

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY
WRITTEN QUESTION

Mrs Finocchiaro to the Minister for Territory Families:

Corporate and Governance

- 1. How much was spent on advertising and recruitment to replace staff who left the agency between 2017-2018?**

ANSWER:

As at 31 March 2018, the Agency invested \$366,511 in recruitment related expenses. \$177,300 included screening costs, advertising and placement fees. The remaining \$189,211 included recruitment related relocation costs.

- 2. At 31 March 2018 your agency had a FTE of 203.73 staff unattached. Why do you have more unattached staff at March 2018 than you did at the end of the 2017-18 financial year? How many of these staff will your Establishment Committee find permanent positions for, and how many will you terminate?**

ANSWER:

As at 31 March 2018, Territory Families had 42 (34.46 FTE) unattached officers. This is an increase of six (2.79 FTE) in comparison to 30 June 2018. The increase can be attributed to the Agency actively implementing its approved organisational structure which includes placing unattached permanent staff against approved positions. Territory Families has an Establishment Committee that oversees and makes recommendations regarding recruitment and filling of vacancies in the Agency.

- a. What is the membership of the Establishment Committee?**

ANSWER:

The membership of the Establishment Committee consists of the Deputy Chief Executive, Organisational Services (Chair), Deputy Chief Executive, Operations, Chief Financial Officer, and Senior Director, People and Capability.

- 3. I refer to your answers to written question 211, reviews and enquiries section. What is the St Merat review? Why was \$4,320 spent on reviewing 'the quality of child protection investigation response' in September 2017? Does this review cover the same ground that the Children's Commissioner found grievous failings in, in her report of May 2018. Please explain what this report was.**

ANSWER:

The St Merat review required an independent analysis of a child protection investigation that progressed after Territory Families received a notification regarding concerns for the safety of the three children where a known sex offender was reported to be living in the home.

The review found that Territory Families investigations were undertaken in a timely manner and the quality of decision making was sound but additional investigative avenues of inquiry should have been pursued. The review found that there was variation in the standard of information exchanged between Territory Families and the NT Police and that opportunities exist to enhance information sharing between agencies, but not limited to Territory Families, the Reportable Offender Management Unit (ROMU) and the NT Police more broadly.

The review's focus related to the response, assessment and quality of decision making by Territory Families. In other words, did staff follow policy and procedural requirements.

The report concluded that Territory Families assessment, intake, investigative and decision making frameworks were applied throughout the course of the matter.

The St Merat Review is dissimilar to the Tennant Creek matter as it examines the outcome of two investigations over a two year period. The Tennant Creek matter was a whole of life review of a child and her family. Both reviews assessed the quality of child protection services delivered.

- 4. How many instances of travel comprise the expenditure of \$5,203,586.75?**

ANSWER:

There were 4,421 instances of travel that comprises the expenditure of \$5,203,586.75 for the period 1 July 2017 to 31 March 2018.

- a. What proportion of travel was undertaken by staff on Executive Contracts?**

ANSWER:

The expenditure portion of travel undertaken by staff on Executive Contracts for the period is \$184,096 and there were 159 instances of travel. This equates to approximately 4 per cent of the total travel expenditure of the Agency for the period 1 July 2017 to 31 March 2018.

5. What funding allocation does the Performance and Data Management (PADM) Unit receive? How many staff make up this Unit and what are their designations? When will your new performance development framework be complete?

ANSWER:

The Performance and Data Management unit currently has 10 staff and an allocated budget of \$1,147,692 for the 2018-19 financial year.

The Territory Families Strategic Plan 2017-2020 (The Strategic Plan) committed the Agency to expanding its reporting to shift the focus towards outcomes measures, and develop a Performance Reporting and Outcomes Framework within a year. Development of this framework is currently underway and it is anticipated that a draft framework will be presented to the Chief Executive for consideration in the coming weeks.

6. I refer to your half year report, page 16. What was the cost of the 'executive coach' for Youth Justice Managers and what was the cost to the taxpayer of sending five senior directors on an 'Inspirational Leadership Program'?

ANSWER:

The Executive Coach for Youth Justice Managers cost \$5,252.

The 'Inspirational Leadership Program' was delivered by the Australian and New Zealand School of Government (ANZSOG) at the cost of \$49,750 GST exclusive. The Leadership Program referred to is ANZSOG, Advanced Leadership Program. The Program was attended by Senior Leaders across Territory Families and was not specific to Youth Justice.