

| Recommendation | Action Identified | Proposed Timeline |
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| <p>2. Vulnerable ages of children and young people 2.1 <i>That the Department provide training, as well as particular resources and information to carers. The information should be specific to children in the primary school age group including development of children, impact of previous abuse and effect this may have on children's behaviour, parenting strategies and behaviour management.</i></p> <p>2.2 <i>That the Department's early intervention and prevention responses target children within the vulnerable age groups; primary school age group (departmental information also shows that children 9-12 years are also vulnerable), in addition to targeted responses for babies and infants.</i></p> | <p>2.1 Investigate the reasons why there might be more abuse of children in care in the 9-12 and 13-16 age groups and develop strategies to address these.</p> <p>Develop training, resources and information for carers caring for vulnerable children in the primary school aged group 9-12 as well as children aged 13-16 years. Focus to address child development issues, the impact of abuse on children's behaviour and provide parenting and behaviour management and strategies.</p> <p>Foster care training and forums to include presentations by DCD Parenting Officers, Education Officers, psychologists, early years workers and Children's Services Officers. Topics include childhood development, the impact of previous abuse and the effect this may have on children's behaviour, parenting strategies and behavioural management relevant to school aged children.</p> <p>2.2 Provide specialised training to new carers as well as existing carers caring for vulnerable children. Training should be offered early in the child's placement with carers.</p> <p>Develop a parenting program for potential or new foster carers with little parenting experience. Create ongoing links for carers to early years services and parenting services.</p> <p>Develop more programs specifically targeting parents and carers of children above the age of 5 and ensure that they are accessed by the parents or carers most in need of the services.</p> | <p>July – September 2006</p> <p>July – September 2006</p> <p>Commenced Ongoing</p> <p>Commence July 2006 – Ongoing</p> <p>Commence July 2006 – Ongoing</p> <p>July 2006 – Ongoing</p> |

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| <p>3. Carers with child protection histories</p> <p>3.1 <i>That the Department conduct an audit of carers on the register to determine if any have child protection history recorded against them, the circumstances of the substantiations and consider the future safety of children placed with them.</i></p> | <p>3.1 Review DGI 65 (CMAs against Department employees and Foster Carers) in line with the <i>Children and Community Services Act 2004</i>.</p> <p>Update the 2004 audit of all current registered carers with a 'Persons Believed Responsible' (PBR) and their suitability to provide ongoing care. Include non-government carers in this audit.</p> <p>Resourcing is required to ensure the Department's benchmark of annual foster carer reviews and regular, quality assurance is achieved at the District Office level.</p> <p>Review Foster Carer handbook to include changes to the Department's policy on carer registration.</p> | <p>March – June 2006</p> <p>July – August 2006</p> <p>July – December 2006</p> <p>August 2006</p> |
| <p>4. Children in care residing at home</p> <p>4.1 <i>That when children in care remain at home or are returned home on visitation or during a reunification plan; a clear safety plan that details case work provision, the collaboration with community agencies, family support and mechanisms for monitoring safety must be developed and put in place.</i></p> | <p>4.1 Develop policy and practice standards to ensure that safety plans are provided for all children who are assessed as vulnerable and/or at risk who remain at home, are returned home on visitation or through reunification.</p> <p>Ensure every child in the CEO's care:</p> <ul style="list-style-type: none"> • is visited regularly and that these visits are documented in a meaningful way • has a Care Plan that incorporates safety planning, is reviewed at least once annually and is developed in collaboration with family members and other significant stakeholders. Care planning for reunification must consider safety. Care Plans must clearly articulate roles and responsibilities of workers and agencies around children's safety. | <p>June 2006</p> <p>1 March 2006 - ongoing</p> |

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| <p>4.2 <i>That the Department develop practice standards in response to the findings of this review about children and young people residing at home with parents or guardians to better prevent children from being re-abused.</i></p> | <p>The Department must ensure that training and resourcing in and the use of the Child Safety Assessment Framework (CSAF) Tool is made compulsory and undertaken by all fieldwork staff.</p> <p>4.2 See actions for 4.1 above</p> <p>Employ additional caseworkers and provide training to ensure caseworkers are better able to develop relationships with children in care before their issues reach crisis point. This training should also provide information about recent research findings about the vulnerability of children in care who are residing at home and the increased risk of re-abuse.</p> <p>Develop strategies to maintain caseworkers and facilitate stable relationships with children they case manage.</p> | <p>March 2006 (Start-up training) July 2006 (for existing staff) - Ongoing</p> <p>July – December 2006</p> <p>July - December 2006</p> |
| <p>5 Children in relative care</p> <p>5.1 <i>That in addition to the recommendations from the Cant and Downie report (December 2004) currently being implemented, the Department should also provide training to case managers about the issues and needs for relative carers and the children for whom they are caring. Specific aspects of this training should include the choice of relatives in caring for children (that is choosing the right relative to care for the child), the use of Family Group Conferences in assisting this process to develop case plans and safety plans and in the management of relationships between parents and relative carers in the safety of children.</i></p> | <p>5.1 Provide ongoing training for fieldwork staff which includes the issues and needs of relative carers, use of the CSAF, carer assessment and conducting family group meetings. See also Rec. 18.1 Specialist Child Protection Training, Mentoring and Resourcing Unit.</p> <p>Develop a quality assurance process for relative carer assessment.</p> <p>Update the Foster Carer handbook to include information about carer assessment, selection and registration, the inclusion of carers in planning for children in their care including family group meetings and safety planning. Same as actions for 3.1 above</p> | <p>July 2006 – ongoing</p> <p>July - November 2006</p> <p>August 2006</p> |

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| <p>5.2 <i>That the Department provide training and information to non-government agencies about matters concerning relative care and current inherent risks.</i></p> <p>5.3 <i>That the codes on Client and Community Services System (CCSS) for relative carers and general foster carers should be amended to give each category a distinct code.</i></p> | <p>5.2 Training as described in actions for Recommendation 5.1 above, is made available to non-government placement agencies. See also Recommendation 18.1 Specialist Child Protection Training, Mentoring and Resourcing Unit.</p> <p>5.3 Implement the changes to codes on the CCSS system.</p> | <p>September 2006 – ongoing</p> <p>1 July 2006</p> |
| <p>6 Children and young people in residential care</p> <p>6.1 <i>That protocols with non-government agencies need to be finalised in relation to informing the Department about concerns of abuse of children and young people in residential care, how investigations will be undertaken and for feedback to be provided to the non-government agencies.</i></p> <p>6.2 <i>That where there is an abuse in care relating to a number of children that one worker has the responsibility for undertaking these investigations (see recommendation 10 regarding the appointment of special investigators with the Duty of Care Unit).</i></p> <p>6.3 <i>That clear information is provided to workers about the requirements of recording abuse in care notifications and documenting assessments and procedures.</i></p> | <p>6.1 Review and finalise draft protocols for reporting critical incidents and allegations of abuse in care between the Department and non-government placement agencies. Refer to Recommendation 1.1.</p> <p>6.2 The expansion of the Duty of Care Unit and its role will meet this recommendation. Directors to appoint a particular District Manager to co-ordinate these investigations in the interim.</p> <p>6.3 Start-up training and relevant future training incorporate clear information about recording abuse in care notifications and documenting assessments and procedures.</p> | <p>May – August 2006</p> <p>Duty of Care – March 2007 1 March – December 2006</p> <p>1 March 2006 (Start Up Training) Ongoing</p> |
| <p>7.Children and young people in foster care</p> <p>7.1 <i>That the Department continue its recruitment drive for foster carers and consider further improvements to its practical support to carers such as the level of subsidy.</i></p> | <p>7.1 Develop an across sector recruitment strategy to attract foster carers.</p> <p>Develop local area recruitment strategies in consultation with District Managers.</p> | <p>Commenced & Ongoing</p> <p>Commenced & Ongoing</p> |

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| <p>7.2 <i>That the Department aims to employ specialist workers and Placement Officers to support carers at a ratio of 1 to 50.</i></p> <p>7.3 <i>That experienced carers are encouraged to complete further units of training and that this be recognised in a practical way with a higher level of subsidy. These senior foster carers could also mentor less experienced carers.</i></p> <p>7.4 <i>That the Department further enhance the status of general carers by making them an integral part of the care team.</i></p> | <p>Further work will be required to identify funding sources to improve carer subsidies for carers.</p> <p>7.2 The Department is working towards employing specialist workers and Placement Officers to support carers at a ratio of 1 to 50.</p> <p>7.3 Review ways that the Department might better recognise or compensate carers for completing further training and mentoring other carers.</p> <p>Implement the findings of Fostering Services scoping exercise around carer training needs. The permanent expansion of Fostering Services in 2006/07 will enable this to occur.</p> <p>Record and monitor any non-mandatory training received by carers.</p> <p>Develop and resource a program which can link carers into accredited competency based training i.e. TAFE Child Care Course.</p> <p>Develop strategies for providing follow-up support to new carers and to facilitate the development of local support groups.</p> <p>7.4 Develop training and education for staff and carers to ensure that the provisions of the <i>Children and Community Services Act 2004</i> that require inclusive practices around planning and decision-making are implemented. This includes ensuring that carers are an integral part of care planning for children in the CEO's care.</p> | <p>Commence – October 2006</p> <p>July - December 2006</p> <p>October 2006 – February 07</p> <p>July 2006</p> <p>December 2006 - ongoing</p> <p>January – March 2007</p> <p>Commence - July 2006</p> <p>1 March 2006 - ongoing</p> |

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| <p>8 Supporting children and their placement</p> <p>8.1 <i>That there is a policy that places restrictions on the number of children and young people or the number of sibling groups that can be placed with carers at any one time. The policy should consider:</i></p> <ul style="list-style-type: none"> • <i>Restrictions set out within child care regulations as a guide for determining safe numbers of children in placements</i> • <i>Needs of sibling groups</i> • <i>Capacity of the carer and the needs of their own children</i> • <i>Children with particular needs such as those with a disability or who have been harmed in such a way that they require small numbers of or no other children in the same placement</i> • <i>The recruitment of more carer placements would assist with this issue.</i> <p>8.2 <i>That the Department investigate the correlation between the number of placements and child maltreatment allegations and in particular, the differences for Indigenous and non-Indigenous children and young people.</i></p> <p>8.3 <i>That the Department record information for each child in care about the number of their previous placements so that additional resources are put in place to ensure stable and on-going placement for that child.</i></p> | <p>8.1 Develop policy and practice guidelines on the number of children in a placement at any one time. The development of policy and practice will be informed by:</p> <ul style="list-style-type: none"> • the Department's review of literature and research findings about the placement of siblings • the Department's procedures for assessing and registering carers, carer Annual Review and Care Plans and requirements in Service Agreements. • research findings from the UWA project identifying the impact of fostering on carer's children. <p>8.2 Analyse the findings from a report on research into multiple placements by the Department's Information Research and Evaluation Branch and implement initiatives where appropriate.</p> <p>Further to this research, the Information Research and Evaluation Branch has identified that the correlation between multiple placements and Assessments of a Concern for a Child (formally CMAs) requires further research and will undertake this within its research agenda.</p> <p>8.3 Explore whether CCSS and ASSIST can incorporate an alert which notifies appropriate units and officers when a child has four or more placement changes or when a critical incident occurs. The system should be able to distinguish between respite placements and placement movements for other reasons.</p> | <p>December 2006 - April 2007</p> <p>June – August 2006</p> <p>June – October 2006</p> <p>September 2006</p> |

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| <p>8.4 <i>That the Department consider benchmarks for case workers to ensure that assessment, training, monitoring and support is provided to new placements and that additional support is provided in cases where a child or young person has been placed as a result of a previous abuse in care.</i></p> | <p>8.4 Strategies and resources to ensure that initial supports are put in place for all children who come into the CEO's care will be required.</p> <p>Develop specialised training for Department staff around the particular issues facing relative carers and how to assess and work effectively with relative carers.</p> <p>Finalise employment of seven additional clinical psychologists to provide therapeutic supports and services for children who have experienced abuse whilst in the CEO's care. Funding was provided in the 2006/07 budget for an additional 12 psychologists in 2006/07, rising to 18 in 2009/10.</p> | <p>July – Dec 2006</p> <p>July - Dec 2006</p> <p>March – June 2006</p> |
| <p>8.5 <i>That the Department ensures monitoring and support particularly during the initial stages of placement and in consideration of carers based on their experience and length of time as carers.</i></p> | <p>8.5 Monitor the mandatory training of carers.</p> | <p>Commenced & Ongoing</p> |
| <p>8.6 <i>That the Department establish a mentoring system between carers.</i></p> | <p>8.5 & 8.6 Develop, resource and implement models, standards, processes and practices to ensure monitoring of and support for new carers.</p> <p>Maintain Fostering Services involvement with carers for 1 year after registration as a means of providing additional support in the initial stages of placement with new carers.</p> <p>Develop standards and measures to ensure non-government agencies are monitoring and supporting carers.</p> | <p>December 2006 – March 2007</p> <p>July 2006 - Ongoing</p> <p>December 2006 – March 07</p> |

| Recommendation | Action Identified | Proposed Timeline |
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| <p>9 Procedural documentation regarding allegations of abuse in care</p> <p>9.1 <i>That the wide ranging policy and procedural documents in response to allegations of abuse in care be streamlined for ease of use and incorporated into training.</i></p> | <p>9.1 Duty of Care Unit to complete training of district staff (Kimberley and Pilbara Districts outstanding).</p> <p>Review DGI 59 (Abuse in Care and Critical Incident Notification Process) and fieldworker guidelines on abuse in care to incorporate the requirements of the <i>Children and Community Services Act 2004</i>. This will occur with the expansion of the Duty of Care Unit (see Recommendation 10).</p> <p>Ensure that documentation are streamlined into one form and all associated documentation are attached and filed together.</p> <p>Develop an easy to access electronic file management system that stores all related documentation on abuse in care together in the Department's new information system ASSIST.</p> <p>Improve quality assurance at the fieldworker level through the implementation of the Standards Monitoring Unit.</p> | <p>Commenced - September 2006</p> <p>May – August 2006</p> <p>May – August 2006</p> <p>ASSIST Implementation. Plan – August 2006 Implementation 2006-08</p> <p>Commence February 2007</p> |
| <p>10 Duty of Care Unit</p> <p>10.1 <i>That there is an expansion of the Duty of Care Unit to incorporate:</i></p> <ul style="list-style-type: none"> <i>Additional senior officers based in the Unit to undertake the assessment of allegations of abuse in care with case workers. The officers would attend at District Offices when allegations of abuse in care are received or notified. These officers would team with the case workers and lead the investigations of the allegations, assessment action, outcome findings and</i> | <p>10.1 Funding to expand the Duty of Care Unit has been provided in the 2006/07 Budget.</p> | <p>Commence July 2006- Ongoing</p> |

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| <p><i>recommendations. The officers would be responsible for the documentation of the process and recording of the outcomes within the Duty of Care Unit.</i></p> <ul style="list-style-type: none"> <i>The caseworker from the District Office would work alongside the senior officer and support the young person. The Placement Officer within the District office would support the carer if this were needed.</i> | | |
| <p>11 Responding to abuse in care</p> <p>11.1 <i>That the Department provides training and competencies to case workers and specialists about the specific issues pertaining to children in care and abuse in care. The training package should include information about assessment and investigation procedures about abuse in care and the elements of best practice benchmarks in holistic assessment (this would relate to the involvement of the child, gathering of full information, assessment of all concerns regarding the subject child and other children in the placement where necessary, interviewing relevant parties, decisions about outcomes, safety plans and feed-back).</i></p> <p>11.2 <i>That the Department ensures that initial planning occurs between case workers (including those undertaking the investigation), team leaders and other significant people (for example: Senior Officer Aboriginal Services, Duty of Care Unit, other service providers).</i></p> | <p>11.1 Develop regular training calendars for Department for Community Development staff which include abuse in care training.</p> <p>Additional funding for training (including training for abuse in care) was provided in the 2006/07 Budget.</p> <p>The Duty of Care Unit to complete training of District staff on DGI 59 (Kimberley & Pilbara outstanding).</p> <p>11.2 The expansion of the Duty of Care Unit will address this recommendation.</p> | <p>March 2006 (included in Start-up Training) - Ongoing</p> <p>July – December 2006</p> <p>Commenced - September 2006</p> <p>Commence July 2006 - Ongoing</p> |

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| <p>11.3 <i>That the Department:</i></p> <ul style="list-style-type: none"> • <i>streamlines policy and process for duty of care notifications</i> • <i>simplifies process associated with recording and line management approval</i> • <i>simplifies the intake process</i> • <i>simplifies recording and line management approval throughout the process</i> • <i>formulates a checklist that details the process for case managers and provides opportunity for quality assurance.</i> <p>11.4 <i>That this is provided through a Specialist Training, Mentoring and Support Unit (See also Recommendation 18).</i></p> | <p>11.3 Review the existing Duty of Care Process.</p> <p>11.4 Additional funding for a Specialist Training Mentoring and Support Unit was obtained through the 2006/07 Budget process.</p> | <p>June – December 2006</p> <p>July 2006</p> |
| <p>12 Support and mentoring for workers about abuse in care</p> <p>12.1 <i>That the Department:</i></p> <ul style="list-style-type: none"> • <i>provides mentoring in the workplace about how to manage abuse in care investigations</i> • <i>provides training to case workers about substantiation of child maltreatment allegations including recording</i> • <i>reviews and amends the CCSS system to allow easier recording of categories of harm.</i> | <p>12.1 The Duty of Care Unit will provide support and mentoring to Department officers about abuse in care issues.</p> <p>Implement fortnightly supervision for six months for all new staff. Monitoring will occur through the Human Resource Management System.</p> <p>Continue existing training provided by the Duty of Care Unit, CCSS and the Learning and Development Unit.</p> <p>Implement changes made to the categories of harm on the CCSS system.</p> <p>The Department has implemented changes to CCSS in line with the requirements of the <i>Children and Community Services Act 2004</i> and will review those changes in June/July 2006.</p> | <p>Commenced - ongoing</p> <p>31 March 2006 - Ongoing</p> <p>Commenced – Ongoing</p> <p>March - July 2006</p> <p>June – July 2006</p> |

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| | <p>Transition arrangements will need to be made to accommodate the move from the old CCSS system to the Department's new information system, ASSIST. ASSIST will develop an overall Implementation Plan by August 2006. Transitional arrangements will be planned and implemented in staged phases over the next two financial years</p> | <p>ASSIST Implementation Plan – August 2006 Implementation 2006-08</p> |
| <p>13 Safety plans 13.1 <i>That the Department ensures that safety plans are in place for all children in care and in particular for those children who have been abused in care and the plans are recorded within the Duty of Care Unit.</i></p> | <p>13.1 Refer to actions for Recommendation 4.1</p> <p>Develop policy and practice standards to ensure that safety plans are provided for all children who are assessed as vulnerable and/or at risk who remain at home, are returned home on visitation or through reunification.</p> <p>Implementation of these policy and practice standards to be quality assured by the Standards Monitoring Unit.</p> <p>Ensure every child in the CEO's care has a Care Plan that incorporates safety planning, is reviewed at least once annually and is developed in collaboration with family members and other significant stakeholders. Care Planning for reunification must consider safety. Care Plans must clearly articulate roles and responsibilities of workers and agencies around children's safety.</p> <p>The Department must ensure that training and resourcing in and the use of the Child Safety Assessment Framework (CSAF) Tool is made compulsory and undertaken by all fieldwork staff.</p> | <p>Commence June 2006 - January 2007</p> <p>Commence February 2007 – ongoing</p> <p>1 March 2006 - ongoing</p> <p>1 March 2006 (in Start-up training) July 2006 (for existing staff)</p> |

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| <p>14 Caseload benchmarks</p> <p>14.1 <i>That the Department build strategies so that caseworkers can meet workload benchmarks. The benchmark is 1 worker to 15 cases. Benchmarks need to have some flexibility in consideration of the circumstances of the case, the needs of the child and their family, their location and the experience of the worker.</i></p> <p>14.2 <i>That the benchmark for visiting a child newly in care or where the carer is inexperienced should be at least once per month.</i></p> | <p>14.1 Joint working party between CPSU/CSA and the Department to develop a method of determining the staffing needs of the service delivery areas of the Department including related support staff requirements and supervisory ratio. Same actions for Rec. 18.3 & 18.4 below.</p> <p>Increase the number of case workers in the field. The 2006/07 Budget provides for an additional 41.5 caseworkers in 2006/07, rising to 65.7 in 2009/10.</p> <p>14.2 The Department has accepted this recommendation and will work toward it.</p> | <p>Commenced – Finalised mid April 2006</p> <p>July-December 2006</p> <p>September 2006 - Ongoing</p> |
| <p>15 Timelines for responses and procedures</p> <p>15.1 <i>That the change authority on CCSS should only allow Team Leaders or District Managers to update records and complete the investigation outcome screens.</i></p> <p>15.2 <i>That the CCSS or equivalent should automatically report the allegation to the Duty of Care Unit and Director General.</i></p> <p>15.3 <i>That the Department establish clear policy on timeframes for reporting requirements. The average timeframe from a child maltreatment allegation to Director General authority on outcome reports should be on average 4 to 6 weeks.</i></p> | <p>15.1 With the expansion of the Duty of Care Unit, Senior Investigators will have responsibility for this and will be responsible for signing off on all abuse in care outcome reports.</p> <p>15.2 Changes are made to the system to ensure that an alert is automatically generated to the Duty of Care Unit and the Director General when an allegation of abuse in care is reported.</p> <p>15.3 Refer to Recommendation 1.1 above.</p> <p>Review timeframes and improve practices around outcome reports.</p> | <p>Commence July 2006 - ongoing</p> <p>ASSIST Impl. Plan – August 2006 Implementation 2006-08</p> <p>May – August 2006</p> <p>Commence July 2006 - ongoing</p> |

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| <p>16 Authorisations of Child Maltreatment Allegations</p> <p>16.1 <i>That all policy relating to child maltreatment allegations and abuse in care inquiries should detail authorisation of classification by a senior designated officer as well as a plan of action.</i></p> | <p>16.1 Develop and implement processes that ensure all Assessments of a Concern for a Child resulting in an investigation or intervention action are identified by the new intake process in line with the requirements of the <i>Children and Community Services Act 2004</i>.</p> <p>Develop and implement processes to ensure that all abuse in care inquiries are identified by the Standards Monitoring Unit for quality assurance purposes.</p> | <p>Current and Ongoing</p> <p>Commence February 2007 - ongoing</p> |
| <p>17 Participation of children and young people</p> <p>17.1 <i>That a model of participation is developed within the new Advocate for Children in Care position within the Department to enable children and young people subject to the child protection system to be involved in a meaningful way in decision making about their lives.</i></p> | <p>17.1 The new Advocate for Children in Care will be responsible for ensuring a model of participation is developed to enable children and young people in the child protection system to be meaningfully involved in decision making about their lives.</p> <p>The Learning and Development Unit is currently developing an additional training module which includes child developmental stages and behaviours and ways of communicating with children to skill workers to assist children to participate meaningfully in decision-making about their own lives.</p> <p>Develop regular training calendars for Department for Community Development staff which include training on engaging in developmentally appropriate ways with children and young people and supporting child participation in decision-making. See also action for Rec. 11.1.</p> | <p>July – September 2006 Ongoing</p> <p>March 2006 (Start-up training) Ongoing</p> <p>March 2006 – Ongoing</p> |

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| <p>17.2 <i>That the Charter of Rights about children in care, that has apparently been developed with assistance of CREATE, be implemented as a matter of priority in 2006. This could also be overseen by the newly appointed Advocate for Children in Care.</i></p> <p>17.3 <i>That the Standards Monitoring Unit in collaboration with the recommended Training, Mentoring and Support Unit, undertake the monitoring and quality assurance of best practice standards.</i></p> | <p>17.2 A working group will be convened to implement the recommendations made in Children and Young People in Care Advisory Committee's report <i>A Western Australian Consultation to Develop a Charter of Rights for Children and Young People</i>. The working group will be led by the Office for Children and Youth and include representatives from Program and Sector Development, Community and Statewide Services, Indigenous Policy Directorate, the General Counsel, Legislation Development Unit and the Advocate for Children in Care.</p> <p>17.3 See actions for 9.1 & 13.1</p> | <p>March – November 2006</p> <p>Commence February 2007 - Ongoing</p> |
| <p>18 Support and mentoring for workers and departmental resources</p> <p>18.1 <i>That a specialist child protection Training, Mentoring and Resourcing Unit be established within the Department to:</i></p> <ul style="list-style-type: none"> • <i>support and mentor workers through practice advice about all aspects of child protection case work but with specialist focus on children in care and to build knowledge and skills in workers to strengthen their capacity for child-focused best practice in a supportive environment;</i> • <i>provide specialist training for workers and non-government agencies;</i> • <i>consider characteristics, trends and key indicators that have been identified in this review in order to develop practice and programs to strengthen the care system and to work towards preventing abuse in care;</i> | <p>18.1. The Learning and Development Unit will be forming a Unit/Team for the delivery of standardised Child Protection training for both internal staff as well as across agencies.</p> | <p>Commence – July 2006</p> |

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| <ul style="list-style-type: none"> • <i>the Training Unit should work closely with the Duty of Care Unit and the Standards Monitoring Unit in developing best practice child-focused models to ensure good decision making that is consistent and well supported.</i> <p>18.2 <i>That the Department employ additional specialist investigation officers to lead and work with caseworkers on the investigation and assessment of abuse in care notifications. These workers would be based in the Duty of Care Unit (see Duty of Care recommendation 10).</i></p> <p>18.3 <i>That the Community and Public Sector Union (CPSU) proposal for additional permanent child protection workers, caseworkers, team leaders and support staff including psychologists be accepted by the Department and that a rationale be developed for the calculation of the required number of staff and that this is implemented as a matter of priority.</i></p> <p>18.4 <i>That the Department assesses the current need for additional administrative support workers for direct service delivery staff and that they be appointed.</i></p> | <p>18.2 Additional funding has been provided in the 2006/07 Budget to expand the Duty of Care Unit.</p> <p>18.3 The joint working party between CPSU/CSA and the Department to develop a method of determining the staffing needs of the service delivery areas of the Department including related support staff requirements and supervisory ratio. See also actions for Recommendations 8.4, and 14.1 above.</p> <p>18.4 The joint working party between CPSU/CSA and the Department to develop a method of determining the staffing needs of the service delivery areas of the Department including related support staff requirements and supervisory ratio.</p> | <p>Commence July 2006 - Ongoing</p> <p>Commenced – Finalised by mid April 2006</p> <p>Commenced – Finalised by mid April 2006</p> |