting Ways Framework</i>	Population Health and Wellbeing is leading the implementation of <i>Working in Health Promoting Ways: A Strategic Framework for DHHS</i> . The framework is a mechanism for providing all DHHS staff with the policy direction, knowledge and tools needed to work in health promoting ways.	DHHS
Perinatal depression screening and support		
Tasmanian Perinatal Depression Initiative 2009-2013	<p>State and Territory Governments, together with the Australian Government, have agreed to collaborate on the development of a National Perinatal Depression Initiative.</p> <p>The initiative aims to improve the prevention and early detection of antenatal and postnatal depression and to provide better care, support and treatment for</p>	DHHS

Current initiatives	Description	Lead agency
	<p>expectant and new mothers experiencing perinatal depression.</p> <p>The Tasmanian Government, through the Mental Health, Alcohol and Drug Directorate, has developed the Tasmanian Perinatal Depression Initiative. Three regional Mental Health Services Perinatal Coordinators have been appointed, with the project continuing to 30 June 2015. The following key elements are integral to the National Perinatal Depression Initiative:</p> <ul style="list-style-type: none"> • routine and universal screening for perinatal depression; • follow up support and care for women assessed as being at risk of or experiencing perinatal depression; • workforce training and development for health professionals; • research and data collection; and • community awareness. 	
Sexual health services		
Sexual Health Service Tasmania (Freecall 1 800 675 859)	Sexual Health Service Tasmania is a statewide service. The service includes doctors, nurses, counsellors and administrative officers. The Sexual Health Service provides people with the opportunity to enhance their sexual health and wellbeing. Sexual Health Service Tasmania works with individuals, couples, families and communities where appropriate. The service provides information in writing, over the telephone and in person.	DHHS
Tasmanian Sexual and Reproductive Health Strategy and Collaborative Group	A cross sectoral body is planning for coordination and innovation with regard to meeting the sexual and reproductive health needs of Tasmanians, with a focus on preventive approaches.	DHHS
Community health services		
Community Health Centres	Community Health Centres provide residents with the opportunity to access quality health and community services. Centres have a wide range of information available and are located throughout the State.	DHHS

Current initiatives	Description	Lead agency
Healthdirect Telephone Service (1800 022 222)	Healthdirect Australia is a health information and advice line for all Tasmanians and visitors to the state. It's a free telephone service that operates 24 hours a day, seven days a week. Callers are put in touch with a registered nurse, who helps decide the best course of action to deal with the health concern. Healthdirect is a joint initiative of all Australian governments.	DHHS
Parenting services		
Child Health Centres	<p>Child and Family Health Nurses offer child health and development checks around the State at the following recommended ages: 2 weeks, 4 weeks, 8 weeks, 6 months, 12 months, 2 years, and 4 years. There is also a medical check at 6 weeks. These checks appear in the 'blue book', which is given to new parents at the birth of their child.</p> <p>Child and Family Health Nurses offer parent information on many topics, including: child health and development, practical parenting tips, nutrition, breastfeeding, sleep and settling, communication, play and safety, nutrition, oral health, post natal depression, fathering, balancing work and family life, play, injury prevention, SIDS and immunisation.</p>	DHHS
C U @ Home	C U @ Home is a program offered by the Child Health and Parenting Service for young first-time parents 15-19 years of age. If the young woman accepts the offer, nurses commence home visiting in the antenatal period, with visits at regular intervals until the child's second birthday. The program ensures that children born to young parents have equal opportunity for optimal development to become creative, competent, caring and resilient young people and adults.	DHHS
Parenting Centres	<p>Parenting centres provide intensive support for a range of parenting issues, including postnatal depression, breastfeeding and relationship concerns relating to early childhood (0-5 years).</p> <p>A parenting centre is a place where parents of 0-5 year olds can go for help and</p>	DHHS

Current initiatives	Description	Lead agency
	<p>advice with:</p> <ul style="list-style-type: none"> • breastfeeding or feeding issues; • sleep problems; • postnatal depression; • behaviour management; • child/parent communication; • self esteem; • step families; • sibling rivalry; • grief; • toileting; and • general difficulties that relate to parenting. <p>Sessions are provided on an individual or group basis.</p>	
Parent Line	The Parent Line (1 300 808 178) is available at any time to assist parents, of children aged 0-5 years with stressful parenting issues or concerns.	DHHS
Promoting physical activity		
Funding and support for sport and recreation organisations - CSRT	CSRT provides funding and support to improve the capacity of sporting associations, state sporting organisations and clubs in the state to increase participation in sport and recreation. Participation in sport and recreation has a range of positive individual and community benefits, including health outcomes, social inclusion, community development and personal development. CSRT also provides funding to assist the Australian Drug Foundation deliver the Good Sports Program, which provides support to sporting clubs to change their culture and reduce high risk drinking. Under the program, clubs will focus more on young people, families and sport participation and less on drinking alcohol. The Good	DPAC

Current initiatives	Description	Lead agency
	Sports Program has positive implications for creating family friendly, inclusive and respectful environments.	
Get Active Program (GAP)	<p>GAP is a statewide initiative that aims to enhance the health and wellbeing of men and women through involvement in physical activity, and to encourage healthy eating habits. Participants take part in a 10-week series of two-hour workshops. The first hour covers issues such as motivation, stress management, self-esteem and goal setting, while the second hour is spent on fun physical activities chosen by the group.</p> <p>The GAP seeks to engage people of all ages who are not currently physically active and who may have experienced barriers to physical activity, such as lack of confidence and motivation, negative body image, concerns about personal safety. They may also lack knowledge about the benefits of healthy eating. Groups are usually male or female specific, but can be mixed if appropriate.</p>	DHHS
<i>Tasmania's Plan for Physical Activity 2011-2021</i>	This long-term plan, prepared by the Premier's Physical Activity Council in consultation with many other Tasmanians interested in physical activity, sets a unifying direction and framework for action. <i>Tasmania's Plan for Physical Activity 2011-2021</i> sets two ambitious targets for the year 2021. One is a 10 per cent increase in current physical activity levels; the other is to collect and share 1 000 success stories from Tasmanians about the positive difference regular physical activity is making to their lives. The stories will be publicised throughout the State to help inspire and encourage all Tasmanians to get active.	DPAC
<i>Tasmanian Ethics in Sport Framework</i>	Sport and Recreation Tasmania has developed the <i>Tasmanian Ethics in Sport Framework</i> in recognition that being physically active through sport and recreation creates a wide range of benefits for individuals and the communities in which they live. Everyone is entitled to access these benefits through the provision of sporting environments that are inclusive, safe and fair. The <i>Tasmanian Ethics in Sport Framework</i> is a step towards achieving a strategic and collaborative approach to addressing ethics in sport issues.	DPAC

Current initiatives	Description	Lead agency
Cancer screening		
BreastScreen Tasmania	BreastScreen Tasmania, part of the BreastScreen Australia Program, has been established to reduce morbidity and mortality attributable to breast cancer. BreastScreen provides free screening mammograms for women in the eligible age group through clinics in Hobart, Launceston and the Mobile Unit (21 locations statewide). All women aged 40 and over are eligible to participate in the free screening program, however, women aged 50 to 74 are particularly encouraged to participate, as this is when most breast cancers occur. Current screening throughput is approximately 29 000 women per annum.	DHHS
Cancer Screening and Control Services - Policy and Education Unit	The Policy and Education Unit of Cancer Screening and Control Services is responsible for educating the community about the importance of regular screening, while at the same time allowing them to make informed decisions about health choices. The Policy and Education Unit delivers community education and health promotion on the established screening programs and on the benefits of screening, early detection and healthy behaviours. It will continue to link with existing health promotion projects to encourage cancer screening and continue to work with community and consumer advisory groups, particularly in regards to bowel cancer screening. It will also continue to work with disadvantaged and special needs groups.	DHHS
National Bowel Cancer Screening Program (NBCSP)	The NBCSP is administered nationally and Cancer Screening and Control Services in DHHS work collaboratively with the Screening Section of the Department of Health and Ageing (DoHA) to implement the Tasmanian component of the Program. The program is overseen by the Team Leader of Policy and Education and employs a dedicated Follow-Up Co-ordinator who ensures that those participants who have a positive Faecal Occult Blood Test (FOBT) progress through the treatment pathway. The NBCSP aims to ensure timely follow-up for all registered positive results and is expected to benefit from the introduction of dedicated health promotion staff.	DHHS

Current initiatives	Description	Lead agency
The Cervical Cancer Prevention Program (CCPP)	<p>CCPP is part of the National Cervical Screening Program. The primary aim of the CCPP is to reduce morbidity and deaths from cervical cancer by employing an organised approach to cervical screening by encouraging women in the target age group 18 – 69 years to have regular pap smears.</p> <p>The CCPP manages the Tasmanian Cervical Screening Register (TCSR) which acts as a 'safety-net' and records the results of cervical cancer tests (cytology, histology and HPV DNA), sending contact letters to women who are overdue for cervical cancer tests. The CCPP works collaboratively with cervical cancer test providers, who are responsible for the clinical management of women with screen-detected abnormalities and ensure they receive the appropriate contact letters from the TCSR.</p>	DHHS
Mental health services		
Adult Community Mental Health Services	<p>The Adult Community Mental Health Service operates a number of community teams around the State and offers a free, confidential service to people aged 18-65 years who have severe complex mental health problems. The Service provides assessment, treatment, support and education including :</p> <ul style="list-style-type: none"> • assessment of mental health problems; • crisis assessment and response; • case management, information, support and counselling for individuals and families; • prescription of medication, monitoring its effectiveness and advice on side effects; • liaison with, or referral to, other professionals and mental health support agencies; • specialist assessment and psychotherapy; • community education and health promotion; • psychosocial rehabilitation and intensive support; 	DHHS

Current initiatives	Description	Lead agency
	<ul style="list-style-type: none"> • group treatment programs; • outreach services; • home visits as appropriate/required; and • clinical support services to individuals in supported accommodation and individuals who are supported by packages of care. 	
Caroline House Mental Health Residential, Rehabilitation and Recovery Service	<p>This 24 hour service provides a mental health residential rehabilitation and recovery service for six women with psychiatric disabilities aged over 18 years of age but not meeting the criteria for Older Persons Mental Health Services.</p> <p>The service provides a safe home-like environment and promotes independence and hope as well as promotes each resident's social, cultural and spiritual needs.</p> <p>All clients develop <i>Individual Program Plans</i> in collaboration with Mental Health Services and other service sectors as per the individual needs of the resident.</p>	DHHS
Child and Adolescent Mental Health Service (CAMHS)	CAMHS is a free and confidential community-based service for children and adolescents (aged 0-18 years) in the North, North-West and South of the State. It provides specialist assessment and treatment of children and young people with serious mental health problems. Access to CAMHS is through the Mental Health Services Helpline (1800 332 388).	DHHS
Forensic Mental Health Services	<p>Tasmania's Forensic Mental Health Services provides community and inpatient mental health assessment, treatment and case management for offenders (or people at risk of offending) who have a mental disorder. Clients are provided with contemporary, professional and highly specialised psychiatric care and treatment so that their condition is well managed. Services include:</p> <ul style="list-style-type: none"> • Community Forensic Mental Health Service; • Court Liaison Service; • Mental Health Diversional List; and • Inpatient Service - Wilfred Lopes Centre. 	DHHS

Current initiatives	Description	Lead agency
Mental Health Services Helpline(1 800 332 388)	The Mental Health Services Helpline operates 24 hours a day, seven days a week and provides services for mental health crisis. It operates a statewide service reaching all regions of Tasmania. The Helpline is staffed by mental health professionals, is available to all ages and is a free call within Tasmania. The Helpline can assist with arranging mental health assessments and intervention for persons in need and to access other services. Translators are available on request.	DHHS
Older Persons Mental Health Services (OPMHS)	<p>Mental Health Services provides a free and confidential mental health service to assist people over 65 years of age who have a mental illness and/or impaired cognitive functioning with challenging behaviour. These services are delivered through OPMHS. Care within the community is emphasised, with some services being centre-based.</p> <p>OPMHS provides the following services:</p> <ul style="list-style-type: none"> • community teams based in each region; • an inpatient service for assessment and treatment; • day centres; • OPMHS Community Teams in the North, North-West and South; • community Dementia Team in the North; and • The Roy Fagan Centre – inpatient and day centre. 	DHHS
Health services for female prisoners		
Correctional Primary Health Service	<p>The Correctional Primary Health Service currently operates in five adult correctional centres and the Ashley Youth Detection Centre. This includes the Mary Hutchison Women's Prison, where a health clinic operates and nursing staff are present seven days per week. Correction Primary Health Services include:</p> <ul style="list-style-type: none"> • assessment of medical and mental state on entry to the prison system; • management of active health problems, including review of medications, treatment of existing conditions, drug and alcohol issues and mental health 	DHHS

Current initiatives	Description	Lead agency
	<p>assessments;</p> <ul style="list-style-type: none"> • preventative health programs, including sexual health, drug and alcohol issues, immunisation, lifestyle assessment and education; • provision of advice to the Prison Service on care for the frail, disabled or elderly in the prison environment; • inpatient care, including drug and alcohol detoxification and relapse prevention, preoperative and postoperative care, management of infections, injuries and other conditions requiring low/medium level health care; • Opiate Substitution Program medication provision; • outpatient allied health services referrals, including forensic mental health, physiotherapy, dental and optometry; • input into Suicide and Self Harm (SASH) assessment and risk management. (Tasmanian Corrections Service/Therapeutic Services psychologists and counselling carry the responsibility for SASH management, however, the Correctional Primary Health Service has significant input.); and • resources for women to support their preparation for life post-release. 	
Drug and alcohol services		
Alcohol and Drug Service (ADS)	<p>ADS in Tasmania assist individuals, families and communities to reduce the harm caused by substance abuse.</p> <p>ADS manage the Opioid Pharmacotherapy Program, withdrawal management services and a range of psychosocial (non-medical) interventions and supports for people with alcohol and drug issues. This includes assessment, counselling, case management, coordination of care, group work, information, community education and professional consultation to other service providers.</p> <p>There is also a range of organisations within the community sector that are funded by DHHS to deliver specialist alcohol, tobacco and other drug services.</p>	DHHS

Current initiatives	Description	Lead agency
Health services: aged care and people with disability		
Home and Community Care (HACC) Program	<p>HACC is a major program that funds community care services for older people and for younger people with disability and their carers. This program is jointly funded by Australian, State and Territory governments.</p> <p>The Tasmanian HACC Program provides funding for basic community care services that support persons who are under 65 years or Aboriginal and Torres Strait Islander people aged less than 50 years of age living with disabling conditions and their carers. The Australian Government funds the HACC program for people over 65 and over 50 if Aboriginal or Torres Strait Islander.</p> <p>The HACC Program funds many organisations to deliver services designed to help eligible people in the respective age groups, and their carers, to live independently at home. HACC services may be provided by well-known service providers, such as local councils and Community Health Services, or by smaller, less well-known agencies. HACC Services include:</p> <ul style="list-style-type: none"> • centre-based day care; • home help/home care/domestic assistance; • personal care; • home maintenance; • home modification; • transport; • food services; • community nursing; • allied health services; • advocacy services; • social support; 	DHHS

Current initiatives	Description	Lead agency
	<ul style="list-style-type: none"> • services for carers; • respite; • carer support organisations; • carer respite centres; • carer resource centres; and • financial support. 	
Women with disability		
Being a healthy woman	This is an educational resource that is provided in both electronic and hard copy formats and designed to build the health literacy of women with disability in order to improve their ability to self-manage their health and wellbeing. The resource is also targeted to families, carers and health professionals to enhance their understanding of, and support for, meeting the health and wellbeing needs of women with disability.	DHHS
Community Equipment Scheme (TasEquip) (1 800 827 378)	DHHS operates the Community Equipment Scheme (CES). This service is currently undergoing a policy reform process and will become a statewide service called TasEquip. It provides assistive equipment and technology for people with a temporary or permanent disability to live independently and safely in the community. There are eligibility criteria. Eligible clients can loan or hire equipment through this service for an annual loan fee. In some cases, you may be charged a hire fee, depending on your eligibility status. You need to be clinically assessed by an Allied Health prescriber, usually an Occupational Therapist or Physiotherapist who will request the equipment from the service on your behalf.	DHHS
Disability services	The <i>Disability Services Act 2011</i> , provides the legislative basis for disability service provision in Tasmania. The Act serves to define disability and eligibility for services and includes people with intellectual, psychiatric, sensory or physical impairments, as well as individuals with cognitive impairments who fall within the equivalent Commonwealth legislation. This includes people whose disabilities:	DHHS

Current initiatives	Description	Lead agency
	<ul style="list-style-type: none"> • are permanent, or likely to be permanent; • result in substantially reduced capacity of the person for communication, learning or mobility; • require continuing support services; and • may or may not be of a chronic nature. <p>To be eligible for specialist disability services, a person must:</p> <ul style="list-style-type: none"> • have a disability as defined in the <i>Disability Services Act 2011</i>. The Act provides a definition of disability and people who meet these criteria may seek access to specialist disability services. • live permanently in Tasmania and be: an Australian citizen; or a permanent Australian resident; or a Temporary Protection Visa holder; or a member of a family on a work or study visa sponsored by the Australian Government. • have a disability that manifests before the age of 65 years. <p>People seeking support can contact Gateway Services by telephoning 1800 171 233 and speaking to a Gateway Services worker. Gateway Services is the community-based single entry access point and has been established to make it very easy for people with disability to access services. Gateway Services provides information and advice to individuals and services about both generic and specialist disability services within the four areas – North, North-West, South-East and South-West. Gateway Services is managed by Mission Australia in the North-West and South-East and Bapcare in the North and South-West.</p> <p>Community sector organisations who provide specialist services will receive referrals from, and make referrals to, Gateway Services and will have involvement in service provision for people with a disability.</p>	
Health services: culturally and linguistically diverse (CALD) backgrounds		
Interpreting services for health services	If an interpreter is required for a Tasmanian State health service, DHHS will provide one that is free and confidential.	DHHS

Current initiatives	Description	Lead agency
Multicultural and refugee health	<p>Population Health Services assists DHHS to be responsive to the particular needs of Tasmania's CALD communities:</p> <ul style="list-style-type: none"> • The Multicultural Health Policy Officer works on a strategic and systems level to improve health outcomes for multicultural people in Tasmania and particularly those with additional vulnerabilities or who are at risk of poorer health outcomes. • The Refugee Health Policy Officer supports specific programs to further address refugee health issues, including on-arrival health assessment, support for survivors of torture and trauma, and improving health literacy levels. <p>Through the leadership of the Multicultural Health Senior Policy Officer, policy is developed to promote improved health and wellbeing outcomes for people from multicultural backgrounds. This role involves the development of consultative processes to ensure that relevant communities have the opportunity to participate in the policy, planning, program development and evaluation processes of DHHS. The Unit facilitates equity and access to services by encouraging appropriate signage, the use of translator services and the production and dissemination of translated health information material, in addition to other strategies to develop more culturally appropriate and responsive mainstream services.</p> <p>The aims of Multicultural Health and Wellbeing are to:</p> <ul style="list-style-type: none"> • work in collaboration with the community and other government departments to improve the health and wellbeing outcomes of people in Tasmania with CALD backgrounds; and • assist DHHS to be responsive to the particular needs and circumstances of Tasmania's multiculturally and linguistically diverse communities. 	DHHS
Health services: Aboriginal		
Aboriginal health	Population Health Services, through the leadership of the Aboriginal Health Policy Officer, develops policy and strategic plans to promote improved health and wellbeing outcomes for the Tasmanian Aboriginal community. This involves	DHHS

Current initiatives	Description	Lead agency
	<p>maintaining a consultative structure to communicate with the Aboriginal community.</p> <p>Population Health Services seeks to identify the health and wellbeing needs and priorities of the Tasmanian Aboriginal community and undertakes research and gathers evidence in order to understand what constitutes best practice in the delivery of services to the Aboriginal community.</p> <p>The aim of Population Health Services is to:</p> <ul style="list-style-type: none"> • work in partnership with the Aboriginal community to reduce inequalities and promote the health and wellbeing of Aboriginal people in Tasmania; and • assist DHHS to be responsive and culturally appropriate to the particular needs and circumstances of Aboriginal people. <p>Another project is the development of an Aboriginal Cultural Competence Education Program for DHHS staff to develop cultural understanding and to improve inter-cultural relationships and communication.</p>	
Health services: youth		
Youth health services	<p>The Youth Health Teams provide youth health services for your people aged 12-24 years statewide, particularly those who are disadvantaged, to assist them in making informed life and health choices.</p> <p>The Youth Health Teams offer young people a flexible and confidential service, including information, education, support, referral, and counselling on issues such as:</p> <ul style="list-style-type: none"> • drugs and alcohol (including needle availability program); • sexual health; • emergency health care; • specialist counselling; • pregnancy testing; • referral services; and 	DHHS

Current initiatives	Description	Lead agency
	<ul style="list-style-type: none"> anything that affects the health and wellbeing of young people. 	
Assisting essential - household hoods		
No Interest Loan Scheme (NILS) – Micro Finance Loan Program	<p>The NILS Micro-Finance Loan Program provides zero interest loans from \$300 to \$1 200 to assist low income households with the cost of essential household goods such as whitegoods and furniture. DPAC's funding to NILS requires a range of extended loan purposes to be available to assist vulnerable Tasmanians with cost of living pressures, including:</p> <ul style="list-style-type: none"> car registration, repairs and tyres; school trips, computers and textbooks for study; spectacles and other small medical needs; orthodontics; and floor coverings, curtains and other general household maintenance. <p>DPAC also funds NILS to deliver a 30 per cent subsidy off the purchase and installation price of energy efficient products, including:</p> <ul style="list-style-type: none"> heat pumps; white goods; hot water appliances; and insulation and block-out curtains. 	DPAC

Housing and homelessness

Current initiatives	Description	Lead agency
Supporting Tasmanians to buy their own home		
HomeShare	HomeShare is a Tasmanian Government initiative helping low and moderate income Tasmanians to buy their own homes. By sharing ownership with another person, in this case the Director of Housing, participants may be able to buy a home that they could previously not afford.	DHHS
Streets Ahead Incentive Program	Streets Ahead provides eligible Tasmanians with a number of incentives to help buy a home from Housing Tasmania. The eligibility criteria for Streets Ahead are the same as for HomeShare.	DHHS
New response to housing and homelessness		
Housing Connect	<p>DHHS has reformed and improved access to housing assistance and homelessness support services. Housing Connect is the name of the new service system which commenced on 1 October 2013.</p> <p>Housing Connect offers an integrated housing and homelessness front door service system across government and the community sector. These reforms to the housing and homeless service system have been implemented to better connect vulnerable people and families to permanent housing solutions and support, and break the cycle of homelessness by providing a person-centred 'hand-up' approach.</p> <p>Housing Connect delivers immediate assistance, assessment and intake service for people who need help with housing or who are homeless. Housing Connect provides assistance to access crisis accommodation, private rental, community and public housing.</p> <p>A key feature of Housing Connect is a 'no wrong door' approach. Clients will now get one</p>	DHHS

Current initiatives	Description	Lead agency
	<p>housing and support assessment instead of going to three or four different services to get the help they need.</p> <p>The provision of support and case management will be improved and targeted for the duration of people's need. Ongoing support will be available to people with high needs to prevent a return to housing crisis.</p>	
Housewarming Program		
Practical support to Tasmanians to keep their homes warm	The Housewarming Program provides practical support to Tasmanians to help keep their homes warm. Funding of \$1 million in 2012-13 and 2013-14 will build on existing energy efficiency initiatives for draught-proofing homes, warm curtains, energy saving advice, and assistance to purchase heat pumps and other energy efficient heaters.	DPAC

Leadership and Community Participation

Current initiatives	Description	Lead agency
LEADERSHIP		
Increasing diversity in leadership roles		
Diversity in Leadership Project	<p>Male Champions of Change is a national project aimed at achieving greater diversity in corporate governance and an increase in women in leadership in ASX listed companies.</p> <p>The Office of the Anti-Discrimination Commissioner has been working in Tasmania with organisations, including the Tasmanian Chamber of Commerce, the University of Tasmania and other key stakeholders to attract interest in establishing a similar program in the State.</p>	DOJ
<i>Women on Board Strategy 2014-19</i>	<p>The Government will shortly be releasing a <i>Women on Board Strategy 2014-19</i>. The Government continues to promote the involvement of women in decision-making by facilitating an electronic register of women interested in appointment to boards. A number of other initiatives will be implemented in coming months including the establishment of a member's only group on LinkedIn and further work with the Australian Institute of Company Directors to target women for board membership and governance skills development.</p>	DPAC
Encouraging women leaders		
International Women's Day	<p>CSRT partners with the Royal Hobart Hospital Research Foundation, the Clifford Craig Medical Research Trust and other Government agencies to facilitate major International Women's Day events in the three regions. CSRT also coordinates a calendar of events held across the State. Events focus on celebrating women leaders.</p>	DPAC

Current initiatives	Description	Lead agency
Tasmanian Honour Roll of Women	The Tasmanian Honour Roll of Women was established in 2005 to honour Tasmanian women who have made an outstanding contribution to the State. The Honour Roll stimulates community involvement in the processes of research and discovery about women's historical and contemporary contributions to Tasmania, ensuring these achievements are given full recognition and not forgotten in the passage of time. The next Honour Roll induction event is March 2015, then biennially.	DPAC
Tasmanian Women's Council	The Tasmanian Women's Council provides advice to the Tasmanian Government on issues of importance to women and contributes to the development of strategies that address disadvantage and increase the participation of women in all aspects of community life. A new two-year Council was appointed in February 2014.	DPAC
Women and Rural Communities Program	<p>The Department of Primary Industries, Water and Environment (DPIPWE) provides dedicated support to women in rural communities through the Women and Rural Communities Program. Activities include facilitating training opportunities for women, coordinating the Rural Industries Research and Development Corporation (RIRDC) Rural Women's Award in Tasmania, and working in close consultation with Tasmanian Women in Agriculture to deliver events such as the biennial Rural Women's Gatherings. The program also maintains a database of interested rural women, which is used to disseminate information of interest from government and other sources.</p> <p>The Program has supported the highly regarded RIRDC Rural Women's Awards since their inception in 2000. Each year, the Award provides a \$10 000 bursary to an outstanding rural woman to pursue her goals in primary industries.</p>	DPIPWE
Women in Leadership	<p>SSMO and The Training Consortium in partnership with the Australian and New Zealand School of Government (ANZSOG) host and deliver ANZSOG Master classes including women in leadership development opportunities.</p> <p>In addition scholarships are offered to Tasmanian State Service employees in ANZSOG's</p>	DPAC

Current initiatives	Description	Lead agency
	three flagship post graduate programs.	
Leadership projects for Aboriginal women		
The <i>luna tunapri</i> Project	The <i>luna tunapri</i> project was a partnership between the Tasmanian Museum and Art Gallery, Arts Tasmania and the Tasmanian Aboriginal community which facilitated the passing on of knowledge of shell stringing from Elders to other Tasmanian Aboriginal women from across the State. This project will now be developed in to a significant touring exhibition. It is expected more culturally appropriate leadership projects such as these will continue.	State Growth
Increasing diversity in senior management – Department of Police and Emergency Management (DPEM)		
Relieving opportunities for women in leadership - Police and State Service	<p>Women at the rank of Senior Sergeant Qualified are regularly sought out for relieving opportunities at the rank of Inspector in order to increase the number of female members applying for promotion.</p> <p>Women undertaking Managerial State Service roles are also sought out and encouraged to relieve at higher positions within DPEM, including positions held by Inspectors.</p> <p>The Promotional Course Structure for Sergeants and Inspectors has been reformatted to ensure equity of access to all members aspiring to the relevant level.</p> <p>State Service personnel are encouraged to participate in the relevant managerial modules of such courses.</p>	DPEM
COMMUNITY PARTICIPATION		
Increasing community engagement through volunteering		
Supporting Tasmanian Volunteers Program	The Tasmanian Government currently provides Volunteering Tasmania, the State's peak volunteering body, with funding to enhance community volunteering. Volunteering	DPAC

Current initiatives	Description	Lead agency
	<p>Tasmania connects with individuals and guides them towards volunteering roles that are a good fit for them; work with volunteer involving organisations and ensures that all of our service delivery is underpinned by a robust evidence base. The priorities for the Supporting Tasmanian Volunteers Program for 2014-15 are to:</p> <ul style="list-style-type: none"> • provide strategic policy advice and advocacy on volunteering in Tasmania; • develop the capacity of volunteer involving organisations to develop and maintain a range of opportunities for volunteers and to source and effectively engage volunteers; • build and facilitate volunteering initiatives to increase inclusive and supportive volunteering opportunities; and • identify and respond to the emerging demographic trends, challenges and opportunities in volunteering in Tasmania. 	
Community access to government services		
Cultural Competency Training for Tasmanian Government agencies	An e-learning Cultural Competency Training package for Tasmanian Government agencies will be finalised in early 2015. The package will help the Government achieve its vision of an inclusive Tasmania by training public sector staff to assist people from CALD backgrounds. Staff will develop knowledge and awareness that will enable them to work competently in culturally diverse situations.	DPAC
Multicultural Access Point (MAP) website	<p>The Multicultural Access Point (MAP) site is a quick and easy way to find information and services for migrants and former humanitarian entrants in Tasmania, including information on interpreting services, housing and accommodation, health, community, education, managing money, transport and settlement support.</p> <p>The MAP website can also assist international students and short-stay migrants to understand the services they might need while staying in Tasmania.</p>	DPAC

Current initiatives	Description	Lead agency
Service Tasmania Shops	<p>Service Tasmania Shops provide the Tasmanian community with convenient one-stop access to Government services, via Service Tasmania shops, over the telephone and over the internet. The generic types of services available via Service Tasmania are:</p> <ul style="list-style-type: none"> • paying government bills; • purchasing government information; • finding government information; • applying for government licences, permits, grants and assistance; • making bookings and appointments; • notifying changes in circumstance (change of address); and • providing feedback and comments, and seeking help from Government. 	DPAC
Website Accessibility	DPAC has been supporting whole-of-government improvements in web accessibility. The Department worked with Vision Australia to deliver web accessibility training to all State Government agencies.	DPAC
Community engagement: women with disability		
Companion Card	<p>The Companion Card is a photo ID card for people with disability who require lifelong support from a companion carer to participate at community venues and events. Cardholders present their card at participating organisations when purchasing a ticket or paying an admission fee, and receive a ticket for their companion carer at no charge.</p>	DPAC
Premier's Disability Advisory Council (PDAC)	CSRT continues to support PDAC to assist the Tasmanian Government to remove barriers to the participation of people with disability in community life, in-line with the rights-based vision outlined in the <i>Disability Framework for Action (DFA)</i> . PDAC's role includes reviewing annual reports from Government agencies on the implementation of	DPAC

Current initiatives	Description	Lead agency
	<p>the DFA and providing advice to Government to improve disability access and inclusion. PDAC is chaired by the Premier and includes the Minister for Human Services as a permanent member. PDAC has up to 11 community members from around Tasmania. More than half of PDAC's members are women, and over 60 per cent are women with lived experience of disability.</p>	
<p><i>Tasmanian Sport And Active Recreation Framework For People With Disability</i></p>	<p>The <i>Tasmanian Sport And Active Recreation Framework For People With Disability</i>, developed in 2009 and reviewed in 2014, provides direction for a strategic and collaborative approach, ensuring an increasing number of opportunities is available to people with disability. CSRT is implementing strategies in the four priority areas of capacity building; collaboration; awareness and promotion; and accessibility. The Premier's Disability Advisory Council's Sport and Recreation Committee advocates for, and advises on, disability sport initiatives and monitors the implementation of the framework's strategies.</p>	<p>DPAC</p>
<p>Community engagement: women from culturally and linguistically diverse backgrounds</p>		
<p>Out There Program</p>	<p>In the innovative new Out There program, Parks and Wildlife Service Discovery Rangers worked with new entrant groups, people recently arrived to Tasmania for humanitarian reasons. The Program aims to welcome new arrivals, provide an introduction to Tasmania's natural environment, support access to parks and reserves, and improve social inclusion.</p> <p>In 2010-2011 we also worked with Stitch Program participants. The women who form the Centracare group come from a diverse range of countries, including Bhutan, Congo, Burma, Sudan, Ethiopia and Somalia. They visited the Waterworks Reserve and Mt Field National Park.</p> <p>In the next stage of the Program they will be trained as volunteers to enable them to independently take other members of their communities to these areas.</p>	<p>DPIPWE</p>

Current initiatives	Description	Lead agency
Community engagement: seniors		
Seniors Card	The Tasmanian Seniors Card Program is a State Government program supported by private enterprise. Currently in Tasmania there are over 95 000 registered Seniors Card holders, supported by more than 780 businesses that offer a diverse range of discounts on products and services. The program is free to join and is not asset tested.	DPAC
Seniors Week	The State Government funds COTA Tasmania to coordinate Seniors Week, an annual statewide program of events for older Tasmanians. Seniors Week aims to promote positive ageing by encouraging older people to remain physically and mentally active, maintain their independence and continue to be socially involved in community life.	DPAC
Community engagement: young women		
National Youth Week	CSRT continued to be the coordinating body for National Youth Week in Tasmania, securing funding for organisations across Tasmania to run events for young people.	DPAC
Police and Community Youth Clubs (PCYC)	<p>PCYC is the largest youth organisation in Australia. The Clubs provide a wide range of sporting and recreational activities for youth in an aim to reduce crime by encouraging positive relationships between young people and police.</p> <p>In recent years the PCYC movement in Tasmania has broadened its role to provide outreach programs to youth from outlying areas and has seen the creation of the Mobile Activity Centre (an equipped trailer providing numerous activities and health and welfare information to identified areas of need).</p> <p>The Clubs are separate incorporated bodies that rely on public and corporate sponsorship support to remain viable and provide for the community needs.</p>	DPEM

Current initiatives	Description	Lead agency
Police and Community Youth Clubs	<p>The You Go Girl Program has been made possible through grant funding via the Community Service Levy. This six week program is aimed at young women referred through schools or other social services, and they attend one day a week. The first half of the day focuses on health and fitness and the second half workshops the following topics:</p> <ul style="list-style-type: none"> • looking good/feeling good • positive relationships • bullying/social media • mental health • sexual health • drug and alcohol awareness/safe partying. <p>The program seeks to assist in educating and equipping young women with the skills required to build confidence and thrive within the community today.</p> <p>The Tasmanian Government has committed additional funding, over a four-year period commencing 2014-15. This funding will support further programs and initiatives to be conducted by PCYCs, to assist at risk young people to realise better social outcomes.</p>	DPEM
Tasmanian Youth Parliament	<p>The State Government provides an annual grant to YMCA Hobart to partner with the Tasmanian Youth Government Association to deliver the Tasmanian Youth Parliament Program. The Tasmanian Youth Parliament is part of a national youth development program that provides young people aged 15-24 with a forum for expressing ideas, concerns and expectations regarding the future of their State.</p>	DPAC
Youth Network of Tasmania (YNOT) and the Tasmanian Youth Forum (TYF)	<p>CSRT supports YNOT as the peak body for the non-government youth sector and young people in Tasmania through a triennial Grant Deed. The Deed encompasses support for YNOT's youth consultative arm, the TYF. YNOT's successful biennial Tasmanian Youth</p>	DPAC

Current initiatives	Description	Lead agency
	Conference (TYC) will receive a pre-election funding commitment of \$40 000 to fund a TYC in 2015-16. CSRT staff are active in supporting YNOT with the coordination of both TYF and TYC events.	

Safety and justice

Current initiatives	Description	Lead agency
Safe at Home initiatives		
Court Support and Liaison Service	The Court Support and Liaison Service is provided by Victims Support Services in DOJ. The service provides personal and practical support to adult and child victims of family violence through the court process and offers referrals to specialist support services as required.	DOJ
Defendant Health Liaison Service	The Defendant Health Liaison Service has been developed with Safe at Home funding to enhance the service response to family violence offenders with health and/or welfare needs who enter the Safe at Home system.	DHHS
Family Violence Counselling and Support Service (FVCSS)	<p>The DHHS Family Violence Counselling and Support Service (FVCSS) offers an Adult Program and Children and Young Persons Program (CHYPS). The FVCSS offers professional and specialised services to assist children, young people and adults affected by family violence. This service is part of the Safe at Home initiative; the Tasmanian whole of government response to family violence.</p> <p>Services include:</p> <ul style="list-style-type: none"> • information on family violence and its impact on adults, children and young people; • individual support and counselling for people affected by family violence; and • group work programs for affected adults, children and young people. 	DHHS
Family Violence Offender Intervention Program (FVOIP)	Community Corrections receives funding under Safe at Home to provide intervention services to high risk family violence offenders mandated to attend by the criminal justice system.	DOJ

Current initiatives	Description	Lead agency
Monetary Penalties Commission	The Monetary Penalties Enforcement Service cross references its publication list of enforcement debtors against the Safe at Home database to ensure that the contact details of those protected by a Family Violence Order are not disclosed.	DOJ
Safe at Home	<p>DOJ is the lead agency for Safe at Home, which is the whole-of-government, criminal justice response to family violence in Tasmania. Safe at Home aims to:</p> <ul style="list-style-type: none"> • achieve a reduction in the level of family violence in the medium to long term; • improve safety for adult and child victims of family violence; and • change the offending behaviour of those responsible for the violence. <p>Safe at Home, which is underpinned by the <i>Family Violence Act 2004</i>, is comprised of a range of intervention and support services for offenders as well as adult and child victims of family violence and is delivered in partnership by DPEM, DOJ and DHHS.</p>	DOJ
Safe at Home – Legal Aid Service	The Legal Aid Commission of Tasmania receives funding under the Safe at Home initiative to provide free legal advice and representation to victims of family violence.	DOJ
Safe at Home – Police response	<p>DPEM is responsible for providing an immediate response to family violence incidents, reported through the Family Violence Response and Referral Line or 000. Safe at Home practices are embedded in operational front line service delivery.</p> <p>Specialist Victim Safety Response Teams (VSRT) deliver a range of services with a focus on improving victim safety and supporting victims in crisis situations. The VSRT personnel are not primary responders for family violence. The VSRT is responsible for:</p> <ul style="list-style-type: none"> • rigorous oversight of family violence incidents within their region; • management of high risk family violence incidents; and 	DPEM

Current initiatives	Description	Lead agency
	<ul style="list-style-type: none"> • monitoring family violence incidents involving repeat victims/offenders. <p>Safe at Home Prosecutors - Each district Prosecution Service has the provision of a Safe at Home Prosecutor or Prosecutors. Professional oversight for Safe at Home Prosecutors is provided by the Principal Legal Officer, Legal Services or a nominated delegate. The Inspector or Sergeant in charge of the regional Prosecution Services provides everyday supervision of this area.</p> <p>Safe at Home Coordinator - The Safe at Home coordinator for DPEM is attached to Executive Support. The following functions are the responsibility of the Safe at Home Sergeant, Legislation Development and Review Services:</p> <ul style="list-style-type: none"> • identification of statewide Family Violence trends and issues; • monitoring Statewide training and development needs and district training programs; • stakeholder engagement, including government and non-government agencies on matters relative to family violence; • preparation and delivery of authorised officer training, record maintenance and gazette notices; • community programs, events and presentations (e.g. White Ribbon Day coordination); • liaison with external agencies regarding offender management programs; • liaison with external agencies regarding affected child interventions and management; • management of family violence information technology requirements including the Family Violence Management System (FVMS) and Tasmania Police system integration with the Safe at Home Information Management System (SIMS); and <ul style="list-style-type: none"> • monitoring of FVMS coronial matters and relevant outcomes/findings. 	

Current initiatives	Description	Lead agency
	DPEM is funded through Safe at Home to provide prosecutors to deal with family violence offences and applications.	
The National Plan to Reduce Violence against Women and their Children		
<i>National Plan to Reduce Violence against Women and their Children</i>	<p>The Plan aims to achieve a significant and sustained reduction in violence against women and their children through the implementation of four Action Plans to be implemented over 12 years:</p> <ul style="list-style-type: none"> • <i>First Action Plan (2010-2013) – Building a Strong Foundation</i> • <i>Second Action Plan (2013-2016) – Moving Ahead</i> • <i>Third Action Plan (2016-2019) – Promising Results</i> • <i>Fourth Action Plan (2019-2022) – Turning the Corner</i> <p>The six National Outcomes of the National Plan are:</p> <ul style="list-style-type: none"> • communities are safe and free from violence; • relationships are respectful; • Aboriginal communities are strengthened; • services meet the needs of women and their children experiencing violence; • justice responses are effective; and • perpetrators stop their violence and are held to account. 	DPAC
National Plan – Tasmanian Implementation Plan – Action Plan 2010-2013 – Building a Strong Foundation	CSRT led the development of Tasmania's first three-year implementation plan to support the implementation of the National Plan. Primary prevention was a key focus in this first Tasmanian plan, with the development of <i>Taking Action: Tasmania's Primary Prevention Strategy to Reduce Violence Against Women and their Children 2012-2022</i> . Implementing	DPAC

Current initiatives	Description	Lead agency
	Taking Action is a key focus of the second three-year Tasmanian implementation plan, which will be released in late 2014. This aligns with an increased National focus on primary prevention. Building a greater understanding of, and responding to, violence against women and children from population groups such as CALD, Aboriginal and Torres Strait Islander women, and women with disability will also be a priority at a National and State level.	
Re-engaging female prisoners		
Mary Hutchinson Women's Prison	The Tasmania Prison Service offers a range of programs and services to assist female prisoners to address their offending behaviour and reintegrate back into the community.	DOJ
Victims and witnesses services		
<i>Statewide Sexual Assault Response Framework</i>	The Tasmanian Sexual Assault Interagency Steering Committee is developing a <i>Statewide Sexual Assault Response Framework</i> to improve responses to victims of recent sexual assault.	DHHS
Victims of Crime Service	The Victims of Crime Service is provided by Victims Support Services in DOJ. The service provides personal support, individual counselling and information to victims of crime.	DOJ
Witness Assistance Service	The Witness Assistance Service is provided by the Office of the Director of Public Prosecutions. The service provides support, information and counselling to witnesses giving evidence for the State.	DOJ
Raising awareness of violence against women		
<i>Protecting Older Tasmanians from Abuse: Tasmania's Elder Abuse Prevention Strategy</i>	Protecting Older Tasmanians from Abuse aims to reduce the abuse of older Tasmanians through programs that progress the key themes of:	DHHS

Current initiatives	Description	Lead agency
Tasmanian Elder Abuse Helpline 1800 44 11 69 or (03) 6237 0047 (Monday to Friday, 9.00am – 4.00pm)	<ul style="list-style-type: none"> • awareness; • empowerment; • action; and • support. <p>The Tasmanian Elder Abuse Helpline and a community awareness campaign 'Your Worth It' along with practitioner guidelines provides information, resources and support for all the community to protect older Tasmanians. The Council for Older Australians Tasmanian provides 'Your Worth It' peer support information sessions to in increase awareness and build community capacity across Tasmania.</p>	
White Ribbon Day	White Ribbon Day, held annually on 25 November, is a day for awareness of, and reduction of, violence against women. Tasmanian Government agencies are highly supportive of this day, recruiting White Ribbon Day Ambassadors and arranging White Ribbon Day events.	All agencies
Policing – women’s issues and leadership		
Australia, New Zealand Policing Advisory Agency(ANZPAA): Women in Policing Forum (AWPF)	To ensure that best practice regarding women in policing is captured, and that cross-jurisdictional issues are brought to the attention of the ANZPAA board female representatives attend and participate in national forums that specifically target women's issues in policing.	DPEM
Promoting equal opportunity and non-discriminatory practices		
Anna Stewart Program - Office of the Anti-Discrimination Commissioner	The Office of the Anti-Discrimination Commissioner provides information sessions for women participating in the Anna Stewart Program (Unions Tasmania) each year to empower them and their members with information about their rights and responsibilities under the <i>Anti-Discrimination Act 1998</i> .	DOJ

Current initiatives	Description	Lead agency
Community education - Office of the Anti-Discrimination Commissioner	<p>The training team at the Office of the Anti-Discrimination Commissioner liaises and works co-operatively with community organisations, community groups, schools, colleges, other educational institutions, unions and interested individuals to provide a range of training and information sessions relating to equal opportunity and promoting non-discriminatory practices.</p> <p>Community information sessions, workshops and engagement forums can be designed to focus on a range of human rights issues such as those affecting:</p> <ul style="list-style-type: none"> • people with disability; • Aboriginal and Torres Strait Islander people; • ethnic and religious minority groups; • gay, lesbian, bi-sexual and transgender and intersex communities; • young people; • seniors; • women; and • men. <p>The Office of the Anti-Discrimination Commissioner customised training programs are also available for community organisations. Wherever possible, consideration will be given to a fee reduction subject to the nature, size and capacity of the organisation to pay for training.</p>	DOJ
School Information Sessions - Office of the Anti-Discrimination Commissioner	The Office of the Anti-Discrimination Commissioner liaises and works co-operatively with schools, colleges, other educational institutions and interested individuals to provide a range of free information sessions. Presentations to students on issues relating to anti-discrimination, harassment and bullying assist schools in developing the capacity within their	DOJ

Current initiatives	Description	Lead agency
	<p>school community to:</p> <ul style="list-style-type: none"> • accept and embrace diversity; • celebrate and respect differences; • promote non-discriminatory practices; and • empower those groups who are most likely to experience discrimination, harassment and bullying. <p>Topics covered in sessions depending on the grade of students are:</p> <ul style="list-style-type: none"> • diversity • stereotypes – prejudice - discrimination • types of bullying including cyber-bullying • bystanders behaviour • what to do if it happens to you or you see it • the Office of the Anti-Discrimination Commissioner and the <i>Anti-Discrimination Act 1998</i> • victimisation, inciting hatred and sexual harassment • discrimination in employment • rights and responsibilities. 	
Stitch Program for Women Refugees and Asylum Seekers	The Office of the Anti-Discrimination Commissioner participates in Stitch Program gatherings. The Stitch Program is an informal meeting of women and girl asylum seekers and refugees and the aim of the meetings is to provide information in an informal setting.	DOJ

Current initiatives	Description	Lead agency
<p>Training - Office of the Anti-Discrimination Commissioner</p>	<p>Training sessions are held by the Office of the Anti-Discrimination Commissioner that allow for a mixture of participants to attend on behalf of an organisation or independently.</p> <p>Sessions include:</p> <ul style="list-style-type: none"> • Bullying – what it is, what it's not and what to do about it • Sexual harassment – what it is, what it's not and what to do about it • Discrimination, harassment and bullying awareness • Racism – defining, recognising and dealing with it • Young, old, in-between ... Is your workplace age inclusive? • Disability awareness – Is your workplace disability ready? • We are not all the same but we are equal, GLBTI anti-discrimination awareness • Family responsibilities and the workplace – best practice for all • Discrimination, harassment and bullying – A guide for hospitality workers • Discrimination, harassment and bullying – A guide for teachers and principals • Workplace support/contact officer/person role • Workplace support/contact officer/person refresher • Workplace support/contact officer/person networking meeting • Discrimination, harassment and bullying - management for managers • Recruitment and selection • Discrimination free management and management practices (includes recruitment and selection) 	<p>DOJ</p>

Current initiatives	Description	Lead agency
	<ul style="list-style-type: none"> Investigating complaints 	
Increasing safety by reducing antisocial behaviour, violence and crime: DPEM		
Crime Stoppers (1800 333 000)	<p>Crime Stoppers uses a tripartite approach between the police, media and the general community to provide a flow of information about crime and criminals. Crime Stoppers undertakes a range of promotional and fundraising activities on a regional basis, and encourages people to report crime and other illegal activity through the Crime Stoppers telephone number.</p> <p>In the reporting year, 2 358 calls were received on the Crime Stoppers number, resulting in 159 persons being charged.</p>	DPEM
Operation Unite	<p>Operation Unite is a combined national police campaign targeting public drunkenness and violence on public streets.</p> <p>The campaign highlights the danger of binge drinking and how it contributes to a range of antisocial behaviours, crime and violence, including assaults.</p> <p>Operation Unite now occurs in Tasmania on an annual basis. During the Operation, Tasmania Police provides a strong and focused police presence particularly in entertainment precincts. Tasmania Police works with health authorities to raise awareness and assist in the prevention of alcohol-related social and health harms.</p>	DPEM
Police and Metro Program	<p>Tasmania Police and Metro Tasmania work collaboratively to reduce antisocial behaviour and offences committed on public transport and in public places, including bus interchanges, and to improve the safety of Tasmanians travelling on public transport.</p> <p>In Southern Tasmania, four police officers work in partnership with Metro to prevent and investigate offences on buses and in bus malls.</p>	DPEM

Current initiatives	Description	Lead agency
Prevention Initiative and Violence in Schools Initiative	The Violence In Schools initiative is a partnership in the Northern District between Tasmania Police and the DOE that formalises processes for dealing with school-based violence.	DPEM (Northern District)
Publications for Preventing Residential Burglary	<p>The Tasmania Police website www.police.tas.gov.au has a range of easily accessible information and publications available that can be downloaded for improving home security, including:</p> <ul style="list-style-type: none"> • Residential Burglary Prevention; • Home Security Audit; and • Personal Safety Handbook. 	DPEM
Tasmania Police – support for older persons	<p>Tasmania Police provides support, advice and reassurance to older people to assist in reducing their fear of crime and increase their feelings of safety in the home, including:</p> <ul style="list-style-type: none"> • visiting victims of crime over 65 years of age; and • conducting Operation Deadlatch in conjunction with Neighbourhood Watch and Assa Abloy Security Products for older people who have been burgled and cannot afford new locks. 	DPEM
Tasmanian Early Intervention Program (TEIP)	<p>The Tasmanian Early Intervention Pilot Program (TEIPP) commenced in December 2010. The pilot program concluded in June 2013.</p> <p>TEIP enables persons under the age of 18 years, caught drinking or in possession of alcohol in public places, to be diverted to health-based counselling and support services. Young offenders committing public order offences involving alcohol are also eligible for inclusion in the Program.</p> <p>This initiative is now embedded as a diversionary process for young people.</p>	DPEM

Current initiatives	Description	Lead agency
U-Turn Program	<p>U-Turn is a diversionary program, delivered by Mission Australia under contract to Tasmania Police, aimed at young people aged 15-20 who have been involved in, or who are at risk of becoming involved in, motor vehicle theft.</p> <p>The program offers courses in accredited mechanical training, delivered over a ten-week period, four times a year. It also provides other benefits such as reduced involvement in crime and antisocial behaviour, improved life skills, positive health outcomes and enhanced family relationships.</p> <p>The Tasmanian Government has committed \$500 000 per annum over four years, to support a U-Turn Program. From the 2014-15 financial year, this initiative will be administered by DOJ.</p>	DPEM
Youth Justice Services		
Youth Justice Services	<ul style="list-style-type: none"> • Youth Justice Services is responsible for diversion and rehabilitation programs for young people under supervision in the community and in the Ashley Youth Detention Centre. <p>The focus is on working together with the community, other service delivery agencies and the young people themselves.</p> <p>Youth Justice also manages the delivery of restorative justice services to the victims and perpetrators of youth crime aged 10-17 years.</p> <p>Community-based services, such as community conferencing, community service orders and supervision support, are also provided around the State.</p> <ul style="list-style-type: none"> • Community Youth Justice Teams are based in the North, North-West and South of the State. <p>Teams help find ways to reduce young people's offending behaviour and help young</p>	DHHS

Current initiatives	Description	Lead agency
	<p>people to stay out of the criminal justice system through a restorative justice approach, including services such as community conferences. However, if offending persists, a youth may get a court order supervised by a youth justice worker.</p> <ul style="list-style-type: none"> <li data-bbox="763 443 1720 507">• Youth at Risk develops a strategic focus to the needs of adolescents across the Disability, Youth, Child and Family Services systems. <p>Ongoing liaison with other Government and community-based partners ensures that services for young people are most effectively targeted and available to young Tasmanians (aged 10-19) who need them.</p>	

Broader issues for women

Current initiatives	Description	Lead agency
Gender mainstreaming	<p>A <i>Tasmanian Government Gender Mainstreaming Policy</i> has been developed by DPAC. It is proposed that the Policy will be implemented through a gender analysis guide or toolkit (to be developed in late 2014), which will provide Government agencies and community organisations with a guiding framework to undertake a comprehensive step-by-step gender analysis as part of the policy, program, and service development and implementation process.</p>	DPAC
<i>Inclusive Ageing Strategy: Tasmania 2012-14</i>	<p>The <i>Inclusive Ageing: Tasmania 2012-14 Strategy</i> involves: building a demographic profile; improving access to information; building resilience against cost of living pressures; enhancing voluntary contributions; improving access; and increasing opportunities for the economic contribution for older people.</p>	DPAC
Supporting Working Parents: Pregnancy and Return to Work National Review	<p>In 2014 the Australian Human Rights Commission (AHRC) undertook a national review of pregnancy and return to work arrangements for working parents. The review found widespread discrimination toward pregnant women in the workplace and toward working parents on parental leave and returning to work. The AHRC has identified a number of key strategies and actions for:</p> <ul style="list-style-type: none"> • addressing the high prevalence of discrimination; • strengthening the adequacy of existing laws, policies, procedures and practices; • promoting leading approaches; and • identifying focus areas for further monitoring, evaluation and research. <p>The recommendations are directed toward government, workplaces and the wider community. Work to address the recommendations will commence later in 2014.</p>	DOJ

Current initiatives	Description	Lead agency
People with Disability	<ul style="list-style-type: none"> • Companion Card Program - DPAC co-ordinates Tasmania's involvement in the Companion Card Program. The Companion Card is a photo ID card for people with disability who require lifelong support from a companion carer. It enables them to participate at community venues and events. Cardholders present their card at participating organisations when purchasing a ticket or paying an admission fee and receive a ticket for their companion carer at no charge. • Willing and Able Mentoring Program - DPAC co-ordinates the Willing and Able Mentoring Program, which matches tertiary students with disability to a mentor in an organisation in the area in which the student hopes to establish a career. The goal of the program is to give students (mentees) with disability a range of skills, professional networks and a better understanding of the working environment to prepare them for employment in their chosen profession or industry. • Disability Framework for Action - The Tasmanian Government's <i>Disability Framework for Action 2013-2017</i> (DFA) seeks to remove barriers to enable people with disability to enjoy the same rights and opportunities as all other Tasmanians. The DFA: <ul style="list-style-type: none"> • sets out the Government's vision for Tasmania as an inclusive and caring community; • applies to all Tasmanian Government agencies; • provides a direction for action by Government; • enables people with disability, their families and carers to work in partnership with the Government; • promotes leadership across all State Government agencies to institute a 'whole-of-government' approach to policy and planning, service delivery and evaluation; and 	DPAC

Current initiatives	Description	Lead agency
	<ul style="list-style-type: none"> includes a performance monitoring framework. <p>All Government agencies have developed <i>Disability Action Plans</i> to progress the initiatives in the DFA. <i>Disability Action Plans</i> include actions to improve the accessibility of Government services and programs; facilities, venues and events; employment opportunities; and information.</p> <p>The DFA is the Tasmanian Government's implementation plan for the <i>National Disability Strategy 2010-2020</i>.</p> <ul style="list-style-type: none"> Premier's Disability Advisory Council (PDAC) - CSRT provides secretariat and policy support PDAC, which was established in February 2007. PDAC's role is to assist the Premier and Government to implement the <i>Disability Framework for Action</i>. PDAC works with Government and the broader community to promote the inclusion and participation of people with disability in community life. PDAC is chaired by the Premier and includes the Minister for Human Services as a permanent member. PDAC has up to 11 community members from around Tasmania. More than half of PDAC's members are women, and over 60 per cent are women with lived experience of disability. <p>National Disability Insurance Scheme (DPAC, DHHS and Treasury)</p> <ul style="list-style-type: none"> National Disability Insurance scheme (NDIS) (DPAC, DHHS and Treasury) - The NDIS trial commenced in a number of launch sites around Australia in July 2013, including Tasmania. The NDIS adopts an insurance approach to providing lifetime disability support. It focuses on early intervention and flexible supports which enable people with disability and their carers to have greater dignity, certainty, choice and control in their lives. <p>The statewide NDIS trial will provide individual packages of support to all eligible Tasmanians with disability between the ages of 15-24. It is estimated that approximately 1 000 current and potential clients will enter the Scheme between July 2013 and June 2016. From July 2016, Tasmania will be in transition to the full scheme</p>	<p>DPAC, DHHS, Treasury</p>

Current initiatives	Description	Lead agency
	<p>and all eligible Tasmanians with disability (approximately 11 000 people) will have entered the scheme by July 2019.</p> <ul style="list-style-type: none"> • <i>National Disability Strategy 2010-2020</i> (DPAC) - All governments are committed to a national approach to supporting people with disability to maximise their potential and participate as equal citizens in Australian society. The <i>National Disability Strategy</i> (NDS) represents a unified, national approach to improving the lives of people with disability, their families and carers, and to providing leadership for a community-wide shift in attitudes. The NDS includes initiatives under the following areas: <ul style="list-style-type: none"> • inclusive and accessible communities; • rights protection, justice and legislation; • economic security; • personal and community support; • learning and skills; and • health and wellbeing. <p>Tasmania's implementation of the NDS is being progressed through the <i>Disability Framework for Action</i>.</p> • Minister's Disability Advisory Committee (MDAC) - DHHS provides secretariat and policy support to MDAC. MDAC was established in February 2007 to provide independent advice directly to the Minister of Human Services on a range of issues affecting Tasmanians with disability, their families and carers. It has a particular focus on specialist disability services delivered through community sector organisations but is also able to pass on advice about other issues to PDAC. PDAC works with all Tasmanian Government Departments to promote the inclusion and participation of people with disability in community life. 	DHHS

Current initiatives	Description	Lead agency
	<p>Membership of MDAC, is balanced in terms of regional and gender representation and includes people with disability, family members of people with disability, carers and disability service providers.</p> <p>MDAC meets four times per year and holds regional community forums to engage with people concerned with disability. This ensures advice given to the Minister reflects the experience and views of people with disability, their families and carers on issues that concern them in regards to specialist disability services.</p>	
<p><i>Tasmanian Government Framework for Community Engagement</i></p>	<p>This Framework was developed to support Tasmanian Government agencies to undertake community engagement. It aims to improve the coordination and consistency of community engagement, whilst encouraging creative and innovative approaches.</p> <p>A specific engagement guide for women was also developed as part of this Framework and is available at:</p> <p>www.dpac.tas.gov.au/divisions/cdd/grants_and_community_engagement/framework_for_community_engagement/community_engagement_guides/engaging_with_women</p>	<p>DPAC</p>
<p>Tasmanian Multicultural Policy 2014</p>	<p>The <i>Tasmanian Multicultural Policy 2014</i> provides a means of strengthening the potential of multiculturalism for all Tasmanians and setting the future direction for the multicultural community.</p> <p>Comprehensive consultation with all levels of government, community associations, service providers, peak bodies and the broader community during 2013 illustrated widespread commitment to a multicultural Tasmania, and the desire to promote diversity as an asset for the state.</p> <p>The <i>Tasmanian Multicultural Policy 2014</i> builds on the achievements of the <i>2001 Multicultural Policy</i>. It is underpinned by a set of principles and contains three key strategies and an Action Plan to achieve the vision.</p>	<p>DPAC</p>

Current initiatives	Description	Lead agency
<p><i>Whole-of-Government Framework for LGBTI Tasmanians</i> and the LGBTI Whole-of-Government Reference Group</p>	<p>The <i>Whole-of-Government Framework for LGBTI Tasmanians</i> aims to help achieve greater inclusion, equity and participation for LGBTI Tasmanians. The Framework recognises that government services should be inclusive of, accessible and responsive to LGBTI Tasmanians. Through the Framework, the Tasmanian Government is committed to developing policies, initiatives and strategies with the participation of LGBTI communities at all levels.</p>	<p>DPAC</p>