

Routine Disclosure – Notifications of State servant suspensions from duty as a result of allegations of child sexual abuse – Since October 2020

As at: 16 August 2024

| | Total notifications |
|--|---------------------|
| Cumulative total since October 2020 | 90 |
| North | 54 |
| South | 36 |
| Historical ¹ | 40 |
| Contemporary ¹ | 50 |
| | |
| ED5 processes commenced | 85 |
| ED5 processes not commenced ² | 5 |
| ED5 processes completed: | 47 |
| - Outcome determined: Breach | 11 |
| - Outcome determined: No breach | 36 |

| Action taken / final outcomes: | |
|---|-----------|
| Terminated (due to breach determined) | 5 |
| Would have been terminated (due to breach determined) but for resignation or contract ending | 4 |
| Breach determined and other sanction applied, and returned to duty | 1 |
| Breach determined, and remains suspended awaiting finalisation of sanction | 1 |
| No breach determined from ED5 process completed, and resigned | 5 |
| No breach determined from preliminary assessment or ED5 process completed, and returned to duty | 32 |
| Currently suspended with active ED5 investigation underway | 35 |
| Resigned or contract expired prior to ED5 process completed | 7 |
| Total outcomes | 90 |

Police are aware of all cases and the appropriate regulatory bodies have been notified where applicable.

1. Definitions of historical and contemporary:
 - Historical allegations of child sexual abuse are where the alleged misconduct occurred prior to the conclusion of the Royal Commission into Institutional Responses to Child Sexual Abuse in December 2017.
 - Contemporary allegations of child sexual abuse are where the alleged misconduct occurred from the commencement of 2018 to present.
2. An ED5 process may not have commenced due to:
 - Awaiting the outcome of a police assessment or court proceedings
 - The preliminary assessment found no evidence of wrongdoing
 - The employee has already resigned from the Tasmanian State Service

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Length of suspension for State Servants currently suspended on full pay*

| As at 16 August 2024 | Duration of suspension on full pay (calendar days): |
|----------------------------|--|
| 1 | 49 |
| 2 | 51 |
| 3 | 56 |
| 4 | 77 |
| 5 | 119 |
| 6 | 133 |
| 7 | 137 |
| 8 | 162 |
| 9 | 248 |
| 10 | 256 |
| 11 | 256 |
| 12 | 256 |
| 13 | 267 |
| 14 | 277 |
| 15 | 277 |

| | |
|----|------|
| 16 | 287 |
| 17 | 302 |
| 18 | 318 |
| 19 | 318 |
| 20 | 338 |
| 21 | 388 |
| 22 | 421 |
| 23 | 539 |
| 24 | 684 |
| 25 | 834 |
| 26 | 896 |
| 27 | 905 |
| 28 | 1016 |
| 29 | 1024 |
| 30 | 1345 |
| 31 | 1376 |
| 32 | 1396 |

*In some cases an employee can be suspended without pay for reasons such as their Working with Vulnerable People Registration having been suspended.

For the 12 employees currently suspended on full pay with length of suspension over 365 days:

- 1 ED5 investigation is paused pending court proceedings;
- 1 ED5 investigation is paused pending police investigation;
- 5 ED5 investigations have been subject to additional allegations requiring investigation;
- 1 ED5 investigation is awaiting investigation report; and
- 4 ED5 processes are in the final stages of determination and response.

There are many factors that Agencies must take into account in progressing these investigations with due process, including:

- Accessing key witnesses - the timing has to be right – particularly when a child or young person is involved.
- New evidence obtained during an investigation requires additional allegations to be put to the employee and further engagement may be necessary with existing and new witnesses.
- All of these elements must be trauma-informed.
- We must appoint appropriately skilled investigators with regard to the potential complexity and seriousness of cases.
- We may also need to pause an investigation where Police investigation is underway or the matter moves to criminal prosecution.
- Where a civil case progresses for the same allegation this may cause delays to the ED5 whilst the civil claim is progressing.
- In addition, we must provide support and ongoing engagement to witnesses, complainants, victims, and respondents; and support to case managers.