

# Attachment A

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**Horne, Lydia**

**From:** Webster, Ginna <Ginna.Webster@justice.tas.gov.au>  
**Sent:** Thursday, 30 November 2023 7:44 PM  
**To:** Gale, Jenny  
**Cc:** Secretary  
**Subject:** RE: Ashley Youth Detention Centre monitoring

Dear Jenny,

I thought I would hold off responding until this evening, knowing that you are either back tomorrow or on Monday.

I think there are a few options in terms of Richard's request, I have a meeting with him – a regular meeting – the week after next – I could discuss some of those options with him and come back to you after that. We can touch base next week about this if you like.

Cheers,  
Ginna

**Ginna Webster** (she, her, hers)

Secretary

Department of Justice

03 **s.36** | [Ginna.Webster@justice.tas.gov.au](mailto:Ginna.Webster@justice.tas.gov.au)

[www.justice.tas.gov.au](http://www.justice.tas.gov.au)

GPO Box 825 Hobart TAS 7001 | Level 1, 85 Collins Street, Hobart, TAS 7000



In recognition of the deep history and culture of this Island, I acknowledge and pay my respects to all Tasmanian Aboriginal people; the past and present custodians of the Land.

**From:** Gale, Jenny <Jenny.Gale@dpac.tas.gov.au>  
**Sent:** Wednesday, 15 November 2023 8:19 AM  
**To:** Webster, Ginna <Ginna.Webster@justice.tas.gov.au>  
**Cc:** Secretary (DPaC) <Secretary.Executive@dpac.tas.gov.au>  
**Subject:** FW: Ashley Youth Detention Centre monitoring

Hi Ginna, could we discuss how to deal with this please? Thank you

Best wishes

Jenny Gale PSM  
Secretary  
Department of Premier and Cabinet

**From:** Christensen, Sam <[Sam.Christensen@custodialinspector.tas.gov.au](mailto:Sam.Christensen@custodialinspector.tas.gov.au)>  
**Sent:** Tuesday, 7 November 2023 4:22 PM  
**To:** Gale, Jenny <[Jenny.Gale@dpac.tas.gov.au](mailto:Jenny.Gale@dpac.tas.gov.au)>  
**Cc:** Connock, Richard (OHCC) <[Richard.Connock@ombudsman.tas.gov.au](mailto:Richard.Connock@ombudsman.tas.gov.au)>  
**Subject:** FW: Ashley Youth Detention Centre monitoring

You don't often get email from [sam.christensen@custodialinspector.tas.gov.au](mailto:sam.christensen@custodialinspector.tas.gov.au). [Learn why this is important](#)

Dear Jenny,

Please find attached the letter to the Premier from Richard.

Regards,

**Sam Christensen** (he/him/his)  
Principal Inspection Officer



**Office of the  
Custodial Inspector  
Tasmania**

**(03) 6166 4567 or 1800 001 170 (press 4)**  
Level 6 NAB House, 86 Collins Street, Hobart 7000  
[sam.christensen@custodialinspector.tas.gov.au](mailto:sam.christensen@custodialinspector.tas.gov.au)  
[www.custodialinspector.tas.gov.au](http://www.custodialinspector.tas.gov.au)

I acknowledge Tasmanian Aboriginal people as the traditional and continuing custodians of the land where I live and work. I pay respect to elders past and present.

**From:** Christensen, Sam  
**Sent:** Tuesday, 7 November 2023 3:44 PM  
**To:** Rockliff, Jeremy (DPaC) <[Jeremy.Rockliff@dpac.tas.gov.au](mailto:Jeremy.Rockliff@dpac.tas.gov.au)>  
**Subject:** Ashley Youth Detention Centre monitoring

Hello,

Please find correspondence attached for the Premier from the Custodial Inspector.

Regards,

**Sam Christensen** (he/him/his)  
Principal Inspection Officer



**Office of the  
Custodial Inspector  
Tasmania**

**(03) 6166 4567 or 1800 001 170 (press 4)**  
Level 6 NAB House, 86 Collins Street, Hobart 7000  
[sam.christensen@custodialinspector.tas.gov.au](mailto:sam.christensen@custodialinspector.tas.gov.au)  
[www.custodialinspector.tas.gov.au](http://www.custodialinspector.tas.gov.au)

I acknowledge Tasmanian Aboriginal people as the traditional and continuing custodians of the land where I live and work. I pay respect to elders past and present.

Horne, Lydia

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**From:** Ferguson, Michael  
**Sent:** Friday, 1 December 2023 8:19 AM  
**To:** Wittison, Sandy; Limkin, Craig; Gale, Jenny; Abbott, James; Field, Vanessa  
**Subject:** Minute to the Acting Premier - Approval for release of the Government Response.docx  
**Attachments:** MF Keeping Children Safe report V2.pdf; Minute to the Acting Premier - Approval for release of the Government Response.docx

s.27

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s.27 Thanks all. Big day... let's all support each other as we help make the changes need for our precious children to be completely safe.

## Minute to the Acting Premier

For approval by:

DPAC CM (TRIM) reference:

Ministerial CM (TRIM) reference:

### Approval of the Government's Response to the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings

**Purpose:** To seek approval from the Acting Premier to release the Government's Response - *Keeping Children Safe and Rebuilding Trust* - to the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings.

**Analysis:** The Commission of Inquiry was established on 15 March 2021 by Order of the Governor of Tasmania. The final report was tabled in the House of Assembly on the 26 September 2023.

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The Tasmanian Government Response commits to implementing all the 191 recommendations made by the Commission in the final report.

**Reason for deadline:** The Government has previously committed to the Government Response being tabled on 1 December 2023.

### Recommendations

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### Approvals

Alg Deputy Secretary

Acting Premier

Approved

Yes ☒

No ☐

Noted ☐

YES. Michael Ferguson 1/12/2023

Thursday, 30  
November 2023

## Acting Premier's notations:

s.27

## Key reason

- The Commission of Inquiry's final report outlines harrowing details of sexual abuse that requires substantial reform across the Tasmanian Government.
- The final report recommends the Tasmanian Government adopts and implements 191 recommendations and 75 findings.
- The Government's Response accepts the 191 recommendations and commits to actionable, measurable reform.
- Accepting and implementing the recommendations of the final report is the way forward in making instrumental change and safeguarding our children and young people.
- The Government's Response is a three-phased approach to implementing the recommendations, ensuring a considered and holistic approach to how we deliver against the recommendations.
- Implementing the recommendations has been broken into the following phases:
  - Phase 1 – focuses on those that will be delivered by July 2024
  - Phase 2 – focuses on those that will be delivered by July 2026
  - Phase 3 – focuses on those that will be delivered by July 2029

## Consultation

- The Tasmanian Government response is the result of a comprehensive, collaborative and whole-of-government engagement process.
- Each involved and named agency has an opportunity to actively engage in this response and has contributed to the final product.
- Feedback has been incorporated throughout development.
- Ownership of the key actions and deliverables has been concise from each agency.

## Options

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## Financial impact

- The Government has committed \$55.091 million in funding for the Commission of Inquiry response in the 2023-24 Financial Year.
- Funding for Phase 2 and Phase 3 recommendations will need to be considered in future budget processes.

## Attachments

Attachment	Title (CM reference)
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I	The Government's Response - <i>Keeping Children Safe and Rebuilding Trust</i>
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Craig Limkin, Acting Secretary

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Jo Winter, Policy Division

s.36

**Horne, Lydia**

**Subject:** BRIEFING | Attorney-General Re Commission of Inquiry (COI) Government Response  
**Location:** Hobart-15 Murray St-Level11-Cabinet Room

**Start:** Fri 1/12/2023 10:00 AM  
**End:** Fri 1/12/2023 11:00 AM

**Recurrence:** (none)

**Meeting Status:** Not yet responded

**Organizer:** Field, Vanessa

**Categories:** L7 Executive Building + Own Office

Note: Cabinet Room booked for tomorrow's briefing, with Webex link issued in case needed. Thanks very much. Nicole.

You not need to go to the office to attend this meeting.

**When it's time, join your Webex meeting here.**

Join meeting

**More ways to join:**

**Join from the meeting link**

<https://tg1.webex.com/tg1/j.php?MTID=mbef3d835a7b0fb60b977f616725228eb>

**Join by meeting number**

Meeting number (access code): 2515 672 7958

Meeting password: ymVMhCDA463

**Tap to join from a mobile device (attendees only)**

+61-29037-0069,,25156727958## Australia Toll

+61-2-9338-2218,,25156727958## Australia Toll 2

**Join by phone**

+61-29037-0069 Australia Toll

+61-2-9338-2218 Australia Toll 2

Global call-in numbers

**Join from a video system or application**

Dial [25156727958@tg1.webex.com](tel:25156727958)

You can also dial 210.4.202.4 and enter your meeting number.

If you are a host, [click here](#) to view host information.

**Horne, Lydia**

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**From:** Morgan-Wicks, Kathrine L <kathrine.morgan-wicks@health.tas.gov.au>  
**Sent:** Saturday, 2 December 2023 1:08 PM  
**To:** Russell, Amanda  
**Cc:** Bowles, Mark (StateGrowth); Bullard, Tim (DoE); Webster, Ginna (DoJ); Adams, Donna (POLICE); Limkin, Craig; Secretary; Fitton, Jane; Steele, Yvette (StateGrowth); Salter, Kane (DoE); Gourlay, Paul (DoE); Mulcahy, Tracey (DoJ); Denby, Mandy (DPFEM); Gale, Jenny; Williams, Rob; Vu, Jenny; Hinss, Oliver (DoJ); Searle, Michelle (Health)  
**Subject:** Re: URGENT: Report for completion by Friday 4pm for Monday publishing - Head of Agency Assessments arising from COI report

Hi Mandy thank you - Michelle is revising and we should have to you tomorrow morning.  
 Kath

Sent from my iPhone

On Dec 2, 2023, at 12:58 PM, Russell, Amanda <Amanda.Russell@dpac.tas.gov.au> wrote:

Good afternoon all

In discussions with DOH about their return two additional points in terms of HOA completion of table have come up in the completion of Agency data that I wanted to make you aware of. The classification of this information is important and thanks to Health for raising.

I have made the following amendments to the tables:

1. Added a footnote in the assessments column to indicate that one employee may have multiple assessments. This is important as could be for different matters /potential breaches and indeed timeframes
2. Have added a footnote in column 1- rather than an additional column to indicate all relevant referrals to legal and regulatory bodies have been made, noting that this is a separate column in section 2- alleged perpetrators- of the report.

Updated return attached

Regards

Mandy

**From:** Russell, Amanda

**Sent:** Friday, 1 December 2023 6:44 PM

**To:** Bowles, Mark (StateGrowth) <mark.bowles@stategrowth.tas.gov.au>; Bullard, Tim (DoE) <tim.bullard@education.tas.gov.au>; Morgan-Wicks, Kathrine L (Health) <kathrine.morgan-wicks@health.tas.gov.au>; Webster, Ginna (DoJ) <Ginna.Webster@justice.tas.gov.au>; Adams, Donna (POLICE) <Donna.Adams@police.tas.gov.au>; Limkin, Craig <Craig.Limkin@dpac.tas.gov.au>  
**Cc:** Secretary <Secretary.Executive@dpac.tas.gov.au>; Fitton, Jane <Jane.Fitton@dpac.tas.gov.au>; Steele, Yvette (StateGrowth) <Yvette.Steele@stategrowth.tas.gov.au>; Salter, Kane (DoE) <kane.salter@education.tas.gov.au>; Gourlay, Paul (DoE) <paul.gourlay@education.tas.gov.au>; Mulcahy, Tracey (DoJ) <Tracey.Mulcahy@justice.tas.gov.au>; Denby, Mandy (DPFEM) <Mandy.Denby@dpfem.tas.gov.au>; Gale, Jenny <Jenny.Gale@dpac.tas.gov.au>; Williams, Rob <Rob.Williams@dpac.tas.gov.au>; Vu, Jenny <Jenny.Vu@dpac.tas.gov.au>; Hinss, Oliver (DoJ) <Oliver.Hinss@justice.tas.gov.au>

**Subject:** RE: URGENT: Report for completion by Friday 4pm for Monday publishing - Head of Agency Assessments arising from COI report

**Importance:** High

Good evening all



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Thank you to those who have returned reports. I will compile over the weekend and send out an updated whole of government return ahead of publishing on the DPAC website on Monday as previously foreshadowed.

There was an email exchange earlier today on some matters of clarification and I attach a slightly updated return with those amendments included- relating to headings and explanatory notes. Also in discussions with some agencies we clarified that some previous summaries may not have included 34a notices for employees as they were not identified from the report. Can you please ensure that your numbers include any employees notified to you by section 34A notices? As was agreed, the scope of this report is your review "of matters arising from and related to the COI report". Please let me know if you wish to discuss.

Regards

Mandy

<image001.png>

**Amanda Russell**

Director | State Service Management Office

**Department of Premier and Cabinet**

Level 5, 15 Murray Street

Hobart, Tasmania 7000

Phone: 03 **s.36** Mobile: **s.36**

[amanda.russell@dpac.tas.gov.au](mailto:amanda.russell@dpac.tas.gov.au) | [www.dpac.tas.gov.au](http://www.dpac.tas.gov.au)

<image002.png>

**From:** Russell, Amanda

**Sent:** Thursday, 30 November 2023 12:00 PM

**To:** Bowles, Mark (StateGrowth) <[mark.bowles@stategrowth.tas.gov.au](mailto:mark.bowles@stategrowth.tas.gov.au)>; Bullard, Tim (DoE) <[tim.bullard@education.tas.gov.au](mailto:tim.bullard@education.tas.gov.au)>; Morgan-Wicks, Kathrine L (Health) <[kathrine.morgan-wicks@health.tas.gov.au](mailto:kathrine.morgan-wicks@health.tas.gov.au)>; Webster, Ginna (DoJ) <[Ginna.Webster@justice.tas.gov.au](mailto:Ginna.Webster@justice.tas.gov.au)>; Adams, Donna (POLICE) <[Donna.Adams@police.tas.gov.au](mailto:Donna.Adams@police.tas.gov.au)>

**Cc:** Limkin, Craig <[Craig.Limkin@dpac.tas.gov.au](mailto:Craig.Limkin@dpac.tas.gov.au)>; Secretary <[Secretary.Executive@dpac.tas.gov.au](mailto:Secretary.Executive@dpac.tas.gov.au)>; Fitton, Jane <[Jane.Fitton@dpac.tas.gov.au](mailto:Jane.Fitton@dpac.tas.gov.au)>; Steele, Yvette (StateGrowth) <[Yvette.Steele@stategrowth.tas.gov.au](mailto:Yvette.Steele@stategrowth.tas.gov.au)>; Salter, Kane (DoE) <[kane.salter@education.tas.gov.au](mailto:kane.salter@education.tas.gov.au)>; Gourlay, Paul (DoE) <[paul.gourlay@education.tas.gov.au](mailto:paul.gourlay@education.tas.gov.au)>; Mulcahy, Tracey (DoJ) <[Tracey.Mulcahy@justice.tas.gov.au](mailto:Tracey.Mulcahy@justice.tas.gov.au)>; Denby, Mandy (DPFEM) <[Mandy.Denby@dpfem.tas.gov.au](mailto:Mandy.Denby@dpfem.tas.gov.au)>; Gale, Jenny <[Jenny.Gale@dpac.tas.gov.au](mailto:Jenny.Gale@dpac.tas.gov.au)>; Williams, Rob <[Rob.Williams@dpac.tas.gov.au](mailto:Rob.Williams@dpac.tas.gov.au)>; Vu, Jenny <[Jenny.Vu@dpac.tas.gov.au](mailto:Jenny.Vu@dpac.tas.gov.au)>; Hinss, Oliver (DoJ) <[Oliver.Hinss@justice.tas.gov.au](mailto:Oliver.Hinss@justice.tas.gov.au)>

**Subject:** URGENT: Report for completion by Friday 4pm for Monday publishing - Head of Agency Assessments arising from COI report

**Importance:** High

Good afternoon all

As discussed yesterday at the CYSW Heads of Agency, please find attached the return for completion **by 4pm Friday** to enable a whole of TSS return to be compiled and **published Monday** on the DPAC website. I do apologise for the short turnaround and am happy to discuss with your teams. I have reached out to most this morning.

Key points to note from yesterday's discussion:

1. The reports have been split into 3 returns
  1. Section 1 for current and former employees
  2. Section 2 for current and former employees who were alleged perpetrators
  3. Section 3 for the Commissioner of Police to provide a return on Tasmania Police matters. Donna you will note that there are headings and explanatory notes that are highlighted that you will need to adjust for your Act.
2. I have added commentary at the top of the reports that is intended to be published along with the reports on Monday for appropriate context.
3. It is intended that this is updated on the 20<sup>th</sup> of every month. DPAC will liaise with you on the timing and the coordination of future updates.

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4. Your individual agency databases will be the source of truth for all future returns. To that end I strongly recommend that you keep a record of the database upon which your return is submitted every month, should it be necessary to review individual details.

Please let me know at your earliest if you have any queries at all.

Best

<image001.png>

**Amanda Russell**

Director | State Service Management Office

**Department of Premier and Cabinet**

Level 5, 15 Murray Street

Hobart, Tasmania 7000

Phone: 03 s.36 Mobile: s.36

[amanda.russell@dpac.tas.gov.au](mailto:amanda.russell@dpac.tas.gov.au) | [www.dpac.tas.gov.au](http://www.dpac.tas.gov.au)

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<Report of Agency assessments of COI matters by Head of Agency\_November 2023.docx>

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Horne, Lydia

**From:** Morgan-Wicks, Kathrine L <kathrine.morgan-wicks@health.tas.gov.au>  
**Sent:** Sunday, 3 December 2023 2:20 PM  
**To:** Gale, Jenny; Russell, Amanda  
**Cc:** Searle, Michelle (Health)  
**Subject:** URGENT DoH - Head of Agency Assessments arising from COI report - STRICTLY CONFIDENTIAL  
**Attachments:** Letter to s.30 or s.36.pdf; Letter to s.30 or s.36.pdf; Letter to s.30 or s.36.pdf; Col Findings DOH 20231201.xlsb; PR - HOSS - Col Findings 20231203.pdf; Report of DOH assessments of COI matters by HOA 20231203.docx  
**Importance:** High  
**Sensitivity:** Confidential

Hi Jenny and Mandy,

Please see attached letter, updated full findings table and new report of DoH assessments. We have completed all assessments including our 34As and have none outstanding.

I have left the individual lines with initials under the rolled up DoH Assessments – just to explain how we have added up to get the numbers we have.

Otherwise the individual lines can be deleted.

Please contact me or Michelle if any further clarification needed.

With thanks  
 Kath



**Kathrine Morgan-Wicks PSM**

**Secretary**

Department of Health

Level 1, 22 Elizabeth Street, Hobart TAS 7000

[kathrine.morgan-wicks@health.tas.gov.au](mailto:kathrine.morgan-wicks@health.tas.gov.au) | [www.health.tas.gov.au](http://www.health.tas.gov.au)

**It's always OK to speak up**

Find out how at:

[www.health.tas.gov.au/child-safety-and-wellbeing](http://www.health.tas.gov.au/child-safety-and-wellbeing)



**From:** Searle, Michelle <michelle.searle@health.tas.gov.au>

**Sent:** Saturday, 2 December 2023 4:06 PM

**To:** Morgan-Wicks, Kathrine L <kathrine.morgan-wicks@health.tas.gov.au>

**Subject:** FW: URGENT: Report for completion by Friday 4pm for Monday publishing - Head of Agency Assessments arising from COI report

**Sensitivity:** Confidential

so sorry, It would be helpful if I attached both the database and dpac's table!!

**From:** Searle, Michelle

**Sent:** Saturday, 2 December 2023 3:48 PM

**To:** Morgan-Wicks, Kathrine L <[kathrine.morgan-wicks@health.tas.gov.au](mailto:kathrine.morgan-wicks@health.tas.gov.au)>

**Subject:** FW: URGENT: Report for completion by Friday 4pm for Monday publishing - Head of Agency Assessments arising from COI report

**Sensitivity:** Confidential

Hi Kath

in updating the DPAC table I have approached it differently – please see attached. if you are happy with how the individuals are reported then we will need to delete the detailed rows and provide the top level numbers as our response.

I have also gone through and updated the master database – this now includes the 34A notes. In relation to individual assessments, please note column R reflects your notes under each assessment and I would recommend you look at my updated notes (I have highlighted in red) throughout the table to make sure that you are ok with proposed updates.

FYI, I have resent the Letter to HOSS and attachments here so that they are all together for you. Feel free to give me a call at any stage to discuss

cheers  
Michelle

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## Department of Health

GPO Box 125, HOBART TAS 7001, Australia  
Web: [www.health.tas.gov.au](http://www.health.tas.gov.au)



Contact: Michelle Searle  
Phone: (03) **s.36**  
E-mail: [michelle.searle@health.tas.gov.au](mailto:michelle.searle@health.tas.gov.au)  
File:

Jenny Gale  
Head of the State Service  
Department of Premier and Cabinet

By Email: [secretary.executive@dpac.tas.gov.au](mailto:secretary.executive@dpac.tas.gov.au)

Dear Jenny

### **Subject: Commission of Inquiry**

Further to my correspondence 7 November 2023, I have completed the assessments of current and former State Service employees in relation to matters arising from the Commission of Inquiry report.

I confirm that I am sending correspondence to **s.30 or s.36**, **s.30 or s.36** and **s.30 or s.36** (refer attached). This letter will be provided to the individuals on Monday to align with external wellbeing support availability. Can I please ask that they are placed on the proposed COI Register, once it has been established.

I have also determined that **s.30 or s.36** and **s.30 or s.36** (named in the Restricted Publication Case Study) should also be placed on the proposed COI Register, once it has been established, and ask that they be placed on the proposed COI Register noting that I am currently unable to send correspondence advising them of such due to:

- Determining a medically safe way to provide to **s.30 or s.36**
- Confirming contact details for **s.30 or s.36** for whom we have no records since his employment in **s.30 or s.36**

My assessments are reflected in the attached spreadsheet and I have reflected this in my response to the Routine Disclosure report update as at 3 December 2023.

Please note, current employees have been advised where I have determined that an individual's actions do not provide sufficient basis for determining that they may have breached the State Service Code of Conduct and that no further action will be taken.

If you have any further questions, please don't hesitate to contact me.

Yours sincerely



Kathrine Morgan-Wicks  
Secretary

3 December 2023

cc Mandy Russell, Director SSMO

Attachments:

- 1 Correspondence to s.30 or s.36
- 2 Correspondence to s.30 or s.36
- 3 Correspondence to s.30 or s.36
- 4 DoH COI Findings
- 5 Routine Disclosure template

## Department of Health

GPO Box 125, HOBART TAS 7001, Australia  
Web: [www.health.tas.gov.au](http://www.health.tas.gov.au)



Contact: Michelle Searle  
Phone: s.36  
E-mail: [michelle.searle@health.tas.gov.au](mailto:michelle.searle@health.tas.gov.au)  
File:

s.30 or s.36  
s.30 or s.36 @gmail.com

Dear s.30 or s.36

### **Commission of Inquiry – Future employment and other arrangements in the Tasmanian State Service**

I am writing to you in relation to the release of the Final Report of the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings Report (the COI Report).

The Agency is committed to safeguarding the rights of all children and young people to access health services, to be heard, and to be kept safe from harm. Keeping children and young people safe is everyone's responsibility and I take this responsibility very seriously.

I have now reviewed the COI Report which, s.30 or s.36

s.30 or s.36

s.30 or s.36

As you are no longer an employee, I am unable to proceed with any formal investigation in accordance with Employment Direction No. 5 (ED No. 5) nor determine any employment sanction that would apply if a breach of the code of conduct was to be found.

However, I reserve my rights to commence an ED No. 5 investigation or equivalent with respect to the subject of these findings should you again commence as an employee.

I write to inform you that s.30 or s.36 will be noted on records maintained by the Agency and will be considered with respect to any future application you might make for

employment, engagement as a contractor or other engagements, including as a volunteer within the State Service.

It is appreciated that receiving this notice may be difficult and challenging. The following support services may assist:

Mental Health Services helpline - 1800 332 388

Lifeline - 131 144

Suicide Call Back Service - 1300 659 467

Beyondblue.org.au - 1300 224 636

Yours sincerely



Kathrine Morgan-Wicks  
Secretary

1 December 2023



## Department of Health

GPO Box 125, HOBART TAS 7001, Australia  
Web: [www.health.tas.gov.au](http://www.health.tas.gov.au)



Contact: Michelle Searle  
Phone: s.36  
E-mail: [michelle.searle@health.tas.gov.au](mailto:michelle.searle@health.tas.gov.au)  
File:

s.30 or s.36  
s.30 or s.36@netspace.net.au

Dear s.30 or s.36

### **Commission of Inquiry – Future employment and other arrangements in the Tasmanian State Service**

I am writing to you in relation to the release of the Final Report of the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings Report (the COI Report).

The Agency is committed to safeguarding the rights of all children and young people to access health services, to be heard, and to be kept safe from harm. Keeping children and young people safe is everyone's responsibility and I take this responsibility very seriously.

I have now reviewed the COI Report which, s.30 or s.36

s.30 or s.36

s.30 or s.36

As you are no longer an employee, I am unable to proceed with any formal investigation in accordance with Employment Direction No. 5 (ED No. 5) nor determine any employment sanction that would apply if a breach of the code of conduct was to be found.

However, I reserve my rights to commence an ED No. 5 investigation or equivalent with respect to the subject of these findings should you again commence as an employee.

I write to inform you that s.30 or s.36 will be noted on records maintained by the Agency and will be considered with respect to any future application you might make for employment, engagement as a contractor or other engagements, including as a volunteer within the State Service.

It is appreciated that receiving this notice may be difficult and challenging. The following support services may assist:

Mental Health Services helpline - 1800 332 388

Lifeline - 131 144

Suicide Call Back Service - 1300 659 467

Beyondblue.org.au - 1300 224 636

Yours sincerely

A handwritten signature in dark ink, appearing to read 'Kathrine Morgan-Wicks', written in a cursive style.

Kathrine Morgan-Wicks  
Secretary

1 December 2023

## Department of Health

GPO Box 125, HOBART TAS 7001, Australia  
 Web: [www.health.tas.gov.au](http://www.health.tas.gov.au)



Contact: Michelle Searle  
 Phone: s.36  
 E-mail: [michelle.searle@health.tas.gov.au](mailto:michelle.searle@health.tas.gov.au)  
 File:

s.30 or s.36  
 s.30 or s.36@hotmail.com

Dear s.30 or s.36

### Commission of Inquiry – Future employment and other arrangements in the Tasmanian State Service

I am writing to you in relation to the release of the Final Report of the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings Report (the COI Report).

The Agency is committed to safeguarding the rights of all children and young people to access health services, to be heard, and to be kept safe from harm. Keeping children and young people safe is everyone's responsibility and I take this responsibility very seriously.

I have now reviewed the COI Report which, s.30 or s.36

s.30 or s.36

s.30 or s.36

As you are no longer an employee, I am unable to proceed with any formal investigation in accordance with Employment Direction No. 5 (ED No. 5) nor determine any employment sanction that would apply if a breach of the code of conduct was to be found.

However, I reserve my rights to commence an ED No. 5 investigation or equivalent with respect to the subject of these findings should you again commence as an employee.

I write to inform you that s.30 or s.36 will be noted on records maintained by the Agency and will be considered with respect to any future application you might make for employment, engagement as a contractor or other engagements, including as a volunteer within the State Service.

It is appreciated that receiving this notice may be difficult and challenging. The following support services may assist:

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Yours sincerely

A handwritten signature in black ink, appearing to read 'Kathrine Morgan-Wicks', written in a cursive style.

Kathrine Morgan-Wicks  
Secretary

1 December 2023

**Horne, Lydia**

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**Subject:** INTERNAL | Col Government Response Joint Briefing  
**Location:** Cabinet Room, Level 11, 15 Murray Street, Hobart  
**Start:** Mon 4/12/2023 12:30 PM  
**End:** Mon 4/12/2023 1:15 PM  
**Recurrence:** (none)  
**Meeting Status:** Not yet responded  
**Organizer:** Rockliff, Jeremy  
**Categories:** Exec Building (NOT Level 7) - 15 Murray St

**Horne, Lydia**

---

**Subject:** INTERNAL | DPAC CoI Briefing  
**Location:** Cabinet Room, Level 11, 15 Murray Street, Hobart  
  
**Start:** Mon 4/12/2023 1:30 PM  
**End:** Mon 4/12/2023 2:30 PM  
  
**Recurrence:** (none)  
  
**Meeting Status:** Not yet responded  
  
**Organizer:** Rockliff, Jeremy  
  
**Categories:** Exec Building (NOT Level 7) - 15 Murray St

**Horne, Lydia**

**From:** Webster, Ginna <Ginna.Webster@justice.tas.gov.au>  
**Sent:** Monday, 4 December 2023 9:53 PM  
**To:** Gale, Jenny  
**Subject:** As discussed

Whilst much has been said about the provisions of s.18 and matters of procedural fairness, it is important to know that correspondence from the State to the Commission strongly and consistently referenced the fact that the first and foremost concern was for children in the care of the State and their safety and protection. Other key considerations – regularly put to the Commission in correspondence was the well-being of all victim-survivors and others who had given evidence before the Commission relating to their – or their family member's – experience of sexual abuse in Government institutions.

In addition the State wanted to ensure that those who may be subject to disciplinary processes were held accountable and any future processes were not prejudiced by findings that were not compliant with the provisions of the Act in that individuals were not afforded an opportunity to comment or give evidence on the issues raised.

There was a genuine desire to ensure that the Final Report could be published in its entirety, without the need for omissions or redactions, other than recommended by the Commission.

There was never any intention to subvert accountability for those who deserved to be held to account, particularly in relation to those individuals subject to allegations of child sexual abuse. To the contrary, the State and all relevant agencies fully cooperated with the Commission of Inquiry, access was given to all state servants the Commission wished to hear from, the State worked within the extremely tight timeframes and ensured those who needed support throughout the process, particularly victim-survivors, were provided with that support. In addition privilege was waived by the then Attorney-General when requested by the Commission.

It is also important to remember that many, if not all, the individuals who the Commission wished to make findings about but say they could not, were independently represented. No doubt those legal representatives wanted to ensure their clients were provided with sufficient time to consider and respond to all matters put to them.

Throughout the period from late February to late June 2023, the State was making suggestions to the Commission as to how the issue of procedural fairness could be resolved to ensure that the Report could be published in its entirety including additional hearings and a request for an extension of time.

**Ginna Webster** (she, her, hers)

Secretary

Department of Justice

03 **s.36** | [Ginna.Webster@justice.tas.gov.au](mailto:Ginna.Webster@justice.tas.gov.au)

[www.justice.tas.gov.au](http://www.justice.tas.gov.au)

GPO Box 825 Hobart TAS 7001 | Level 1, 85 Collins Street, Hobart, TAS 7000



In recognition of the deep history and culture of this Island, I acknowledge and pay my respects to all Tasmanian Aboriginal people; the past and present custodians of the Land.

**Horne, Lydia**

**From:** Webster, Ginna <Ginna.Webster@justice.tas.gov.au>  
**Sent:** Tuesday, 5 December 2023 9:35 PM  
**To:** Gale, Jenny  
**Subject:** FW: STRICTLY CONFIDENTIAL - updated database  
**Attachments:** Updated - Named employees database.xlsb

**Importance:** High

Hi Jenny,  
 Here is the email Oliver sent re: 34A notices.

**Ginna Webster** (she, her, hers)

Secretary

Department of Justice

03 s.36 | [Ginna.Webster@justice.tas.gov.au](mailto:Ginna.Webster@justice.tas.gov.au)[www.justice.tas.gov.au](http://www.justice.tas.gov.au)

GPO Box 825 Hobart TAS 7001 | Level 1, 85 Collins Street, Hobart, TAS 7000



We act with **Integrity** **Respect** **Accountability** Our workplaces are **Inclusive** **Collaborative**

In recognition of the deep history and culture of this Island, I acknowledge and pay my respects to all Tasmanian Aboriginal people; the past and present custodians of the Land.

**From:** Hinss, Oliver <Oliver.Hinss@justice.tas.gov.au>  
**Sent:** Monday, 13 November 2023 3:43 PM  
**To:** Horne, Lydia (DPaC) <Lydia.Horne@dpac.tas.gov.au>; Russell, Amanda (DPaC) <Amanda.Russell@dpac.tas.gov.au>  
**Cc:** Gale, Jenny (DPaC) <Jenny.Gale@dpac.tas.gov.au>; Webster, Ginna <Ginna.Webster@justice.tas.gov.au>  
**Subject:** RE: STRICTLY CONFIDENTIAL - updated database  
**Importance:** High

Dear Lydia

We have reviewed DPAC's list against the 34A list and completed the relevant column. We have added an additional column that provides some context against some of the responses.

I note is an extraction of the individuals in the list who have also been the subject of a 34A notices. The ones in yellow are current employees.

- s.30 or s.36 (former employee)
- s.30 or s.36 (former employee)
- s.30 or s.36 (former employee)
- s.30 or s.36 (current employee)
- s.30 or s.36 (current employee, stood down ED5 ongoing)
- s.30 or s.36 (current employee, suspended and ED5 ongoing)
- s.30 or s.36 (current employee, suspended and ED5 going to commence)



- s.30 or s.36 (current employee, stood down and ED5 ongoing)
- s.30 or s.36 (former employee)
- s.30 or s.36 (former employee)
- s.30 or s.36 (former employee)
- s.30 or s.36 (former employee)
- s.30 or s.36 (former employee)
- s.30 or s.36 (current employee, on workers compensation and ED5 to commence)
- s.30 or s.36 (current employee)

Kind regards



**Oliver Hinss** (he, him, his)

**Director**

Commission of Inquiry Response Unit

Department of Justice

P (03) s.36

E [oliver.hinss@justice.tas.gov.au](mailto:oliver.hinss@justice.tas.gov.au)

W [www.justice.tas.gov.au](http://www.justice.tas.gov.au)

Level 3, 85-99 Collins Street, Hobart TAS 7000 | GPO Box 825, Hobart TAS 7001

WE ACT WITH INTEGRITY, RESPECT AND ACCOUNTABILITY. OUR WORKPLACES ARE INCLUSIVE AND COLLABORATIVE.

**From:** Horne, Lydia <[Lydia.Horne@dpac.tas.gov.au](mailto:Lydia.Horne@dpac.tas.gov.au)>

**Sent:** Friday, 10 November 2023 6:48 PM

**To:** Hinss, Oliver <[Oliver.Hinss@justice.tas.gov.au](mailto:Oliver.Hinss@justice.tas.gov.au)>; Russell, Amanda (DPaC) <[Amanda.Russell@dpac.tas.gov.au](mailto:Amanda.Russell@dpac.tas.gov.au)>

**Cc:** Gale, Jenny (DPaC) <[Jenny.Gale@dpac.tas.gov.au](mailto:Jenny.Gale@dpac.tas.gov.au)>

**Subject:** STRICTLY CONFIDENTIAL - updated database

Hi Oliver and Mandy

I've updated the database with the edits back from agencies, and also added a column and filter for ED16 (it's also ready to go for S34A and PPS5 register).

You'll see a worksheet for the ED16 source info, and on that I've also added a column to indicate yes or no as I've cross-checked against the 'named' list.

One query I had from the ED16 cross-check – are s.30 or s.36 and s.30 or s.36 different people or should be same? I've only got s.30 or s.36 on the named list.

FYI the 'Jenny list' is the 3<sup>rd</sup> worksheet – "JG summary 6-11-23" – note this isn't 100% current now but gives you the high level overview.

Please do yell out if you see any issues or have queries, I'm sure we'll discuss further next week in any case, and in the meantime I hope you have a fabulous weekend 😊

Cheers

Lydia Horne

Team Leader Secretary Support - Office of the Secretary

Department of Premier and Cabinet

Level 7, 15 Murray Street

Hobart, Tasmania 7000

03 s.30 or s.36

[lydia.horne@dpac.tas.gov.au](mailto:lydia.horne@dpac.tas.gov.au) | [www.dpac.tas.gov.au](http://www.dpac.tas.gov.au)

**Horne, Lydia**

---

**From:** Bullard, Tim <tim.bullard@decyp.tas.gov.au>  
**Sent:** Wednesday, 6 December 2023 5:11 PM  
**To:** Gale, Jenny  
**Subject:** Fwd: QWNs - request for extension for QONs from COI Scrutiny Hearing  
**Attachments:** PREMIER OUTGOING - Simon Wood - Commission of Inquiry - Scrutiny QoN.pdf  
**Categories:** Actioned on JG Behalf

Tim Bullard  
 Secretary  
 Department for Education, Children and Young People

**From:** Williams, Rob <Rob.Williams@dpac.tas.gov.au>  
**Sent:** Wednesday, December 6, 2023 5:10:36 PM  
**To:** Morgan-Wicks, Kathrine L (Health) <kathrine.morgan-wicks@health.tas.gov.au>; Gale, Jenny (DPaC) <Jenny.Gale@dpac.tas.gov.au>; Bullard, Tim <tim.bullard@education.tas.gov.au>; Webster, Ginna (DoJ) <Ginna.Webster@justice.tas.gov.au>; Adams, Donna (POLICE) <Donna.Adams@police.tas.gov.au>; Limkin, Craig (DPaC) <Craig.Limkin@dpac.tas.gov.au>  
**Cc:** Healey, Mathew (DPaC) <Mathew.Healey@dpac.tas.gov.au>; Secretary (DPaC) <Secretary.Executive@dpac.tas.gov.au>; Russell, Amanda (DPaC) <Amanda.Russell@dpac.tas.gov.au>; Healey, Mathew (DPaC) <Mathew.Healey@dpac.tas.gov.au>  
**Subject:** RE: QWNs - request for extension for QONs from COI Scrutiny Hearing  
 Hi – have just received the final letter sent (same as the draft I sent previously)  
 Regards  
 Rob  
**Rob Williams**  
 Associate Secretary  
 Department of Premier and Cabinet  
 Tasmanian Government  
 Phone **s.36**

**From:** Williams, Rob  
**Sent:** Wednesday, 6 December 2023 5:09 PM  
**To:** Morgan-Wicks, Kathrine L (Health) <kathrine.morgan-wicks@health.tas.gov.au>; Gale, Jenny <Jenny.Gale@dpac.tas.gov.au>; Bullard, Tim (DoE) <tim.bullard@education.tas.gov.au>; Webster, Ginna (DoJ) <Ginna.Webster@justice.tas.gov.au>; Adams, Donna (POLICE) <Donna.Adams@police.tas.gov.au>; Limkin, Craig <Craig.Limkin@dpac.tas.gov.au>  
**Cc:** Healey, Mathew <Mathew.Healey@dpac.tas.gov.au>; Secretary <Secretary.Executive@dpac.tas.gov.au>; Russell, Amanda <Amanda.Russell@dpac.tas.gov.au>; Healey, Mathew <Mathew.Healey@dpac.tas.gov.au>  
**Subject:** FW: QWNs - request for extension for QONs from COI Scrutiny Hearing  
 Good afternoon all  
 Please see the letter which has now been sent to the Committee requesting an extension of time for responses to QONs for all agencies, until Monday 5pm.  
 There are still issues to be resolved in relation to legal and privacy matters which DPAC is working through – eg the relationship between the PIP Act and a request from a Parliamentary Committee.  
 Regards  
 Rob  
**Rob Williams**  
 Associate Secretary  
 Department of Premier and Cabinet  
 Tasmanian Government

Phone s.36

**From:** Williams, Rob

**Sent:** Wednesday, 6 December 2023 4:34 PM

**To:** Wittison, Sandy <[Sandy.Wittison@dpac.tas.gov.au](mailto:Sandy.Wittison@dpac.tas.gov.au)>; De Domenico, Justin <[Justin.DeDomenico@dpac.tas.gov.au](mailto:Justin.DeDomenico@dpac.tas.gov.au)>

**Cc:** Gale, Jenny <[Jenny.Gale@dpac.tas.gov.au](mailto:Jenny.Gale@dpac.tas.gov.au)>; Field, Vanessa <[Vanessa.Field@dpac.tas.gov.au](mailto:Vanessa.Field@dpac.tas.gov.au)>; Limkin, Craig <[Craig.Limkin@dpac.tas.gov.au](mailto:Craig.Limkin@dpac.tas.gov.au)>

**Subject:** RE: QWNs from yesterday and this morning for review and discussion please

Hi Ness – this is the final draft for approval by the Premier – includes suggestions from Sandy and Justin

Regards

Rob

**Rob Williams**

Associate Secretary

Department of Premier and Cabinet

Tasmanian Government

Phone s.36

**From:** Stephanie Hesford <[stephanie.hesford@parliament.tas.gov.au](mailto:stephanie.hesford@parliament.tas.gov.au)>

**Sent:** Wednesday, 6 December 2023 11:49 AM

**To:** Peebles, Marnie <[Marnie.Peebles@dpac.tas.gov.au](mailto:Marnie.Peebles@dpac.tas.gov.au)>

**Cc:** Estimates <[estimates@dpac.tas.gov.au](mailto:estimates@dpac.tas.gov.au)>

**Subject:** RE: Query - Formal letter from COI Scrutiny Chair for QWN response

You don't often get email from [stephanie.hesford@parliament.tas.gov.au](mailto:stephanie.hesford@parliament.tas.gov.au). [Learn why this is important](#)

Hi Marnie,

Timing is everything. The Committee have just resolved:

1. Where questions have been or are taken on notice, and the Minister has confirmed they have that information, the Minister is to provide that information to the committee by 6 pm on 6 December 2023.
2. In instances where the Minister has indicated they do not have that information readily available, the Minister is to provide that information to the committee by 9 am 7 December 2023.

Below are all the questions submitted yesterday and this morning. Did you want them all or just the Premier's I will email the Chief's of staff for each Minister as well so they are aware and also have the questions:

Premier:

1. Please provide an update on the number of staff employed at the AYDC who have code of conduct matters under way or who have police investigations underway (how many of each)? (Ms White)
2. Please outline, of the nine people charged with ten offences, whether any of these came from referrals from the Commission of Inquiry? Because at the time of writing the report, the Commissioners said that none of the staff who they examined in their case examples had been charged with any child sexual abuse offences. Can you explain this? (Ms White)
3. Please provide a table of the 74 staff who have been stood down since October 2020. Please detail for each how long they have been stood down on full pay for. (Ms White)

Minister for Health:

1. What is the total amount of compensation payments that have been made to victim-survivors of James Griffin and the numbers of victim-survivors who have received compensation? How many victim-survivors of James Griffin are awaiting claims? How many victim-survivors are awaiting claims? (Ms Dow)
2. How many vacancies currently exist in the:
  1. Statewide complaints management oversight unit?
  2. Human Resources?
  3. Workplace relations?
  4. Any related investigation unit? (Ms Dow)

Minister for Education, Children and Youth – Out of Home Care:

1. Please provide an update on the current number of vacant positions in the Child Safety Service as a whole, within the Advice and Referral Line, and within units managing out of home care?
  1. How has this changed in the past year? (Mr Bayley)
2. How many new individuals have been employed to work in OOHC in the past 2 years?
  1. How many remain with the Department? (Mr Bayley)
3. How many Clinical Practice Consultants and Educators are employed to work in OOHC? (Mr Bayley)
4. How many Clinical Practice Consultants and Educators are assigned to case management and OOHC teams? (Mr Bayley)
5. What is the average number of cases assigned to an OOHC worker, Clinical Practice Consultant and Educator? (Mr Bayley)
6. How many foster families/and individual placements are there currently with the Department? And how many with NGOs? (Ms Dow)
7. How many foster families/placements are there currently with the Department and with NGO's? (Ms Dow)
8. In relation to children in out of home care:
  1. How many children in out of home care have a dedicated child safety officer/case worker assigned to them?
  2. How many children in out of home care do not have a dedicated case work and what percentage of children is this?
  3. How many children in OOHC are managed by a child safety team? (Ms Dow)
9. At the commencement of the Safe Family, Safe Kids reforms, what was the number of NFP and Public Sector teams in the ARL and what are the numbers today? (Ms Dow)
10. What is the number of children in OOHC for each type of child protection order or care arrangement, including Assessment Orders, Voluntary Care Agreements, 12 month Care and Protection orders, Care and Protection Orders applying to the age of 18 year olds? (Mr Bayley)
11. What is the breakdown of the number of children that require weekly visits, the number that require visits every four weeks, and the number that require every six weeks, and the number subject to any other timeframe? (Mr Bayley)
12. What percentage of child safety officer visits were conducted in the required timeframes in 2022-23? (Mr Bayley)
13. For the 2022-23 year:
  1. What was the total number of visits that were conducted and not conducted for children requiring weekly visits?
  2. What was the total number of visits that were conducted and not conducted for children requiring visits every four weeks?
  3. What was the total number of visits that were conducted and not conducted for those requiring visits every six weeks? (Mr Bayley)
14. How many child safety vacancies are there currently across the State and how many additional positions are being filled? (Ms Dow)
15. How many children in out of home care are recorded as being Aboriginal and how many care plans include cultural support measures? (Mr Bayley)
16. In relation to children in OOHC:
  1. What is the number of children without an individual case manager?
  2. What is the average case load for child safety officers?
  3. What is the average frequency of case manager visits children received and the longest and shortest time periods between visits?
  4. What is the number of children with a care team and Aboriginal representatives on the care team?
  5. What is the average frequency of care team meetings?
  6. What is the current percentage of children with a current care plan? (Ms Dow)
17. How many staff members are in each of the case management team including:
  1. Devonport;

2. Burnie;
3. Team 10;
4. Team 7; and
5. Team Launceston? (Mr Bayley)

Minister for Education, Children and Youth – Education:

1. Can you provide advice on the legal culpability of the agency and government if additional offences or behaviours are identified by staff members who have been identified by the Commission of Inquiry as posing a risk to children by their actions or lack of them? (Ms O'Byrne)
2. Please provide information of the number of State service employees stood down since October 2020. (Ms White)
3. Please provide the number of any assessments for potential breaches of the code of conduct by the Head of Agency to cover all people who received S34 or S18 notices. (Ms White)

Kind regards

Stephanie Hesford, Deputy Clerk

House of Assembly | Parliament House, Hobart, Tasmania

Ph: +61 3 **s.36** | Email: [stephanie.hesford@parliament.tas.gov.au](mailto:stephanie.hesford@parliament.tas.gov.au)

From: Peebles, Marnie <[Marnie.Peebles@dpac.tas.gov.au](mailto:Marnie.Peebles@dpac.tas.gov.au)>

Sent: Wednesday, December 6, 2023 11:43 AM

To: Stephanie Hesford <[stephanie.hesford@parliament.tas.gov.au](mailto:stephanie.hesford@parliament.tas.gov.au)>

Cc: Estimates <[estimates@dpac.tas.gov.au](mailto:estimates@dpac.tas.gov.au)>

Subject: Query - Formal letter from COI Scrutiny Chair for QWN response

You don't often get email from [marnie.peebles@dpac.tas.gov.au](mailto:marnie.peebles@dpac.tas.gov.au). [Learn why this is important](#)

Good morning Stephanie

I hope your day is going as smoothly as possible.

I am unsure if you are the correct person to check with but maybe you can steer me in the right direction, we haven't received the formal QWN response request from the Chair of Committee. The DPAC DLOs in the Premier's Office advised they haven't received it yet either.

Is there a way of checking if the formal request has been sent / received? I am just very aware from my Estimates days that the timeframes for responding are usually quite tight.

Any assistance much appreciated!

Thanks for your help – Marnie

Marnie Peebles

Acting Team Leader - Workflow - Office of the Secretary

Department of Premier and Cabinet

Level 7, 15 Murray Street

Hobart, Tasmania 7000

(03) **s.36**

[marnie.peebles@dpac.tas.gov.au](mailto:marnie.peebles@dpac.tas.gov.au) | [www.dpac.tas.gov.au](http://www.dpac.tas.gov.au)



PREMIER OF TASMANIA

22

6 December 2023

Mr Simon Wood MP  
Chair  
Commission of Inquiry Scrutiny Committee  
Via email: [Simon.wood@dpac.tas.gov.au](mailto:Simon.wood@dpac.tas.gov.au)

Dear Mr Wood

I write on behalf of all Government Ministers involved with the Commission of Inquiry Scrutiny Committee on Tuesday, 5 December, and Wednesday 6 December in relation to a request by the Committee to respond to questions taken on notice.

The Government has expressed a sincere desire to assist the Committee in this inquiry and that commitment remains. Government agencies are working as quickly as they can to generate the information to respond to the questions taken on notice. However, the volume and nature of the material requested is such that the agencies of the Government will not be able to finalise the production of the material in line with the committee's timeline, which was amended around midday today (6 December 2023)

For many of the questions taken on notice, there are legal and privacy implications which need to be carefully considered in the preparation of responses, and for many questions there is data extraction, analysis and quality checking required which will not be possible in the timeframes set by the Committee. The Government wishes to make sure that the information provided is accurate and quality assured to properly assist the Committee.

Ministers have been taking questions in good faith throughout the course of the hearing, and the Committee's deadline has been set today without advance notice.

For the reasons above, the Government respectfully requests an extension of time to provide a response to the Committee, until Monday at 5 pm.

Yours sincerely

Jeremy Rockliff MP  
Premier



**Horne, Lydia**

**From:** Webster, Ginna <Ginna.Webster@justice.tas.gov.au>  
**Sent:** Thursday, 7 December 2023 9:41 AM  
**To:** Gale, Jenny  
**Cc:** Hinss, Oliver (DoJ)  
**Subject:** RE: re list statements QTB -COMMISSION OF INQUIRY SECTION 18 NOTICES.docx

Dear Jenny,  
 I have no issues with this at all.  
 Cheers,  
 Ginna

**Ginna Webster** (she, her, hers)

Secretary

Department of Justice

03 **S.36** | [Ginna.Webster@justice.tas.gov.au](mailto:Ginna.Webster@justice.tas.gov.au)

[www.justice.tas.gov.au](http://www.justice.tas.gov.au)

GPO Box 825 Hobart TAS 7001 | Level 1, 85 Collins Street, Hobart, TAS 7000



In recognition of the deep history and culture of this Island, I acknowledge and pay my respects to all Tasmanian Aboriginal people; the past and present custodians of the Land.

**From:** Gale, Jenny <Jenny.Gale@dpac.tas.gov.au>  
**Sent:** Thursday, 7 December 2023 9:38 AM  
**To:** Webster, Ginna <Ginna.Webster@justice.tas.gov.au>  
**Cc:** Hinss, Oliver <Oliver.Hinss@justice.tas.gov.au>  
**Subject:** FW: re list statements QTB -COMMISSION OF INQUIRY SECTION 18 NOTICES.docx  
**Importance:** High

Hi Ginna, please see attached. Sending to you and Ginna because you and Oliver are mentioned in my email, should this be tabled. Please let me know quickly if you can see any issues with this. Thank you

Best wishes

**Jenny Gale PSM**

Secretary

Department of Premier and Cabinet

**From:** Gale, Jenny  
**Sent:** Thursday, 7 December 2023 9:29 AM  
**To:** Wittison, Sandy <[Sandy.Wittison@dpac.tas.gov.au](mailto:Sandy.Wittison@dpac.tas.gov.au)>  
**Cc:** QTB <[QTB@dpac.tas.gov.au](mailto:QTB@dpac.tas.gov.au)>; Williams, Rob <[Rob.Williams@dpac.tas.gov.au](mailto:Rob.Williams@dpac.tas.gov.au)>; Healey, Mathew

<[Mathew.Healey@dpac.tas.gov.au](mailto:Mathew.Healey@dpac.tas.gov.au)>

**Subject:** re list statements QTB -COMMISSION OF INQUIRY SECTION 18 NOTICES.docx

s.27

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**Horne, Lydia**

---

**From:** Gale, Jenny  
**Sent:** Friday, 5 May 2023 11:59 AM  
**To:** Webster, Ginna (DoJ); Bullard, Tim (DoE); Morgan-Wicks, Kathrine L (Health); Adams, Donna (POLICE); Evans, Kim (StateGrowth)  
**Cc:** Limkin, Craig  
**Subject:** COI Sec Board discussion

**Importance:** High

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Dear Colleagues,

Following on from the discussion at the Secretaries Board meeting, I'm writing to confirm that my understanding as to the purpose of the State Solicitor providing agencies with the list of employees who have received section 18 notices or who may in the coming days, was so that agencies could reach out to those staff members to determine what support they might need, as a result of these notifications. I have had some feedback (not directly) that there may be some staff who are feeling that they need additional emotional and/or mental health support. Please ensure that the support processes that are in place in your agency both test and if necessary respond to this feedback in as timely a way as possible, and preferably with a check-in if at all possible before the weekend. I have had a further conversation with Ginna about this earlier today and Ginna has suggested that Oliver will also keep his ear to the ground to ensure there is no wrong door for our people who may be seeking additional support.

Please get back to me if you believe that we need to take a different approach. Thank you

Best wishes

Jenny Gale  
Secretary  
Department of Premier and Cabinet

T: 03 s.36 | E: [secretary@dpac.tas.gov.au](mailto:secretary@dpac.tas.gov.au)



**Horne, Lydia**

---

**From:** Secretary  
**Sent:** Thursday, 7 December 2023 1:10 PM  
**To:** Bullard, Tim (DoE); Webster, Ginna (DoJ); Limkin, Craig (StateGrowth); Morgan-Wicks, Kathrine L (Health); Adams, Donna (POLICE); Williams, Rob; Hinss, Oliver (DoJ); Healey, Mathew  
**Cc:** Gale, Jenny; Horne, Lydia  
**Subject:** CYSW Subcommittee - Meeting Agenda - 7 December  
**Attachments:** CYSW Subcommittee - 7 December - Agenda.docx

Dear colleagues

Please see attached agenda for the CYSW meeting this afternoon. As you will see, I would like to start a debrief on the scrutiny hearings and in particular on the employment matters raised.

s.31

Best wishes

**Jenny Gale**  
**Secretary**

Department of Premier and Cabinet  
T: 03 6232 7230 | E: [secretary@dpac.tas.gov.au](mailto:secretary@dpac.tas.gov.au)



## CHILD AND YOUTH SAFETY AND WELLBEING SUBCOMMITTEE MEETING AGENDA

Thursday 7 December 2023

3.00pm to 4.30pm

DPAC Level 7 Large Meeting Room/Microsoft Teams

**Membership:** Jenny Gale (Chair) (DPAC), Tim Bullard (DECYP), Ginna Webster (DoJ), Craig Limkin (DSG), Kathrine Morgan-Wicks (DoH), Donna Adams (DPFEM), Rob Williams (DPAC)

**Other Attendees:** Lydia Home (minutes) (DPAC), Oliver Hinss (DoJ), Mat Healey (DPAC)

**Apologies:**

No.	Item	Person Responsible
1.	Acknowledgment of Country, Welcome and apologies	Jenny Gale
2.	Action Register	Jenny Gale
3.	Trauma informed training	Jenny Gale
4.	Identification of areas to get more consistency across government	Jenny Gale
5.	Debrief on matters arising from scrutiny hearings	All
6.	SG advice on PIP	Jenny Gale
7.	Other Business - Any queries re SES Forum	All Jenny Gale

Next Meeting: 14 December 2023

\* Indicates paper attached.

**Horne, Lydia**

**From:** Webster, Ginna <Ginna.Webster@justice.tas.gov.au>  
**Sent:** Friday, 8 December 2023 4:00 PM  
**To:** Gale, Jenny  
**Subject:** RE: internal Deliberative

Thanks for providing me a copy Jenny

**Ginna Webster** (she, her, hers)

Secretary

Department of Justice

03 6336 [redacted] | [Ginna.Webster@justice.tas.gov.au](mailto:Ginna.Webster@justice.tas.gov.au)

[www.justice.tas.gov.au](http://www.justice.tas.gov.au)

GPO Box 825 Hobart TAS 7001 | Level 1, 85 Collins Street, Hobart, TAS 7000



In recognition of the deep history and culture of this Island, I acknowledge and pay my respects to all Tasmanian Aboriginal people; the past and present custodians of the Land.

**From:** Gale, Jenny <Jenny.Gale@dpac.tas.gov.au>  
**Sent:** Friday, 8 December 2023 3:13 PM  
**To:** Whiteley, Jessica (DPaC) <Jessica.Whiteley@dpac.tas.gov.au>  
**Cc:** Field, Vanessa (DPaC) <Vanessa.Field@dpac.tas.gov.au>; Healey, Mathew (DPaC) <Mathew.Healey@dpac.tas.gov.au>; Williams, Rob (DPaC) <Rob.Williams@dpac.tas.gov.au>; Webster, Ginna <Ginna.Webster@justice.tas.gov.au>  
**Subject:** FW: internal Deliberative

My final statement Jess, which I am comfortable to be passed on to the Mercury and other media as relevant. Happy to discuss. Thankyou

Statement by Jenny Gale Secretary DPAC

I would like to provide a response to the article in the Mercury today 8 December, which was also published online yesterday about my evidence in the Commission of Inquiry scrutiny hearing on 5 December.

I refute that I lied or misled in the scrutiny hearing. The assertion made this week is categorically untrue, proven by the evidence on the Hansard transcript extracted below.

The record of proceedings show that I stated clearly the State had received the list of possible recipients referred to by the Secretary, Department of Justice on Wednesday 6<sup>th</sup> December. I stated this fact more than once in the hearings.

The Commission of Inquiry did not provide a confirmed or final list of state servants who received section 18 notices, who were corresponded to about a potential notice or who responded to the notice and subsequently were advised the notice was withdrawn.

The State requested, and received in April, the names of people to whom the Commission had issued or were considering issuing, section 18 notices to advise relevant Heads of Agency of the need to provide the appropriate wellbeing supports to the individual, as part of agency heads' Work Health and Safety obligations.

To reiterate, whether the 22 people named in the email actually received a section 18 was never confirmed by the Commission, nor were they obliged to provide these details.

This is entirely consistent with the evidence I provided to the Scrutiny Committee this week.

To be clear, every matter of concern raised by the Commission – including every person named in that email - is being rigorously assessed to determine whether they have breached the code of conduct.

As released in the routine disclosure on Wednesday, 41 state servants are currently being assessed by Heads of Agencies, which includes the employees named in the April email.

Further, I confirm that no one named in that email is alleged to have perpetrated abuse against a child.

Any person accused of child sex abuse has already been reported to Police and stood down. Section 2 of the routine disclosure shows that (coincidentally) a further 22 state service employees are in this category.

It is disappointing that some people are determined to continue to misrepresent my comments.

I reiterate my commitment again: we are leaving no stone unturned and anyone who has done wrong against children will be held to account.

For reference - four extracts from Hansard's Transcript of Proceedings from Tuesday 5 December

*Ms GALE - I understand that what you may be referring to in relation to April is information that the Government received in relation to those employees for whom the commission of inquiry was considering, or may have been considering, to issue misconduct findings. I just want to clarify that. A list of who received misconduct findings we do not have.*

*Ms GALE - If I am understanding your question correctly, the information I indicated that we were aware of back in April, which was in relation to those state servants who the commission of inquiry may have been going to issue a notice or were considering issuing a notice, those people are known and they are included in the assessments that the agencies are undertaking. What we do not have is a final list from the commission of inquiry of the individuals to whom section 18 notices were provided. They were provided to the individuals, not to institutions.*

*Ms GALE - We've described the processes that we're going through, we spoke about the April notification, we indicated that the 34A audit is taking place and that every single person from the State Service -*

.....

*Ms GALE - who was listed in the report is under assessment and that some ED5s are underway. There is a meticulous process of cross-checking between what Justice received and what agencies have received through that 34A. We've made sure that any information that came in relation to staff where there may have been some kind of notice being issued, are included in those assessments, as I said previously.*

Best wishes, Jenny

Jenny Gale  
Secretary

**Horne, Lydia**

---

**From:** Gale, Jenny  
**Sent:** Tuesday, 12 December 2023 11:04 AM  
**To:** Limkin, Craig; Williams, Rob; Healey, Mathew  
**Subject:** RE: Support for Victim Survivors

Thanks Craig, and Rob and Mat, could you let me know what the plans are for ensuring support is still available and whether it is being accessed or not – over the next couple of days.

Best wishes

Jenny Gale PSM  
 Secretary  
 Department of Premier and Cabinet

**From:** Limkin, Craig <Craig.Limkin@stategrowth.tas.gov.au>  
**Sent:** Monday, 11 December 2023 4:32 PM  
**To:** Williams, Rob <Rob.Williams@dpac.tas.gov.au>; Healey, Mathew <Mathew.Healey@dpac.tas.gov.au>  
**Cc:** Gale, Jenny <Jenny.Gale@dpac.tas.gov.au>  
**Subject:** Support for Victim Survivors

Dear Both

I got some calls from some victim survivors over the weekend who indicated that they were struggling currently given the recent scrutiny hearings and were asking where they should go for support. I advised that DPAC should have supports continuing at least to the end of the year Monday to Friday and they should call the number. Some indicated that they wanted a higher level of support and I indicated that they should call the number and outline their needs so the Government could consider this. I committed to passing this information to DPAC in confidence for awareness and for consideration on what you should do in the future.

Cheers  
 Craig

**Craig Limkin** | Secretary  
 Department of State Growth  
 Level 6, 4 Salamanca Place, Hobart TAS 7000 | GPO Box 536, Hobart TAS 7001  
[www.stategrowth.tas.gov.au](http://www.stategrowth.tas.gov.au)

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**Horne, Lydia**

**From:** Bullard, Tim <tim.bullard@decyp.tas.gov.au>  
**Sent:** Tuesday, 12 December 2023 7:38 AM  
**To:** Gale, Jenny; Parr, Lauren  
**Cc:** Salter, Kane (DoE); Burgess, Jenny (DoE); Pook, Jo (DoE); Hodgson, David (DECYP)  
**Subject:** Suspensions with Pay

**Importance:** High

Hi Jenny and Lauren

I've included some information below:

#### General observations

From our calculation – out of the list provided, it is important to note that the data:

- Just for clarity for all of us the 74 is total suspended since Oct 2020, DECYP currently has 29 still suspended on pay, list below by original Agency: DCT/DOE/DECYP;
- In addition we would have a number suspended without pay (trying to access this number);
- I do note that, as a 'model employer' and in accordance with law, the onus is on us (NOT the employer) to prove, on the balance of probabilities, that there has been a breach of the State Service Code of Conduct. As you will be aware, the law requires that, the more serious the allegation, the higher the 'bar' is (the principle in Briganshaw).
- Two things therefore arise:
  - The employee is taken, by law, to not be in breach until we establish otherwise;
  - There is a significant standard of proof that the employer has to satisfy in order to terminate someone (often leading to time delays due to the evidence that has to be gathered).
- I say this because, whilst there may be a perception we should 'just sack people' this is not currently the law. Of course, should members of Parliament believe that this is unfair, then it is within their power to pass legislation to deal with this.
- I also note that suspension, by virtue of ED4 is NOT a punishment, but made on public interest grounds. There would need to be serious reasons for suspending without pay, given the employee's presumption not to be in breach.

Name	DCT / DOE / DECYP	Length of suspension (days)	Count
s.30 or s.36	DCT	1117	1
	DCT	1117	2
	DCT	1086	3
	DCT	1022	4
	DCT	757	5
	DCT	646	6
	DCT	637	7
	DCT	575	8
	DECYP	280	9
	DECYP	208	10
	DECYP	162	11

s.30 or s.36	DECYP	161	12
	DECYP	157	13
	DECYP	130	14
	DECYP	129	15
	DECYP	122	16
	DECYP	86	17
	DECYP	79	18
	DECYP	59	19
	DECYP	45	20
	DECYP	45	21
	DECYP	38	22
	DECYP	32	23
	DECYP	28	24
	DECYP	22	25
	DECYP	4	26
	DECYP	4	27
	DECYP	2	28
	DOE	501	29

#### Reasons for delay

Include:

#### Investigation process

- Time to access key witnesses. The timing has to be right for young person and can be complex on occasion where parental consent required. Witnesses may be difficult to track down or obtain an immediate response from and it is critical to make all reasonable attempts to get evidence from key witnesses.
- File retrieval has been complex for some matter: Fire at AYDC in 1999; method of storing (rodent infestation) resulted in file destruction; Hard copy file storage and systems at AYDC resulted in difficulties in obtaining hard copy files (dispersed across various locations); Hard copy records from AYDC had to be accessed and digitised, digitisation was not fully completed until June 2023;
- Where an employee is on workers compensation, that may prevent them for participating in the investigation process for periods of time due to the status of their health (suspension days still run during workers compensation periods). A number of employees have been on workers compensation for a significant time.
- May need to pause investigation where Police investigation is underway or the matter moves to criminal prosecution.
- Where a civil case progresses for the same allegation, lawyers may instruct their client not to participate in the ED5 whilst the civil claim is progressing.
- New evidence will require additional allegations to be put to the employee and further engagement may be necessary with existing and new witnesses.
- Time required for employee to review investigation report and provide feedback, which is important for procedural fairness.
- Time required for SSMO to review file prior to termination, which is required to ensure procedural fairness has been accorded.



- Time required for employee to review draft determination; as required for procedural fairness.
- Legal challenge in the industrial commission or Supreme Court. You will recall I have been challenged in the Supreme Court for deciding not to pay an individual who had lost their TRB Registration.

#### Resource constraints/pressures

- Servicing the COI and the Professors Investigation took up considerable Legal and Workplace Relations staff time that meant that some matters had to be slowed down. In Education we had to resource all Professors Investigation and COI matters from within the agency. Individuals in Workplace Relations and legal had to be redeployed to undertake this work, which included preparing a number of comprehensive case studies on particular matters requested by the COI.
- In relation to the Professors Report matters, this required a large amount of resource as we re-examined historic matters to ensure that all had been done to properly investigate and, where there was more that could be done, we commenced and ED5. The volume of matters being re-examined within a short period put pressure on Workplace Relations and investigators.
- Time being taken by independent investigators due to increased workload (at one point there were only a couple of investigators who were being used for this work). The Government has undertaken a process for panel arrangements to more readily access investigators market capacity. We have also now have a requirement in our letters of engagement to require that the work be undertaken with 12 weeks, or an extension sought to ensure timely investigation.
- More generally there has been an increase in workload for Workplace Relations and Legal Services in respect to matters arising from redress, civil claims, an increased reporting of allegations due to COI and pro-active campaigns to promote people to report, and a requirement that all matters of concern are reported to Workplace Relations rather than managed locally.

#### Suspensions without pay

It is important to note that in most cases suspension of RWVP or TRB in DECYP will mean that employees move to suspension without pay, due to not having a key requirement of their role, so in most cases suspension with pay means that the employee still holds above RWVP or TRB.

#### **Specific Matters**

The specific details in relation to the matters listed over 500 days:

- [REDACTED] – actual investigation has been reasonably timely noting the factors above, final report is complete, he has serious illness resulting in request for extension of time
- s.30 or s.36 [REDACTED] – additional allegations has delayed
- s.30 or s.36 [REDACTED] are all with the one investigator and due to the nature of complexity of the matters/ difficulty obtaining witness perspectives and overall workload some delay to completion of investigation reports

#### **Way forward**

- DPAC is progressing pilot for centralisation of serious conduct matters.
- Refer to response in respect of COI recommendation on dedicated unit for child sexual abuse investigations.

**Tim Bullard | Secretary**  
 Department for Education, Children and Young People  
 Salamanca Building, Parliament Square  
 Level 8, 4 Salamanca Place | GPO Box 169, Hobart, Tas 7001  
 (03) s.36 [REDACTED]

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**Horne, Lydia**

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**From:** Bullard, Tim <tim.bullard@decyp.tas.gov.au>  
**Sent:** Thursday, 14 December 2023 3:34 PM  
**To:** Gale, Jenny; Russell, Amanda  
**Subject:** FW: Suspended with Pay | Not holding either RWVP or TRB

**From:** Pook, Jo <jo.pook@decyp.tas.gov.au>  
**Sent:** Thursday, 14 December 2023 3:28 PM  
**To:** Bullard, Tim <tim.bullard@decyp.tas.gov.au>  
**Cc:** Salter, Kane <kane.salter@decyp.tas.gov.au>  
**Subject:** RE: Suspended with Pay | Not holding either RWVP or TRB

Hi Tim

No there is not – the only qualifier would be if RWVP has taken action to suspend but we have not been notified but they are usually very prompt around this.

Kind regards,

**Jo Pook** | Manager Workplace Relations  
 People Services and Support | Department for Education, Children and Young People  
 Kirksway Place | GPO Box 169, Hobart, TAS 7001  
 O3 **s.36** | M: **s.36**  
 E: [jo.pook@decyp.tas.gov.au](mailto:jo.pook@decyp.tas.gov.au)



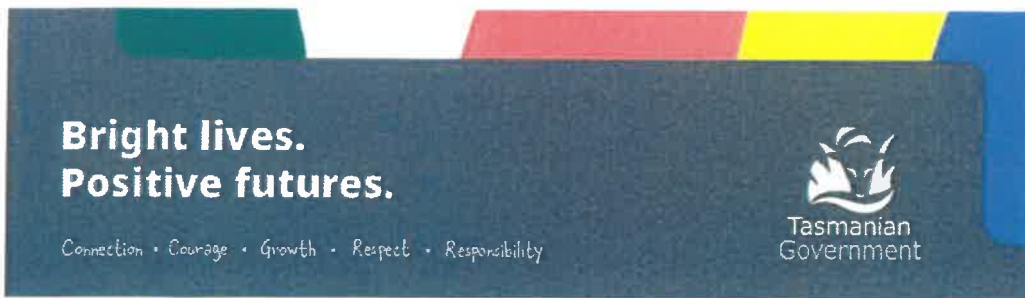
**From:** Bullard, Tim <[tim.bullard@decyp.tas.gov.au](mailto:tim.bullard@decyp.tas.gov.au)>  
**Sent:** Thursday, December 14, 2023 3:18 PM  
**To:** Pook, Jo <[jo.pook@decyp.tas.gov.au](mailto:jo.pook@decyp.tas.gov.au)>  
**Cc:** Salter, Kane <[kane.salter@decyp.tas.gov.au](mailto:kane.salter@decyp.tas.gov.au)>  
**Subject:** Suspended with Pay | Not holding either RWVP or TRB

Hi Jo

Is there anyone currently suspended on pay that does not hold an RWVP or TRB (noting that we have previously been challenged on the basis that the TRB suspension was outside their control and we had to reinstate pay despite there being no TRB in place).

Tim

**Tim Bullard** | Secretary  
 Department for Education, Children and Young People  
 Salamanca Building, Parliament Square



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**Horne, Lydia**

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**From:** The Premier  
**Sent:** Thursday, 14 December 2023 5:38 PM  
**To:** Gale, Jenny  
**Subject:** Letter from the Premier, the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023  
**Attachments:** Letter from the Premier, the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023.pdf

Dear Ms Gale

Please find attached a letter from the Premier, the Hon Jeremy Rockliff MP

Kind Regards

**Departmental Liaison Officer**

**Office of the Hon Jeremy Rockliff MP**

Premier of Tasmania  
 Minister for State Development, Trade and the Antarctic  
 Minister for Tourism and Hospitality  
 Minister for Mental Health and Wellbeing  
 Liberal Member for Braddon

Phone: (03) 6165 7650  
 Level 11, 15 Murray Street, Hobart 7000  
[www.premier.tas.gov.au](http://www.premier.tas.gov.au)

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PREMIER OF TASMANIA

36

Jenny Gale  
Head of the State Service  
Email: jenny.gale@dpac.tas.gov.au

14 December 2023

Dear Ms Gale

As Premier, it is my top priority to ensure perpetrators of, and enablers of, child sexual abuse are held to account. I know Heads of Agencies also have this as their top priority as well.

I am concerned investigations into allegations against State Service employees identified through the Commission of Inquiry are taking too long. This not only falls short of my expectations, but the expectation of Tasmanians.

I understand there are often complicating matters surrounding such investigations, and that, in the pursuit of justice, appropriate processes and legislation need to be adhered to.

Notwithstanding the fact that alleged child abuse perpetrators are immediately removed from the workforce, I request that you work with Heads of Agencies to provide assurances that all available legal and workplace remedies to resolve outstanding matters are being taken as quickly as possible. I am mindful that some of those matters may involve legal complexities that must be considered and impact on timeliness.

I would also request advice on impediments or barriers that Heads of Agencies identify, and options that government could consider that would assist with more timely resolution of investigations. I expect that this will include work that has already commenced from the Commission of Inquiry recommendations, or your advice on actions that will strengthen the employment framework in the Tasmanian State Service. I expect this to be available for the independent reviews that I have announced, to complement the work of Peter Woolcott AO, and Mike Blake.

In seeking advice on the matter, I fully understand the importance of affording State Servants with procedural fairness under all applicable laws.

I understand and appreciate work has already commenced on streamlining and centralising code of conduct investigations to improve timeliness of ED5 investigations, in line with Commission of Inquiry recommendations, however I do believe we should and could do better, and I await your advice.

Could I please have this assurance from Heads of Agencies by 20 December 2023, followed up by consolidated advice about barriers before 18 January 2024.

Yours sincerely

  
Jeremy Rockliff MP  
Premier

**Horne, Lydia**

---

**From:** Secretary  
**Sent:** Friday, 15 December 2023 4:48 PM  
**To:** Bullard, Tim (DoE)  
**Cc:** Secretary for Education, Children and Young People (DoE)  
**Subject:** Letter from Secretary DPAC - Urgent Request  
**Attachments:** Letter from Secretary DPAC to Secretary DECYP.pdf; Letter from the Premier the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023 (002).pdf

**Importance:** High

Good afternoon

Please find attached letter for your attention from Jenny Gale, Secretary and Head of the State Service.

We offer our sincere apologies for the late hour of this correspondence on Friday afternoon.

Kind regards,

**Office of the Secretary**

Department of Premier and Cabinet

T: (03) 6232 7230 E: [secretary.executive@dpac.tas.gov.au](mailto:secretary.executive@dpac.tas.gov.au)





Department of Premier and Cabinet  
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Mr Tim Bullard  
 Secretary  
 Department for Education, Children and Young People  
[Tim.Bullard@decyp.tas.gov.au](mailto:Tim.Bullard@decyp.tas.gov.au)

Dear Tim

Yesterday I received correspondence from the Premier (copy attached) informing me of his concerns in relation to investigations into allegations against State Service employees identified through the Commission of inquiry and the length of time these processes are taking. Whilst the Premier acknowledges the number of factors that can influence delays in these matters, and that Heads of Agencies must abide by appropriate processes and legislation, the Premier has communicated to me that this falls short of the Government's expectations, and the expectation of Tasmanians.

The Premier has asked me to work with you to provide assurances that all available legal and workplace remedies to resolve outstanding matters are being taken as quickly as possible and that this be provided to him by the **20 December 2023**, which means I would need your response no later than COB next Tuesday 19 December. I expect that this assurance would include:

- Advice on the current number of suspensions in your agency
- the length of the suspension
- the number of suspensions on full pay/without pay, and;
- for each suspension the current impediments or barriers to completing the ED5 and your assessment of next steps required to complete action

In addition in relation to the routine disclosure that we have recently published on the update of assessment and actions by Heads of Agency of current and former State Service employees referred to in the Commission of Inquiry report, and also the update of assessment and actions by Heads of Agency of alleged perpetrators referred to in the Commission of Inquiry report please provide a de-identified return by employee of the current status of your assessments and processes, the date any ED5 has commenced, and your advice on current impediments or barriers to completing the ED5 and your assessment of next steps required to complete action in a timely manner. I acknowledge that the Department of Justice is currently underway with a review of the Section 34A notices and that the results of this work may factor into future assessments on employee actions you may need to take, and I will advise the Premier accordingly.

The Premier has further requested your consideration on impediments or barriers that you have identified and options that government could consider that would assist with the timely resolution of investigations. As you would be aware, a number of actions are already underway that we have

endorsed such as the establishment of a shared capability for serious code of conduct matters, review of ED5, the establishment of a panel for investigators for all Agencies, trauma informed training for employees and those involved in investigation processes, in addition to the recommendations arising from the COI report. Should you have advice on any further actions that you consider will strengthen the employment framework in the Tasmanian State Service, I invite you to share these with me. The Premier has asked me to provide some consolidated advice about barriers and impediments before the 18 January 2024, therefore I would request this advice by Thursday 11 January to provide a consolidated advice and share this with you.

Amanda Russell, Director State Service Management Office (SSMO) will be coordinating this work on my behalf and I would invite you to discuss with Amanda on **s.36** or by email [Amanda.russell@dpac.tas.gov.au](mailto:Amanda.russell@dpac.tas.gov.au) should you wish to discuss aspects of the task or assistance in completing this work. I expect there will be a number of short, medium and longer term issues arising from this request and we will schedule further discussion at Secretaries Board at our meeting in January to further consider this.

The collective commitment that we have made in the Governments response to the Commission of Inquiry report is to work together to transform our government institutions, our systems, and, most importantly our culture. I thank you for working with me to ensure that we keep children and young people at the centre of all that we do, and demonstrate through our commitments, leadership and actions that we give meaning to the COI recommendations by implementing real change.

Kind regards



Jenny Gale  
Secretary

15 December 2023

Att: Letter from the Premier, the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023



PREMIER OF TASMANIA

39

Jenny Gale  
Head of the State Service  
Email: jenny.gale@dpac.tas.gov.au

14 December 2023

Dear Ms Gale 

As Premier, it is my top priority to ensure perpetrators of, and enablers of, child sexual abuse are held to account. I know Heads of Agencies also have this as their top priority as well.

I am concerned investigations into allegations against State Service employees identified through the Commission of Inquiry are taking too long. This not only falls short of my expectations, but the expectation of Tasmanians.

I understand there are often complicating matters surrounding such investigations, and that, in the pursuit of justice, appropriate processes and legislation need to be adhered to.

Notwithstanding the fact that alleged child abuse perpetrators are immediately removed from the workforce, I request that you work with Heads of Agencies to provide assurances that all available legal and workplace remedies to resolve outstanding matters are being taken as quickly as possible. I am mindful that some of those matters may involve legal complexities that must be considered and impact on timeliness.

I would also request advice on impediments or barriers that Heads of Agencies identify, and options that government could consider that would assist with more timely resolution of investigations. I expect that this will include work that has already commenced from the Commission of Inquiry recommendations, or your advice on actions that will strengthen the employment framework in the Tasmanian State Service. I expect this to be available for the independent reviews that I have announced, to complement the work of Peter Woolcott AO, and Mike Blake.

In seeking advice on the matter, I fully understand the importance of affording State Servants with procedural fairness under all applicable laws.

I understand and appreciate work has already commenced on streamlining and centralising code of conduct investigations to improve timeliness of ED5 investigations, in line with Commission of Inquiry recommendations, however I do believe we should and could do better, and I await your advice.

Could I please have this assurance from Heads of Agencies by 20 December 2023, followed up by consolidated advice about barriers before 18 January 2024.

Yours sincerely

  
Jeremy Rockliff MP  
Premier

**Horne, Lydia**

---

**From:** Secretary  
**Sent:** Friday, 15 December 2023 4:51 PM  
**To:** Webster, Ginna (DoJ)  
**Cc:** Secretary (DoJ)  
**Subject:** FW: Letter from Secretary DPAC - Urgent Request  
**Attachments:** Letter from Secretary DPAC to Secretary DoJ.pdf; Letter from the Premier the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023 (002).pdf

**Importance:** High

Good afternoon

Please find attached letter for your attention from Jenny Gale, Secretary and Head of the State Service.

We offer our sincere apologies for the late hour of this correspondence on Friday afternoon.

Kind regards,

Office of the Secretary

Department of Premier and Cabinet

T: (03) 6232 7230 E: [secretary.executive@dpac.tas.gov.au](mailto:secretary.executive@dpac.tas.gov.au)



Department of Premier and Cabinet  
Executive Building 15 Murray Street HOBART TAS 7000 Australia  
GPO Box 123 HOBART TAS 7001 Australia  
Ph: 1300 135 513 Fax: (03) 6233 5685  
Web: [www.dpac.tas.gov.au](http://www.dpac.tas.gov.au)



Ms Ginna Webster  
Secretary  
Department of Justice  
[Ginna.Webster@justice.tas.gov.au](mailto:Ginna.Webster@justice.tas.gov.au)

Dear Ginna

Yesterday I received correspondence from the Premier (copy attached) informing me of his concerns in relation to investigations into allegations against State Service employees identified through the Commission of inquiry and the length of time these processes are taking. Whilst the Premier acknowledges the number of factors that can influence delays in these matters, and that Heads of Agencies must abide by appropriate processes and legislation, the Premier has communicated to me that this falls short of the Government's expectations, and the expectation of Tasmanians.

The Premier has asked me to work with you to provide assurances that all available legal and workplace remedies to resolve outstanding matters are being taken as quickly as possible and that this be provided to him by the **20 December 2023**, which means I would need your response no later than COB next Tuesday 19 December. I expect that this assurance would include:

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Kind regards



Jenny Gale  
Secretary

15 December 2023

Att: Letter from the Premier, the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023



PREMIER OF TASMANIA

Jenny Gale  
Head of the State Service  
Email: jenny.gale@dpac.tas.gov.au

14 December 2023

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Yours sincerely

  
Jeremy Rockliff MP  
Premier



**Horne, Lydia**

---

**From:** Secretary  
**Sent:** Friday, 15 December 2023 4:53 PM  
**To:** Morgan-Wicks, Kathrine L (Health)  
**Cc:** Office of the Secretary Mailbox (Health)  
**Subject:** FW: Letter from Secretary DPAC - Urgent Request  
**Attachments:** Letter from Secretary DPAC to Secretary DoH.pdf; Letter from the Premier the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023 (002).pdf

**Importance:** High

Good afternoon

Please find attached letter for your attention from Jenny Gale, Secretary and Head of the State Service.

We offer our sincere apologies for the late hour of this correspondence on Friday afternoon.

Kind regards,

**Office of the Secretary**

Department of Premier and Cabinet

T: (03) 6232 7230 E: [secretary.executive@dpac.tas.gov.au](mailto:secretary.executive@dpac.tas.gov.au)



Department of Premier and Cabinet  
 Executive Building 15 Murray Street HOBART TAS 7000 Australia  
 GPO Box 123 HOBART TAS 7001 Australia  
 Ph: 1300 135 513 Fax: (03) 6233 5685  
 Web: [www.dpac.tas.gov.au](http://www.dpac.tas.gov.au)



Ms Kathrine Morgan-Wicks  
 Secretary  
 Department of Health  
[Kathrine.Morgan-Wicks@health.tas.gov.au](mailto:Kathrine.Morgan-Wicks@health.tas.gov.au)

Dear Kathrine

Yesterday I received correspondence from the Premier (copy attached) informing me of his concerns in relation to investigations into allegations against State Service employees identified through the Commission of inquiry and the length of time these processes are taking. Whilst the Premier acknowledges the number of factors that can influence delays in these matters, and that Heads of Agencies must abide by appropriate processes and legislation, the Premier has communicated to me that this falls short of the Government's expectations, and the expectation of Tasmanians.

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Kind regards



Jenny Gale  
Secretary

15 December 2023

Att: Letter from the Premier, the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023



PREMIER OF TASMANIA

45

Jenny Gale  
Head of the State Service  
Email: jenny.gale@dpac.tas.gov.au

14 December 2023

Dear Ms Gale

As Premier, it is my top priority to ensure perpetrators of, and enablers of, child sexual abuse are held to account. I know Heads of Agencies also have this as their top priority as well.

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Yours sincerely

  
Jeremy Rockliff MP  
Premier

**Horne, Lydia**

---

**From:** Secretary  
**Sent:** Friday, 15 December 2023 5:14 PM  
**To:** Calvert, Fiona (Treasury)  
**Cc:** ots@treasury.tas.gov.au  
**Subject:** Letter from Secretary DPAC - Urgent Request  
**Attachments:** Letter from Secretary DPAC to Secretary DoTF.pdf; Letter from the Premier the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023 (002).pdf

**Importance:** High

Good afternoon

Please find attached letter for your attention from Jenny Gale, Secretary and Head of the State Service.

We offer our sincere apologies for the late hour of this correspondence on Friday afternoon.

Kind regards,

**Office of the Secretary**

Department of Premier and Cabinet

T: (03) 6232 7230 E: [secretary.executive@dpac.tas.gov.au](mailto:secretary.executive@dpac.tas.gov.au)



Department of Premier and Cabinet  
Executive Building 15 Murray Street HOBART TAS 7000 Australia  
GPO Box 123 HOBART TAS 7001 Australia  
Ph: 1300 135 513 Fax: (03) 6233 5685  
Web: [www.dpac.tas.gov.au](http://www.dpac.tas.gov.au)



Ms Fiona Calvert  
Secretary  
Department of Treasury and Finance  
[Fiona.Calvert@treasury.tas.gov.au](mailto:Fiona.Calvert@treasury.tas.gov.au)

Dear Fiona

Yesterday I received correspondence from the Premier (copy attached) informing me of his concerns in relation to investigations into allegations against State Service employees identified through the Commission of inquiry and the length of time these processes are taking. Whilst the Premier acknowledges the number of factors that can influence delays in these matters, and that Heads of Agencies must abide by appropriate processes and legislation, the Premier has communicated to me that this falls short of the Government's expectations, and the expectation of Tasmanians.

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Kind regards



Jenny Gale  
Secretary

15 December 2023

Att: Letter from the Premier, the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023





PREMIER OF TASMANIA

(48)

Jenny Gale  
Head of the State Service  
Email: jenny.gale@dpac.tas.gov.au

14 December 2023

Dear Ms Gale

As Premier, it is my top priority to ensure perpetrators of, and enablers of, child sexual abuse are held to account. I know Heads of Agencies also have this as their top priority as well.

I am concerned investigations into allegations against State Service employees identified through the Commission of Inquiry are taking too long. This not only falls short of my expectations, but the expectation of Tasmanians.

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Yours sincerely



Jeremy Rockliff MP  
Premier

**Horne, Lydia**

---

**From:** Secretary  
**Sent:** Friday, 15 December 2023 5:12 PM  
**To:** Limkin, Craig (StateGrowth)  
**Cc:** Office of the Secretary  
**Subject:** Letter from Secretary DPAC - Urgent Request  
**Attachments:** Letter from Secretary DPAC to Secretary DSG.pdf  
  
**Importance:** High

Good afternoon

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We offer our sincere apologies for the late hour of this correspondence on Friday afternoon.

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**Office of the Secretary**

Department of Premier and Cabinet

T: (03) 6232 7230 E: [secretary.executive@dpac.tas.gov.au](mailto:secretary.executive@dpac.tas.gov.au)



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Web: [www.dpac.tas.gov.au](http://www.dpac.tas.gov.au)



Mr Craig Limkin  
Secretary  
Department of State Growth  
[Craig.Limkin@stategrowth.tas.gov.au](mailto:Craig.Limkin@stategrowth.tas.gov.au)

Dear Craig

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Secretary

15 December 2023

Att: Letter from the Premier, the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023



## PREMIER OF TASMANIA

Jenny Gale  
Head of the State Service  
Email: jenny.gale@dpac.tas.gov.au

14 December 2023

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Yours sincerely



Jeremy Rockliff MP  
Premier

**Horne, Lydia**

---

**From:** Secretary  
**Sent:** Friday, 15 December 2023 5:10 PM  
**To:** Jacobi, Jason (NRE)  
**Cc:** Secretary (DPIPWE)  
**Subject:** Letter from Secretary DPAC - Urgent Request  
**Attachments:** Letter from Secretary DPAC to Secretary NRE.pdf; Letter from the Premier the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023 (002).pdf

**Importance:** High

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We offer our sincere apologies for the late hour of this correspondence on Friday afternoon.

Kind regards,

Office of the Secretary

Department of Premier and Cabinet

T: (03) 6232 7230 E: [secretary.executive@dpac.tas.gov.au](mailto:secretary.executive@dpac.tas.gov.au)



Department of Premier and Cabinet  
Executive Building 15 Murray Street HOBART TAS 7000 Australia  
GPO Box 123 HOBART TAS 7001 Australia  
Ph: 1300 135 513 Fax: (03) 6233 5685  
Web: [www.dpac.tas.gov.au](http://www.dpac.tas.gov.au)



Mr Jason Jacobi  
Secretary  
Department of Natural Resources and the Environment  
[jason.jacobi@nre.tas.gov.au](mailto:jason.jacobi@nre.tas.gov.au)

Dear Jason

Yesterday I received correspondence from the Premier (copy attached) informing me of his concerns in relation to investigations into allegations against State Service employees identified through the Commission of inquiry and the length of time these processes are taking. Whilst the Premier acknowledges the number of factors that can influence delays in these matters, and that Heads of Agencies must abide by appropriate processes and legislation, the Premier has communicated to me that this falls short of the Government's expectations, and the expectation of Tasmanians.

The Premier has asked me to work with you to provide assurances that all available legal and workplace remedies to resolve outstanding matters are being taken as quickly as possible and that this be provided to him by the **20 December 2023**, which means I would need your response no later than COB next Tuesday 19 December. I expect that this assurance would include:

- Advice on the current number of suspensions in your agency
- the length of the suspension
- the number of suspensions on full pay/without pay, and;
- for each suspension the current impediments or barriers to completing the ED5 and your assessment of next steps required to complete action

In addition in relation to the routine disclosure that we have recently published on the update of assessment and actions by Heads of Agency of current and former State Service employees referred to in the Commission of Inquiry report, and also the update of assessment and actions by Heads of Agency of alleged perpetrators referred to in the Commission of Inquiry report please provide a de-identified return by employee of the current status of your assessments and processes, the date any ED5 has commenced, and your advice on current impediments or barriers to completing the ED5 and your assessment of next steps required to complete action in a timely manner. I acknowledge that the Department of Justice is currently underway with a review of the Section 34A notices and that the results of this work may factor into future assessments on employee actions you may need to take, and I will advise the Premier accordingly.

The Premier has further requested your consideration on impediments or barriers that you have identified and options that government could consider that would assist with the timely resolution of investigations. As you would be aware, a number of actions are already underway that we have



endorsed such as the establishment of a shared capability for serious code of conduct matters, review of ED5, the establishment of a panel for investigators for all Agencies, trauma informed training for employees and those involved in investigation processes, in addition to the recommendations arising from the COI report. Should you have advice on any further actions that you consider will strengthen the employment framework in the Tasmanian State Service, I invite you to share these with me. The Premier has asked me to provide some consolidated advice about barriers and impediments before the 18 January 2024, therefore I would request this advice by Thursday 11 January to provide a consolidated advice and share this with you.

Amanda Russell, Director State Service Management Office (SSMO) will be coordinating this work on my behalf and I would invite you to discuss with Amanda on s.36 or by email [Amanda.russell@dpac.tas.gov.au](mailto:Amanda.russell@dpac.tas.gov.au) should you wish to discuss aspects of the task or assistance in completing this work. I expect there will be a number of short, medium and longer term issues arising from this request and we will schedule further discussion at Secretaries Board at our meeting in January to further consider this.

The collective commitment that we have made in the Governments response to the Commission of Inquiry report is to work together to transform our government institutions, our systems, and, most importantly our culture. I thank you for working with me to ensure that we keep children and young people at the centre of all that we do, and demonstrate through our commitments, leadership and actions that we give meaning to the COI recommendations by implementing real change.

Kind regards



Jenny Gale  
Secretary

15 December 2023

Att: Letter from the Premier, the Hon Jeremy Rockliff MP to Jenny Gale dated 14 December 2023



PREMIER OF TASMANIA

54

Jenny Gale  
Head of the State Service  
Email: jenny.gale@dpac.tas.gov.au

14 December 2023

Dear Ms Gale

As Premier, it is my top priority to ensure perpetrators of, and enablers of, child sexual abuse are held to account. I know Heads of Agencies also have this as their top priority as well.

I am concerned investigations into allegations against State Service employees identified through the Commission of Inquiry are taking too long. This not only falls short of my expectations, but the expectation of Tasmanians.

I understand there are often complicating matters surrounding such investigations, and that, in the pursuit of justice, appropriate processes and legislation need to be adhered to.

Notwithstanding the fact that alleged child abuse perpetrators are immediately removed from the workforce, I request that you work with Heads of Agencies to provide assurances that all available legal and workplace remedies to resolve outstanding matters are being taken as quickly as possible. I am mindful that some of those matters may involve legal complexities that must be considered and impact on timeliness.

I would also request advice on impediments or barriers that Heads of Agencies identify, and options that government could consider that would assist with more timely resolution of investigations. I expect that this will include work that has already commenced from the Commission of Inquiry recommendations, or your advice on actions that will strengthen the employment framework in the Tasmanian State Service. I expect this to be available for the independent reviews that I have announced, to complement the work of Peter Woolcott AO, and Mike Blake.

In seeking advice on the matter, I fully understand the importance of affording State Servants with procedural fairness under all applicable laws.

I understand and appreciate work has already commenced on streamlining and centralising code of conduct investigations to improve timeliness of ED5 investigations, in line with Commission of Inquiry recommendations, however I do believe we should and could do better, and I await your advice.

Could I please have this assurance from Heads of Agencies by 20 December 2023, followed up by consolidated advice about barriers before 18 January 2024.

Yours sincerely

  
Jeremy Rockliff MP  
Premier

**Horne, Lydia**

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**From:** Secretary  
**Sent:** Friday, 15 December 2023 4:50 PM  
**To:** Adams, Donna (POLICE)  
**Cc:** Commissioner Of Police (DPEM)  
**Subject:** Letter from Secretary DPAC - Urgent Request  
**Attachments:** Letter from Secretary DPAC to Secretary DPFEM.pdf  
  
**Importance:** High

Good afternoon

Please find attached letter for your attention from Jenny Gale, Secretary and Head of the State Service.

We offer our sincere apologies for the late hour of this correspondence on Friday afternoon.

Kind regards,

**Office of the Secretary**

Department of Premier and Cabinet

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Ms Donna Adams  
Secretary  
Department of Police, Fire and Emergency Management  
[Donna.Adams@police.tas.gov.au](mailto:Donna.Adams@police.tas.gov.au)

Dear Donna

Yesterday I received correspondence from the Premier (copy attached) informing me of his concerns in relation to investigations into allegations against State Service employees identified through the Commission of inquiry and the length of time these processes are taking. Whilst the Premier acknowledges the number of factors that can influence delays in these matters, and that Heads of Agencies must abide by appropriate processes and legislation, the Premier has communicated to me that this falls short of the Government's expectations, and the expectation of Tasmanians.

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Jenny Gale  
Secretary

15 December 2023

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PREMIER OF TASMANIA

57

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Head of the State Service  
Email: jenny.gale@dpac.tas.gov.au

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Premier