

Statement of GINNA WEBSTER**RFS-TAS-007**

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Position Secretary, Department of Justice

1. This statement is made by me in response to RFS-TAS-007 (**'RFS'**), issued on 29 March 2022 by the President of the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings (the Commission), the Honourable Marcia Neave AO.
2. My name is Ginna Webster and I am the Secretary of the Department of Justice.
- Q1. *Professional Qualifications and Experience*
3. I have worked in the public sector for almost 40 years in both Federal and Tasmanian State Government.
4. Between 1984 and 2002 I was employed by the Australian Customs Service (now Border Force), commencing as an 'Assistant Customs Officer' and working through the uniformed ranks to Senior Inspector upon my resignation. I held a variety of supervisory and management roles throughout this time and worked in Tasmania, the Northern Territory, New South Wales and the Australian Capital Territory. I undertook a wide range of training programs specific to the positions I held at the time.
5. In April 2002 I commenced employment with the Department of Justice in Tasmania and from that time to March 2017 I held the following positions:
 - Policy Officer, Tasmania Prison Service
 - Manager, Organisation Development, Tasmania Prison Service
 - Director, Community Corrections
 - Deputy Secretary, Administration of Justice
6. In March 2017 I transferred to the then Department of Health and Human Services as the Deputy Secretary, Children and Youth Services.
7. In July 2018 I was appointed as the inaugural Secretary of the Department of Communities Tasmania.

8. In September 2019 I was reassigned to the role of Secretary, Department of Justice.
9. I have undertaken the following relevant professional development:
- Towards Strategic Leadership, Australian and New Zealand School of Government
 - Tasmanian Leaders Program
 - Cranlana 'Colloquium' (Program for Ethical Leadership)
 - Executive Fellows Program, Australian and New Zealand School of Government
- Q2. *Submissions to the Commission of Inquiry*
10. The Department of Justice did not make a departmental submission to the Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings (Commission of Inquiry).
11. The Department's State Service Officers and Statutory Office holders were invited to make, and may have made, individual submissions to the Commission of Inquiry.
12. As Secretary of the Department of Justice, I do not have any personal performance measures, key performance indicators or financial outcomes in relation to how the Department responds to child sexual abuse or safeguards children.
- Q3. *Structural changes to the Department of Justice within the Relevant Period*
13. The Department of Justice has not been the subject of significant structural or machinery of government changes in the Relevant Period. However, during the Relevant Period the Department of Justice has been tasked with the following Government initiatives relevant to the Commission's Terms of Reference:
- (a) administering the *Registration to Work with Vulnerable People Act 2013*;
 - (b) leading the Tasmanian Government response to the Royal Commission into Institutional Responses to Child Sexual Abuse and the Commission of Inquiry;
 - (c) managing the Tasmanian Government's participation in the National Redress Scheme for Institutional Child Sexual Abuse;
 - (d) developing and administering the Tasmanian Government's 3-year Witness Intermediary Scheme Pilot; and
 - (e) coordinating the national reporting requirements about the Tasmanian Government's implementation of the Royal Commission's recommendations.
- Q4. *Advice about the establishment of the Commission of Inquiry*
14. The Department of Justice provided procedural advice in relation to the establishment of the Commission of Inquiry, including advice in relation to legislative and regulatory reforms required to support the operation of the Commission of Inquiry. The Office of the Solicitor-General provided legal advice.

- Q5. *Need for the Commission of Inquiry*
15. On 29 November 2020, the then Premier, the Honourable Peter Gutwein MP, determined that a Commission of Inquiry was required to investigate the adequacy of the Tasmanian Government's responses to child sexual abuse.
16. As Secretary of the Department of Justice, my role is to support and implement the decisions of the government of the day.
- Q6. *Support for the Commission of Inquiry within the State Service*
17. Yes, the Department of Justice supports the decisions of the government of the day.
- Q7. *Department of Justice's Organisational Structure*
18. The Department of Justice's Organisational Structure and reporting lines are provided in the annexure named TRFS.0007.0115.0001.
- Q8. *Royal Commission Response Unit's Organisational Structure*
19. The Child Abuse Royal Commission Response Unit's Organisational Structure and reporting lines are provided in an annexure named TRFS.0007.0115.0002.
20. On 1 July 2019, the Department established the Child Abuse Royal Commission Response Unit to coordinate the Tasmanian Government's response to, and implementation of, the recommendations of the Royal Commission, as well as Tasmania's role as a participating institution under the National Redress Scheme for Institutional Child Sexual Abuse.
21. The Child Abuse Royal Commission Response Unit provides strategic policy and legislative advice in relation to the Tasmanian Government's activities to prevent and respond to child abuse, including the development of legislation.
22. Since its establishment, the Child Abuse Royal Commission Response Unit has been tasked with the implementation and management of a number of related projects. Child Abuse Royal Commission Response Unit is currently responsible for the following priority government initiatives:
- (a) the management of the State's participation as a responsible institution in the National Redress Scheme;
 - (b) the management of the delivery of Direct Personal Responses arising from the National Redress Scheme;
 - (c) the 3-year Witness Intermediary Scheme Pilot to support Tasmania Police and Tasmanian Courts; and
 - (d) the development of a Child Safe Organisations legislative framework for Tasmania incorporating the implementation of Child Safe Standards and a Reportable Conduct Scheme.
23. The Child Abuse Royal Commission Response Unit works with other government agencies, including Tasmania Police, to respond to information requests from the National Redress

Scheme. The Unit also engages with those agencies to provide direct personal responses under the National Redress Scheme, including providing advice and/or facilitating training to Senior Government Officials about trauma-informed engagement with victim-survivors.

24. The Child Abuse Royal Commission Response Unit engages with the Courts, Tasmania Police and the Office of Director of Public Prosecutions in relation to the provision of witness intermediary services. During the development of the Witness Intermediary Scheme Pilot, the Unit led consultation with the Judiciary, the Office of the Director of Public Prosecutions, Tasmania Legal Aid, the Department of Health and Tasmania Police.
 25. The Child Abuse Royal Commission Response Unit leads consultation with the Departments of Premier and Cabinet, Communities Tasmania, State Growth, Health, Tasmania Police, Education and statutory office holders in relation to the development of the Child and Youth Safe Organisations Framework.
 26. The Child Abuse Royal Commission Response Unit engages with all responsible Agencies in relation to the reporting of progress and implementation of the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse.
 27. The Child Abuse Royal Commission Response Unit undertakes consultation with relevant Agencies in relation to other projects and law reform initiatives.
- Q11. Department of Justice staffing levels by public service band*
28. A table outlining the Department of Justice's staffing levels by public service band is provided in an annexure named TRFS.0007.0115.0003.
- Q16. Editorial published in The Mercury on 17 March 2022*
29. The establishment of the Office of Safeguarding Children is an organisational reform within the Department of Education. The Office's establishment was part of the Department of Education's response to the recommendations of the final report of the *Independent Inquiry into the Department of Education's Responses to Child Sexual Abuse* by Professors McCormack and Smallbone. The Department of Education leads this internal departmental structural reform. Information about the nature and current status of these reforms should be directed to the Department of Education.
 30. The development of three multidisciplinary centres offering support and safety to victim-survivors of child abuse and the development of memoranda of understanding between various government departments to support the functions of those centres is a government initiative led by the Department of Police, Fire and Emergency Management. Information about the nature and current status of these reforms should be directed to the Department of Police, Fire and Emergency Management.
- Q20. What do you think is required for Tasmania to successfully implement reforms to the prevention, identification, reporting and response to child sexual abuse in Institutional Contexts (for example, budgetary constraints, governance and oversight)?*
31. The successful development and implementation of any significant whole of government reforms requires effective engagement with stakeholders, appropriate funding, and good governance and leadership.

32. Policy and legislative reforms to reduce the incidence of child sexual abuse and improve identification, reporting and responses to child sexual abuse are complex and multifaceted. At a State-level, the development and implementation of child safeguarding reforms requires a clear understanding of:
- (a) the affected sectors and any structural, resourcing and legislative barriers that exist within the sector that may inhibit change;
 - (b) existing regulatory and legislative frameworks, including gaps; and
 - (c) broad consultation with key stakeholders, including people with lived experience and people from diverse backgrounds.
33. Successful development and implementation of child safeguarding reforms requires alignment and coordination with initiatives in other states and territories. The Tasmanian Government is a signatory to the *National Strategy to Prevent and Respond to Child Sexual Abuse 2021-2030*. The National Strategy supports a nationally coordinated, strategic framework for preventing and responding to child sexual abuse across Australia.
34. Successful implementation also requires clear accountability, monitoring and evaluation and regular risk assessments should be undertaken where there are interactions with children and young people.
35. The inclusion of the voices of children and young people as well as those with lived experience is necessary. Successful implementation requires working collaboratively across Government and the community sector.
36. Recruitment processes should ensure appropriate screening and ongoing training for employees and lines of accountability and responsibility should be clear.

Q21-24 Response to the Royal Commission's recommendations

37. A table outlining the responses to Questions 21 to 24 is provided in an annexure named TRFS.0007.0115.0004.

Q44. Limitations of the ED5 investigation process as it applies to allegations or incidents of child sexual abuse in relation to Tasmanian State Service Officials.

38. While the Secretary of the Department of Justice, I have not commenced an ED5 process in relation to allegations and incidents of child sexual abuse. However, I make the following observations about the ED5 process that may impact its application to allegations of child sexual abuse.
39. I am aware that there can be issues in undertaking an ED5 where the matter relates to a historical allegation of child sexual abuse. This is more about the availability of witnesses and relevant information, etc. rather than a limitation of the ED5 process itself.
40. Any allegations or incidents relating to child sexual abuse would be referred to Tasmania Police for investigation.
41. The ED5 process is centred on the rights of the employee with underpinning principles of procedural fairness. In the case of allegations of child sexual abuse there is clearly a need to

address any risk to child safety as a priority. The facilitation of trauma-informed engagement with the victim-survivor of child sexual abuse is an area that is recognised as requiring particular focus.

42. The current code of conduct is largely limited to investigations within “the course of employment’ or “in connection with employment”. There are limitations on investigations under ED5 where the alleged conduct occurs outside the workplace, and where the threshold for a criminal investigation or prosecution is not reached.
 43. The ED5 process can take significant time to reach resolution and can only be determined by the relevant Head of Agency. It establishes a single process that does not distinguish between allegations of differing severity, resulting in resource intensive processes for all investigations. This can potentially detract from resources being focussed on the more serious instances of alleged conduct. In addition, the need to appoint investigators to investigate all alleged breaches of the Code of Conduct potentially diminishes the availability of external investigators, noting there is only a small pool of service providers operating in Tasmania.
 44. The State Service Review undertaken by Dr Ian Watt identified a number of limitations in relation to ED5. I would support a number of statements made in that Review, notably that the system is “overly prescriptive” and I support the progression of Recommendation 55 of that Review to “amend ED5 to be standards based, allowing the relevant head of agency to tailor an investigative process based on the circumstances surrounding an alleged breach”.
 45. I also note Recommendation 56 of the Review to “rewrite ED5 to allow for a simple, local process to be used where the facts are clear and not disputed and the agency seeks to impose a low-level sanction”.
 46. I am aware that work with respect to Dr Watt’s recommendations is currently being prioritised and led by the Department of Premier and Cabinet.
- Q45. *Describe how investigators are appointed to carry out ED5 investigations.*
47. While I have been Secretary of the Department of Justice, I have not commenced an ED5 investigation involving allegations of child sexual abuse.
 48. When appointing an investigator, I receive a recommendation from the Human Resources Branch on the investigator selected. This selection is based on factors including their suitability for investigating alleged conduct of the nature involved, their availability and their experience with allegations of that nature and other matters such as the work environment in which the conduct was alleged to have occurred.
 49. Investigators are provided correspondence that outlines the scope of their investigation and establishes requirements for their process as provided for in ED5. Investigators have the capacity to regulate their own process but must meet these requirements. The correspondence to the investigators includes an Instrument of Appointment.
- Q46. *Describe whether ED5 investigators involved in investigations of allegations or incidents of child sexual abuse receive any training or direction in best practice in the investigation of matters involving children or trauma-informed investigations.*
50. While I have been Secretary of the Department of Justice, I have not commenced an ED5 investigation involving allegations of child sexual abuse.

51. However, I note that there is a paucity of appropriately skilled external investigators who undertake this work in Tasmania can lead to high demand on their services and impact the timeliness of investigations.
52. There is at least one investigator in Tasmania undertaking ED5 investigations that was previously a member of Tasmania Police. If I were appointing an investigator to investigate alleged child sexual abuse, I would seek to appoint that investigator unless there were investigators available with specific training in that area.

Q47. Describe whether ED5 investigators are independent from the Department and the Tasmanian Government.

53. The majority of ED5 investigations at the Department are undertaken by investigators are external consultants who have been appointed to conduct investigations to support ED5 processes independently of government. Their conduct of investigations allows the Department to remain at 'arm's length'.
54. The Department has recently explored using internal investigators for less serious matters. I would however consider an external investigator appropriate for a matter involving alleged child sexual abuse.

Q48. Describe any protocols or guidelines in relation to standing down Tasmanian State Service Officials who are subject to an ED5 investigation involving allegations of child sexual abuse.

55. The protocols for suspending Tasmanian State Service Officials who are subject to an ED5 investigation are contained in Employment Direction 4.

Q49 Identify who is responsible for making the decision to stand down a Tasmanian State Service Official while an ED5 investigation is being conducted.

56. The Head of Agency employing the Tasmanian State Service Official is responsible for making a decision to suspend the Official with pay pursuant to Employment Direction 4.
57. The Head of the State Service may determine that the Tasmanian State Service Official should be suspended without pay after submissions from the relevant Head of Agency and the Official pursuant to Employment Direction 4.

Q. 56 Applications under the Right to Information Act 2009 or the Personal Information Act 2009 between 1 January 2017 and 31 December 2021

58. The Department of Justice predominantly receives applications made under the *Right to Information Act 2009* (RTI Act).
59. Between 1 January 2017 and 31 December 2021, I am not aware of any applications made to the Department of Justice under the *Personal Information Protection Act 2004* (**PIP Act**).
60. It is difficult for the Department to identify the purpose of any person's application other than by inference from the nature of the records that the person is requesting or that a plaintiff law firm is involved in the application. The RTI Act enables people to access information without providing reasons as to why the information is sought.

61. There has been an increase in the number of RTI applications made by plaintiff law firms in recent years. The bulk of applications have been received from Angela Sdrinis. The first application from that firm was received in December 2019, but significant numbers have been received since February 2021 onwards.
62. In a number of instances, the Department receives applications for information held by other government agencies. Those applications are promptly transferred to the relevant agency under section 14 of the RTI Act.
63. In the event that an application seeks information relating to a person's detention at Ashley, in addition to partially transferring the application to the Department of Communities Tasmania, the Department searches and provides any relevant records within the scope of the application about detention on remand without the applicant being required to make a second application.
64. An Excel spreadsheet outlining RTI applications either received from plaintiff law firms or requesting information relating to a person's correctional records identified as potentially within the scope of the Commission is provided in an annexure named TRFS.0007.0115.0005.
65. The average number of days from receipt for the Department to respond to these types of RTI applications are as follows:

Year	Days
2018-19	21
2019-20	18
2020-21	13

Q. 61 Training in the Model Litigant Guidelines and Guidelines for the Conduct of Civil Claims

66. The management of civil claims is the responsibility of the Office of the Solicitor-General. The Attorney-General directed the Solicitor-General, under s 7 of the *Solicitor-General Act 1993*, to manage the State's civil litigation.
67. The training and conduct of legal practitioners assigned to conduct civil litigation is the responsibility of that Office and if requested, supported by the Department of Justice.
68. Members of the Litigation Division of the Office of the Solicitor-General participated in training in Trauma Awareness in Institutional Settings and providing trauma-informed Direct Personal Responses provided by Blueknot and organised by the Child Abuse Royal Commission Response Unit on 27 and 28 May 2021. A copy of the training materials are provided in the annexures named TRFS.0007.0115.0006 and TRFS.0007.0115.0007.

Q. 62 Responsibility for making decisions (including decisions in relation to settlement) in relation to the conduct of civil litigation involving allegations or incidents of child sexual abuse in which any part of the Tasmanian Government is a defendant.

69. The Office of the Solicitor-General has the responsibility for making decisions in relation to the conduct of civil claims, including decisions as to settlement. The relevant Head of Agency has the responsibility for authorising the expenditure of the settlement funds consistent with their role as accountable authorities for the purposes of the *Financial Management Act 2016*,

the purpose of which is to ensure that the expenditure of public monies is properly supervised by Parliament.

70. The Department of Justice, other Agencies and the Child Abuse Royal Commission Response Unit do not have any decision making role in relation to the conduct of civil litigation.
71. The State of Tasmania is self-insured through the Tasmanian Risk Management Fund (TRMF). The TRMF was established on 1 January 1999 and provides a whole-of-government approach to funding and managing specific identified insurable liabilities of participants.
72. The administration of claims is undertaken by a contracted Fund Administration Agent - Jardine Lloyd Thompson Public Sector (JLT). JLT do not have any decision making role in relation to the conduct of civil litigation.

Q 63. Describe any training or guidance provided to the individuals responsible for making decisions in relation to civil litigation

73. Decision making in relation to civil claims is the responsibility of the Office of the Solicitor-General and as such, training and conduct of legal practitioners assigned to conduct civil litigation by the Solicitor-General is the responsibility of that Office.

Q65 Describe the Department's approach to redress for civil claims arising from child sexual abuse in an Institutional Context.

74. On 30 June 2020, the Tasmanian Government approved the *Guidelines for the Conduct of Civil Claims* which outlines the framework and approach to the management of civil claims arising from child abuse. The Guidelines include the manner of engagement and provision of redress to civil claimants. The management of civil claims is the responsibility of the Office of the Solicitor-General including the provision of redress elements.
75. The Office of the Solicitor-General has recently sought to improve their provision of trauma-informed redress to civil litigants. The Child Abuse Royal Commission Response Unit will engage with civil litigants to access redress by preparing personal apologies using a trauma-informed principles and support other forms of redress as requested.

Q.66 Identify the relevant insurer(s) in relation to civil litigation involving allegations of child sexual abuse in which any part of the Tasmanian Government is a defendant.

76. The State of Tasmania is self-insured through the Tasmanian Risk Management Fund (TRMF). The TRMF was established on 1 January 1999 and provides a whole-of-government approach to funding and managing specific identified insurable liabilities of participants.
77. The TRMF is not an insurer, but a self-insurance arrangement, to manage a set of understood and identified insurable risks. The Fund does not deal with, nor cover, all insurable risks for Government nor does it provide cover to all Government entities.
78. The Department of Treasury and Finance is responsible for the administration and management of the Fund and reports to the Minister for Finance on policy issues.
79. The administration of claims is undertaken by a contracted Fund Administration Agent - Jardine Lloyd Thompson Public Sector (JLT). JLT's role includes:

- (a) administering claims in accordance with a TRMF participant's directions;
 - (b) reviewing all claim and payment documentation to make sure that it is complete, accurate and appropriate;
 - (c) providing claims management (but not legal) advice to participants;
 - (d) providing regular reports to participants on the progress, and actual and outstanding costs associated with each claim; and
 - (e) brokering the purchase of external insurance cover, as required.
80. The TRMF will respond to child sexual abuse related claims where:
- (a) the claim is incurred after a participant joins the Fund (generally 1 July 1999); and
 - (b) the Crown is found to be legally liable.
81. Where the Crown is found to be liable, but the abuse occurred prior to the relevant Agency joining the fund (general 1 July 1999) – that Agency will be responsible for meeting the legal liability.

Q. 67 In respect of each insurer identified in response to paragraph 66, describe their role in making decisions (including decisions in relation to settlement) in relation to the conduct of civil litigation involving allegations of child sexual abuse in which any part of the Tasmanian Government is a defendant.

82. Neither the Tasmanian Risk Management Fund nor Jardine Lloyd Thompson Public Sector have any decision making role in respect of civil litigation involving allegations of child sexual abuse brought against the State of Tasmania.

Q 75 Identify the person with responsibility within the Department (or if not in the Department, elsewhere in the Tasmanian State Service) for the operation within Tasmania of the National Redress Scheme.

83. Ms Amber Mignot, Director of the Child Abuse Royal Commission Response Unit.

Q. 83 Identify the system by which the Department records the outcome of any application to Register to Work with Vulnerable People.

84. The system used to record all application outcomes for persons applying for Registration to Work with Vulnerable People is the Registration to Work with Vulnerable People Information Management System (the RWVP System). The RWVP system also records any outcome of decisions regarding the ongoing monitoring of registrants following an additional risk assessment being performed. The RWVP system is a purpose built database that has an external portal for the lodgement of applications. The RWVP system interfaces with other systems for the provision of information, including:
- (a) Australian Criminal Intelligence Commission (ACIC) to be provisioned a person's criminal history record so a risk assessment can be undertaken.
 - (b) National Reference System (NRS) being an interoperable system hosted by the ACIC which state and territory screening units connect to via web services for provisioning negative outcomes relating to working with children.

- (c) National Worker Screening Database (NWSD) being a database administered by the National Disability Insurance Scheme Quality and Safeguards Commission connected via web services. The NWSD is a central database for the provisioning of cleared and excluded applicants and used to facilitate the exchange of relevant information about individuals applying to work in the NDIS, and to ensure that a decision to issue an NDIS Worker Screening Check exclusion, interim bar or suspension would be available to all jurisdictions. The NWSD also enables employer verification of applicants working in the NDIS sector.
- (d) Department of Police Fire and Emergency Management systems for the automated provision of reportable behaviour (police intelligence or information of police offence or charging reports).

Q 84 Recordkeeping in relation to National Redress Scheme

- 85. The National Redress Scheme is administered by the Australian Government's Department of Social Services. All applications are received are administered by the Department of Social Services as Scheme Operator. The Child Abuse Royal Commission Response Unit administered the Tasmanian Government's responses to application made under the National Redress Scheme.
- 86. The Tasmanian Government, as a participating State institution, provides a list of government institutions to assist with the administration of the Scheme. Where the Scheme identifies the Tasmanian Government as potentially responsible for the abuse alleged in an application, the Scheme Operator provides the Tasmanian Government a copy of the relevant parts of the application. This includes details of the claims as it relates to the Tasmanian Government institution but not details of any other claims made by the applicant.
- 87. The Tasmanian Government receives notification of claims through the Australian Government's secure portal and manages the information in secured folders created in the Department's Case Management system (CM9). These files are limited to those working in the Redress Division of the Child Abuse Royal Commission Response Unit.
- 88. The timeliness of responses are managed by the Redress Manager through the use of an Excel spreadsheet and alert system. The Portal provides a daily update of applications awaiting responses.

Q. 111 Describe any guidance given to Department Officials to make clear that they are able to come forward to this Commission.

- 89. On 23 November 2020, I forwarded to all members of the Department of Justice a Message from the Head of the State Service in relation to the establishment of the Commission of Inquiry. My correspondence and the Message from the Head of the State Service is provided in the annexures named TRFS.0007.0116.0001 and TRFS.0007.0116.0002.
- 90. On 4 December 2020, the Acting Secretary of the Department of Justice forwarded to all members of the Department of Justice a Message from the Head of the State Service in relation to the establishment of the Commission of Inquiry and other related matters. This correspondence and the Message from the Head of the State Service is provided in the annexures named TRFS.0007.0116.0003 and TRFS.0007.0116.0004.

91. On 17 December 2020, I forwarded to all members of the Department of Justice a Message from the Acting Head of the State Service in relation to the release of the draft Terms of Reference of the Commission of Inquiry. My correspondence and the Message from the Head of the State Service is provided in the annexures named TRFS.0007.0116.005 and TRFS.0007.0116.006.
92. On 8 April 2021, I emailed all members of the Department of Justice and provided information sheets for employees and managers about the Commission of Inquiry. My email and the Information Sheets are provided in the annexures named TRFS.0007.0116.0007, TRFS.0007.0116.0008 and TRFS.0007.0116.0009.
93. On 26 April 2021, the Department of Justice published guidance for Employees and Managers about the impacts of the Commission of Inquiry and supports available. These information sheets were the same as referred to in paragraph 92.
94. On 28 April 2021, I email all members of the Department of Justice providing information about the Commission of Inquiry, supports available and process for obtaining legal assistance. The email is provided in the annexure named TRFS.0007.0116.0010. I also had the advice contained in my email published on the Justice Intranet. The content of the intranet page is extracted and provided in the annexure named TRFS.0007.0116.0011.
95. On 27 June 2021, a Message to Staff was published on the Justice Intranet about the Commission of Inquiry's stakeholder consultations and issuing an invitation for State Service Officials to participate. The content of the intranet page is extracted at and provided in the annexure named TRFS.0007.0116.0012.

Q 112 Describe any information provided to Department Officials in relation to the protections that are available to Officials if they choose to come forward to this Commission.

96. Specific messaging about protections available to people coming forward to the Commission of Inquiry has not been disseminated by the Department of Justice.

Q 113 Describe any information or guidance given to management within the Department to ensure that no Official suffers reprisals for providing information to this Commission.

97. Specific messaging about protections available to people coming forward to the Commission of Inquiry has not been disseminated by the Department of Justice
98. There have been no reports of reprisals for providing information to the Commission of Inquiry within the Department of Justice.

Q 114. Allegations or reports you are aware of that individuals in the Department have discouraged Officials from engaging with the Commission. Outline the steps taken by the Department in response to such allegations or reports.

99. I am not aware of any allegations or reports that individuals in the Department have discouraged Officials engaging with the Commission in a personal capacity.

Q 116. Produce a copy of any materials (including training materials) created or distributed in connection with the matters in paragraphs 57, 63, 77 and 111.

100. These documents are provided in the annexures named TRFS.0007.0116.0001, TRFS.0007.0116.0002, TRFS.0007.0116.0003, TRFS.0007.0116.0004, TRFS.0007.0116.0005, TRFS.0007.0116.0006, TRFS.0007.0116.0007, TRFS.0007.0116.0008, TRFS.0007.0116.0009, TRFS.0007.0116.0010, TRFS.0007.0116.0011, and TRFS.0007.0116.0012.

Q 117 Produce a copy of any role description since 1 January 2010 provided to any ED5 investigators appointed by the Department to investigate allegations of child sexual abuse made against Tasmanian State Service Officials.

101. The Department has not appointed any ED5 investigators to investigate allegations of child sexual abuse made against Tasmanian State Service Officials since 1 January 2010.

Q 118 Produce a copy of any legal advice received by the Department in relation to:

(a) the scope of the ED5 investigation process

(b) the circumstances in which information concerning a perceived or potential risk to a child can be shared with other Government Institutions:

102. These advices are provided in the annexures named TRFS.0007.0118.0001, TRFS.0007.0118.0002, TRFS.0007.0118.0003, TRFS.0007.0118.0004, TRFS.0007.0118.0005, TRFS.0007.0118.0006, TRFS.0007.0118.0007, TRFS.0007.0118.0008, TRFS.0007.0118.0009, TRFS.0007.0118.0010, and TRFS.0007.0118.0011.