

# **PORTFOLIO COMMITTEE NO. 5 - JUSTICE AND COMMUNITIES**

**Thursday 21 August 2025**

**Examination of proposed expenditure for the portfolio area**

## **WOMEN, SENIORS, PREVENTION OF DOMESTIC VIOLENCE AND SEXUAL ASSAULT**

**CORRECTED**

**The Committee met at 09:15.**

### **MEMBERS**

The Hon. Robert Borsak (Chair)

Ms Abigail Boyd (Deputy Chair)  
The Hon. Anthony D'Adam  
The Hon. Natasha Maclaren-Jones  
The Hon. Tania Mihailuk  
The Hon. Bob Nanva  
The Hon. Nichole Overall  
The Hon. Emily Suvaal

### **PRESENT**

**The Hon. Jodie Harrison**, *Minister for Women, Minister for Seniors, and Minister for the Prevention of Domestic Violence and Sexual Assault*

## **CORRECTIONS TO TRANSCRIPT OF COMMITTEE PROCEEDINGS**

**Corrections should be marked on a photocopy of the proof and forwarded to:**

**Budget Estimates secretariat  
Room 812  
Parliament House  
Macquarie Street  
SYDNEY NSW 2000**

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**CORRECTED**

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**The CHAIR:** Welcome to the second hearing of Portfolio Committee No. 5 - Justice and Communities for the inquiry into budget estimates 2025-2026. I acknowledge the Gadigal people of the Eora nation, the traditional custodians of the lands on which we are meeting today. I pay my respects to Elders past and present, and celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the lands and waters of New South Wales. I also acknowledge and pay my respects to any Aboriginal and Torres Strait Islander people joining us today. My name is Robert Borsak. I am the Chair of the Committee. I welcome Minister Harrison and accompanying officials to this hearing. Today the Committee will examine the proposed expenditure for the portfolios of Women, Seniors, and the Prevention of Domestic Violence and Sexual Assault.

I ask everyone in the room to please turn their mobile phones to silent. Parliamentary privilege applies to witnesses in relation to evidence they give today. However, it does not apply to what witnesses say outside the hearing. I urge witnesses to be careful about making comments to the media or to others after completing their evidence. In addition, the Legislative Council has adopted rules to provide procedural fairness for inquiry participants. I encourage Committee members and witnesses to be mindful of these procedures.

Welcome, and thank you all for coming and making time to give evidence today. All witnesses will be sworn prior to giving evidence. Minister, I remind you that you do not need to be sworn as you have already sworn an oath to your office as a member of Parliament. I also remind Mr Tidball, Ms Campbell, Mr Smith and Ms Jarrett that you have already been sworn before the Committee during this inquiry and therefore do not need to be sworn again.

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**Mr MICHAEL TIDBALL**, Secretary, Department of Communities and Justice, on former oath

**Ms ANNE CAMPBELL**, Deputy Secretary, Strategy, Policy and Commissioning, Department of Communities and Justice, on former oath

**Ms HANNAH TONKIN**, Women's Safety Commissioner, Department of Communities and Justice, affirmed and examined

**Ms SIMONE WALKER**, Acting Deputy Secretary, Social Policy and Intergovernmental Relations, The Cabinet Office, affirmed and examined

**Ms TANYA SMYTH**, Director, Women NSW, The Cabinet Office, affirmed and examined

**Mr JEFF SMITH**, NSW Ageing and Disability Commissioner, NSW Ageing and Disability Commission, on former affirmation

**Ms BIANCA JARRETT**, Executive Director, Transforming Aboriginal Outcomes, Department of Communities and Justice, on former affirmation

**Ms JENNIFER QUINCEY**, Executive Director, Women, Family and Community Safety, Department of Communities and Justice, affirmed and examined

**The CHAIR:** Today's hearing will be conducted from 9.15 a.m. until 5.30 p.m. We are joined by the Minister for the morning session from 9.15 a.m. to 1.00 p.m., with a 15-minute break at 11.00 a.m. In the afternoon, we will hear from departmental witnesses from 2.00 p.m. until 5.30 p.m., with a 15-minute break at 3.30 p.m. During these sessions, there will be questions from Opposition and crossbench members only, and then 15 minutes is allocated for Government questions at 10.45 a.m., 12.45 p.m. and 5.15 p.m. We will begin with questions from the crossbench.

**Ms ABIGAIL BOYD:** Good morning, Minister, and to all of you. Yesterday I asked the Premier why the Government is still not funding an increase to those frontline services that make the difference between life and death for a lot of women fleeing domestic and family violence. As you know, there has been a significant call from the sector for years and years. We know that waiting lists for these services are, on average, two months and, in many areas, many, many times longer than that. Why didn't this Government fund in this budget that core increase that the sector was looking for?

**Ms JODIE HARRISON:** Thank you, Ms Boyd, for the question. Firstly, I'd also like to acknowledge that we're on Gadigal land. To your question, as the Premier said yesterday, we have certainly been hearing from the sector and in particular Domestic Violence NSW about the challenges that they're experiencing in relation to workload. It's certainly something that we heard during the workforce survey we undertook as part of the workforce development strategy. One of the key things we did last year was to increase services across New South Wales where there were significant gaps. That was a real priority for us to make sure there were services where there were gaps, particularly in relation to Staying Home Leaving Violence. We are continuing to listen to the sector in relation to the challenges they experience in relation to workload. I will continue to work towards helping them with that workload, whether that be through additional resources, whether that be through our workforce development strategy, whether that be through other ways of improving services across New South Wales.

**Ms ABIGAIL BOYD:** I appreciate that you may personally be listening to the sector, but the sector is telling this Government that the number one thing that the Government can do to improve women's and children's safety and to stop them from being murdered in their homes is to ensure that they have somewhere to go to that can support them when they need it, and that that requires a 50 per cent uplift minimum in their baseline core funding, which has not been increased for years and years, and this Government continues just not to do it. Do you think that your Government is listening to the sector?

**Ms JODIE HARRISON:** We certainly are listening, and that is certainly one of the things that the sector also said they wanted, and that was certainty of funding. That's why we have brought in five-year contracts for domestic and family violence.

**Ms ABIGAIL BOYD:** I will just interrupt you there, Minister, sorry. The temptation, in response to questions about why the Government isn't doing something, is to then tell us what the Government is doing. I'm not saying at any point that the Government has done absolutely nothing on domestic and family violence. I'm talking about the core issue, which is an increase of only \$161.3 million. I say "only" because we're looking at recurrent expenditure in this budget across everything, so not infrastructure. It looks at recurrent expenditure of \$127 billion, yet the wealthiest State in one of the wealthiest countries in the world cannot afford to give

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\$163 million to frontline services so that they can stop turning women and children away when they're fleeing violent perpetrators. What does that say about this Government's priorities?

**Ms JODIE HARRISON:** Certainly, changing the dial on the numbers that we're experiencing and changing the numbers of women and children who are murdered is an absolute focus of this Government. That is why we have been listening to the sector. The things that we have been doing are as a result of calls from the domestic and family violence sector. Domestic Violence NSW has been calling for an expansion of Staying Home Leaving Violence. They've been calling for an expansion of specialist children workers across New South Wales. They've been calling for increased accommodation across New South Wales. They've been calling for—

**Ms ABIGAIL BOYD:** We'll come to those things, because I think we can quibble on exactly how much has been provided for those as well, but let's just come back to this core function. We know and you know that the absolutely most dangerous moment for a woman is when she is leaving a domestic violence relationship. That is the most dangerous moment when she is at most risk of domestic homicide, violence, abuse and all sorts of horrible things being done to her and the ones that she loves. That is that moment. When she goes to her local service—and those poor people, who are working at that service, have had to let people go because they've not had an increase in core funding. They've had to close their doors. They don't have the resources to support that woman.

Those centres will do everything they possibly can to direct that woman to safety, but women are falling through the gaps because of these really long waitlists—two months, on average. All it would require to bring that sector back up to capacity is \$163 million, and your Government was incapable of providing that. I understand that you may be listening, but aren't you frustrated with your Government as a whole for not providing this very basic core funding to the sector?

**Ms JODIE HARRISON:** I think the work that the Government has been doing in relation to domestic and family violence is actually really important work. We haven't provided everything that has been asked for but we are working towards changing the dial, and the work that we have been doing is directly as a result of calls from the sector, as well as calls from experts in the area.

**Ms ABIGAIL BOYD:** As a budget bid to the Treasurer, did you put this as a priority?

**Ms JODIE HARRISON:** Certainly every Minister puts proposals to the Expenditure Review Committee, and not all Ministers get what they ask for. I can't go into Cabinet-in-confidence discussions, obviously, but that is part of the budget process. I am very pleased with what we did last year. We made an absolute commitment to emergency funding and filling huge gaps across New South Wales where there were no services for women and children leaving domestic and family violence and where there was no capacity for women and children to be able to have safety upgrades provided and have case management provided. Staying Home Leaving Violence does that. Is there more to be done? There is absolutely more to be done. There is no doubt.

**Ms ABIGAIL BOYD:** And even in that expansion, it wasn't an expansion per local government area in funding; it was an expansion of the program. I appreciate that, but when the program was already underfunded to the point of being unsafe in some areas, again, this is a—Staying Home Leaving Violence is not adequately funded either is it?

**Ms JODIE HARRISON:** Staying Home Leaving Violence is now right across New South Wales, in every single—

**Ms ABIGAIL BOYD:** But is it adequately funded in every area?

**Ms JODIE HARRISON:** —local government area.

**Ms ABIGAIL BOYD:** You would say it's completely adequately funded? So if we have another death of a woman who did not get the support she needed under that scheme, then that's not the fault of the scheme?

**Ms JODIE HARRISON:** Is there more to be done? Absolutely, there is more to be done, and this Government is committed to doing that.

**Ms ABIGAIL BOYD:** New South Wales had the highest rate of gendered murders last year, again. I think this is the ninth time in 15 years or something. Don't quote me on that but, again, we were the highest. Our rates of domestic and family violence continue to go up on a per incident basis. It is clear that we have not done enough to push back on this crisis. I understand you have done something in this Government, but are you sitting here today and telling us that you think that this failure to fund the core ask of the sector is actually acting on this crisis?

**Ms JODIE HARRISON:** I'm saying that I'm agreeing that there is certainly more to be done, but this Government has made absolute inroads into doing work that has never been done in New South Wales. A primary

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**CORRECTED**

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prevention strategy—we are implementing a risk framework that will be available to non-specialist workers that will help people as they first identify that they're experiencing domestic and family violence, no matter where they are.

**Ms ABIGAIL BOYD:** I'm not taking away from you having done things, but it's a drop in the ocean compared to what's required. Is the problem that the Treasurer and the Premier aren't listening to you and the sector when it comes to this issue? Are they just not seeing it as a priority?

**Ms JODIE HARRISON:** I think the Premier made very clear that he was listening and he was hearing what the sector was saying.

**Ms ABIGAIL BOYD:** Maybe we have a different definition of listening. You can listen—well, you can hear the words being said—but if you don't then act on the words being said, how is that listening?

**Ms JODIE HARRISON:** Like I said, is there more to be done? Certainly. This Government, though, has been doing work in the last two years since we came to government—work that has never been done before.

**Ms ABIGAIL BOYD:** Again, I'm not taking away from that.

**The CHAIR:** Minister, across New South Wales there is currently no single statewide policy that protects biological women in contact or combat sports from competing against biological males who identify as women. State anti-discrimination laws protect transgender participation and many sports adopt national or international inclusion guidelines that rely on gender identification or hormone thresholds rather than sex-based categories. In combat sports the Act and regulations regulate medical fitness but have no gender-specific protections. Football NSW, for example, follows national human rights-based inclusion based guidelines, with testosterone thresholds applied only at the elite level.

Athletics NSW and school sports use a case-by-case framework. Unlike World Rugby, the International Mixed Martial Arts Federation or World Boxing, which have adopted policies to safeguard female athletes internationally, New South Wales has not implemented equivalent protections. Minister, can you, as the Minister for Women, explain what measures and protections are in place to ensure the safety and fairness for biological women in contact and combat sports in New South Wales, particularly in circumstances where biological males who identify as women seek to enter or participate in these competitions, potentially creating significant physical risks to biological female athletes?

**Ms JODIE HARRISON:** It is this Government's view that it is important that women of all backgrounds are safe in the places that they go to. In relation to sports in particular, it is our view that the sports have the best expertise to determine the nature of competition in their individual sports. I think that is a view that is taken not only just within New South Wales but in many sports right across the world—that it's the sporting bodies themselves who have the expertise to best determine the nature of competition in their sports.

**The CHAIR:** So how is that protecting biological women in contact sport in New South Wales?

**Ms JODIE HARRISON:** As I said, it's our view that sports themselves have the expertise to determine the nature of who can compete within their sports.

**The CHAIR:** I think, with respect, Minister, every sport is doing it slightly different, and that's really what I was saying. Many don't do it at all. Is it your view that it's then, therefore, for those sports that don't regulate it properly, quite okay for biological women to compete against biological men, in contact sports in particular? That's what I'm talking about. Boxing, for example—seeing women get knocked out by biological men in female sports.

**Ms JODIE HARRISON:** As I said, it's our view that they're best placed. The sports themselves are best placed; they're the ones with the expertise. They're best placed to develop the guidelines.

**The CHAIR:** But, Minister, it's not working. How is the New South Wales Government balancing anti-discrimination laws with physical safety and competitive fairness for biological female athletes?

**Ms JODIE HARRISON:** We are complying, and it's our view that sports are complying. If it comes to our attention that they're not, then we'll look at it but, at the moment, it's our view that the sporting organisations are best placed to develop the guidelines that govern the way that their sports operate, and who can compete in them and against whom.

**The CHAIR:** As Minister for Women, are you saying you're also Minister for biological men acting as women, as well?

**Ms JODIE HARRISON:** I am the Minister for Women.

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**CORRECTED**

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**The CHAIR:** So what's the definition of a woman?

**Ms JODIE HARRISON:** Mr Borsak, I think what I said at budget estimates last time still holds. It is our view that women are able to participate in sport. They should be able to participate in sport, and it's the sporting organisations themselves who have the best expertise to determine what guidelines they use to determine the safety of their sports.

**The CHAIR:** Minister, have you actually sought advice and consultation with biological female athletes regarding the safety and fairness of contact sports that they're participating in?

**Ms JODIE HARRISON:** This Government talks to sporting organisations on how they ensure safety within their sports. My understanding is that's something that the Office of Sport does; it's not something that my portfolio deals with. Sporting organisations are within the purview of Sport.

**The CHAIR:** You're meant to deal with women's safety. We were just listening to my colleague here talk about domestic violence in the home. I'm talking about the potential sporting violence on the football field, in the boxing ring or in any other place where trans women are quite likely to participate. The Government, in my view, seems to be, from your answers, vacating that space. Why are you doing this?

**Ms JODIE HARRISON:** No, we are certainly leaning into women participating fully in sport. That is exactly what this Government is doing.

**The CHAIR:** Yes, but not against trans women, surely?

**Ms JODIE HARRISON:** We're committed to promoting inclusivity, and we are ensuring, through what we do as a government, that women can participate in sport in an inclusive and a fair and a safe way.

**The CHAIR:** Again, how do you ensure that participation of biological males in women's contact sports does not endanger female competitors? The right answer's not to say you're leaving it up to the sports, with all due respect, Minister. The Anti-Discrimination Act allows this to go on. Do you think that's fair? What if someone gets injured?

**Ms JODIE HARRISON:** I actually differ. It is our view that the sports are the people. The sports are the organisations with the expertise to determine how to ensure safety within their individual sports. That is what we hold sporting organisations to. They are the ones with the expertise to ensure safety within their sports.

**The CHAIR:** Do you think you should be reviewing this at some stage if you're getting bad outcomes for biological women?

**Ms JODIE HARRISON:** I'm not sure that we are getting bad outcomes for women in sport.

**The CHAIR:** You're not?

**Ms JODIE HARRISON:** I actually think that we're getting more women involved in sport right now. I think the participation of women in sport—and, in particular, in non-traditional sports for women—is absolutely growing. We're supporting that by increasing the ability for women to participate in sport, grassroots sport and also right through the administration. The Minister for Sport is leading that strategy and I think it's great work.

**The CHAIR:** I applaud your efforts in relation to getting women involved in sport—the more, the better as far as I'm concerned. What I don't applaud is the fact that non-biological women can participate in any of these sports almost at will, and there's no single rule running across all sports—which should probably be governed by the Anti-Discrimination Act and amendments there too—that would stop non-biological women competing against biological women. The current settings, do you agree, would allow more of that?

**Ms JODIE HARRISON:** As I said, it's our view that the sporting organisations are the best placed. They are the ones with the expertise to determine how to ensure safety within their sports.

**The CHAIR:** Are there risk assessments or medical fitness protocols specific to sex at birth or physical advantage in New South Wales contact and combat sports, that you're aware of?

**Ms JODIE HARRISON:** I'm not aware of that. That's probably a question that would be best directed to the person who has the portfolio of Sport.

**The CHAIR:** How are New South Wales sporting bodies—including Football NSW, NSW Athletics and school sport associations—monitored to ensure female safety in contact and combat sports?

**Ms JODIE HARRISON:** Again, that would be a question that would be best directed to the Minister for Sport.

**The CHAIR:** You don't believe that's something that should be regulated?

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**CORRECTED**

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**Ms JODIE HARRISON:** I'll go back to my answer in relation to the oversight of participation in sport: This Government believes that sporting organisations themselves are the best placed. They are the ones with the expertise to determine how to ensure safety within sport and who can participate.

**The Hon. NATASHA MACLAREN-JONES:** Thank you, Minister and everyone, for being here today, particularly with the terrible weather outside. First of all, I just want to say the appointment of Karen Webb—she's certainly qualified. I will turn to the detail of her work a little bit later but, before that, I wanted to actually ask a bit about the appointment process. On what date was it decided that a special adviser for domestic violence was needed?

**Ms JODIE HARRISON:** I will go to my involvement in this role. That's what I can speak to. I had a meeting with the secretary of Cabinet and the Secretary of the Department of Communities and Justice on 15 May, who came to me and brought to my attention that Karen Webb, as the retiring police commissioner, was interested in doing work in the domestic and family violence space. I knew Karen's work in that space. It has been absolutely amazing work, so I agreed that I'd like to explore that more fully. We did that over the next couple of weeks.

**The Hon. NATASHA MACLAREN-JONES:** Who actually made the decision about the creation of this role? Was it yourself or was it the Premier?

**Ms JODIE HARRISON:** I made an offer to Ms Webb following discussions between myself, the secretary of Cabinet and Mr Tidball.

**The Hon. NATASHA MACLAREN-JONES:** I understand that you made the offer, but who came up with the idea of a special adviser?

**Ms JODIE HARRISON:** I'll hand that to Mr Tidball.

**MICHAEL TIDBALL:** I'm happy to supplement the Minister's response. Just in terms of chronology, Ms Webb gave notice of resignation in May, with her resignation to be effective 30 June.<sup>1</sup> With an eye to transition of leadership in the police, it was proposed that she—or agreed that she—would move aside from formal duties on, I think, from memory, 7 June. It's my understanding that, in her letter of resignation, she alluded to the possibility of doing some meaningful project work potentially in this realm of domestic and family violence.

As you're probably aware, the taskforce—co-chaired by the chair, the Cabinet Office and myself—was moving into a new phase and there was work coming out of that. So it really was in that context that the secretary of Cabinet Office and I then met with Minister Harrison and scoped out what work might be undertaken. Discussions occurred, very much focused around the common approach to risk assessment and safety framework. There are others who can speak to the heart and substance of that work today but, essentially, that was the involvement which the Minister and I had. I wrote to the Minister to scope out what I thought the role might be on 3 June. It was very much focused on her question of the CARAS and how that might be advanced to do the work of a special adviser.

**The Hon. NATASHA MACLAREN-JONES:** Minister, does she report directly to you?

**Ms JODIE HARRISON:** She is working within the Department of Communities and Justice. I have met with Ms Webb on a couple of occasions. I think that it's important that the work that she does is really working tightly in conjunction with the Department of Communities and Justice. She is a special adviser to me, and she will be providing a report to me at the end of the work that she does. But, from a day-to-day point of view, she doesn't sit within my office; she sits within the Department of Communities and Justice.

**The Hon. NATASHA MACLAREN-JONES:** Is the salary out of the domestic violence portfolio budget or another budget?

**Ms JODIE HARRISON:** My understanding is that her salary is still coming from New South Wales police because she is still employed on that payroll.

**The Hon. NATASHA MACLAREN-JONES:** Minister, were any other candidates considered for the position?

**Ms JODIE HARRISON:** No.

**The Hon. NATASHA MACLAREN-JONES:** Does she have other staff that work to her in this role?

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<sup>1</sup> In [correspondence](#) to the committee dated 3 September 2025, Mr Michael Tidball, Secretary, Department of Communities and Justice, clarified their evidence.

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**CORRECTED**

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**Ms JODIE HARRISON:** I don't believe so, but I'll get further details from Mr Tidball.

**MICHAEL TIDBALL:** She is working closely with our existing team, who are represented here today. There was a range of work in support of the DFV taskforce that was ongoing. There then was work to continue. Ms Webb is an additional expert and resource to drive that work, but works alongside those staff who are currently employed doing that work.

**The Hon. NATASHA MACLAREN-JONES:** A bit later on I'll go into the detail of the risk assessment that has been done. But her contract will finish—it's a three-month contract. Is that correct?

**Ms JODIE HARRISON:** The work that she's doing for the CARAS will finish at the time that her contract finishes. That's correct.

**The Hon. NATASHA MACLAREN-JONES:** When is that?

**Ms JODIE HARRISON:** On 30 September.

**The Hon. NATASHA MACLAREN-JONES:** Do you intend to continue a special advisory role?

**Ms JODIE HARRISON:** No.

**The Hon. NATASHA MACLAREN-JONES:** You're confident that the work that she's been assigned will be all completed by then?

**Ms JODIE HARRISON:** Yes. I'm looking forward to receiving her report.

**The Hon. NATASHA MACLAREN-JONES:** When is that report due?

**Ms JODIE HARRISON:** Obviously, before she finishes up on 30 September.

**The Hon. NATASHA MACLAREN-JONES:** Will the report be made public?

**Ms JODIE HARRISON:** I hadn't thought about that.

**MICHAEL TIDBALL:** Can I just say I would consider that there would be nothing at all confidential about the work being used to advance evidence-based, user-tested frameworks in the space of assessing and more effectively managing risk in this highly complex area. I have not been a party to discussion about that, but there is a real need to add to the body of knowledge that we have and we need to keep developing.

**Ms JODIE HARRISON:** I think the work that Ms Webb has been doing has been particularly in relation to looking at the experience of other jurisdictions in relation to what they do for more general risk frameworks. That's really beneficial work. There may be a need, depending upon the nature of the advice that other jurisdictions provided us, to not put everything out in the public, but I wouldn't think that there would—as Mr Tidball said—be any reason to not provide as much openness as we could on that.

**The Hon. NATASHA MACLAREN-JONES:** That's great. We look forward to seeing that, thank you. I might move on to the BOCSAR results, the March figures. You'd be aware there has been a 3.6 per cent increase in domestic violence related assaults over the last two years and that domestic violence related murders have also increased—my colleague touched on that as well—including 11 children who were victims of domestic violence murders, which is the highest recorded in over 10 years. Last year, Minister, I asked about what you were doing, and you said that you're looking at "what drives someone to use violence". Could you now outline what those drivers are?

**Ms JODIE HARRISON:** We're still working on the strategy. We haven't yet released the strategy in relation to people who use violence. I'm really looking forward to releasing that before the end of the year, but that work is still being finalised now. Mind you, we know that there are a variety of different types of drivers. What we want to do is understand which drivers drive which types of perpetrators to use domestic and family violence.

**The Hon. NATASHA MACLAREN-JONES:** Do you think that your investment in the domestic and family violence space is actually delivering results?

**Ms JODIE HARRISON:** I think this is long-term work. It's hard work. We are seeing increased reporting rates. We're also seeing, according to the Australian Bureau of Statistics, that the rates of self-reporting in relation to experience of domestic and family violence are stable in New South Wales. That is not good enough because we want to see those rates go down. While we're seeing increasing reporting rates, that could mean a variety of things. It could mean, as BOCSAR has indicated, that people are more likely to seek help and report. That's not to say that there is absolutely more that we need to do and more that should be done.

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**The Hon. NATASHA MACLAREN-JONES:** Minister, in the budget papers, it actually states that victim experience surveys are more representative of community experiences rather than some crime statistics. Why is that?

**Ms JODIE HARRISON:** For that very reason that I just indicated—and it's something that BOCSAR is clear on with their most recent report in relation to domestic and family violence—where people feel that it is more acceptable to report domestic and family violence, where people feel that community is more likely to not shame them, to not make them feel guilty for their experience in relation to being a victim, they are more likely to report. That could be a reason.

**The Hon. NATASHA MACLAREN-JONES:** What are you doing to capture these experiences and surveys to get more accurate data? As you said, information we're currently getting from BOCSAR is showing stable or it's going up, so it's clearly going in the wrong direction. You've said in the budget papers that surveys and people's experiences are extremely important, so what are you doing to capture that?

**Ms JODIE HARRISON:** We're in the process of developing a data strategy. There were funds committed to a data strategy in this year's budget. That will be one of the key things that will help us better understand what is being experienced in relation to domestic and family violence, how those Australian Bureau of Statistics statistics relate, how the BOCSAR figures relate, how the reported rates relate, and also where we need to spend our money, where there are particular gaps.

**The Hon. NATASHA MACLAREN-JONES:** What's the time frame? You've got a data strategy coming, you've got a driver strategy. What's the time frame that we can start seeing the statistics go in the different direction?

**Ms JODIE HARRISON:** As I said, the people who use violence strategy should be released before the end of the year. I'll just need to get advice on when we're likely to see the data strategy released.

**The Hon. NATASHA MACLAREN-JONES:** My question is specifically when you expect to start seeing these trends go in a different direction. I understand releasing strategies and lots of papers. There's lots of strategies and plans and reports, but when are we actually going to start seeing some real results?

**Ms JODIE HARRISON:** There is always more work to be done.

**The Hon. NATASHA MACLAREN-JONES:** I understand that.

**Ms JODIE HARRISON:** I can't give a definitive figure on when we will see domestic and family violence rates decrease. We are committed to seeing them decrease. We are doing work now that has never been done before by New South Wales government to really work on not only supporting victims in having a safe place to go when they experience domestic and family violence, and not only when victims need to reach out for specialist support, but also to change the attitudes that drive domestic and family violence. It is long-term work. We can do short-term work, providing someone with a safe place to go, but we also need to do that long-term work in changing people's attitudes and behaviours. I can't give you a definitive date in the same way that previous governments could never give people a definitive date of when rates were going to go down.

**The Hon. NATASHA MACLAREN-JONES:** I go back to my original question. Do you think your investment in domestic and family violence is actually delivering results?

**Ms JODIE HARRISON:** As I said, it is long-term work. It is hard work.

**The Hon. NATASHA MACLAREN-JONES:** Have you adequately funded the portfolio? Is your Government seriously investing in domestic and family violence prevention?

**Ms JODIE HARRISON:** I'll go back to what I said to Ms Boyd: Is there more work to be done? Absolutely, there is more work to be done, but we're committed to doing it.

**The Hon. NATASHA MACLAREN-JONES:** Minister, are you concerned that ADVO compliance checks have dropped from 113,509 in March 2023 to 96,250 in March this year, and what action have you taken to address this?

**Ms JODIE HARRISON:** ADVO checks—that's a question for the police Minister.

**The Hon. NATASHA MACLAREN-JONES:** Have you spoken to the police Minister?

**Ms JODIE HARRISON:** I speak to the police Minister on a regular basis in relation to, particularly, domestic and family violence.

**The Hon. NATASHA MACLAREN-JONES:** Have you raised this?

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**CORRECTED**

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**Ms JODIE HARRISON:** I talk to the police Minister on a range of matters, as I said. We are both really working hard to make sure that victim-survivors are supported, that perpetrators are held to account—as is the Attorney General—and that we drive down the rates.

**The Hon. NATASHA MACLAREN-JONES:** Minister, you said you speak to the police Minister regularly. Did you talk to her about Ms Webb's appointment?

**Ms JODIE HARRISON:** The discussions that I've had in relation to Ms Webb's appointment are particularly in relation to the work that was going to be done in DCJ. I'm excited to have Ms Webb working for me.

**The Hon. NATASHA MACLAREN-JONES:** What you're saying is you're able to talk to the police Minister about the future work of an adviser, but you can't talk about the declining ADVO compliance checks?

**Ms JODIE HARRISON:** I did not say that at all. I said I talk to the police Minister about domestic and family violence on a regular basis.

**The Hon. NATASHA MACLAREN-JONES:** Have you raised this specifically and asked what's being done?

**Ms JODIE HARRISON:** The police Minister is very clear on things like Operation Amarak, but for the detail you would have to ask the police Minister.

**The Hon. NATASHA MACLAREN-JONES:** Minister, the Far West and Orana region had the highest rates of domestic violence assaults in the 12-month period to March 2025, three times higher than any other area. What targeted initiatives have you implemented to address this alarming rate?

**Ms JODIE HARRISON:** Regional New South Wales has higher rates of domestic and family violence than metro, and that has been the case for some time now.

**The Hon. NATASHA MACLAREN-JONES:** I'm asking, Minister, what specifically have you done to address this significant rise which is clearly being reported?

**Ms JODIE HARRISON:** Expanding Staying Home Leaving Violence was a significant improvement to ensuring that there are services available to people.

**The Hon. NATASHA MACLAREN-JONES:** But that was statewide. I'm asking specifically for this area.

**Ms JODIE HARRISON:** Do we have any detail on this area?

**ANNE CAMPBELL:** I can take that on notice.

**The Hon. NATASHA MACLAREN-JONES:** In the remaining time that I have, Minister, can you explain what the term "multiple intersecting diversity dimensions" is? This relates to the Strengthening the NSW Domestic and Family Violence Sector Workforce Development Strategy you released this morning.

**Ms JODIE HARRISON:** What that relates to is that there are different aspects of diversity: gender, multicultural background, Aboriginality, LGBTQI+ and disability. All of those are particular areas where there will be additional challenges experienced in relation to support and experience of domestic and family violence, and where a person experiences one or more of those, there are multiple intersectional aspects of diversity.

**The Hon. NATASHA MACLAREN-JONES:** Can you explain how these different dimensions of each person will come together, which is in your document?

**Ms JODIE HARRISON:** Well, exactly that. Somebody may be—

**The Hon. NATASHA MACLAREN-JONES:** Is it one person or multiple people?

**Ms JODIE HARRISON:** One person may be—

**The Hon. NATASHA MACLAREN-JONES:** It says here that these different dimensions come together to form their particular identity. And this is for each person, it says.

**Ms JODIE HARRISON:** That's right, yes. So somebody could be female, they could be of LGBTQI+ background, they could also have a disability and they could be from a multicultural background.

**The Hon. NATASHA MACLAREN-JONES:** Minister, it all sounds very confusing.

**Ms JODIE HARRISON:** I'm sorry if that's confusing for you, but some people experience all of those diversity aspects.

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**CORRECTED**

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**The Hon. NATASHA MACLAREN-JONES:** Do you intend to remove the Minister for Women and replace it with the Minister for identity?

**Ms JODIE HARRISON:** Pardon?

**The Hon. NATASHA MACLAREN-JONES:** Do you intend to remove the Minister for Women and replace it with the Minister for identity?

**Ms JODIE HARRISON:** I don't choose what a portfolio is named; that is an issue for the Premier. However, I am, as the Minister for Women, quite proud of the fact that I have a portfolio that represents women in all their diversity.

**Ms ABIGAIL BOYD:** Let's talk then a little bit about one of those intersectionalities. I understand that a NSW Aboriginal Domestic, Family and Sexual Violence Plan has been or is being developed by the Department of Communities and Justice. When will that be ready?

**Ms JODIE HARRISON:** Yes, thank you for that question. It's important that we do that work in deep consultation with First Nations people. We don't want to be bringing a strategy into place where it is not absolutely co-designed by First Nations people, so we're taking our time with it. But I might get some advice on whether we have a time frame.

**ANNE CAMPBELL:** It's estimated at the end of this year, Ms Boyd.

**Ms ABIGAIL BOYD:** Is the Aboriginal Affairs team engaged in the development of the plan?

**Ms JODIE HARRISON:** They will be one of the stakeholders that are being included. The work itself in relation to the First Nations family and domestic violence plan is being driven by Transforming Aboriginal Outcomes.

**ANNE CAMPBELL:** Together with ALS as well.

**Ms ABIGAIL BOYD:** I understand that Transforming Aboriginal Outcomes—the TAO team—had advocated for \$40 million for the implementation of the plan. The New South Wales Government has announced funding of \$2 million. What is the intention over the life of the plan to ensure that it's effectively implemented? Will it be funded sufficiently?

**Ms JODIE HARRISON:** Look, as I said, we're still developing the plan. Until the plan is finalised, it's really hard to determine exactly what funding will be required for it. Once the plan is finalised, we'll certainly be making sure that it's sufficiently funded.

**Ms ABIGAIL BOYD:** The domestic and family violence workforce strategy was released this morning, as my colleague has said, so you'll forgive me if I have not digested it sufficiently in time to ask you questions about it. From a layperson's approach, if you have people who are currently working in the sector who are experiencing huge levels of demand for their services, who are underfunded and are dealing with that moral injury of being in a sector where they're there because they want to help people, but they're seeing people not getting the help they need because there's insufficient funding, how much worth is a workforce development strategy when we're not dealing with that core funding issue first?

**Ms JODIE HARRISON:** I think they go hand in hand. As you'll remember, the workforce strategy has been something that has been committed to for a while by the Government, but also really called for by the sector. They've been really wanting a workforce development strategy because of the issues in relation to workload and the stress that they experience, partly because of workload but also partly because of the nature of the work. People who work in the sector find the nature of the work incredibly rewarding—which is what they tell us—but also stressful. So the workforce development strategy will make sure that we have a workforce that is well supported, particularly in relation to having a safe workplace. It will also make sure that there is good clinical supervision so that there's a good pipeline of workers coming through and that the sector itself works well together and shares ideas and has that system collaboration.

**Ms ABIGAIL BOYD:** I'll give you an example. Last year I went to see one of the frontline services in Tamworth, and they were telling me that, because of their location, to even go and get training—which tends to be in the city—a worker would have to take a couple of days off work to go and get training, whether it's in core work functions or resilience or whatever else it happens to be. When they take those two days off to go do training, because of the lack of funding, there's no-one able to then step in to look after their clients.

They feel this real stress of being unable to have respite to have training on some basic issues that might help them, because of that underfunding. It's leading to burnout and real stress in the sector, at the same time as we are putting obligations on these services under the Respect at Work reforms to ensure that there are really safe

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**CORRECTED**

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and healthy workplaces. There are these competing factors going on here, and what you're ending up with is these workers in the middle who are being really stretched and organisations being unable to provide them with the psychological support that they need. Have you considered that in the context of the workforce strategy?

**Ms JODIE HARRISON:** Certainly we're looking at—what we want to do is do further work, and Ms Campbell might want to talk to this a bit more. But we want to make sure that options are available for services so that they can provide the training that is needed, whether it be online training or whatever form of training that might take. The workforce strategy really wants to further work with the sector on what forms the training might take and how best we can support the workforce during a time that—I mean, clinical supervision is important. What we'll be doing is, separate to the training, also developing a best practice clinical supervision guide. So there are a range of ways that we want to support the workforce in dealing with the challenges they have in keeping up to date with legislative changes that are being made—coercive control and all of those kinds of things, what we're doing in relation to the CARAS and also how they can participate in training.

**Ms ABIGAIL BOYD:** All of that is great, and in an ideal world—you said before that you recognise that people working in this sector are working in an inherently stressful sector. They are dealing with people whom they're trying to save from violence. Sometimes they're trying to save their lives, and a lot of them have to deal with the people they have been dealing with being murdered. It is incredibly stressful, and good workforce health and safety strategies would have us being able to give those people respite, giving them time to go to therapy sessions and do the other things that they need to do. But what we're hearing and what I'm sure you're hearing on the ground is these services are so under-resourced that they're not able to do that, and so we're sort of adding injury upon injury. Was that considered as part of the workforce strategy? I feel like having a strategy on paper, when you're incapable of actually putting any of it in place because there's insufficient funding, is almost adding insult to injury.

**Ms JODIE HARRISON:** The issue in relation to the clinical supervision guide is an important one in this space. It doesn't deal with everything that you're raising, and I'll ask Ms Campbell to talk further about what options were considered in relation to the workforce development strategy. But the clinical supervision guide is really important to ensure that because what we heard is that there are gaps in relation to clinical supervision. We want to make sure that everybody is on the same page when it comes to how best to offer support and provide that professional supervision.

**Ms ABIGAIL BOYD:** I'll come back to Ms Campbell this afternoon. Lucy's Project were asking for funding in order to not close their doors. I understand they didn't get any funding in this budget. They're looking for \$2.3 million over three years—which is quite a small amount, comparatively—in order to continue operating. They didn't receive that. Are you concerned that there will now be a gap, particularly in the advocacy but also in the direct, frontline work that they were doing in relation to that connection between domestic and family violence and animals and animal abuse?

**Ms JODIE HARRISON:** The work that Lucy's Project has been doing has been a really valuable service. As you mentioned, unfortunately, there were no funds available for the organisation through my portfolio. They weren't previously funded through this portfolio. We provide funding through Staying Home Leaving Violence and our Integrated Domestic and Family Violence Services for pets, in particular for vet costs and emergency accommodation for pets, in relation to domestic and family violence. As you'd probably be aware, the new refuges that are being provided across New South Wales, 10 of which are up and running now, are required to have pet-friendly facilities.

**The CHAIR:** Minister, does the Government recognise any gaps between international protections for female athletes—for example, in World Rugby, IMMAF and World Boxing—and New South Wales sports policies? You were saying that, basically, the industries regulate themselves in relation to—

**The Hon. ANTHONY D'ADAM:** Point of order: The Minister has already raised this issue. This is outside the portfolio area that we are inquiring into today. This is a sport-related inquiry and, therefore, that question is out of order.

**The CHAIR:** I'm sorry, I can't hear you.

**The Hon. ANTHONY D'ADAM:** I said you're making a sports-related inquiry. That is outside the terms of reference of this specific inquiry. If you have questions in relation to the Ministry of Sport, they should be directed to the Minister for Sport, not to the Minister for Women.

**The CHAIR:** To the point of order: This is an ongoing line of questioning in relation to trans women's participation in sport and how this Government, through the Minister for Women, manages that situation. The Minister has continually given answers that say that sports will regulate themselves. The last part of my question

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**CORRECTED**

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is how does that run with the New South Wales Government's policies in relation to regulating trans women in sports. I would think that the Minister for Women should have a view on that. That's entirely reasonable, isn't it?

**The Hon. ANTHONY D'ADAM:** Further to the point of order: My initial point remains. It's a question that relates to the portfolio of Sport and should be directed to the Minister for Sport, not to the Minister for Women.

**The CHAIR:** Does anyone else want to make a contribution?

**The Hon. NICHOLE OVERALL:** To the point of order: I'd suggest that it's also about women. It's women in sport—trans women in sport.

**The Hon. NATASHA MACLAREN-JONES:** To the point of order: Wide latitude is given during budget estimates, but we're wasting time.

**The CHAIR:** I'll rule on myself: There's no point of order. Minister, would you like me to repeat the question?

**Ms JODIE HARRISON:** Certainly.

**The CHAIR:** Does the Government recognise any gaps between international protections for female athletes—for example, in World Rugby, IMMAF and World Boxing—and New South Wales policies as they relate to trans women participating in sport? In other words, what is the Government doing to protect biological females? That's my line of questioning, and I'm continuing from my first 10 minutes.

**Ms JODIE HARRISON:** In relation to whether the Government recognises any gaps between international and New South Wales practice, that is not something that my portfolio has been dealing with. It's not something that Women NSW has been dealing with. That would probably be something that the Minister for Sport and the Office of Sport would deal with.

**The CHAIR:** My next question was going to be whether you would consider introducing a statewide policy to explicitly protect biological women in competitive contact sports.

**Ms JODIE HARRISON:** I think I'll go back to my previous statement, and that is that the New South Wales Government is of the view that sporting organisations have the expertise. They are the ones with the expertise to determine how safety is maintained in their particular sport for all participants—for a range of participants.

**The CHAIR:** I get the answer, Minister. I've had it about 10 times so far.

**Ms JODIE HARRISON:** I'm sorry, I can't provide anything further for you, Mr Borsak.

**The CHAIR:** But how does that protect biological women from biological men participating in those sporting programs, when they are obviously bigger, stronger et cetera?

**Ms JODIE HARRISON:** It'll depend upon the sport as to whether that is an issue in relation to competitiveness and safety. As I said, it is the Government's view that the sports are best placed to determine that. That's actually probably the case internationally. If you look at what is happening—

**The CHAIR:** It's not necessarily internationally at all, in that way. What I'm saying is that there is no consistent approach across the world. You're saying, "We'll rely on that inconsistency over the various sports to protect biological women." That's what you're saying. Am I interpreting what you're saying correctly?

**Ms JODIE HARRISON:** I'm saying that the sports are the organisations with the expertise to determine the safety within their sport.

**The CHAIR:** I suppose the next question is, Minister, are you the Minister for Women and trans women?

**Ms JODIE HARRISON:** I'm the Minister for Women.

**The CHAIR:** Okay, not trans women. If violence occurs in the home, you are properly concerned with it.

**Ms JODIE HARRISON:** I would say—

**The CHAIR:** But if it occurs on the sporting field, you leave it up to someone else to think about.

**Ms JODIE HARRISON:** Mr Borsak, I would say, as the Minister for Women, I am the Minister for—well, I am the Minister for Women, and this Government views that women include trans women.

**The CHAIR:** So you're the Minister for trans women too, then?

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**CORRECTED**

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**Ms JODIE HARRISON:** I'm the Minister for Women.

**The CHAIR:** I don't understand that answer.

**Ms JODIE HARRISON:** I suppose we're coming at it from a different point of view.

**The CHAIR:** Maybe it's just me.

**Ms JODIE HARRISON:** My view is that a trans woman is a woman.

**The CHAIR:** Moving along to domestic violence and sexual assault, I'd like to speak about domestic violence and the measures the Government is taking against it. The figures are always upsetting, of course. Roughly 24 per cent of women, one in four, experience domestic violence, and 14 per cent of men report experiencing domestic violence. That's an important distinction because it's almost universally agreed that men under-report domestic violence and the incidence may be as 18 per cent, if not higher. That is approaching one in five men. Many don't report for fear of ridicule or that they could be called liars. Minister, could you please speak about programs that exist for both men and women who experience domestic violence?

**Ms JODIE HARRISON:** For both men and women, or would you like me just to focus on the programs that are available for men who experience domestic and family violence?

**The CHAIR:** I'd like you to focus on the programs that are available for men and women in the domestic violence space.

**Ms JODIE HARRISON:** We have a program called Safer Pathway. Safer Pathway is the way that we ensure that people who report domestic and family violence are provided with the support that they need. If a woman reports domestic and family violence, whether it be to police or whether it be to the 1800RESPECT number or the Domestic Violence Line, they get risk-assessed by police, if it comes in to police. Then that is referred to the Women's Domestic Violence Court Advocacy service for them to do a risk assessment and to refer to services. For men, again, the police do a risk assessment in relation to a man who has reported domestic and family violence. Then, as well as them doing their risk assessment—instead of what happens in a woman's case, where it gets referred to the Women's Domestic Violence Court Advocacy Services, a man's case will be referred to what we call local support services. Local support services are provided across the State by various non-government organisations. Those support services, again, do the risk assessment for a man that would have been done by the services providing Women's Domestic Violence Court Advocacy Services for a woman.

**The CHAIR:** What is being done to address the significant problem of male victims under-reporting?

**Ms JODIE HARRISON:** Community awareness programs are important. We, in our community awareness programs, have made it clear that anybody can experience domestic and family violence and anybody can experience coercive control. It is not exclusively women who are victims; it can affect everybody.

**The CHAIR:** Maybe you can take this on notice. Can you name some of the community support organisations supporting male domestic violence victims?

**Ms JODIE HARRISON:** I certainly can take that on notice. We might even be able to get advice today for you.

**ANNE CAMPBELL:** Definitely. I've got it here.

**Ms JODIE HARRISON:** Relationships Australia Canberra and Region provides local support services for the Murray and Riverina and the South Coast. Orana Support Service provides the local support services for men in the north-west. Orange Local Aboriginal Land Council provides local support services for men in the Far West and Central West. Family Centre provides local support services for the far and Mid North Coast. CatholicCare Social Services Hunter Manning provides local support services for the Central Coast and the Hunter. Caretakers Cottage provides local support services in the Sydney area. Interrelate provides local support services for St George and Sutherland, northern Sydney, Nepean, Blue Mountains. SAGE Community Services provides local support services for Western Sydney, north-west metropolitan and Western Sydney south-west metropolitan, and Muslim Women Australia provides local support services for south-west Sydney.

**The Hon. NATASHA MACLAREN-JONES:** A recently released Australian public health study estimated that nearly 9,120 women become homeless each year due to domestic violence. Your government has said that 50 per cent of new social homes will be allocated to victim-survivors. Of the 1,700 announced on 30 June this year, how many were allocated to victim-survivors?

**Ms JODIE HARRISON:** I don't have that detail. That is detail that would be held by the housing and homelessness Minister.

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**CORRECTED**

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**The Hon. NATASHA MACLAREN-JONES:** When was the last time you asked the Minister how she's tracking on delivering on that commitment?

**Ms JODIE HARRISON:** I don't have the detail of that.

**The Hon. NATASHA MACLAREN-JONES:** Have you ever asked her?

**Ms JODIE HARRISON:** The housing and homelessness Minister and I speak regularly on issues relating to women's homelessness, and we meet with services as well that are working in that space.

**The Hon. NATASHA MACLAREN-JONES:** Have you actually asked how she is tracking on delivering on that Government commitment?

**Ms JODIE HARRISON:** We've discussed how the Government is tracking on that commitment.

**The Hon. NATASHA MACLAREN-JONES:** Do you ask for regular updates, or are they provided to you?

**Ms JODIE HARRISON:** There is information provided to my office on a reasonably regular basis by that—

**The Hon. NATASHA MACLAREN-JONES:** Maybe, before we finish this morning's session, you could ask your office to provide you with the latest update and what date that was provided to you.

**Ms JODIE HARRISON:** The issue in relation to women in homelessness services—that should be asked of the housing and homelessness Minister. That is the best way to get the most updated information in relation to that.

**The Hon. NATASHA MACLAREN-JONES:** But you're the Minister concerned with domestic and family violence prevention. It would be in your interests to know how many of the social housing homes that your Government announced are actually going to victim-survivors. This is not about crisis accommodation; this is about transitioning into stable accommodation.

**Ms JODIE HARRISON:** That's right, and that is under the housing and homelessness Minister's portfolio.

**The Hon. NATASHA MACLAREN-JONES:** So you don't take an interest in whether or not that's being delivered?

**Ms JODIE HARRISON:** I take an interest, but the housing and homelessness Minister has responsibility for that area.

**The Hon. NATASHA MACLAREN-JONES:** I have asked you, and I'll ask you again: Have you received an update? Have you even asked?

**Ms JODIE HARRISON:** I receive updates on a regular basis.

**The Hon. NATASHA MACLAREN-JONES:** I will ask again: Can you provide the latest information you've received from the Minister in relation to women and children escaping violence in social housing? How many of that 1,700 have been allocated? You said your office receives regular updates.

**Ms JODIE HARRISON:** To get the most up-to-date information, it would be better to ask the housing and homelessness Minister.

**The Hon. NATASHA MACLAREN-JONES:** No, I'm asking when you received your last one. You said your office receives regular updates. I'm asking: When was the last update?

**Ms JODIE HARRISON:** I'll have to check that.

**The Hon. NATASHA MACLAREN-JONES:** The Minister for Homelessness announced the housing innovation fund—22 providers. Only seven of those organisations that received funding went to supporting women and children escaping domestic and family violence. Do you agree with that decision by the Minister?

**Ms JODIE HARRISON:** Sorry, could you repeat that?

**The Hon. NATASHA MACLAREN-JONES:** The Homelessness Innovation Fund—you would be aware of that.

**Ms JODIE HARRISON:** Yes.

**The Hon. NATASHA MACLAREN-JONES:** It is the responsibility of Minister Jackson. Twenty-two organisations received funding. Out of that funding, seven grants went to organisations that support women and

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**CORRECTED**

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children escaping violence. I'm asking whether or not you think that is adequate. Do you support the Minister's decision to only allocate seven out of 22 to support women and children escaping domestic violence?

**Ms JODIE HARRISON:** I support the Minister's decision. I know that the Minister is absolutely working to ensure that women and children who are facing domestic and family violence have safe places to live on an ongoing basis. It's an issue in relation to housing and homelessness, it's an issue in relation to planning, and it's an issue in relation to my portfolio for emergency accommodation.

**The Hon. NATASHA MACLAREN-JONES:** But only seven out of 22. Do you think that is adequate? Do you think that is enough to support women and children escaping violence, or should she have done more?

**Ms JODIE HARRISON:** This is an ongoing program, and that is not the only thing that the housing and homelessness Minister is doing in relation to supporting women and children experiencing domestic and family violence.

**The Hon. NATASHA MACLAREN-JONES:** You can see the concern here, where your Government is committing 50 per cent to social housing properties. You have no idea what that number is and whether or not they're actually even meeting that target, but what we can see of the innovation fund allocation is that far less than 50 per cent went to supporting women and children escaping violence. Again I ask: Are you actually doing anything to ensure that your Government is delivering on its commitment to support women and children escaping domestic violence?

**Ms JODIE HARRISON:** Absolutely. All you need to do is look at the work that we've been doing in relation to—

**The Hon. NATASHA MACLAREN-JONES:** We are. We see the strategies, the plans and the reports, but this is actually about tangible project funding that not only support them escaping but actually ensure they have long-term housing, and you have no idea what your Government is doing.

**Ms JODIE HARRISON:** That's not true. What I'm saying is that, for the best information in relation to that, if we're not talking about emergency accommodation for domestic and family violence victims and if we're not talking about specialist services that are being provided for domestic and family violence victims, then the best place to ask that question is the housing and homelessness Minister. Her budget estimates, to my understanding, is tomorrow.

**The Hon. NATASHA MACLAREN-JONES:** Will you commit to actually asking for regular updates in relation to social housing and the target of 50 per cent so that you can give the sector a commitment that you are actually monitoring this?

**Ms JODIE HARRISON:** As I said, I receive those reports.

**The Hon. NATASHA MACLAREN-JONES:** Will you provide that update to the Committee by this afternoon?

**Ms JODIE HARRISON:** I'll take that on notice.

**The Hon. NATASHA MACLAREN-JONES:** For the Core and Cluster program, which was funded under our Government, how many are actually completed?

**Ms JODIE HARRISON:** There are 10 Core and Cluster refuges operating.

**The Hon. NATASHA MACLAREN-JONES:** How many have yet to commence construction?

**ANNE CAMPBELL:** I'll take that on notice and come back to you this afternoon. They're in various processes at the moment, so I might get you a more accurate number.

**The Hon. NATASHA MACLAREN-JONES:** Minister, of the 10 that are completed, are they all new builds, or are they refurbishing of existing properties?

**Ms JODIE HARRISON:** Some were refurbishing of existing properties. Some are actually considerable refurbishing of existing properties, not necessarily—I can think of one, for example, that was a refurbishment of an apartment block. Some are totally new builds—greenfield sites.

**The Hon. NATASHA MACLAREN-JONES:** Have all contracts been signed for the 49?

**ANNE CAMPBELL:** Yes, I believe they have been.

**The Hon. NATASHA MACLAREN-JONES:** But, Minister, you weren't aware—

**Ms JODIE HARRISON:** That's for the actual builds.

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**CORRECTED**

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**The Hon. NATASHA MACLAREN-JONES:** How many are being built using modular construction?

**Ms JODIE HARRISON:** There have been two that I'm aware of that are using modular construction.

**The Hon. NATASHA MACLAREN-JONES:** Should we be concerned that for the Core and Cluster program, which is in your responsibility, you don't know the details, and you certainly don't know the details about social housing and crisis accommodation? Are you across the detail of what supports around accommodation are being provided to women and children escaping domestic violence?

**Ms JODIE HARRISON:** I am. I receive regular reports in relation to the Core and Cluster program and its implementation. I don't know where you made that assumption from, because you just asked me about modular builds.

**The Hon. NATASHA MACLAREN-JONES:** I asked you about how many have been constructed. I asked you about how many have been completed. You were vague on the 10; some might be rebuilds and some were refurbishments. You're not across the actual detail, and that's one part of your portfolio you are responsible for.

**Ms JODIE HARRISON:** I think that you're actually taking my—I actually deny that I was vague on the 10.

**The Hon. NATASHA MACLAREN-JONES:** Do you know where those 10 are? It's only 10.

**Ms JODIE HARRISON:** They are in the Bathurst local government area. That's being built through Housing Plus. Canterbury-Bankstown local government area—there are two there. The city of Wagga Wagga; Cumberland local government area—that's a project by Evolve Housing in conjunction with Women's Community Shelters and Parramatta Women's Shelter. Dubbo local government area—that's being provided by Housing Plus. Gunnedah local government area—that's being provided by the Gunida Gunyah Aboriginal Corporation. Hawkesbury local government area—Link Wentworth housing. Stage one of that is in place. Port Macquarie local government area—Community Housing Limited has been working with Liberty Domestic and Family Violence Specialist Services. I was fortunate enough to visit that service. Penrith local government area—Evolve Housing, and that's one of the refurbishments of an existing apartment block. That's being delivered with Women's Community Shelters.

**The Hon. NICHOLE OVERALL:** Good morning to you all. Minister, in the additional budget estimates hearings, you took a question on notice. You told the Committee that the Queanbeyan refuge in particular—to be built as part of the Core and Cluster program—was forecast to commence construction in May 2025. Has that construction started yet?

**Ms JODIE HARRISON:** My understanding is that the construction is due to start by the end of this month. Obviously, weather can be a problem, but my understanding is that it's on track for commencement by the end of this month.

**The Hon. NICHOLE OVERALL:** That is a three-month-odd delay from when you stated last time. Is that all due to weather, or are there other factors as part of that as well?

**Ms JODIE HARRISON:** I would need to refer that to—

**ANNE CAMPBELL:** I'll come back with that this afternoon.

**The Hon. NICHOLE OVERALL:** That would be great, thank you. Minister, has the New South Wales Government provided a funding increase to support women's refuges established prior to and operating outside of the Core and Cluster funding stream?

**Ms JODIE HARRISON:** There have been increases to funds received by some of the refuges. For example, we have, in partnership with the Federal Government, increased the number of domestic violence specialist workers in some of the refuges as part of the 148 specialist workers that have been rolled out across the State. We've also increased the number of specialist children's workers in refuges, not across the board. However, there are increases in the specialist children's workers and then, obviously, there are also the increases like CPI.

**The Hon. NICHOLE OVERALL:** Domestic and family violence services in regional, rural and remote areas don't receive a loading despite the additional costs they incur to deliver services, obviously, across vast geographical areas. Will the New South Wales Government introduce a regional loading for all funding streams that provide domestic and family violence specialist services?

**Ms JODIE HARRISON:** The issue in relation to regional, rural and remote refuges and the costs associated with the isolation is certainly considered through the procurement process. It might not actually be that we use a terminology like "loading", but it is certainly considered during commissioning processes. I'm happy to

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**CORRECTED**

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ask Ms Campbell to provide more detail in relation to that, but there is a recognition that there is increased expenditure in regional and remote New South Wales.

**The Hon. NICHOLE OVERALL:** So that's addressed in one way or another?

**ANNE CAMPBELL:** It is, and I can give you an example. Recently we've been developing the Staying Home Leaving Violence model out in western New South Wales. We've actually allocated a higher rate for those services given the rural and remote location. Those services are expected to commence in Bourke by December, and then Walgett, Coonamble, Kempsey and Nambucca LGAs as well. It is being co-designed with the Aboriginal community out there, so it has a different name.

**The Hon. NICHOLE OVERALL:** Minister, you talked earlier about regional New South Wales having higher rates of domestic violence. Is the strategy that you referred to earlier in relation to drivers? Are you specifically looking at why this is the case in regional New South Wales particularly as part of that strategy?

**Ms JODIE HARRISON:** I just want to be clear about the work that we're doing in relation to drivers. What I was referring to earlier is in relation to the people who use violence strategy. It's really about particular groups of people who use violence. We certainly did consultations in regional, rural and remote New South Wales to ensure that particular nuances in relation to those areas were considered in relation to the use of violence.

**The Hon. NICHOLE OVERALL:** You're not actually breaking down or doing an analysis on why there are higher rates of domestic violence in regional New South Wales or strategies to address that specifically?

**Ms JODIE HARRISON:** In relation to regional, remote and rural New South Wales, obviously those consultations will inform what is covered within that strategy. There is an absolute recognition that there are different types of issues faced in those areas, and that is something that—

**The Hon. NICHOLE OVERALL:** To break that down further—I understand that. I'm suggesting—will they be given higher rates? Will there be a prioritisation of what might be needed specifically in these areas rather than a carte blanche approach of one size fits all? Are we going to break down and see different strategies for regional, rural and remote areas given higher instances?

**Ms JODIE HARRISON:** I haven't been briefed on the detail of the people who use violence strategy recently, so I'll refer that to Ms Campbell.

**ANNE CAMPBELL:** We have consulted with regional and remote parts of New South Wales on this strategy. We haven't actually briefed the Minister yet on the strategy, so I probably can't say too much further. Obviously we've been looking at locations where there are higher rates of domestic and family and sexual violence, and looked at how we target services there. When we did the rollout of the emergency funding package, we rolled that out to lots of locations in regional and remote New South Wales that didn't have any services on the ground. I can come back this afternoon with examples of that.

**The Hon. NICHOLE OVERALL:** That would be great. Do you have an idea of when you will be briefing the Minister? Can we take it on notice to receive some information after that has occurred?

**ANNE CAMPBELL:** Yes.

**The Hon. NICHOLE OVERALL:** That would be great, thank you. Minister, I've just been handed the Strengthening the NSW Domestic and Family Violence Sector strategy. Coming back to my previous question, it states:

Regional, rural and remote areas require a tailored approach to workforce development.

Funding models do not adequately reflect local workforce challenges, access issues and the complexity and cost of service responses in these areas.

Therefore, this is suggesting that more does need to be done in relation to that. What is the New South Wales Labor Government, and what are you as the Minister, doing to address that particular aspect of this issue?

**Ms JODIE HARRISON:** One of the really important things that I've been wanting to do since becoming Minister is to actually increase services where there have been gaps. It's something that I've mentioned before. The increase in relation to Staying Home Leaving Violence services across New South Wales is an important aspect of that. The increase in the number of specialist workers in relation to regional, rural and remote New South Wales is an important aspect of that. The increase in specialist children workers is an important aspect of that. The fact that 36 of the 49 Core and Cluster refuges will be built in regional, rural and remote New South Wales is an important aspect of that. But there is certainly more to be done.

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**The Hon. NICHOLE OVERALL:** But what about workforce, Minister? Specifically that "the funding models don't adequately reflect" the workforce challenges. We understand that you're aware of these issues. Are there going to be strategies and actions that will specifically deal with what is being pointed out here?

**Ms JODIE HARRISON:** Yes. That will be work that is done as part of more work as part of the workforce development strategy. That's right.

**The Hon. NICHOLE OVERALL:** It's in this current strategy? You don't have a timeline of what you're working towards given that this strategy has only just been released today.

**Ms JODIE HARRISON:** One of the aspects of the strategy is about further understanding the workforce. What we want to do as part of the work in this strategy is to really map and categorise the different parts of the workforce and what it looks like—what are the different workers, what work they do and where they are doing it. We want to better understand it because there is—what became clear during the 148-workers rollout was that we needed to have a better understanding of where gaps were. This workforce development strategy will further inform our understanding in relation to that.

**Ms ABIGAIL BOYD:** I understand that there is a bunch of new Core and Cluster refuges that are being operated by specialist domestic and family violence services that have not previously operated such services. How are we ensuring that they comply with the Domestic Violence NSW good practice guidelines?

**Ms JODIE HARRISON:** That is certainly considered in relation to whether they receive the contract in the first place.

**Ms ABIGAIL BOYD:** But given that they haven't got a track record, what is the process going to be going forward to ensure that they are complying with those guidelines?

**Ms JODIE HARRISON:** Each district will be responsible for ensuring the oversight of the implementation of those refuges. Do you want to go to Ms Campbell now, or do you want to take it this afternoon, about how that will actually happen?

**Ms ABIGAIL BOYD:** Yes. If there is an answer to—

**ANNE CAMPBELL:** We have a part of my division now that transferred over in December called "commissioning and planning staff". They're based in local districts, and they do all the contract management. They're in place, and they're the ones who have been negotiating the Core and Cluster contracts. Once the services are operational, they will be doing regular monitoring against the standards and against the contract that services are being delivered. Where there are issues with a particular provider, or a service or a client has an issue, we may get complaints. We will follow up and investigate those complaints.

**The Hon. NATASHA MACLAREN-JONES:** As Minister for Women, what steps have you or the New South Wales Government taken to support female firefighters by extending the list of presumptive cancers for firefighters in schedule 4 of the Workers Compensation Act 1987 to include cervical cancer, ovarian cancer and uterine cancer?

**Ms JODIE HARRISON:** That is ongoing work that is being done. It's work that is not being done in this portfolio. It is work that is being done—in my understanding, it's being done by the Minister for Industrial Relations and the Minister for Emergency Services.

**The Hon. NATASHA MACLAREN-JONES:** In the remaining time, Minister, could you list all the plans and strategies that are currently under your portfolio?

**Ms JODIE HARRISON:** All of the plans and strategies that are currently in my portfolio? We have, obviously, the Women's Strategy. I have the Ageing Well in New South Wales strategy for seniors. I have the Carers Strategy. I have the domestic and family violence strategy. Would you like me to keep going?

**The Hon. NATASHA MACLAREN-JONES:** Happy to—and when all the report cards are due. If it's easier, you could just provide a diagram of all the strategies, all the plans and all the report cards.

**Ms JODIE HARRISON:** I'm happy to take that on notice.

**The Hon. NATASHA MACLAREN-JONES:** Yes, that's fine.

**Ms JODIE HARRISON:** Or I could come back after the break and provide you with a full range.

**The Hon. NATASHA MACLAREN-JONES:** No. I'm happy for you to take it on notice.

**Ms JODIE HARRISON:** I could take a long time going through that.

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**The CHAIR:** Would you like to come back this afternoon? No—I know the answer to that question. Government?

**The Hon. EMILY SUVAAL:** No Government questions.

**The CHAIR:** We'll now take a break and come back at 11.15 a.m.

**(Short adjournment)**

**Ms ABIGAIL BOYD:** Welcome back. Just ahead of the break we were talking about Core and Cluster. It is my understanding that domestic and family violence quality standards were being developed by DVNSW with DCJ. There was some mention in the workforce strategy, now that I have had an opportunity to glance at it over the break, that refers to the development of quality standards. Given that there is only \$2.5 million put aside for the workforce strategy, how much of that will be used to fund the implementation of quality standards?

**Ms JODIE HARRISON:** I don't have that.

**ANNE CAMPBELL:** I can come back this afternoon.

**Ms ABIGAIL BOYD:** Is that \$2.5 million across three years, or is it just for this financial year?

**ANNE CAMPBELL:** Just for this financial year.

**Ms ABIGAIL BOYD:** I understand the sector was saying that, ideally, it should be around \$10 million in order to implement it over three years. There's a possibility that we will see the additional \$7.5 million coming in the two years after.

**ANNE CAMPBELL:** Yes. There was also \$5 million last financial year for the strategy and for a couple of staff within DCJ and for training materials, but I'll come back this afternoon with greater clarity.

**Ms ABIGAIL BOYD:** That would be useful. Another issue that I've raised before that the sector has been concerned about is the failure to provide any new funding to existing women's refuges. I understand the previous Government put in place the Core and Cluster funding stream and that has produced some new refuges, but a lot of the existing women's refuges, which have been embedded in their communities for a long time, could also have expanded those services. I know this was a point of contention under the last Government. Minister, under your Government, what additional funding is planned to be given to those existing refuges?

**Ms JODIE HARRISON:** That certainly goes to the point you've been making in relation to funding for frontline services, but it is particularly the refuges you're talking about.

**Ms ABIGAIL BOYD:** Yes. This is around capital investment, so infrastructure investment, not just the operational costs. The funding I was talking about before is their operational core baseline funding. This is in relation to the expansion of existing refuges.

**Ms JODIE HARRISON:** Okay. Certainly, there has been some funding for upgrades in relation to accessibility standards that have been required to be undertaken by existing refuges. There are some funds for some capital upgrades, not large-scale ones. That's not to say that in the future there may not be, but at the moment I can't specify exactly what might be in the future.

**Ms ABIGAIL BOYD:** Just on accessibility, I mentioned last year the really damning report that came out saying 0 per cent of existing refuges and services were fully accessible for people with disability. What's that looking like now? What's the work been to date to address that gap? Have we got better statistics coming out that you know of?

**Ms JODIE HARRISON:** I don't have that on me. We might need to take that on notice. Ms Campbell is indicating we need to take it on notice.

**Ms ABIGAIL BOYD:** There was some confusion about the \$272.2 million that was announced in the recent budget around exactly how much of it has been allocated where. Are you able to provide a breakdown of what those amounts are under the \$272.2 million and whether any of it is Federal funding, continuation of existing funding—that sort of thing? Have you got a breakdown?

**Ms JODIE HARRISON:** What I have here is that, of that \$272 million, \$25.3 million of that is over four years. Of that \$25.3 million, \$9.3 million is to implement serious domestic abuse protection orders that are coming in; \$4.6 million is to bolster electronic monitoring of high-risk domestic violence perpetrators on parole, or ICOs; \$8.9 million is to continue and expand the pilot of DV Notify, which will provide notifications to victim-survivors when their perpetrator is released from custody; \$2.5 million over four years is for staffing for a

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domestic violence line so that they remain open 24 hours, seven days a week; and then there is \$11.2 million for one year for the workforce strategy. So \$2.5 million for the workforce strategy, \$3.6 million for the common approach to risk assessment and safety; \$2 million for the Aboriginal Domestic, Family and Sexual Violence plan; and \$3.1 million for the data strategy.

**Ms ABIGAIL BOYD:** That takes us to \$36.5 million. What about the rest of the \$272.2 million?

**ANNE CAMPBELL:** I've got quite a detailed list here. Are you happy for me to go through that?

**Ms ABIGAIL BOYD:** Yes.

**ANNE CAMPBELL:** I'm just trying to get rid of the ones the Minister has referred to. DV Notify, a digital service pilot expansion, this financial year is \$4.4 million but over the forward estimates \$8.9 million.

**Ms ABIGAIL BOYD:** Sorry, that was already included in the \$25.3 million that was just read out.

**ANNE CAMPBELL:** Okay, sorry. Supporting marginal cohorts, maintaining program funding, so that's \$4.6 million over the forward estimates, but \$2.3 million this year. I'm not sure if you mentioned Safe and Strong Families targeted early intervention and support. That's \$21 million over the forward estimates and \$7.5 million this year. Safe and Together frontline service delivery, which is delivered through NSW Health, is \$0.7 million this year and it goes to \$1.4 million over two years.

**Ms ABIGAIL BOYD:** Sorry, can I stop you there because it is quite confusing. The headline budget amount was \$272.2 million. Was that for one year or four years? A lot of the ones we're listing now are—

**Ms JODIE HARRISON:** That was over four years. Some of the programs may have been for one year.

**ANNE CAMPBELL:** Some are two years.

**Ms ABIGAIL BOYD:** So we can't just say that we'll divide it by four. It's not \$272 million for one year. It's \$272 million over four years but in a sort of lumpy way. Perhaps we will take the rest of that detail on notice. Looking at what the Federal funding looks like, how much has been provided under the national partnership funding? How much have you received from the Federal Government over the past three years, and how much of that has been allocated to domestic and family violence initiatives?

**Ms JODIE HARRISON:** Over the past three years, and how much has been for domestic and family violence? Excluding sexual violence?

**Ms ABIGAIL BOYD:** Yes. Do you have that? Again, you could take it on notice, if you like. I'm just curious as to how much is coming through and whether any of that announced budget amount is just for New South Wales funding, or whether it includes amounts that have come through from the Feds.

**MICHAEL TIDBALL:** I can, I hope, assist the Committee. The agreement for 2025 to 2030, over that five-year period, is \$221.2 million.

**ANNE CAMPBELL:** Sorry, I need to change that. It's very tricky because the national partnership is over five years so the proportion of the funding over four years from the Commonwealth is \$175 million.

**MICHAEL TIDBALL:** But I said five.

**ANNE CAMPBELL:** Yes, I know, but it's four years in our budget. That's the tricky bit.

**MICHAEL TIDBALL:** Got it.

**Ms ABIGAIL BOYD:** Right, so what's the additional amount that the New South Wales Government puts on top of that, then?

**ANNE CAMPBELL:** The New South Wales—we match it, so the \$272 million would obviously be well over what the Commonwealth—

**Ms ABIGAIL BOYD:** Okay, so that's all—I see. So that's \$272 million of additional funds to what the Commonwealth has put in over four years?

**ANNE CAMPBELL:** Correct.

**Ms ABIGAIL BOYD:** Thank you, that's really useful. If you could provide, either now or on notice, how that amount has been allocated year on year between domestic and family violence initiatives and sexual violence initiatives, and what they are, that would be really useful. I think we got that information a couple of years back, under the previous Government. It'd be useful to see how that's changed.

**Ms JODIE HARRISON:** So is that for the past three years, or are you looking at future as well?

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**Ms ABIGAIL BOYD:** If you could just look at it over the life of the agreement—maybe that five-year period—that would be useful. If that makes sense from a financial perspective, that would be the way to do it.

**ANNE CAMPBELL:** We're happy to take that on notice.

**The CHAIR:** Minister, continuing on domestic violence and sexual assault, are there currently initiatives to identify, prosecute and rehabilitate female domestic violence offenders in the same way as there are for male domestic violence offenders?

**Ms JODIE HARRISON:** Yes, there are, and I note—

**The CHAIR:** Can you elucidate on what those programs are?

**Ms JODIE HARRISON:** Yes. Certainly, the strategy in relation to perpetration of violence—people who use violence—will relate to anybody who uses violence, whether that is a man, a woman, an older person, a younger person, or somebody in their middle-age. Certainly, that strategy relates to everybody and will include women. In relation to our laws that we've been bringing in, they are not gender specific. They relate to people who use violence. So, for example, the strengthening of our bail laws, the introduction of serious domestic violence abuse protection orders—all of our legislative reform—relates to anybody who uses domestic family violence. In relation to programs within our prisons, that question would be best asked of the Minister for Corrections, because he has the further detail on that.

**The CHAIR:** So you're saying that, in general terms, the same programs that are available to control men, I suppose, are also available to control women as domestic violence offenders?

**Ms JODIE HARRISON:** We recognise that anybody can be a victim of domestic and family violence, and we also recognise that anybody can be a perpetrator of domestic violence. The fact is that the majority of people who are victims of domestic violence are women and the majority of people who perpetrate violence against women are men. However, programs do relate to people who use violence.

**The CHAIR:** Minister, there's no secret that women in lesbian relationships are dramatically more likely to suffer intimate partner violence than people in any other relationship—41 per cent on the low side and as high, by some estimates, as 61 per cent. Can you detail some of the measures and strategies being employed to combat intimate partner violence in lesbian relationships, as a government who has a big heart for the LGBTI community?

**Ms JODIE HARRISON:** I don't have the detail on that. It's something that we've been working with organisations—

**The CHAIR:** Sorry, I didn't quite catch that. You said something you are working on—organisations?

**Ms JODIE HARRISON:** Yes. I don't have the detail on that right at the moment but it is something that we've been working on with some of the peak organisations in the LGBTIQI space. We certainly fund organisations like ACON to provide support to people who are their members and people who they represent to assist them as victims—

**The CHAIR:** But specifically for the lesbian community?

**Ms JODIE HARRISON:** For people who they represent. So it would be lesbian, bisexual, trans, intersex, queer, homosexual.

**ANNE CAMPBELL:** I can answer that, Minister. As the Minister said, we're funding the Acquired Immunodeficiency Syndrome Council of New South Wales—ACON—to deliver a project under Responses Matter seeking to improve responses to disclosures of sexual violence that includes ACON's project to improve LGBTIQI+ community responses to disclosures; Survivor Stories, a sexual violence recovery and healing project; a project under the NSW Sexual Violence Project Fund centred on a consult service to improve LGBTIQI+ inclusivity in sexual violence service provision; funding for DFV perpetrator programs targeting same-sex domestic and family violence; and funding for 5.8 new frontline workers in LGBTIQI+ services—that's ACON, The Gender Centre and Twenty Ten—to bolster responses to LGBTIQI+ people experiencing domestic and family violence.

**The CHAIR:** I'd like to speak about the incidence of sexual assault on the rise at present. There are rigid and effective measures for male sexual offenders, but there has been an almost 208 per cent rise in the past two decades in female sexual offenders. The University of the Sunshine Coast reports that while this may appear, in the media, to be teachers with schoolboys, most cases are mothers abusing their own children. There's also very little in the way of rehabilitation for female offenders. Could you, Minister, detail what is being done to reduce the incidence of women offenders and what services exist to rehabilitate them?

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**Ms JODIE HARRISON:** Our approach to sexual violence is within our sexual violence strategy and the actions under that of the—I'm happy to probably take that on notice, though. That's a level of detail that I don't have in front of me at the moment, but I might be able to provide it in future.

**The CHAIR:** Sorry, you said you're going to take it on notice?

**Ms JODIE HARRISON:** I can take that on notice.

**The CHAIR:** Thank you. I'd like to now refer to the Gender Equality Budget Statement. The Government states here that the industry gender segregation in February this year saw that 76.1 per cent of healthcare workers and 69.4 per cent of workers in education were female, and that 87.2 per cent of workers in construction and 81 per cent in mining were male. Will the New South Wales Government be funding more TAFE positions for women in bricklaying, building, plastering, plumbing and tiling trades to address the gender imbalance in the construction sector and address the desperate need for more housing?

**Ms JODIE HARRISON:** Certainly, I have had the benefit of going out to one of our TAFEs to see the work that's being done by an organisation called Habitat for Humanity, and the work that they're doing in relation to increasing the number of women in the construction sector. They've got a really wonderful program where they particularly train up women who've been finding it difficult to get work, and getting them ready for trades. We also have the Women in Construction Program, which is really focusing on increasing the number of women in trades in construction. Over the next couple of years, that program is really going to be focusing on attracting and retaining women in trades.

The priorities previously under that program have included the Industry Innovation Program, where grants have been provided to 34 initiatives under Women in Construction. There has been an action for communications engagement to actually increase the desire and awareness of women to focus on a career in construction and to also increase the major infrastructure projects that we're involved in as government, and the number of women who are involved in trades in construction—so not just in the contracts that are provided, but actually really focusing on women being involved in trades in construction.

**The CHAIR:** Is there a specific dollar budget amount allocated to that?

**Ms JODIE HARRISON:** The Women in Construction program—I don't have the overall budget in front of me but I can tell you that, for example, the Industry Innovation Program provided \$5.9 million worth of grants.

**The Hon. NATASHA MACLAREN-JONES:** I will follow up on a couple of matters from this morning. I want to confirm that you made the offer to Ms Webb for this advisory role?

**Ms JODIE HARRISON:** Yes.

**The Hon. NATASHA MACLAREN-JONES:** On what date did you make that offer?

**Ms JODIE HARRISON:** On 3 June. I'll just check. Yes, on 3 June I wrote to Ms Webb.

**The Hon. NATASHA MACLAREN-JONES:** Could you table the letter of employment?

**Ms JODIE HARRISON:** It's not actually a letter of employment because she already has employment. This was about the work that she will be doing within the portfolio of domestic and family violence.

**The Hon. NATASHA MACLAREN-JONES:** Could you table that?

**Ms JODIE HARRISON:** I'll need to take it on notice.

**The Hon. NATASHA MACLAREN-JONES:** Did you discuss with the police Minister this position and the fact that the police Minister would be funding it?

**Ms JODIE HARRISON:** No, because it was my understanding that that was the case from discussions with the Cabinet secretary.

**The Hon. NATASHA MACLAREN-JONES:** But it's not the Premier's budget; it's the police Minister's budget—employing a person who reports to you, and you made the offer of employment. Did you not discuss that with the police Minister before offering a position?

**Ms JODIE HARRISON:** I'll ask Mr Tidball to—

**MICHAEL TIDBALL:** In a strict sense, it was not an offer of employment. In terms of DCJ, it effectively is, in a sense, unpaid work. The matter of Ms Webb's employment entirely resides within the Police portfolio and her employment relationship with that portfolio.

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**The Hon. NATASHA MACLAREN-JONES:** Although reporting to the prevention of domestic and family violence Minister?

**MICHAEL TIDBALL:** On this piece of work, yes.

**The Hon. NATASHA MACLAREN-JONES:** The workforce development strategy, which was announced this morning, is a 10-year strategy. I understand that in it there are a number of action areas. Looking at those—the action items for number one, "Understanding the workforce", involve mapping, describing and categorising a range of jobs, and collecting and analysing data. Number two is prioritising workplace safety. Again, that's about developing and implementing quality standards, and developing a framework. Number three is "Expanding the workforce pool"—again, examining feasibility models and developing a series of journey maps. It goes on. It appears that the 10-year strategy is really full of a number of action items where you will be examining, exploring or planning rather than actually doing.

**Ms JODIE HARRISON:** I'm not sure what the question is.

**The Hon. NATASHA MACLAREN-JONES:** My question is that this strategy actually has no action items where you're actually doing anything to deliver more staff or keep the staff. The fact that your press release says that you want to support the recruitment and retention of skilled workers—there's nothing in here. This entire strategy is about data gathering, exploring resources, developing and auditing. So you're actually not providing any tangible programs, initiatives or direct funding to retain or recruit staff. Despite the fact that you said this is underpinned by significant research and evidence, you're spending the next 10 years doing more research.

**Ms JODIE HARRISON:** This strategy is based on significant consultation and research with the domestic and family violence sector.

**The Hon. NATASHA MACLAREN-JONES:** Then what exactly are you doing?

**Ms JODIE HARRISON:** The New South Wales Government doesn't directly employ specialist workers in domestic and family violence, but what we do do is obviously provide funding to services. These are the items that the sector has told us that they want government to do for them.

**The Hon. NATASHA MACLAREN-JONES:** To do more research and data gathering? Wouldn't they prefer the \$2.5 million for frontline staff?

**Ms JODIE HARRISON:** They want us to develop quality standards for organisations delivering domestic and family violence services. They want us to create a culturally responsive clinical supervision guide. They want us to develop an industry workforce safety, health and wellbeing framework.

**The Hon. NATASHA MACLAREN-JONES:** Why haven't those been done?

**Ms JODIE HARRISON:** I don't know. You could ask your previous Government the same question.

**The Hon. NATASHA MACLAREN-JONES:** Minister, you've been there 2½ years. You've produced another strategy, which is a 10-year strategy that's just doing more research and data gathering. You're not actually delivering anything specifically to support frontline staff. That money—the \$2.5 million—probably could have gone directly to frontline staff rather than producing a document that talks purely about gathering more data and doing more research.

**Ms JODIE HARRISON:** This is exactly what the sector has told us they need to recruit and retain people within their sector so that they can provide good services to victim-survivors of domestic and family violence.

**The Hon. NATASHA MACLAREN-JONES:** Do you intend to produce another annual report card on how you're tracking or how this will be measured?

**Ms JODIE HARRISON:** We'll be reporting on the implementation of the actions within the workforce development strategy on a regular basis. I'm not sure that we've actually confirmed—

**The Hon. NATASHA MACLAREN-JONES:** So another framework.

**The Hon. NICHOLE OVERALL:** One in seven couples in Australia has fertility issues, and one in 16 children is born via IVF. A single round of IVF, I'm sure you're aware, can cost anywhere from \$6,000 to \$12,000. How much has been allocated in this budget to improve access to IVF services?

**Ms JODIE HARRISON:** I don't have that off the top of my head. That would be in the Health budget, so it would be a question that would be better asked of the health Minister to get the exact figure.

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**The Hon. NICHOLE OVERALL:** I'll make the point that we've talked a little bit this morning about intersectionality, and we've talked about intersectionality of portfolios. Obviously, many portfolio areas overlap, cross into and intersect with other portfolios, including yours. But you don't seem to be able to provide us any detail around where your portfolio does intersect with these matters. IVF services are something that's critically important to women and families. Are you suggesting that you don't have any detail about IVF services and whether funding is being allocated to this really critical area?

**The Hon. EMILY SUVAAL:** Point of order: A couple of times now the Opposition has made a statement without asking a question. In order to elicit an answer from the Minister, it's probably best to have an actual question.

**The Hon. NICHOLE OVERALL:** To the point of order: That was a question.

**The CHAIR:** Would you like to repeat the question?

**The Hon. NICHOLE OVERALL:** It was about the intersectionality of portfolios and your intersectionality with Health, in this instance, as the Minister for Women, around IVF services. Do you have any detail on budget allocations for IVF services, given this critical sector to women? Do you have any detail in relation to budget allocations for this critical area?

**Ms JODIE HARRISON:** As I said, the budget is held within Health, but I might ask Ms Walker to provide some further detail. I believe she has some additional information.

**SIMONE WALKER:** Thanks, Minister. Even though we don't have the overall details of the total IVF health budget, we are aware of the pre-IVF fertility testing rebate of \$250, which helps eligible New South Wales residents, but the cost of fertility that you've pointed out can be very expensive—also, \$2,000 through the fertility treatment rebate for eligible fertility treatments.

**The Hon. NICHOLE OVERALL:** I appreciate that. Minister, I don't mean to harp on this. However, you have stated previously:

My role as Minister for Women is to take a cross-government approach so that agencies across government—my role is to lead the work of the women strategy.

That is working across government. I do believe that these questions are in order, even though they do overlap with other portfolios, so I might persist a little with this particular line of questioning as well in relation to IVF services. Under our former New South Wales Coalition Government, we funded \$42 million over four years to improve access to IVF services with a non-means-tested rebate for treatment. Labor then implemented means testing. Why did your Government scrap a non-means-tested IVF rebate?

**Ms JODIE HARRISON:** There were a number of things, when this Government came in, that we needed to do in order to be financially responsible. I can't speak to the detail of that, but what I can say is that this government is working very hard to make sure that the decisions we make are decisions that are sustainable into the long term.

**The Hon. NICHOLE OVERALL:** You do acknowledge how important this issue is to women and families—IVF services and their access, affordability?

**Ms JODIE HARRISON:** Reproductive health is certainly an issue that is of concern to women and families across New South Wales, absolutely.

**The Hon. NICHOLE OVERALL:** And we should be doing everything we can to support and provide opportunities and accessibility to women and families when it comes to reproductive health and IVF services.

**Ms JODIE HARRISON:** We should be doing everything we can to ensure the best reproductive health is available to women and people across New South Wales.

**The Hon. NICHOLE OVERALL:** Are you aware, Minister, how many families, women, had access to a non-means-tested IVF rebate funded by our former Government?

**Ms JODIE HARRISON:** I am not aware of figures in relation to the former Government, no.

**The Hon. NICHOLE OVERALL:** It was 18,598. Do you have an idea of how many families, women, Labor's means-tested IVF rebate has so far supported?

**Ms JODIE HARRISON:** I don't have that. As I said, this is an issue that sits more fully in the Minister for Health's portfolio, so he may well have that level of detail.

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**CORRECTED**

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**The Hon. NICHOLE OVERALL:** In fact, there's only been 276, Minister. What meetings have you had, in your capacity as Minister for Women, with fertility services to discuss these particular challenges facing women?

**Ms JODIE HARRISON:** My meetings with external bodies are in accordance with what is on my ministerial diary disclosure.

**The Hon. NICHOLE OVERALL:** You don't recall any just off the top of your head?

**Ms JODIE HARRISON:** I don't recall any off the top of my head, but meetings that I've had will be in my ministerial diary disclosure.

**The Hon. NICHOLE OVERALL:** Again, coming back to intersectionality with portfolios and other Ministers, have you had any meetings with either the Minister for Health or the Treasurer to advocate specifically for women's fertility support?

**Ms JODIE HARRISON:** I have had meetings with the Minister for Health in relation to women's fertility support.

**The Hon. NICHOLE OVERALL:** You've advocated for that?

**Ms JODIE HARRISON:** I have had meetings with the Minister for Health in relation to reproductive health for women, absolutely.

**The Hon. NICHOLE OVERALL:** Are you able to elucidate whether that's in relation to additional funding, how you might provide additional support? Is there anything that has emerged from those meetings that is something a little more concrete?

**Ms JODIE HARRISON:** The discussions that I've had with the Minister for Health have been in relation to actions within the Women's Strategy and, in particular, issues in relation to reproductive health where there are gaps in New South Wales.

**The Hon. NICHOLE OVERALL:** So, at this stage, the only thing that is occurring is to continue with this means-tested IVF rebate? That's the only support, only idea for going forward?

**Ms JODIE HARRISON:** That would be a question for the Minister for Health.

**The Hon. NICHOLE OVERALL:** Let's move to birthing services across New South Wales. Are you aware of the issues facing rural and regional pregnant women?

**Ms JODIE HARRISON:** Certainly as a result of the issues in relation to—

**The Hon. NICHOLE OVERALL:** Birthing services, particularly in rural and regional areas.

**Ms JODIE HARRISON:** That came up pretty clearly in the parliamentary inquiry into rural and regional health, yes.

**The Hon. NICHOLE OVERALL:** So, you are aware. And you're aware of the number of birthing services across New South Wales that have been closed?

**Ms JODIE HARRISON:** I am aware that there are challenges across New South Wales in relation to health. That's an ongoing issue, and the Minister for Health is working very hard on ensuring that people right across New South Wales get the health care they need.

**The Hon. NICHOLE OVERALL:** So, 140 rural and regional birthing services across New South Wales have been closed. You're talking about the Minister for Health again, but in your role as Minister for Women, how are you assisting to support and advocate addressing this issue for mothers, particularly in regional and rural areas?

**The Hon. EMILY SUVAAL:** Chair, I'm going to raise a point of order here. The member's asking questions about regional birthing facilities and cited a figure of 140 that have apparently been closed. It's my understanding that there have been no facilities closed under our term of government. Therefore, the question that she is asking is outside the portfolio of budget estimates in terms of the consolidated revenue, the budget estimates—

**The Hon. NICHOLE OVERALL:** To the point of order, Chair—

**The Hon. EMILY SUVAAL:** —and I would ask you to rule it out of order because it doesn't relate to the portfolio of the Minister for Women or the budget that she is presenting today.

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**CORRECTED**

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**The Hon. NICHOLE OVERALL:** The question I am asking is about the role that the Minister for Women is playing in addressing birthing services for women across rural and regional New South Wales. If the number is incorrect, I am sure the Minister or someone will come back with an accurate—it's not about whether it was done in the last term of government. The question is: What role is the Minister taking in addressing birthing services for women in rural and regional New South Wales?

**The Hon. EMILY SUVAAL:** Further to the point of order: That wasn't the question that was asked. If the member wants to ask that question in particular, which probably would be in order—there was a lot of argument in the question that was asked previously.

**The Hon. NICHOLE OVERALL:** It's right here, Chair. I'm happy to provide the question.

**The CHAIR:** There's no point of order because now the question's been reordered.

**The Hon. NICHOLE OVERALL:** Minister, in your role as Minister for Women, what role are you playing in addressing the issue around the closure of birthing services across rural and regional New South Wales? How are you advocating and supporting birthing services for women in these areas particularly?

**Ms JODIE HARRISON:** As has been said, I'm unsure about the figures that you referred to in relation to closure of birthing services. That would certainly be something that would be a question for the Minister for Health. What I'm doing is making sure that each part of government that has responsibility for action in the Women's Strategy is delivering on that action and reporting on those actions.

**The Hon. NICHOLE OVERALL:** Which, or do any, regional birthing advocates that you've met with come to mind?

**Ms JODIE HARRISON:** Sorry, you're asking—

**The Hon. NICHOLE OVERALL:** About birthing advocates, such as Bush Babies Campaign, for example. Have you met with any advocates around this particular issue?

**Ms JODIE HARRISON:** That is in my ministerial diary disclosure, yes.

**The Hon. NICHOLE OVERALL:** You can't think of any just offhand?

**Ms JODIE HARRISON:** I think one you mentioned, bush babies, yes.

**The Hon. NICHOLE OVERALL:** Very good. When it comes to the parliamentary inquiry into birth trauma—I think that was the one that you were just referencing a few minutes ago.

**Ms JODIE HARRISON:** I was referring to the inquiry into health in regional and rural New South Wales that predominantly occurred while the previous Government was in government.

**The Hon. NICHOLE OVERALL:** The parliamentary inquiry into birth trauma—did you have a role to play in that inquiry, and what might it have been?

**Ms JODIE HARRISON:** That was a parliamentary inquiry. Obviously, the Committee played a key role in that, and the relevant department of health, and Regional Health, at the time provided responses into that.

**The Hon. NICHOLE OVERALL:** You as the Minister for Women didn't provide or have any role to play in that regard?

**Ms JODIE HARRISON:** No, because there were people with, and organisations with, expertise in the area, direct expertise in the area that were providing information to that inquiry.

**The Hon. NICHOLE OVERALL:** Have you or will you commit to ensuring that the Government delivers on the 43 recommendations of this inquiry in terms of this really important issue for women?

**Ms JODIE HARRISON:** The recommendations of the inquiry obviously sit within the Minister for Health's responsibility.

**The Hon. NICHOLE OVERALL:** But as Minister for Women, will you continue to or take up ensuring that your Government delivers on it? It's a really important issue for women.

**Ms JODIE HARRISON:** Women's health in New South Wales is important. It's important that women in New South Wales have choice in relation to their health and get the health services that they need. That is what this Government is committed to doing, that is what the Minister for Health is certainly working very hard towards, and I'm sure that he can elucidate more on it.

**The Hon. NICHOLE OVERALL:** Coming back to ensuring it is within the term of this Government, your Labor Government made an election commitment to restore birthing services at Milton hospital on day one

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**CORRECTED**

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of being elected. Women still need to travel at least an hour to Nowra or Narooma, and the number of babies being born in that district is increasing. After 2½ years into this Government, babies are still not being born at Milton hospital. What are you doing again to advocate for pregnant women in those regions to ensure services such as this that are critical in regional areas are being provided as promised by your Labor Government?

**Ms JODIE HARRISON:** I'm aware that there is work being done within NSW Health to do that. This Government is absolutely driven to delivering on the commitments that it gave and will deliver on the commitments that it gave, and that is a commitment that is being led by the Minister for Health.

**The Hon. NICHOLE OVERALL:** Any idea of when, Minister?

**Ms JODIE HARRISON:** You'd have to ask the Minister for Health. I believe that his budget estimates might be on today in another room.

**Ms ABIGAIL BOYD:** Minister, I understand that there was no new investment in the budget for the Pathways to Prevention strategy. Will the Government be allocating any more funding for that strategy going forward?

**Ms JODIE HARRISON:** The announcement that we made in relation to Pathways to Prevention last year was \$38 million over four years. This budget didn't provide any commitment for additional beyond that \$38 million, you're correct, but that \$38 million is spread—part of it was obviously the 2024-25 budget and, given that it was only announced one-third of the way in, the majority of that \$38 million will be this year, next year and the following year.

**Ms ABIGAIL BOYD:** The sector was saying that you needed \$100 million over four years to adequately resource the primary prevention initiative, so I guess maybe it's glass half full, glass half empty, but they're looking at this \$62 million underspend. They were hoping that we would see that rectified in this budget but, from what you're saying, there's no intention to try to increase that over the next few years. It's going to be the \$38 million, and that's that for that strategy?

**Ms JODIE HARRISON:** The \$38 million will provide the delivery of the actions contained within the Pathways to Prevention strategy as it currently stands.

**Ms ABIGAIL BOYD:** If in a couple of years, we haven't been meeting the targets under that strategy, is the intention to look for more money at that point?

**Ms JODIE HARRISON:** This Government will certainly look at the outcomes that are being achieved. Prevention work is long term; changing people's attitudes takes time. But if there needs to be an expansion into the future, we will look at that at the time, as we should do with everything that we do.

**Ms ABIGAIL BOYD:** How much funding has been rolled out so far under the NSW Primary Prevention Multi-Year Partnerships Grant Program?

**Ms JODIE HARRISON:** There was \$5.2 million provided under the multi-year partnership grant program, and if we haven't signed all the contracts—well, we must be very close.

**ANNE CAMPBELL:** I think we are.

**Ms JODIE HARRISON:** I think we've signed contracts because we've made announcements in relation to the recipients for them.

**Ms ABIGAIL BOYD:** So it's all now been allocated?

**Ms JODIE HARRISON:** Yes. There are 11 providers that received funding under that \$5.2 million. There were 145 expressions of interest put in for that \$5.2 million.

**Ms ABIGAIL BOYD:** The common approach to risk assessment and safety framework—CARAS—what sectors are going to be prioritised in the rollout of that? If you're throwing to someone on that, the associated question is how would the \$3.6 million funding in the 2025-26 budget for CARAS be used? Is there a priority? What would be the first project?

**Ms JODIE HARRISON:** I will need to refer that on to departmental officials because we're still going through the detail of the CARAS and exactly what it's going to look like. They might be able to provide some more information.

**ANNE CAMPBELL:** In this year's budget \$3.6 million has been allocated to test and refine, and this is part of a one-year package, so it's for one year. I've got Ms Quincey here, who's in the detail, which is what I think you're after.

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**CORRECTED**

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**JENNIFER QUINCEY:** What the money will be spent on this year will be partly informed by the insight that comes from Karen Webb's work. The intention is that that would build on things that would set good groundwork going forward. The consideration of where you might start prioritising that work, what foundational work you need in place, whether the documents and the framework that's been developed needs to be enhanced or changed—that will be influenced by those things.

**Ms ABIGAIL BOYD:** Is there collaboration also with the specialist domestic and family violence sector?

**JENNIFER QUINCEY:** Absolutely, yes.

**Ms ABIGAIL BOYD:** So DVNSW are involved in what that implementation looks like as well?

**JENNIFER QUINCEY:** Yes, we've had conversations with DVNSW. They're a large supporter of this piece of work, and we will be leaning on their expertise as we go through and test what we're thinking around implementation with them.

**Ms ABIGAIL BOYD:** When will implementation begin?

**JENNIFER QUINCEY:** That will absolutely begin this year. We are waiting for the outcome and the insights from Karen Webb's work to really think about the order we do that in. But we have resources in place and a dedicated team in place within the Department of Communities and Justice that's doing that thinking alongside so that we're ready to get going as soon as we can.

**Ms ABIGAIL BOYD:** Minister, how will the \$3.1 million of funding for the DFV data strategy be used, and what is that strategy? What is that work?

**Ms JODIE HARRISON:** The data strategy is really aimed at making sure that we understand not only the figures that are reported to police, but also in a robust way the figures that services across New South Wales are experiencing—the reports that are coming to them—and to make sure that the funding that we are spending is actually going into the areas where it's needed. It will also assist us in ensuring that future funding will be going to the correct areas.

**Ms ABIGAIL BOYD:** Is it then about collecting data on outcomes? Is that the idea?

**Ms JODIE HARRISON:** It's partly about outcomes, but it's also really about inputs as well.

**Ms ABIGAIL BOYD:** So consistency of data collection?

**Ms JODIE HARRISON:** Yes.

**Ms ABIGAIL BOYD:** I was trying to base it in what I've seen in other recommendations. In Victoria, the royal commission there identified this lack of shared understanding of client outcomes and a lack of shared understanding to then know whether services are meeting the needs of clients and whether there are sufficient resources. Is it a similar piece of work, then, to that?

**Ms JODIE HARRISON:** I might pass to Ms Campbell, but very much so.

**ANNE CAMPBELL:** And it's looking at unmet need and demand as well—an analysis of that—and minimum datasets and info collection. At the moment we do get information from some of the DCJ and Health funded programs, but not all of them. There's also work that the Women's Safety Commissioner has been doing around outcomes monitoring and looking at what are the outcomes—not just the stats—from police because we know that a lot of people experiencing domestic and family violence don't ordinarily report to police. Maybe Ms Tonkin can talk to that. I think that would be useful, for you to—

**Ms ABIGAIL BOYD:** I'm just going to add a question in while I can. Presumably, then, it would be very useful to have compatibility across jurisdictions. Is part of this work looking at that to ensure that, when we're looking at stats from one State, we can compare them against another?

**Ms JODIE HARRISON:** Certainly at ministerial council level, there is a ministerial council for women and women's safety Ministers. Comparability of our systems—comparability of data—is something that we are working towards and talking about in that particular council. From a national point of view, we want to better understand it too.

**Ms ABIGAIL BOYD:** Ms Tonkin, I don't know if you wanted to add in there. This seems like a worthy piece of work. I'm curious about the timescale for it and exactly what the work is looking like when we're talking about the use of that \$3.1 million.

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**CORRECTED**

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**HANNAH TONKIN:** I can talk to just a subset of that, which is the outcomes monitoring and reporting framework, as opposed to the data strategy as a whole. The outcomes monitoring and reporting framework is something that my office has finalised, in partnership with BOCSAR and FACSIAR and various other parts of government, so that's pretty well finished now. As part of that framework, there are a number of headline prevalence measures, and BOCSAR has actually released, publicly, five of those that they've already put up on their website.

Going to the earlier discussion this morning about measuring domestic and family violence, and how do we have a more accurate, more sophisticated measurement, this is really important because it's moving beyond just looking at the rate of DV assaults recorded by police, which is going up, and actually looking at five different types of prevalence measures that we've developed. That will be part of the outcomes framework, but it's also already on BOCSAR's website. That's women and children murdered by domestic and family violence, and police records of incidents of domestic violence related grievous bodily harm.

That's two measures that are reliant on police reports, but then three other measures are not reliant on the police, which is really important—so domestic and family violence related hospitalisations, which are actually quite stable; women who self-report experiencing violence, which is also stable; and adults who self-report experiencing domestic and family violence, which is going down gradually. Taken together, it actually shows quite a stable prevalence, as opposed to the increase in DV assault. That will all come out in the outcomes framework. Just to answer your question about jurisdictions, with the outcomes framework, there is also a national outcomes framework that's been developed. In developing the New South Wales outcomes framework, we have looked closely at what was happening at the national level to make sure that it's consistent and make sure that it's aligned with the national plan, as well, and the pillars.

**ANNE CAMPBELL:** It's also a key aspect of the national partnership agreement, as well, about developing much more robust outcomes from the investment. The work that my team will be doing with the Commonwealth will be looking at how we, under the data strategy, really try to align some of those things, and also the work with the AIHW, as well, in terms of its reporting mechanisms.

**The CHAIR:** Minister, on 5 August you put a media release out, "Get ready for NSW Women's Week 2026". It states:

The Awards are seeking nomination of women and girls excelling in the following categories:

- NSW Premier's Woman of Excellence
- NSW Community Hero
- NSW Young Woman of the Year ...
- NSW Aboriginal Woman of the Year
- NSW Regional Woman of the Year

Minister, given the statements you made in the February budget estimates hearings, is it the position that a man who identifies as a woman—that is, a trans woman—is eligible to enter and participate in the 2026 NSW Women of the Year Awards?

**Ms JODIE HARRISON:** All women can be eligible to be nominated.

**The CHAIR:** So you're saying trans women can be eligible to be nominated in the NSW Women of the Year awards—the Premier's Woman of Excellence or the Community Hero?

**Ms JODIE HARRISON:** All women are eligible to be nominated and be awarded those categories.

**The CHAIR:** Is it not an absurd situation that a biological man who identifies as a woman could potentially be announced at the 5 March 2026 event and awarded a 2026 NSW Women of the Year category?

**Ms JODIE HARRISON:** As I said, it's the view of this Government that all women should be able to be nominated, and to be awarded. If they meet the standards that are needed to achieve these awards, that they be rewarded for that or recognised for it.

**The CHAIR:** Is that actually fair to a biological woman that's competing in those arrangements?

**Ms JODIE HARRISON:** Sorry?

**The CHAIR:** Is that actually fair to a biological woman that is being assessed under those various criteria?

**Ms JODIE HARRISON:** Well, there's a robust—

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**CORRECTED**

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**The CHAIR:** In what really should be a very good—it looks like an excellent program.

**Ms JODIE HARRISON:** There is a very robust process for assessing the winners in each of those categories. In the past we've had some amazing women recognised through the Women of the Year Awards, and I think we'll continue to.

**The CHAIR:** Are you saying that in the future we're going to have some amazing men, as women, getting those awards?

**TANYA SMYTH:** Minister, if I can just add that for this year's Women of the Year Awards, we received well over 500 nominations. To reach the level of finalist, the amount of support you need from your community or your workplace or where you volunteer is extraordinary. It's a really stringent process. That person would be considered by their community and the people that nominated them as a woman. It's a really competitive process, so somebody has to be an outstanding member of their community to reach the level of finalist.

**The CHAIR:** I don't know that that actually answers the question. What if they are an outstanding member of their community, as a trans woman?

**TANYA SMYTH:** If they live and are accepted as a woman by that community, they'll be eligible for that award.

**The CHAIR:** So you don't think it's absurd that they would get that award?

**TANYA SMYTH:** Personally, no.

**The CHAIR:** You don't think it's absurd for a man to get a woman's award?

**TANYA SMYTH:** It's a woman getting a woman's award.

**The CHAIR:** No, it's a biological male getting a woman's award.

**TANYA SMYTH:** That's your perception.

**The CHAIR:** But it gets down to your definition of what is a woman, at the end of the day.

**TANYA SMYTH:** Correct.

**Ms JODIE HARRISON:** And that's the Government's view.

**The CHAIR:** And the Government view—I know that, unfortunately. Getting back to the *Gender Equality Budget Statement*, the Government is also proud that 66½ per cent of New South Wales public service workers are women and that, by raising their wages, they have decreased the gender wage gap. Minister, does this mean that only female public servants enjoyed a wage rise?

**Ms JODIE HARRISON:** No. All public servants, as a result of this Government's commitment to fairness, have had the wages cap abolished.

**The CHAIR:** Yes, I understand that. As a politician, I'm now subjected to another cap, and I don't have a problem with that. But, if not, then how can you say the gap has been narrowed, if everyone has got the same?

**Ms JODIE HARRISON:** Because the majority of people who work in the public service are female, so the gender pay gap has been narrowed.

**The CHAIR:** So how is that calculated? I'm an old accountant and I don't really understand how those numbers work. Can someone elucidate that for me, to help me understand it?

**TANYA SMYTH:** The gender pay gap? There are different ways that that's calculated. The OECD statistics are different to, say, the Workplace Gender Equality Agency. Some will take into account a part-time role as a full-time equivalent. Some will take into account bonuses and things like that. But it essentially is about how much men earn per year versus how much women earn per year.

**The CHAIR:** If they all get the same, are you saying the weighting of more females means you've reduced the gender pay gap? Is that what you're saying?

**TANYA SMYTH:** There are three things that contribute to the gender pay gap. One is discrimination, where employers will—

**The CHAIR:** Clearly discrimination is not an issue in this one, because the discrimination is the other way around, if there are fifty-fifty male and female, you've got 66½ per cent female in the public service. Please continue.

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**CORRECTED**

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**TANYA SMYTH:** In terms of the pay gap, the reason it still exists is because women take on roles of caring and other unpaid work in the family and in their community. They'll generally work less hours than men do, therefore, per year, they earn less than men.

**The CHAIR:** Even with a 33.5 per cent discrepancy between the two—in other words, nearly twice as many women work in the public service than men—you're saying there's still a gender pay gap?

**TANYA SMYTH:** Correct.

**The CHAIR:** Could you take on notice to show me a calculation of how that is worked out? I'd really like to see that.

**TANYA SMYTH:** Yes. It's also about the roles that women do in the public service.

**The CHAIR:** With respect, I understand that. Roles in the public service obviously influence how much you get paid. But I'd like to see how that's calculated, please, if you can do it. Can you take that on notice? Is that possible?

**TANYA SMYTH:** Yes, okay.

**Ms JODIE HARRISON:** We'll certainly see whether we can put together a response to that.

**The CHAIR:** According to 10-2 of the *Gender Equality Budget Statement*, over 70 per cent of women experience gender bias or discrimination when seeking health care, including for sexual and reproductive health. As 76.1 per cent of healthcare workers are female, is the inference that the 23.9 per cent of male workers in the health sector are biased? These numbers are coming out of the budget papers.

**Ms JODIE HARRISON:** The gender budget statement isn't making any assumption in relation to that.

**The CHAIR:** Sorry, say that again. I couldn't quite hear you.

**Ms JODIE HARRISON:** There's no such assumption being made in that statement. The gender bias is something that is recognised in the *#EndGenderBias Survey Summary Report* by the department of health and aged care. It is something that is reported in that report, and that is what is included in this gender budget statement.

**The CHAIR:** Are female healthcare workers themselves biased against fellow women?

**Ms JODIE HARRISON:** I can't make an assumption in relation to that. That particular statement in this *Gender Equality Budget Statement* is as a result of research that was done by the department of health and aged care.

**The CHAIR:** So there aren't any other deeper issues creating that perception of bias?

**Ms JODIE HARRISON:** There has certainly been some reporting in relation to gender bias recently. What I am really strong on saying is that when a woman comes into a health service, she deserves her complaint—her health issue—to be taken seriously and fully investigated. That's what we need to do as a government, and that's what we're working towards doing.

**The Hon. NICHOLE OVERALL:** Minister, in 2024-25, the Seniors State budget was \$9.7 million, correct?

**Ms JODIE HARRISON:** Directly within this portfolio?

**The Hon. NICHOLE OVERALL:** For Seniors, yes.

**Ms JODIE HARRISON:** Across government, obviously, there is a multitude of different portfolios that hold funding for seniors.

**The Hon. NICHOLE OVERALL:** The figure for the portfolio that you hold, for Seniors.

**Ms JODIE HARRISON:** I don't have the exact figure in front of me, but that sounds like—

**The Hon. NICHOLE OVERALL:** Mr Tidball? It was \$9.7 million. Is that correct?

**Ms JODIE HARRISON:** Sorry, are you saying 2025-26?

**The Hon. NICHOLE OVERALL:** No, 2024-25.

**Ms JODIE HARRISON:** I don't have those figures; I do have this budget year.

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**CORRECTED**

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**The Hon. NICHOLE OVERALL:** Great. I have Mr Tidball here saying the \$9.7 million is to allow continuation of key Seniors programs. You can check that for me. But yes, the Seniors budget for 2025-26, then, Minister?

**Ms JODIE HARRISON:** It is \$10.1 million.

**The Hon. NICHOLE OVERALL:** Did you put out a media release talking up the budget to seniors in New South Wales?

**Ms JODIE HARRISON:** There were media releases put out so that people across New South Wales understood what this Government was doing in relation to—

**The Hon. NICHOLE OVERALL:** Did you put one out talking specifically about seniors and what they could look forward to?

**Ms JODIE HARRISON:** I don't recall. There's been a number of media releases that I've put out in recent months, and I don't recall.

**The Hon. NICHOLE OVERALL:** For a second year in a row, the Treasurer did not mention seniors in his Budget Speech. Last year, you said that measures to support seniors "didn't make it into the Treasurer's budget statement". It's not very respectful to this important cohort of our community that they have not rated a mention again this year. How do you explain that to seniors?

**Ms JODIE HARRISON:** There's a variety of stakeholders right across New South Wales.

**The Hon. NICHOLE OVERALL:** They're a pretty important stakeholder.

**Ms JODIE HARRISON:** Absolutely. As the Minister for Seniors, I firmly believe that.

**The Hon. NICHOLE OVERALL:** I'm very pleased to hear it.

**Ms JODIE HARRISON:** I'm very pleased to be the Minister for Seniors. We are continuing to provide some of the key seniors programs that seniors have come to love, and also to further refine them to make sure that the outcomes for seniors are being achieved and that they can live their best possible lives.

**The Hon. NICHOLE OVERALL:** Let's talk about some of that. In previous years, the budget submission from the Ageing and Disability Commission wasn't agreed to by the Government. What funding did the commission ask for in this year's budget? What did they ask for?

**Ms JODIE HARRISON:** I don't recall the detail of that, but I do know that there has been an increase in the ADC's budget.

**MICHAEL TIDBALL:** I can assist. The new commissioner, whose commencement date is very recent—I can't recall the precise date, but he was not involved in the budget process for this year. I gave evidence on this two days ago, Ms Overall, so I'm running off memory. The budget, as I recall it, this year, in totality for the office, is \$7.2 million. As you may recall from previous evidence, there was a gap of about up to \$2 million which had been funded with a lack of certainty from DCJ. What happened in the budget this year is the \$5 million was uplifted for four years by \$2 million to \$7.2 million, so that's \$8 million over the forwards—

**The Hon. NICHOLE OVERALL:** Over four years.

**MICHAEL TIDBALL:** —with a million dollars coming from Treasury for four years, and a million dollars also forthcoming from DCJ, but locked in for the four-year period, which gives you the two-year increase times four. If I may add, with Mr Smith's commencement as commissioner, there of course will be dialogue about the priorities of the commission and his particular identified priorities as commissioner going forward as we contemplate further budget processes and cycles.

**The Hon. NICHOLE OVERALL:** Mr Tidball, you may be able to confirm or perhaps take on notice—just correct me. You may have just said that there wasn't a request for a funding amount specified by the commission.

**MICHAEL TIDBALL:** I would not mean to say that.

**The Hon. NICHOLE OVERALL:** Right. Sorry. It just wasn't involved in the budget process?

**MICHAEL TIDBALL:** No, specific to the new commissioner. There is always—and we encourage it. We encourage, right through our consultation in the budget preparation process—

**The Hon. NICHOLE OVERALL:** For them to—

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**CORRECTED**

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**MICHAEL TIDBALL:** There is always encouragement to identify priorities or potential initiatives. It goes without saying that various areas are very enthusiastic about what they propose.

**The Hon. NICHOLE OVERALL:** Of course, inevitably.

**MICHAEL TIDBALL:** It's rare that everybody gets what everybody wants. In fact, that never happens.

**The Hon. NICHOLE OVERALL:** But are you able to provide what may have been requested?

**MICHAEL TIDBALL:** I'm not able to breach or disclose the budget process, no.

**The Hon. NICHOLE OVERALL:** Fair enough. That's fine. Let's quickly move on. Minister, the percentage of elderly people in Australia currently experiencing abuse—according to a new report released by Relationships Australia NSW, this has increased. Are you aware of the report and the increase in elder abuse?

**Ms JODIE HARRISON:** I am aware of the report, and I am aware of the increase in reports in relation to elder abuse. That's certainly reflected in the calls that are made to the elder and disability abuse helpline.

**The Hon. NICHOLE OVERALL:** They're suggesting that 15 per cent—is that correct?—are currently experiencing abuse, as reported.

**Ms JODIE HARRISON:** I don't have that Relationships Australia report in front of me, but if—

**The Hon. NICHOLE OVERALL:** My understanding is that from 2023-24 there has been an increase on the previous year of reports to the Ageing and Disability Commission as well, so numbers and reporting numbers are increasing.

**Ms JODIE HARRISON:** Yes.

**The Hon. NICHOLE OVERALL:** Has any analysis been done on why and on strategies to deal with it?

**Ms JODIE HARRISON:** The Ageing and Disability Commission—and Mr Smith is here—reports on the type of calls they get; the type of reports they get; the investigations, if any, that they do; how those reports are dealt with; whether they're actually dealt with as mediation between families; whether they're dealt with through police reports; or whether they're dealt with through an investigation by the Ageing and Disability Commission. The Ageing and Disability Commission has also been doing some work on the issue of neglect in ageing—in elder abuse, which is an increasing form of abuse, and that's work that is ongoing.

**The Hon. NICHOLE OVERALL:** So analysis is happening. What about strategies to deal with this? If we're seeing year-on-year increases, what's happening to address it?

**Ms JODIE HARRISON:** Certainly, the elder abuse collaboratives that are in place across New South Wales—I think, at the last figure, there were 14 of them. They are locally based collaboratives of services, organisations and councils coming together to look at what is being experienced in those communities—police are part of those collaboratives too—and what can be done locally to better support older people keeping safe in their communities and protecting them from elder abuse.

**The Hon. NICHOLE OVERALL:** From the sounds of that, Minister, you would agree that more needs to be done in this space as well.

**Ms JODIE HARRISON:** More needs to be done, certainly, in relation to elder abuse; there is no doubt. More needs to be done in abuse of so many different cohorts across New South Wales.

**The Hon. NICHOLE OVERALL:** The Washing Machine Exchange program—can you tell us quickly about that?

**Ms JODIE HARRISON:** Yes. That is a program that is run through, I believe, the Water portfolio, and it offers discounts to people on a pension who are wanting to upgrade washing machines.

**The Hon. NICHOLE OVERALL:** Yes, to people on a pension—the program was announced on 2 July 2025. Within three weeks, on 23 July, the Premier posted on Facebook that the allocation of 8,000 washing machines had been exhausted. Because it was for pensioners, was there criteria that had to be met in order for them to be provided with these washing machines? Sorry, I think it's for \$250—a front-loader washing machine for \$250. Was there criteria around all of that?

**Ms JODIE HARRISON:** There would have been criteria around that. The detail and the operational nature of that, I'm not across. It's something that sits in, I believe, the Water portfolio.

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**CORRECTED**

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**The Hon. NICHOLE OVERALL:** So you didn't have any oversight in relation to pensioners being involved in that scheme? It was all through Water. It was all administered by them.

**Ms JODIE HARRISON:** The operations of that grant were run out of—my understanding is—the Water portfolio.

**The Hon. NICHOLE OVERALL:** Given the 8,000 available machines were allocated in just three weeks—and you just said that the program "is"—is it ongoing? Those 8,000 machines have obviously already been exhausted. Is the program ongoing? Is it going to be a continuing thing, given its popularity? Will there be another allocation?

**Ms JODIE HARRISON:** At the moment, I'm not sure where that sits.

**The Hon. NICHOLE OVERALL:** You don't know. It's through Water.

**Ms JODIE HARRISON:** Yes.

**The Hon. NICHOLE OVERALL:** The final point I would make is that there has also been some talk of a glut of such machines available for sale on media trading posts. I trust this is just a coincidence and they're not getting them and putting them up for sale.

**Ms JODIE HARRISON:** I don't know about that.

**The Hon. NICHOLE OVERALL:** So there's no oversight, despite the fact that it's going to pensioners.

**Ms JODIE HARRISON:** Again, the operation of that grant program runs out of the Water portfolio.

**The Hon. NATASHA MACLAREN-JONES:** Minister, previously we've been advised that you will be establishing the Domestic, Family and Sexual Violence Lived Experience Advisory Group and that that would be done in the first half of the year. Has that been established?

**Ms JODIE HARRISON:** It has been.

**The Hon. NATASHA MACLAREN-JONES:** How many people are on that?

**Ms JODIE HARRISON:** I will refer to—

**HANNAH TONKIN:** It's 17.

**Ms JODIE HARRISON:** Ms Tonkin has confirmed 17.

**The Hon. NATASHA MACLAREN-JONES:** Do you chair those meetings?

**Ms JODIE HARRISON:** No, I don't. There has been one meeting of that group so far. I attended that. It's really humbling to be in a room full of people who are willing to give their lived experience and help government learn from what has been a terrible experience for them. I really look forward to hearing more from that lived experience group.

**The Hon. NATASHA MACLAREN-JONES:** Fantastic. I think later this afternoon I might talk a little bit about more about their role in some of the policy and work that's done. Has the primary prevention network been established?

**Ms JODIE HARRISON:** The Primary Prevention Advisory Group has been established, yes. I was very keen, after launching the primary prevention strategy last year, that we move forward really quickly on that, so I established an interim advisory group. But, having said that, that interim advisory group is no longer meeting. We now have a permanent advisory group, and they have met as well.

**The Hon. NATASHA MACLAREN-JONES:** Who is on that group?

**Ms JODIE HARRISON:** There are a number of people on that advisory group.

**The Hon. NATASHA MACLAREN-JONES:** I'm happy for you to take it on notice, if it's easier.

**Ms JODIE HARRISON:** We can get back to you later today about that.

**HANNAH TONKIN:** It's a large group, and they only met for the first time yesterday.

**Ms JODIE HARRISON:** The first meeting was yesterday. It is a considerably—it's a really diverse group. It's really heartening seeing so many people leaning into wanting to be part of stopping violence.

**The Hon. NATASHA MACLAREN-JONES:** That's the one that involves Local Government and Domestic Violence NSW.

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**CORRECTED**

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**Ms JODIE HARRISON:** Local Government NSW is certainly a member of that. There is a member on that advisory group who works for a local council, in addition. There's a wide range of people on that group and, yes, Domestic Violence NSW is on that too.

**The Hon. NATASHA MACLAREN-JONES:** Perfect. In relation to the NSW Aboriginal Domestic, Family and Sexual Violence Plan, when will that be completed?

**Ms JODIE HARRISON:** The plan is to have that released by the end of the year.

**The Hon. NATASHA MACLAREN-JONES:** What role does Aboriginal Affairs have in the development of the plan?

**Ms JODIE HARRISON:** Aboriginal Affairs is certainly consulted in the plan, but the plan is being led by Transforming Aboriginal Outcomes within DCJ in conjunction with the Aboriginal Legal Service.

**The Hon. NATASHA MACLAREN-JONES:** The Domestic, Family and Sexual Violence Outcomes Framework—when will that be released?

**Ms JODIE HARRISON:** I might ask Ms Tonkin where we're up to with that because Ms Tonkin is overseeing that framework.

**HANNAH TONKIN:** It's been finalised. It's just going through the final approvals process at the moment.

**The Hon. NATASHA MACLAREN-JONES:** Do you have a date for release?

**HANNAH TONKIN:** Not a specific date, but it will be soon—in the coming months.

**The Hon. NATASHA MACLAREN-JONES:** The report card—and I understand one for 2023-24 was released. When is 2024-25 due?

**HANNAH TONKIN:** That will be released towards the end of this year.

**The Hon. NATASHA MACLAREN-JONES:** The people using violence strategy was due to be released mid this year. When that will be released?

**Ms JODIE HARRISON:** Again, I think that will be before the end of the year.

**The Hon. NATASHA MACLAREN-JONES:** Why has it been delayed?

**Ms JODIE HARRISON:** Because having a strategy that doesn't quite get things right would be dangerous, so we want to make sure that it gets things right. We really wanted to make sure that the consultation we're doing on the final draft is right, and that's where we're at at the moment.

**The Hon. NATASHA MACLAREN-JONES:** Will it have outcomes that are measurable? The workforce development one doesn't have any outcomes listed or anything that will be measured.

**Ms JODIE HARRISON:** I'll ask Ms Campbell.

**ANNE CAMPBELL:** There has been extensive consultation on this, and there are varying views across various sectors on this particular strategy. I haven't yet seen the draft, but I'm happy to provide that on notice.

**The Hon. NATASHA MACLAREN-JONES:** Minister, will you give a commitment that the strategy will actually have outcomes and something that's measurable and deliverable?

**Ms JODIE HARRISON:** I am really keen to make sure that the work that we do right across this portfolio area makes a real difference to the safety of, in particular, women and children, and anybody who is experiencing, in fact—men included—domestic and family violence. That is why we're doing work like the Outcomes Framework. That is why we're releasing report cards on what we're doing and what is being achieved. Yes, we'll be absolutely making sure that the work that is done as part of the people who use violence strategy is really aimed at achieving real outcomes on changing people's behaviours.

**The Hon. NATASHA MACLAREN-JONES:** In relation to the perpetrators strategy, we have been advised it will be available by the end of the year. Is that still on track?

**Ms JODIE HARRISON:** That was the answer that I just gave. That is the people who use violence strategy.

**The Hon. NATASHA MACLAREN-JONES:** Okay, so it's not two separate strategies? Only because previously it has been used interchangeably.

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**CORRECTED**

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**Ms JODIE HARRISON:** I'll just explain, if you like, why. There is conjecture on whether we should be using the word "perpetrator" or whether we should be using the term "someone who uses violence". We want to make sure that people who use violence—the perpetrators of violence—are held to account. The words "perpetrator" and "a person who uses violence" will sometimes be used interchangeably. We also want to recognise that some people who use violence aren't the "typical" person who needs to be locked up because they're a terrible person. One of the sessions that I went to in consultation on this strategy was aimed at older people and dealing with issues of older people who use violence.

Somebody who has dementia and who uses family violence—it's very difficult to actually call them a perpetrator of violence. Somebody who is a child and who uses violence because they have experienced trauma—it's very difficult to label them a perpetrator too. That is why there has been this need to ensure the language is right. As Ms Campbell said, it does draw varying views. We are really wanting to make sure that we walk that balance of recognising that there are different reasons for people using violence. We want to get our laws right, and we also want to make sure that we provide programs for people who use violence in the areas that it needs to be provided.

**The Hon. NATASHA MACLAREN-JONES:** Thank you for that explanation, which is very good. My final question is just in relation to the support that is provided, particularly to caseworkers and people who work on the front line, in engaging and working with children and young people who have experienced violence. What work has been done?

**Ms JODIE HARRISON:** We have Specialist Workers for Children and Young People, who are based in domestic and family violence services.

**The Hon. NATASHA MACLAREN-JONES:** But that's not across every service.

**Ms JODIE HARRISON:** No. We've expanded the number of specialist children's workers.

**The Hon. NATASHA MACLAREN-JONES:** How many do you have now?

**Ms JODIE HARRISON:** Do we have the numbers for specialist children workers here?

**ANNE CAMPBELL:** Yes.

**Ms JODIE HARRISON:** I know it expanded considerably recently.

**ANNE CAMPBELL:** All existing 21 of these service contracts, supporting over 22 refugees, have been extended from 1 July 2024 to 30 June 2026. An additional 10 services have been allocated funding to 30 June, bringing the total number of services funded to 31, supporting over 32 refugees and employing over 55 workers across 80 LGAs.

**Ms ABIGAIL BOYD:** On the back of those questions, then, I guess there's been a lot of work done by the sector to focus on children and young people as victims in their own right. I understand, though, that when it comes to the calculation of service funding, it's not calculated on all people who access the service. If you went to a women's refuge, you would count the woman but you wouldn't count their children as people who are accessing the service for the purposes of the funding. Has there been any moves to correct that?

**ANNE CAMPBELL:** Can I take that on notice and come back, hopefully this afternoon?

**Ms ABIGAIL BOYD:** That would be great. Minister, have you read DVNSW's Breaking Barriers report and the eight recommendations in there?

**Ms JODIE HARRISON:** I haven't read the entire report, but I am familiar with the recommendations.

**Ms ABIGAIL BOYD:** Will the Government commit to adopting any of those recommendations?

**Ms JODIE HARRISON:** We're seriously looking at them and having conversations with Domestic Violence NSW about what that might look like and the priorities in there. The issues that they raise in that report are valid issues.

**Ms ABIGAIL BOYD:** One of those issues is that women on temporary visas experiencing domestic and family violence are not guaranteed access to New South Wales crisis accommodation due to a lack of funding by the New South Wales Government. That places pretty immense pressure on frontline services. They're having to decide whether to turn a person away because the funding won't be provided or whether to bring that person in on a temporary visa. Is that something that you've been looking at and, in particular, speaking with the housing Minister about expanding that eligibility for crisis accommodation?

**Ms JODIE HARRISON:** That's a problem right across the country. It's a challenge between, obviously, jurisdictions. We want to make sure that what we do is that we work with, in particular, the Federal Government

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**CORRECTED**

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to provide better services for women on temporary visas. In New South Wales, though, I can say that women on temporary visas can access all New South Wales domestic and family violence services. They can access specialist homelessness services. They can access Core and Cluster refuges. They can access our Safer Pathway process. They can access the Staying Home Leaving Violence program, and they can access the free legal assistance and interpreter services.

**Ms ABIGAIL BOYD:** But they can't access the broader New South Wales housing and homelessness system in the same way. Even if they've got that crisis accommodation, if they then want to go on to have temporary accommodation or social and affordable housing, what happens then? They are not eligible under the broader housing packages?

**Ms JODIE HARRISON:** Yes. Obviously, it's a question in relation to Housing.

**Ms ABIGAIL BOYD:** Is that something you have been advocating, though, because people having to come into crisis accommodation, instead of being able other homelessness accommodation, puts extra pressure on the crisis accommodation.

**Ms JODIE HARRISON:** Yes. It's a challenge for government and it's something we're grappling with.

**The Hon. NICHOLE OVERALL:** Minister, just to come back to a previous topic of men and domestic violence support, both as victim-survivors and those wanting to seek assistance in preventing domestic violence from a personal perspective, what sort of funding is being allocated to these programs?

**Ms JODIE HARRISON:** Are you after a dollar figure?

**The Hon. NICHOLE OVERALL:** Yes. If you need to, take that on notice. Are you aware? Has there been increased funding for such programs?

**Ms JODIE HARRISON:** Yes.

**The Hon. NICHOLE OVERALL:** There has?

**Ms JODIE HARRISON:** On top of the local support services that I talked about previously and identified all of the services across New South Wales, which covers all of New South Wales, we also provide Men's Behaviour Change Programs. They have to comply with, certainly, some strict criteria about the way they are provided because we want to make sure that anybody who goes through a Men's Behaviour Change Program receives the right kind of information and support. Obviously, it could be dangerous if that's not provided.

The number of Men's Behaviour Change Programs across New South Wales has been expanded. They were expanded under an emergency package last year. There are still areas of New South Wales where there is no coverage of Men's Behaviour Change Programs. That's something that we'll look at in future. Men's Behaviour Change Programs is a fairly new area in this space and it's important that we get it right. I want to make sure the evidence is there that what we're doing in relation to Men's Behaviour Change Programs is providing the right outcomes. Along with that, we'll be looking at how we might be able to expand programs like Men's Behaviour Change Programs.

**The Hon. NICHOLE OVERALL:** You can take on notice to furnish some figures around what that increased funding is for those programs?

**Ms JODIE HARRISON:** I can certainly provide to you information on where those programs have expanded in recent times.

**The Hon. NICHOLE OVERALL:** That would be great.

**Ms JODIE HARRISON:** I can tell you now where we've got Men's Behaviour Change Programs. Anglicare is a provider of Men's Behaviour Change Programs now in Nowra and Ulladulla. They previously were the provider in Parramatta and continue to be. Lithgow has recently become covered by a Men's Behaviour Change Program provided by Plus Community. Forster and Gloucester recently received Men's Behaviour Change Programs provided by Manning Support Services. Blacktown and Maitland have recently received Men's Behaviour Change Programs provided by Relationships Australia NSW. Central and Far West receive outreach programs provided by Mission Australia Central and Far West. That doesn't include where they were previously in existence.

**The Hon. NICHOLE OVERALL:** These are in addition to?

**Ms JODIE HARRISON:** Yes.

**The Hon. NICHOLE OVERALL:** Perhaps on notice you could talk about funding that might be attached to that, and what the increase has been.

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**CORRECTED**

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**Ms JODIE HARRISON:** I can certainly give you information easily about the increase in Men's Behaviour Change Programs.

**The Hon. NICHOLE OVERALL:** That would be great.

**ANNE CAMPBELL:** I've got that here. In 2020-21, it was about \$10 million. In 2024-25, \$13.1 million, so it's been going up. Obviously, the emergency package extended that quite substantially. The other thing to note is that the Men's Behaviour Change Program is under evaluation, so we'll have an evaluation report next year. That will build, as the Minister alluded to, a much stronger evidence base about what works and doesn't work in this area.

**The CHAIR:** We've come to the end of the questioning. Minister, thank you very much for your attendance today. I beg your pardon, Government members. I'm always jumping over you, sorry.

**The Hon. EMILY SUVAAL:** It's all right. The Minister's answers were so fulsome, you're forgiven for thinking there was not anything more. No Government questions, thank you, Chair.

**Ms JODIE HARRISON:** Thank you for your interest in these areas.

**The CHAIR:** Thank you for your attendance, Minister. I note that a number of questions were taken on notice. The secretariat will be in touch soon. The Committee will break until two o'clock.

**(The Minister withdrew.)**

**(Luncheon adjournment)**

**The CHAIR:** We'll get started now. Ms Boyd?

**Ms ABIGAIL BOYD:** Thank you, Chair. I want to pick up on where I was in the last set of questions in relation to migrant and refugee women. My understanding is that the Government provides no funding for refuges to support women and children on temporary visas. Although they can access them, the services can't afford to actually service them because they're faced with having to either turn them away or spend a lot of their own money. DVNSW's research found that 38 women's refuges spent approximately \$320,000 collectively, over a three-month period alone, in 2024. Each service spent approximately \$20,000 on average, and the average cost to support each family was \$4,800 in that three-month period. That includes things like living allowances, medical costs, food, clothing, transport and vouchers. One of the recommendations from DVNSW was \$3.45 million in funding for a two-year pilot across all frontline-funded domestic and family violence services to allow women on temporary visas access to this essential support. I hope that clarifies my previous question. Has the Government done any work looking into that funding gap?

**ANNE CAMPBELL:** I'd need to take that one on notice. I know we've looked at it in the past. Certainly it may be linked to the current asks of a range of services and priorities, so I'll take that on notice.

**Ms ABIGAIL BOYD:** Thank you. In a similar vein, I understand that most women on temporary visas are ineligible for the Federal social support system, including access to Centrelink and Medicare, as well as the New South Wales housing and homelessness services. Is this something that has come up in cross-jurisdictional roundtables? Is it a live issue in discussions with the Feds?

**ANNE CAMPBELL:** In terms of the homelessness services, they are eligible; it's just the social housing aspects—and I need to take on notice temporary accommodation. In terms of your other question, it depends on the type of visa. There's a range of different visas where they are eligible for certain things from the Commonwealth Government, but then some other visa types aren't. There was work done a couple of years ago on that—nothing recently though. But, again, I'm happy to take that on notice.

**Ms ABIGAIL BOYD:** The Victorian Government provides funding for brokerage specifically for migrant women on temporary visas, and there have already been reports that that's having quite a good impact. Is that something the New South Wales Government has considered? Or has there been any discussions on that so far at a departmental level?

**MICHAEL TIDBALL:** Not to our knowledge.

**ANNE CAMPBELL:** Not recently, no.

**Ms ABIGAIL BOYD:** Could you take it on notice, to see if there's been anything?

**MICHAEL TIDBALL:** Yes, happy to do that, Ms Boyd.

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**CORRECTED**

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**Ms ABIGAIL BOYD:** Thank you. Similarly, I know that there were recommendations that the Government consider funding culturally responsive support for migrant and refugee women. There's been a number of other really good recommendations in that report. Is there a time expectation for when the Government might respond to the issues that were raised in that report? Is it a stream of work that the department has been tasked with doing, for example?

**ANNE CAMPBELL:** I'd, again, need to take that on notice, but there have been some initiatives that have already rolled out in response to some of the issues flagged. There was the election commitment in terms of the multicultural centre. That has funded it over the forward estimates, I think, for three years, and obviously there'll be an evaluation. I'm happy to take that on notice because there's been quite a few initiatives where we've really focused on culturally and linguistically diverse communities, and particularly in some of the services we see in south-west Sydney—I know there's a number of services—but equally some services out in regional areas. I know the multicultural service centre—I forget what it's called. It's, I think, run by the Muslim Women Association. We're looking at expanding their support out of Sydney as well, and looking at some communities of practice.

**Ms ABIGAIL BOYD:** Turning now to women with disability in the domestic and family violence context, the *National Plan to End Violence against Women and Children 2022-2032*—my understanding is that it anticipates there being an action plan for women and children with disability to accompany that. Has there been any work done on that plan so far?

**ANNE CAMPBELL:** Yes. What they're looking at is not changing the plan but identifying ten specific areas in the existing plan. I think the draft is due towards the end of this year.

**JENNIFER QUINCEY:** Yes.

**ANNE CAMPBELL:** I think we're consulting at the moment or working with the Commonwealth on that.

**Ms ABIGAIL BOYD:** At the last estimates in February, we were told that there were 7.6 new frontline workers to specifically respond to women with disability experiencing domestic and family violence. Is that part of the funding that's come through from the Commonwealth for new frontline workers?

**ANNE CAMPBELL:** Yes, the \$148.4 million.

**Ms ABIGAIL BOYD:** Is there an update in the number of frontline workers since February? Or is it still 7.6?

**ANNE CAMPBELL:** It's the 7.6 in total that came out of that package for women with disability.

**Ms ABIGAIL BOYD:** How much funding is currently allocated to the hearing support pilot for WDVCASs across all 27 of them to 2028?

**ANNE CAMPBELL:** The total contract value is \$54,271,803 in 2024-25, and through the last budget, we also got the hearing support and the co-located services extended for another two years.

**Ms ABIGAIL BOYD:** To 2030, then? Or is that to 2028?

**ANNE CAMPBELL:** It'd be to 2028.

**JENNIFER QUINCEY:** Yes, the additional two years funding was for 2025-26 and 2026-27 for both of those programs.

**Ms ABIGAIL BOYD:** The evaluation for the pilot showed that it was doing really well, as we would expect. Have there been discussions about expanding it beyond the 27 services currently using it?

**ANNE CAMPBELL:** There have been lots of discussions. It depends on the fiscal environment, but certainly it is a service that, as you've said, has been evaluated well and is making a difference out there, so we'll consider to look at how we bring together an ask of Government going forward.

**Ms ABIGAIL BOYD:** Turning now to the WDVCAS and NSW Police Force co-location pilot, which we're also big fans of, has the University of Wollongong evaluation of that co-location pilot been completed?

**JENNIFER QUINCEY:** It's expected in the third quarter, so soon.

**Ms ABIGAIL BOYD:** Is DCJ involved in that evaluation? Or is it purely being done by the University of Wollongong?

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**JENNIFER QUINCEY:** It's the University of Wollongong and Legal Aid directly. DCJ are interested in it because the WDVCS is a part of the Safer Pathway program that we steward—the whole program. We're interested, but it's led by University of Wollongong with Legal Aid.

**Ms ABIGAIL BOYD:** In relation to the \$48.1 million over four years that was allocated to expanding the Specialist Workers for Children and Young People program, are you able to provide a detailed breakdown of where that \$48.1 million over four years is allocated?

**ANNE CAMPBELL:** I think I can. For 2024-25 it was \$11.5 million. For 2025-26 it was \$11.8 million. For 2026-27 it was \$12.2 million and, for 2027-28, it was \$12.6 million. All existing contracts supporting 22 refugees have been extended from 1 July 2024 to 30 June 2026, and then 10 additional services on top of those have been identified and funding allocated to 30 June 2026.

**Ms ABIGAIL BOYD:** Does that mean that there's additional funding on top of the \$48.1 million for those?

**ANNE CAMPBELL:** No, included.

**Ms ABIGAIL BOYD:** Included.

**ANNE CAMPBELL:** Yes, built on the previous investment through the emergency package.

**The Hon. TANIA MIHAILUK:** I've got a few questions for Mr Jeff Smith as NSW Ageing and Disability Commissioner. I wanted to ask you, Commissioner, if you had been briefed at all in respect to Federal Minister Mark Butler's announcement yesterday in relation to major reform to NDIS.

**JEFF SMITH:** The short answer to that is no.

**The Hon. TANIA MIHAILUK:** Do you expect to be? It's a bit of a worry. Do you expect to have some sort of briefing in the coming weeks? I understand the health officials did get a briefing at four o'clock. The Minister for Health advised me that, earlier this morning, they did receive some briefing. Do you expect to have any briefing in relation to this, or will you be seeking out a briefing, perhaps?

**JEFF SMITH:** The Ageing and Disability Commission is a small agency. We have 35 people within the agency. I'm not expecting to get an external briefing about it, but I'll be looking into that announcement. I'm familiar with the broad terms of what the health Minister said.

**The Hon. TANIA MIHAILUK:** What are your thoughts? As I understand it, it is going to defer children with mild or moderate autism off the NDIS scheme into something called Thriving Kids. Have you had a briefing on what Thriving Kids is? Has there been any discussion about that at all?

**JEFF SMITH:** No, I haven't had a briefing on Thriving Kids.

**The Hon. TANIA MIHAILUK:** Do we have any idea of what that could mean for New South Wales? As I understand it, they're going to start with a \$2 billion rollout federally, but they're then expecting the States to contribute.

**JEFF SMITH:** Sure, which is always anticipated under the terms of the NDIS review. From the point of view of the Ageing and Disability Commission, our remit does not include children with disability. We only deal with adults with disability and older people over 65 years or, for First Nations people, over 50 years. So it's not surprising, in that respect, that I haven't received a briefing.

**The Hon. TANIA MIHAILUK:** That's fair. I'm just thinking of any of the other changes. He also proposed a lot of changes to the providers. You might have recalled that yesterday I think he made the comment that 15 out of 16 providers were not registered or there were registration issues to do with some of the providers. I think, as I understood it, they also want to tackle some of the fraud issues that have become quite prevalent around this scheme in recent years. Is that something that your office also might look into at any stage in its remit?

**JEFF SMITH:** It's not really germane to the work that we do. As such, the space—

**The Hon. TANIA MIHAILUK:** What does predominantly your work in disability space for New South Wales—what does the commissioner do specifically?

**JEFF SMITH:** The space that we occupy is—we have, at a Federal level, a number of commissions, if you like. We have the NDIS Quality and Safeguards Commission, we have the Aged Care Quality and Safeguards Commission and we have the healthcare commission. All those commissions deal with abuse, neglect and exploitation of those in those respective spaces where that abuse, neglect and exploitation takes place in regard to staff within those settings. The Ageing and Disability Commission was set up to deal with the gap where the

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**CORRECTED**

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abuse, neglect and exploitation of people with disability—adults with disability or older people—was being committed, essentially, from family and friends. You see that the—

**The Hon. TANIA MIHAILUK:** Not within the not-for-profit sector or through the provision of any of these providers that provide services? It doesn't look into that area—

**JEFF SMITH:** We have a different relationship with providers, but that is the mandate that we've had to fill that gap where, because we have those official commissions for where staff in those settings—whether it's health care, the aged care sector or in disability providers—are committing the abuse, neglect and exploitation. We were set up to fill the gap at a State level. Those other commissions are at a Federal level where the abuse, essentially, is being perpetrated by family or friends.

**The Hon. TANIA MIHAILUK:** Not, as such, whether it's a staff member of a particular provider.

**JEFF SMITH:** Correct. We do, of course, get calls through our helpline where people are concerned about abuse or neglect. If you think about those issues from the point of view of the consumer, we're a relatively new agency, so people are only just finding out about us. They will call us up and we will identify that that is a matter that we should refer—for example, in the scenario that you've posited—to the NDIS Quality and Safeguards Commission.

**The Hon. TANIA MIHAILUK:** Do you keep a bit of data on how much you refer each year to that commission?

**JEFF SMITH:** Yes, we have data around the calls that we have, both the quantum of them and how they break down.

**The Hon. TANIA MIHAILUK:** And that's made public?

**JEFF SMITH:** Yes, it's on our website at the moment.

**The Hon. TANIA MIHAILUK:** If calls are made to that commission in regard to the NDIS and it falls into their remit, do you then follow up what the outcome potentially could be or not?

**The Hon. EMILY SUVAAL:** Point of order—

**JEFF SMITH:** I'd have to double-check on that. We have a series of MOUs with a range of agencies—

**The CHAIR:** Order! A point of order has been called.

**The Hon. EMILY SUVAAL:** With this line of questioning relating to the NDIS, I'm just curious as to how this relates to the Seniors portfolio. The line of questioning seems to be going to the Disability portfolio.

**The Hon. TANIA MIHAILUK:** Well, he's the commissioner for both, so it's impossible for me to divvy that up.

**The Hon. EMILY SUVAAL:** He is, but he's appearing today in the capacity—according to the budget estimates hearing schedule—of Women, Seniors, and the Prevention of Domestic Violence and Sexual Assault. Mr Smith very ably appeared on Tuesday with Minister Washington, so perhaps the questions would have been better put then or on notice via that portfolio because they relate to disability.

**The Hon. TANIA MIHAILUK:** Mr Chair, I don't think they're unreasonable questions of what the commissioner's role is for New South Wales. He clearly is the Ageing and Disability Commissioner. I do have questions related to Seniors as well, and I'm going to get to that. I think I'm trying to understand—

**The CHAIR:** Will this line of questioning lead to that?

**The Hon. TANIA MIHAILUK:** Yes.

**The CHAIR:** Then I'll allow the questions.

**The Hon. TANIA MIHAILUK:** In any event, I have to say I think he's doing an excellent job of answering my questions, so I think it doesn't require a point of order at all.

**The Hon. EMILY SUVAAL:** I agree. It's more just, for process, that these are questions relating to Disability, not Seniors.

**The Hon. TANIA MIHAILUK:** Well, you've got plenty of time to ask your own questions. Coming back to whether there's no follow-up in that respect, what is the relationship, then? I understand you will direct calls to that particular commissioner. Is that the same with any complaints that you might have within the aged care system? Because I assume that you don't take specific complaints about aged care either. That would be redirected to the Federal body as well.

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**CORRECTED**

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**JEFF SMITH:** Correct. Where those calls come in, if they come in through a helpline, they are appropriately directed to whichever agency, Federal or State, is best equipped to deal with it. The space that we occupy is where the abuse, neglect or exploitation is in relation to accusations regarding, essentially, family and friends.

**The Hon. TANIA MIHAILUK:** Of the 35 staff, do you have a bit of a breakdown of how many are working within investigations? I assume you do some investigations—or is it purely policy? Which areas are your staff divvied up?

**JEFF SMITH:** I don't have those exact figures.

**The Hon. TANIA MIHAILUK:** If you can take it on notice, that's fine.

**JEFF SMITH:** The number of calls that we have is over 15,000 calls per year. So, not surprisingly, our focus is very much on those frontline services rather than policy. We have under our statute the function of safeguarding and protecting adults with disability and older people in New South Wales from abuse, neglect and exploitation; doing work to raise awareness about what abuse, neglect and exploitation looks like and what you can do about it; and also doing inquiries to the government about systemic issues that do arise. Our statutory framework envisages those three functions but, at the moment, and given our size, most of our resources are put into those frontline services around doing the helpline, community supports and investigations.

**The Hon. TANIA MIHAILUK:** That involves working with the police then. Is that right? Directly with the police?

**JEFF SMITH:** Yes. We work with police. We refer to the police, but we also work with the police on particular matters.

**The Hon. NATASHA MACLAREN-JONES:** Thank you very much. I might actually just go back to some questions and to get some clarification in relation to Ms Webb's employment. I understand that she resigned or announced her resignation on 7 May to take effect on 30 September.

**MICHAEL TIDBALL:** I do not have the May date. It was definitely in May. Her resignation was to take effect 30 May and her ceasing duties in her role on 7 May to enable a transition of leadership, as I understand it.<sup>2</sup>

**The Hon. NATASHA MACLAREN-JONES:** You were contacted in May by her or by the Premier's office?

**MICHAEL TIDBALL:** No, by neither. By the Cabinet Office.

**The Hon. NATASHA MACLAREN-JONES:** By the Cabinet Office. Their approach was to identify work for her in relation to domestic and family violence?

**MICHAEL TIDBALL:** It was not put, as I recall it, Ms Maclaren-Jones, in those terms. It was that there was an opportunity to do some work in the domestic, family and sexual violence space, and to open discussions about that.

**The Hon. NATASHA MACLAREN-JONES:** Then those discussions continued over a month to when she was presented with a letter signed by Minister Harrison on 3 June.

**MICHAEL TIDBALL:** Less than a month, as I recall it. As I understand it, Ms Webb had raised the possibility of doing some work in this area. It was as a result of that, that the discussions between the Cabinet Office, DCJ and the Minister ensued.

**The Hon. NATASHA MACLAREN-JONES:** Is it usual practice that if someone is to announce their retirement or pending retirement three months later to then be given a different special advisory role?

**MICHAEL TIDBALL:** I do not know. My involvement in this was in no way about the employment arrangements of Ms Webb. It was specific to the identification and development of this piece of work.

**The Hon. NATASHA MACLAREN-JONES:** The Minister took on notice this morning to provide a copy of the letter. By any chance, do you have that available now? That was outlining, I understand, the job description.

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<sup>2</sup> In [correspondence](#) to the committee dated 3 September 2025, Mr Michael Tidball, Secretary, Department of Communities and Justice, clarified their evidence.

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**CORRECTED**

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**MICHAEL TIDBALL:** I have a letter which I wrote on 3 June to the Minister with some notes that I've written on it, but I have a letter I wrote to the Minister about the role which followed and, in essence, confirmed the discussions we'd had about the common approach to risk assessment and safety framework piece of work.

**The Hon. NATASHA MACLAREN-JONES:** Are you able to table that letter?

**MICHAEL TIDBALL:** As I said, I've actually taken some notes on this. It's not just a clean copy of that letter. I would be very happy to table that letter when I can and provide it to the Committee.

**The Hon. NATASHA MACLAREN-JONES:** That's fine. So, the Minister didn't actually then write to Ms Webb. It was the correspondence that went from you to—

**MICHAEL TIDBALL:** No, she did.

**The Hon. NATASHA MACLAREN-JONES:** She did?

**MICHAEL TIDBALL:** She subsequently did. I do not have a copy of that letter. I can take on notice whether that letter can be provided, but I imagine it could be.

**The Hon. NATASHA MACLAREN-JONES:** Thank you. Just to clarify.

**MICHAEL TIDBALL:** Just on that, if I may, that correspondence very much, though, is focused around this piece of work. There was nothing happening within my responsibilities in terms of the employment-related issues that was that was happening elsewhere. It does not fall within my remit.

**The Hon. NATASHA MACLAREN-JONES:** That would fall under the Cabinet Secretary area or is it—the actual employment. The reason I refer to it is that in the *Public Service Senior Executive 2025 Annual Determination*, item numbers 38, 39 and 40 refer to Ms Webb's announcement of her resignation, which was in May, and it says, "In the interim, Ms Webb has been seconded to a special role advising the New South Wales Government on domestic violence, that being the Special Advisor on Domestic Violence. Ms Webb still has an effective retirement date of 30 September 2025." It then goes on to say, "Although that role would normally not be expected to attract a salary equivalent to the Commissioner of Police, the Tribunal believes that it is appropriate for Ms Webb to maintain her existing salary (without an increases) until the formal retirement on 30 September 2025." You were not involved in her employment and salary?

**MICHAEL TIDBALL:** No, not at all.

**The Hon. NATASHA MACLAREN-JONES:** Which department was?

**MICHAEL TIDBALL:** I would need to take that on notice. Possibly the Premier's Department, but I would want to be very precise in my response. I'd prefer to take that on notice and advise the Committee, if I may.

**The Hon. NATASHA MACLAREN-JONES:** That's fine. In relation to the work that she's been assigned to do—for the benefit of Hansard—are the common approach to risk assessment and safety [CARAS]. Is that the primary role that she is working on?

**MICHAEL TIDBALL:** Yes, absolutely, and with particular reference, as was adverted to in evidence this morning, to the learnings from a cross-jurisdictional comparison and the learnings of other jurisdictions with a view to—to put it quite directly—that New South Wales tries to lead the way and learn from the federated experience.

**The Hon. NATASHA MACLAREN-JONES:** So, she's not going to be responsible for the development or implementation of the framework. That will come later.

**MICHAEL TIDBALL:** Correct.

**The Hon. NATASHA MACLAREN-JONES:** Then this body of work will then help—

**MICHAEL TIDBALL:** She will complete—I take it there'll be advice that is considered by government, and then government will determine its response to that.

**The Hon. NATASHA MACLAREN-JONES:** That advice will be given to Minister Harrison?

**MICHAEL TIDBALL:** Minister Harrison, correct. Noting that this is an area that does cross other parts of government, but the reporting arrangement, in terms of this piece of work, is Minister Harrison.

**The Hon. NATASHA MACLAREN-JONES:** Okay. Just finally, a couple of questions. Are any staff assigned to work for her on this particular body of work?

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**CORRECTED**

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**MICHAEL TIDBALL:** She is being supported—Ms Quincey, who is here—by existing staff because this piece of work feeds into an area which is very active and quite core. Risk assessment within the domestic, family and sexual violence realm is at the core of much of the work under the direction of Ms Campbell and Ms Quincey, that they undertake. Those staff are in place, so it's very much with existing resources.

**The Hon. NATASHA MACLAREN-JONES:** That's fine. Finally, is she physically located in police or DCJ?

**MICHAEL TIDBALL:** Physically located within DCJ. Bearing in mind that she's been very active and out and about but, absolutely, within DCJ and has the support that she needs to work from a particular location.

**The Hon. NATASHA MACLAREN-JONES:** That will remain until the 30 September.

**MICHAEL TIDBALL:** Correct.

**The Hon. NATASHA MACLAREN-JONES:** Just in relation—only because we're already been talking about the risk assessment—the timeframe in relation to the announcement of the framework and implementation.

**MICHAEL TIDBALL:** Arising from Ms Webb's work or—

**The Hon. NATASHA MACLAREN-JONES:** No, overall. Moving more broadly.

**MICHAEL TIDBALL:** I might defer to Ms Campbell on that one.

**ANNE CAMPBELL:** We've actually consulted on the framework. We've got the framework. The focus of Ms Webb's role really is lessons learnt from other jurisdictions in terms of implementation, but I'll hand over to Ms Quincey because she's been intimately involved in this.

**The Hon. NATASHA MACLAREN-JONES:** I understand, based on last estimates, basically June to August last year, consultation occurred. I suppose the question is what's the delay? Is it just this body of work that you're relying on to then be able to make the announcement?

**JENNIFER QUINCEY:** The documents and the framework have been developed and, like it's been said, it's now thinking about how do you implement and roll that out? That is dependent on the lessons learned from other States and Territories. The insights and the findings from that and the insights around implementation would lead into when the framework is released and when that work starts, and that might look quite different depending on what the insights are because other States and Territories have done it in quite different ways.

**The Hon. NATASHA MACLAREN-JONES:** So you don't have a time frame?

**JENNIFER QUINCEY:** I think we'll have a sense of that following the report from Ms Webb. We have funding for this financial year, so work is ongoing and will be happening. But the actual release of the framework will be dependent on those insights and the response to that.

**The Hon. NATASHA MACLAREN-JONES:** And the \$3.6 million is just for this year?

**JENNIFER QUINCEY:** Yes, correct.

**The Hon. NATASHA MACLAREN-JONES:** I might move on to some questions around Core and Cluster. Specifically, I want to go through tranche one and two. My colleague might also jump in on some of that. First of all, all contracts have been signed. Is that correct?

**ANNE CAMPBELL:** Yes, all construction contracts.

**The Hon. NATASHA MACLAREN-JONES:** So getting an idea with all the ones for one and two as to where they're up to, have they commenced, and is there an expected completion date?

**ANNE CAMPBELL:** That's quite a lot of detail over 49. But, as you know, 10 have already opened. I'd probably prefer to take it on notice, if that's okay, to give you the detail because some are at various stages of construction, rather than going through all 49 today. There have been delays, as the Minister said this morning, on a number of those, and that's partly due to either some issues that were discovered post the procurement process in terms of sites that had been selected, so we've had to shift to other sites. That's delayed it because you've then got to do your due diligence on that. There have been issues in terms of construction costs and getting access, particularly in regional New South Wales, to the right labour, but we're monitoring it really closely.

There have been some hold-ups with DA approvals, but we've now got DPPI involved, and they're doing a concierge service for the Core and Cluster tranches that haven't been finished, so we've been able to expedite some of those. In a couple of locations there's been community concerns about having a Core and Cluster in the neighbourhood, which has been unfortunate, so we've had to work through those issues because, as you know, we

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**CORRECTED**

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think these are really important services for women and children, and particularly in regional New South Wales, where the services perhaps haven't been in place in some of those locations. I'm happy to take on notice more granular detail.

**The Hon. NATASHA MACLAREN-JONES:** With that, could you identify particularly where it's DA or construction, not so much maybe the community issues because that could identify localised issues, but more the broader delays that have been a cause for that?

**ANNE CAMPBELL:** Yes, and we are working with DPHI at the moment to look at how we can expedite some of that even further.

**The Hon. NICHOLE OVERALL:** Can I just ask specifically about—rather than all the 49—just one. When I was the member for Monaro, I announced the Queanbeyan Core and Cluster on 25 November 2022. Why has it been so delayed? Is that attributed to the funding site?

**ANNE CAMPBELL:** I don't have that detail with me, but, again, happy to take that on notice for Queanbeyan.

**The Hon. NICHOLE OVERALL:** That would be great. I do understand from having information relayed to me directly from those involved in Queanbeyan that there has been an issue around the funding. Obviously with that length of delay from 2022—and we're talking about August 2025—I would imagine that construction costs have escalated in that time. Is that part of the problem, and will it be addressed?

**ANNE CAMPBELL:** We've certainly had a number of projects that have been delayed for a year or two, partly because of the things I talked about earlier, and we've worked with those proponents to make sure that we're—partially in some instances we have provided some additional funding to recognise the change in costs for delays that were outside the control of the provider.

**The Hon. NICHOLE OVERALL:** If you could just clarify which of those issues it is. I don't believe that there were community concerns in that one. I would be interested to hear. Just clarifying that the plan, design et cetera, none of that would have altered in this one instance? The plan and design remains the same?

**ANNE CAMPBELL:** Yes. I could go back to a question I think Ms Maclaren-Jones had this morning about the use of modular buildings. I have got a little bit more information here for you too, Ms Overall. I should have looked at my notes beforehand. "How many of the projects operational are new builds?" Of the 10 projects that are operational, four are refurbishments and six are new builds. "How many projects are modular housing?" Three projects from tranche 2 are modular, and one project from tranche 3, with a possible one more from tranche 3, pending the outcome of a building assessment. "How many projects are yet to start construction?" This goes a bit to your question. Fourteen projects are yet to start construction due to being in various stages of planning approvals. "Why was the Queanbeyan project delayed?" Construction was predominantly delayed due to the tender process run by the provider to engage a builder taking longer than expected. The provider has confirmed the contractor has been engaged and on site as of this week, on 18 August to be precise, and work is commencing this coming Monday, you'll be pleased to know.

**The Hon. NICHOLE OVERALL:** Terrific. And an idea of completion?

**ANNE CAMPBELL:** I haven't got that much.

**The Hon. NICHOLE OVERALL:** Do you think you might be able to ferret down a little bit more and get something like that to me? There would be a timeline, yes?

**ANNE CAMPBELL:** There would be a timeline we could provide on that.

**The Hon. NICHOLE OVERALL:** That would be fantastic.

**ANNE CAMPBELL:** Obviously it's subject to when they're building something, they might find something, those sorts of things.

**The Hon. NATASHA MACLAREN-JONES:** In relation to three sites—one in Eurobodalla and the two in Shoalhaven—all three are tranche 2. Where are they up to? Have they commenced?

**ANNE CAMPBELL:** I'll take that on notice.

**The Hon. NATASHA MACLAREN-JONES:** Just around modular construction, one has already been completed using modular?

**ANNE CAMPBELL:** Yes.

**The Hon. NATASHA MACLAREN-JONES:** And then there's another. That's tranche 3.

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**CORRECTED**

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**ANNE CAMPBELL:** Yes.

**The Hon. NATASHA MACLAREN-JONES:** Any issues around the construction when using modular housing?

**ANNE CAMPBELL:** Not that I've been advised of.

**The Hon. NICHOLE OVERALL:** Can we expand on that a little bit more? How are they selected to be modular? And will we be looking at modular construction into the future for further projects?

**ANNE CAMPBELL:** Potentially, yes.

**The Hon. NICHOLE OVERALL:** It's cost effectiveness?

**ANNE CAMPBELL:** And it's quicker.

**The Hon. NICHOLE OVERALL:** It is absolutely quicker. It's well good.

**ANNE CAMPBELL:** Yes, and we're certainly doing that. The women's community shelter—I think there was an opening a couple of weeks ago of the site and the modulares. You might have seen it on the Channel 7 or Channel 9 news, where they could actually download it onto the site. It was made overnight. So, yes, I think there's opportunity here.

**The Hon. NICHOLE OVERALL:** It's like Lego. The reason that we have so few at the moment is we're just beginning to explore these options?

**ANNE CAMPBELL:** Correct. Although I do think in Minister Jackson's portfolio that they've been looking at modular housing, so that might be something to ask at that portfolio—

**The Hon. NATASHA MACLAREN-JONES:** My colleague asked this morning about good practice guidelines. I want to get a better understanding of what support or what work is done to work with providers that may not have worked in the domestic violence space?

**ANNE CAMPBELL:** When we went through the procurement process, that was one of the criteria. They had to have expertise in terms of domestic and family and sexual violence. Sometimes the community housing providers may not have, but the service delivery component of that may have. It was part of the services contract in terms of meeting particular things so we'd be monitoring that through our contract managers within DCJ once they're up and running. Also I'm pretty confident we're looking at a communities of practice as well in this space.

**The Hon. NATASHA MACLAREN-JONES:** What will that entail?

**ANNE CAMPBELL:** Basically a communities of practice is looking at good practice. So DVNSW have been heavily involved, particularly in Core and Cluster, as has Homelessness NSW. It's really looking at sharing good examples of practice, how to implement contemporary evidence-based practice about working with trauma, those sorts of things. And there's a greater focus now in New South Wales on children, in particular, who accompany women to these services and about how we work in a more trauma-informed way.

**The Hon. NATASHA MACLAREN-JONES:** Would monitoring or ensuring that good practice is adhered to be managed through DCJ and through the contracts?

**ANNE CAMPBELL:** Yes, correct.

**Ms ABIGAIL BOYD:** Turning back to the Specialist Workers for Children and Young People, how many workers are currently employed under the program?

**ANNE CAMPBELL:** Forty-five workers to support children and young people in over 22 refuges. But I think that's gone up, because I think I recall saying something this morning about 55.

**HANNAH TONKIN:** Yes, 55.

**Ms ABIGAIL BOYD:** How many full-time equivalent positions?

**ANNE CAMPBELL:** That would be full-time equivalent.

**Ms ABIGAIL BOYD:** Has DCJ done any modelling to estimate how much it would cost to expand that program beyond the current 32 funded women's refuges to all existing refuges, including the new Core and Cluster?

**ANNE CAMPBELL:** I think we have.

**Ms ABIGAIL BOYD:** Are you able to provide any details?

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**CORRECTED**

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**ANNE CAMPBELL:** I'll take it on notice.

**Ms ABIGAIL BOYD:** You would be aware that Wagga Women's Health Centre was recently unsuccessful in that primary prevention grants program that we were talking about earlier, and the centre has now had its funding removed, as I understand it. Can you confirm, out of the recipients of the primary prevention funding, how many are regionally located?

**ANNE CAMPBELL:** I might ask Ms Quincey. Do you have that handy?

**JENNIFER QUINCEY:** It's in here; I'm just pulling it up.

**ANNE CAMPBELL:** Just to confirm, while Ms Quincey is finding that, on the specialist workers I've just found the other note—55 specialist workers, FTE, across 32 refuges, as opposed to the 22.

**JENNIFER QUINCEY:** I'm sorry, I'm just pulling it up.

**Ms ABIGAIL BOYD:** I can ask another question and come back, if you like, while you're finding that. In the 2025-26 budget, the Government announced \$4.6 million for the Domestic Violence Electronic Monitoring program. Does that funding include an allocation to WDVCSs for victim-survivor safety support?

**MICHAEL TIDBALL:** I do not believe so. If my answer is insufficient, I will clarify that, but I believe not.

**Ms ABIGAIL BOYD:** The domestic violence duty solicitor program is not available in all local courts on ADVO list days for victim-survivor support. Will that be expanded, particularly for regional areas? Has there been any work done on that?

**MICHAEL TIDBALL:** I am straying close to the Attorney General's estimates, but can I say I would never sit here and say that there is not a need that is unmet. Legal representation is—the importance of it is acknowledged.

**Ms ABIGAIL BOYD:** Are you able to take on notice whether or not there has been any work done in relation to modelling for that expansion?

**MICHAEL TIDBALL:** I can. Can I just indicate I would want to interface with Legal Aid in responding to that question.

**Ms ABIGAIL BOYD:** Ms Quincey, are we—

**JENNIFER QUINCEY:** No, I don't have that information in front of me, so we can take that on notice.

**HANNAH TONKIN:** I've got it, Jen. There are 11 across New South Wales: The Moriarty Foundation in Dubbo; CatholicCare, Central Coast; Zen Tea Lounge Foundation, Cumberland; Consent Labs, Sydney; Prosper, which is a mix, so Sydney, Lismore, Penrith and Wollongong; People with Disability Australia, Sydney; Men and Family Centre, Lismore; Weave Youth and Community Services, Randwick; Young Women's Alliance, Lake Macquarie; the Trustee for Top Blokes Foundation, Cessnock; and Settlement Services International, Coffs Harbour—so a large number in regional New South Wales.

**Ms ABIGAIL BOYD:** In relation to domestic and family violence and disaster planning, I've asked about this previously, but is the New South Wales Government doing any work with Gender and Disaster Australia to incorporate the National Gender and Emergency Management Guidelines into New South Wales disaster planning, response and recovery? It's a very specific question.

**MICHAEL TIDBALL:** That question is, like, on a pinhead. I will not try to talk my way through it because I need to take that on notice, noting that the Premier's Department also has a role in some of this work.

**Ms ABIGAIL BOYD:** If we could go back to the funding breakdown, again, I'm trying to get a bit of an understanding of how much is newly allocated and how much is repeat funding from previous announcements. In the 2024-25 budget, we had \$245.6 million being allocated to domestic and family violence. I understand that was over four years but, again, it's patchy as to where the amounts are. Are you able to tell us how much of that \$245.6 million is included in this \$272.7 million for the 2025-26 budget?

**ANNE CAMPBELL:** I'm not going to attempt to calculate it now, but I'm happy to take that on notice. It's not my strength; I need a calculator.

**Ms ABIGAIL BOYD:** That would be very useful.

**JENNIFER QUINCEY:** I can clarify that they are both separate announcements. The announcements that were made in the previous budget—the \$272.7 million is in addition to that.

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**CORRECTED**

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**Ms ABIGAIL BOYD:** So definitely in addition.

**JENNIFER QUINCEY:** So there isn't an overlap between those two figures.

**Ms ABIGAIL BOYD:** That's very useful, thank you. When we come to the DV Notify scheme, do you have a timeline for when that will be rolled out and how exactly that \$8.9 million of funding is allocated?

**ANNE CAMPBELL:** It's expected to be rolled out and trialled in a couple of locations towards the end of this year. In terms of the funding, I might hand over to Ms Quincey.

**JENNIFER QUINCEY:** The intention there is to allow us to continue the pilot over a longer period of time, and also what we're doing is some of that funding goes to some of the specialist providers where we think there might be an increase in demand because of that scheme. That's incorporated there. There are internal teams and a help desk to help with the back end of the notification scheme. Also, one of the things we're exploring is that when we did the user testing, something we heard from victim-survivors that would be really beneficial to them would be a little bit more interaction with the portal and what they could actually choose to do with it. We're looking at potentially being able to design something like that and test that as well, to add more functionality to what we have at the moment.

**Ms ABIGAIL BOYD:** Learning that \$272 million is all new funding, previously, we were talking about exactly how much was included. I think we got to the \$25.3 million amount, we had the \$11.2 million amount and then, Ms Campbell, you were stepping me through a few of the others. I think we got to another 32 and a bit. That leaves about \$220 million. Are there any big-ticket items that you can list in that \$220 million that are new?

**ANNE CAMPBELL:** I think I mentioned the Safe and Strong Families, Targeted Early Intervention, so that was \$7.5 million. The WDV CAS hearing support program expansion is \$6.7 million, and this is all this financial year. Over the forward estimates, it's \$13.7 million for that particular one. Sorry, I should have said with the TEI one, that's \$21 million over the forward estimates. What else is looking large? The Serious Domestic Abuse Prevention Orders is \$9.3 million over four years.

**Ms ABIGAIL BOYD:** I think we had that one in the \$25.3 million.

**ANNE CAMPBELL:** Yes. The DV Notify you've talked to, and the rest are a mixture over the forward estimates of \$1.4 million through to about \$7 million. There's one called "Youth Justice culturally appropriate alternative to short-term remand", which is \$3.8 million this year and \$7.6 million over the forward estimates. Again, happy to provide that on notice.

**Ms ABIGAIL BOYD:** How many items are we talking about in that list?

**ANNE CAMPBELL:** About 25 to 30.

**Ms ABIGAIL BOYD:** Okay. It still doesn't quite add up, I don't think, in terms of the—

**ANNE CAMPBELL:** I've got it detailed right to the \$272.7 million.

**Ms ABIGAIL BOYD:** That would be incredibly useful. I wish the budget papers were more transparent, but they're not.

**The Hon. NICHOLE OVERALL:** Could I please burrow down a little bit further into the men's behaviour programs? The funding you mentioned was \$13 million for 2025-26. Is that right?

**ANNE CAMPBELL:** Yes.

**The Hon. NICHOLE OVERALL:** That's what I recorded just before the break. That has actually decreased from what it had been in 2022.

**ANNE CAMPBELL:** It should have increased, because it was for additional sites.

**The Hon. NICHOLE OVERALL:** That's one of the things that I'd like to clarify. The information—and I'm not suggesting that it couldn't possibly be incorrect. In 2022 the New South Wales and Federal governments jointly invested \$18 million—that was \$15.8 million from New South Wales and \$2.2 million from the Feds—with a view to triple the number of programs available in New South Wales. Then in 2025—so 2024 was \$10 million, you said, and then it has just gone to \$13 million. You might want to check that 2022 figure, if that is correct, from \$18 million.

**ANNE CAMPBELL:** I'm sure it's in here. I'll take that on notice.

**The Hon. NICHOLE OVERALL:** That's fine, if you're able to check that for me, because I would be interested in confirming if that's the case. Is it possible to request a breakdown of that funding with the expansion of these sites?

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**CORRECTED**

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**ANNE CAMPBELL:** Yes.

**The Hon. NICHOLE OVERALL:** You can get that? That would be terrific. My understanding—and the reading that I've done about it—is that demand for these services is very high and there are waitlists. Is that correct?

**ANNE CAMPBELL:** I'm not sure if there are waitlists. I don't know, Ms Quincey, if you've got more details.

**JENNIFER QUINCEY:** We're going through a process with the Men's Behaviour Change Programs of introducing a minimum dataset and improving our data collection. We're working with all the providers on that. We are aware that there are some waitlists for some providers, but those waitlists can also be influenced by—someone might be on a waitlist, but then they're assessed as not eligible. There are different categories that we're working through to get some better data on what that looks like and what demand looks like. But, as it isn't a statewide service and it has recently been expanded, we know that there is more demand than spaces with what is currently there.

**The Hon. NICHOLE OVERALL:** Yes, definitely. Are those criteria for who qualifies for assistance in that space publicly available?

**JENNIFER QUINCEY:** I'd have to have a look. We've got quite detailed practice standards for the Men's Behaviour Change Programs. Providers have to go through a registration process. I don't know if every program has exactly the same criteria, but we can take that on notice.

**The Hon. NICHOLE OVERALL:** If it's possible to have that provided, I'd be very interested to see that. Coming to the participants, are they all self-referring or do they also come through the justice system?

**JENNIFER QUINCEY:** I think it's a combination.

**The Hon. NICHOLE OVERALL:** I imagine some of these programs are only for those who come through the justice system. Is that how it would work as well, or would it be open to all?

**JENNIFER QUINCEY:** No. I'll take that on—

**MICHAEL TIDBALL:** They're all voluntary, aren't they?

**JENNIFER QUINCEY:** Yes.

**MICHAEL TIDBALL:** I think an important point to be made here—

**The Hon. NICHOLE OVERALL:** So they're all voluntary?

**MICHAEL TIDBALL:** Exactly. I'm happy to be corrected by my wonderful team. But, as the nature of the programs is voluntary, it's—

**The Hon. NICHOLE OVERALL:** That's even whether they're through the justice system or an individual—

**MICHAEL TIDBALL:** Correct.

**The Hon. NICHOLE OVERALL:** It's all self-referring?

**MICHAEL TIDBALL:** They're not imposed.

**The Hon. NICHOLE OVERALL:** So there are no court-imposed requirements in that regard? You talked about the report that is coming. Is that the 2024 ANROWS report undertaking an evaluation of the Men's Behaviour Change Programs? Is that it?

**ANNE CAMPBELL:** No, that's not it. It's not due until next year.

**The Hon. NICHOLE OVERALL:** December 2026?

**JENNIFER QUINCEY:** Yes, and it's being conducted by ANROWS with the Melbourne Institute and Rodney Vlasis as well.

**The Hon. NICHOLE OVERALL:** That's an evaluation of the Men's Behaviour Change Programs that are in place right now—that are in existence. That's not necessarily these new sites; that's what has already been in existence?

**ANNE CAMPBELL:** I think we'd be picking up on the new sites as well.

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**CORRECTED**

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**JENNIFER QUINCEY:** Yes, we would. It would be all New South Wales funded Men's Behaviour Change Programs. That would be the ones that were originally funded, and the ones that have been funded through the expansion money as well.

**The Hon. NICHOLE OVERALL:** I may be jumping the shark on this, but is there any information to hand, prior to when these results will be produced next December, as to evaluation criteria or what it is that they'll be looking at in terms of these programs? Is that available earlier?

**ANNE CAMPBELL:** We can look at the scope. I think we can provide on notice the scope of the evaluation.

**The Hon. NICHOLE OVERALL:** That would really be helpful. When it comes to the programs and the locations, how are they being selected? Again, are they coming forward and requesting funding? How is that happening?

**ANNE CAMPBELL:** No. Before we go out for commissioning these sorts of services, we'd be looking at the data that we get from BOCSAR in terms of incidence of—

**The Hon. NICHOLE OVERALL:** Problematic areas?

**ANNE CAMPBELL:** Yes, and incidence of DFV. Quite a number of the newer services will be in regional New South Wales because of the high rate of reporting there. We would do a market analysis. We'd look at a needs analysis about locations that don't have any access to these sorts of support services. Obviously, with the Men's Behaviour Change Programs, it doesn't cover the whole State at this point. We'd be looking at prioritising based on demand and need.

**The Hon. NICHOLE OVERALL:** Does that mean, because this evaluation won't be ready until next December, that there won't be any further sites or programs initiated between now and then that aren't covered by this current tranche of funding?

**ANNE CAMPBELL:** Correct.

**The Hon. NICHOLE OVERALL:** So it'll be at least until then that we'll look at further expansion. Are other options being looked at, such as online options and availability for these programs? Or, at the minute, it is these on-the-ground providers that are being facilitated?

**ANNE CAMPBELL:** We're also looking at people who use violence and what the research and evidence tells us about that. Obviously, that will come into the mix once we get that report through later this year. That might feed into have we got the right mix of services? Have we got a strong evidence base in terms of what works or not? At the moment we don't really have good evidence around the Men's Behaviour Change Programs. I'm not saying that they aren't doing fabulous things out there, but we need to do that evaluation to be comfortable that we're investing government funding—

**The Hon. NICHOLE OVERALL:** In the right way.

**ANNE CAMPBELL:** —into something making a difference.

**The Hon. NICHOLE OVERALL:** Is that why the evaluation process will be taking two years, in order to provide the necessary data to back it up?

**ANNE CAMPBELL:** Correct.

**The Hon. NICHOLE OVERALL:** We're in a little bit of a conundrum. We've got men waiting to be helped, potentially, but we still need to evaluate whether it's working and whether it might need to be altered in that space.

**ANNE CAMPBELL:** Yes.

**The Hon. NICHOLE OVERALL:** I really appreciate all of that additional information.

**The Hon. NATASHA MACLAREN-JONES:** I have a couple of questions in regard to the workforce strategy announced this morning. It's \$2.5 million for this financial year. Has any budget been allocated for beyond, or is it just for this?

**ANNE CAMPBELL:** Just this first, yes.

**The Hon. NATASHA MACLAREN-JONES:** What will that cover?

**ANNE CAMPBELL:** I might hand over to Ms Quincey because she's right across this.

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**CORRECTED**

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**JENNIFER QUINCEY:** I can answer that. What has been specifically allocated for the strategy is the \$2.5 million from this year. There's also work from other funding from the national partnership agreement and within existing resources that's supporting work underneath the strategy. Then there was also some funding in the emergency package that goes towards some of the actions as well. There's a mix of funding to allow us to progress some of the work.

**The Hon. NATASHA MACLAREN-JONES:** And that's on top of the \$2.5 million?

**JENNIFER QUINCEY:** Yes.

**The Hon. NATASHA MACLAREN-JONES:** What's the total amount for this financial year?

**JENNIFER QUINCEY:** This financial year it's about \$3.5 million. In addition to that—it came up earlier this morning, around the quality standards. That's a separate piece of work as well. There's separate funding for DVNSW on that as well.

**The Hon. NATASHA MACLAREN-JONES:** Have you factored in evaluation of the strategy?

**JENNIFER QUINCEY:** Yes. We're developing a monitoring and evaluation framework to go against the strategy and the actions, and that will then align with the work that we're doing on the data strategy and also the outcomes monitoring and reporting framework as well.

**The Hon. NATASHA MACLAREN-JONES:** In the strategy—and it's what we already know—particularly burnout with staff and vicarious trauma, is there anything that's actually being worked on now to address that, or is it all within the strategy and some more planning?

**JENNIFER QUINCEY:** Yes, it's within the strategy. Because it's a 10-year strategy, we've learnt a lot from what other States and Territories have done. Other States and Territories that have a 10-year strategy have rolling three-year action plans. So where this strategy has engaged with workers and experts saying these are the things we need, the first step is then to develop the detail of what they are. That doesn't mean that nothing's happening, but it means that where we've identified something from that research and that consultation, such as more standardised or more consistent clinical supervision, then how do we roll that out and what does that look like? That doesn't mean that clinical supervision isn't happening at the moment. It is built into services and providers, but we're hearing it needs to be improved from the workers, so the first step is working through what that looks like.

**The Hon. NATASHA MACLAREN-JONES:** Is the intent to also have three-year action plans?

**JENNIFER QUINCEY:** Yes.

**The Hon. NATASHA MACLAREN-JONES:** So it will be three years.

**JENNIFER QUINCEY:** There are rolling three-year action plans that support the 10-year strategy. What that allows us to do, which we've seen other States and Territories do quite well, is then be able to refresh and learn as you go and also, if there's more funding available and as the workforce changes, we can iterate as we need to.

**The Hon. NATASHA MACLAREN-JONES:** When is the first action plan report likely to be announced or released?

**JENNIFER QUINCEY:** I'll have to take that one on notice.

**The Hon. NATASHA MACLAREN-JONES:** The All In early childhood pilot—I understand that has been funded for four years.

**ANNE CAMPBELL:** That's correct. It was under the emergency package.

**The Hon. NATASHA MACLAREN-JONES:** Where would that be piloted?

**ANNE CAMPBELL:** Let me just find it for you.

**The Hon. NATASHA MACLAREN-JONES:** Is it commencing this financial year?

**ANNE CAMPBELL:** It's already commenced. There were already existing services prior to the enhancement. In 2024-25 there was \$1.9 million—this is the enhancement under the emergency package—in 2025-26, \$2 million; in 2026-27, \$2.1 million; and in 2027-28, \$2.1 million. In total, it's \$8.1 million, and the Women's and Girls' Emergency Centre has been contracted to deliver the All In program expansion through until 30 June 2028.

**The Hon. NATASHA MACLAREN-JONES:** Do you know where it will be rolled out to?

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**CORRECTED**

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**ANNE CAMPBELL:** I do have that in here, but I'm happy to take that on notice.

**The Hon. NATASHA MACLAREN-JONES:** Has it been budgeted for—an evaluation of the program?

**ANNE CAMPBELL:** I'm pretty sure it has. Let me take that on notice just to confirm.

**The Hon. NATASHA MACLAREN-JONES:** Also the time frame around the evaluation—when will that commence and when are we likely to have the outcome of it? In relation to SafeWork NSW, I'm interested to know how many workshops have been held with employees on the drivers of workplace gender-based violence and prevention.

**JENNIFER QUINCEY:** That falls under the primary prevention strategy work. I think that's where that's coming from. We'll have to take that on notice—the number that have occurred so far.

**The Hon. NATASHA MACLAREN-JONES:** Also, how many have they held since they received the funding, and are there any more planned for this financial year as well? In relation to the interim evaluation report on the NSW Volunteering Strategy, I just wanted to know if that has commenced?

**ANNE CAMPBELL:** I think that's been finalised. I'll take it on notice but, without opening my folder, I'm pretty sure it's been finalised.

**The Hon. NATASHA MACLAREN-JONES:** Could you also advise who was involved in the consultation on that evaluation—who conducted it, what the outcome is and if it can be released?

**ANNE CAMPBELL:** I'll just see if I've got it here. It's not jumping out at me, so I'll take that on notice.

**The Hon. NATASHA MACLAREN-JONES:** That's fine.

**ANNE CAMPBELL:** Wait a minute; there's another note.

**The Hon. NATASHA MACLAREN-JONES:** There were some volunteers. It's not always raised.

**ANNE CAMPBELL:** The NSW Volunteering Strategy report card is released every two years. The first report card, spanning 2020-21 and 2021-22, was released in November 2022. The second report card, spanning 2022-23 and 2023-24, was released in August 2024 and is on the NSW Volunteering website. The third report, spanning 2024-25 and 2025-26, is scheduled for release next August.

**The Hon. NATASHA MACLAREN-JONES:** There is also meant to be an interim evaluation report—not the report cards.

**ANNE CAMPBELL:** Yes, there's another one. Yes, I know this one. The strategy notes that the interim evaluation report will be prepared and released in 2025-26. Obviously, we've passed that. This report will consider the initiatives implemented and data from a range of sources, such as the New South Wales state of volunteering research initiative. I'll need to take on notice the time frame around that.

**The Hon. NATASHA MACLAREN-JONES:** That's the one that has been completed.

**ANNE CAMPBELL:** Yes.

**The Hon. NICHOLE OVERALL:** Still on domestic and family violence, the Primary Prevention Multi-Year Partnerships Grant Program is \$5.2 million. Is that correct?

**ANNE CAMPBELL:** Yes.

**The Hon. NICHOLE OVERALL:** How much of that was allocated to programs in regional New South Wales?

**ANNE CAMPBELL:** I'll have a look. There's lots being allocated. I've got a note on regional New South Wales.

**The Hon. NICHOLE OVERALL:** Excellent. That's what I like to hear.

**ANNE CAMPBELL:** It's very thick. It used to be thinner.

**The Hon. NICHOLE OVERALL:** I have to admit, Ms Campbell, I do appreciate the old-school variety and not just turning to the laptop and AI. Who needs that? Do it properly.

**JENNIFER QUINCEY:** I've got them.

**ANNE CAMPBELL:** You've got it. That's why I've got Jen here today.

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**CORRECTED**

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**JENNIFER QUINCEY:** I've got all of this: the Moriarty Foundation in Dubbo; we've got the CatholicCare Diocese of Broken Bay in Central Coast; Zen Tea Lounge Foundation in Cumberland; Consent Labs across Sydney, Western Sydney and regional New South Wales; Prosper Project Australia in Sydney, Lismore, Penrith, Blue Mountains and Wollongong; People with Disability Australia in Sydney, Wollongong, central and west Hunter and Wagga Wagga; the Men and Family Centre in Lismore; Weave Youth and Community Services in Randwick; Young Women's Alliance in Lake Macquarie; Top Blokes Foundation in Cessnock; and Settlement Services International in Coffs Harbour as well. They should all be publicly available and, if not, they will be shortly.

**BIANCA JARRETT:** Can I also add to that?

**The Hon. NICHOLE OVERALL:** Yes.

**BIANCA JARRETT:** There's also \$3.7 million in addition for Aboriginal Community Safety Grants, and 23 of the 32 grant projects are regional and rural based. I can provide them on notice.

**The Hon. NICHOLE OVERALL:** That would be lovely, if you could do that. I would very much appreciate that, and that information would be very helpful. Mr Tidball, we talked about the Seniors State budget for 2024-25—the \$9.7 million from last year, rather than forward. Can you let us know some or all of how that was allocated and to what during that that period?

**MICHAEL TIDBALL:** I can indeed, and the person on the right is safe on this question. If I can take you through—

**ANNE CAMPBELL:** It is \$10.1 million for 2025-26.

**MICHAEL TIDBALL:** It is \$10.1 million for 2025-26.

**The Hon. NICHOLE OVERALL:** No, for 2024-25. But please have that handy. I'll be interested to know that as well for 2025-26.

**MICHAEL TIDBALL:** Do you want it? That's really simple to read.

**The Hon. NICHOLE OVERALL:** Yes, absolutely. Let us know that, but I'm also interested in 2024-25.

**MICHAEL TIDBALL:** Connecting Seniors Grant Program for 2025-26, \$840,000; Seniors Festival, including \$200,000 in grants, \$500,000; seniors concerts, \$1.75 million—

**HANNAH TONKIN:** It's 1.475.

**MICHAEL TIDBALL:** I apologise—\$1.475 million for seniors concerts. Seniors programs, 3.415. Seniors card operations—I can itemise that for you: Tech Savvy Seniors, Seniors' Stories, Seniors Card and other card operation costs for seniors, then the Ageing Peaks Program at \$1.8 million, and that comes to 10.120.

**The Hon. NICHOLE OVERALL:** If I'm able to have that information and the comparison to 2024-25 on each of those programs, and how that may have changed or increased.

**ANNE CAMPBELL:** The difference between—

**The Hon. NICHOLE OVERALL:** It's not a lot. What's that—400,000 extra from 2025-26?

**ANNE CAMPBELL:** I think that's indexation, because they're the same programs that were funded last year.

**The Hon. NICHOLE OVERALL:** Yes. I'm just ticking off there. I might come back to some other questions about that as well.

**Ms ABIGAIL BOYD:** I'm going to ask some questions of Ms Tonkin, if I may. Can you give us an update on the qualitative research project on coercive control that you've been leading?

**HANNAH TONKIN:** Yes, sure. It's not just on coercive control. It's on domestic and family violence more generally, including coercive control. It's a partnership between my office and BOCSAR. It's a one-year qualitative research project to explore the experiences of victim-survivors of domestic and family violence through the criminal justice system, including other services that they are referred to. We deliberately waited for one year after the coercive control laws came into effect before starting the research, because we wanted to make sure that those laws had time to settle and work their way through the system. The project is broader than that. The project includes any domestic and family violence victim-survivors. It's not just intimate partners, for example. It's not just victim-survivors who've reported coercive control. It's victim-survivors who have reported to the police any

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**CORRECTED**

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domestic family violence crime. That procurement process has been completed and the research will start soon. That's where it's up to for one year.

**Ms ABIGAIL BOYD:** Last estimates, I asked you about the issue of police perpetrators of domestic and family violence, particularly in relation to systems abuse and coercive control. You said it was something that you were looking at. I spoke with the LECC commissioner yesterday in relation to the work that they've been doing. Have you got any update or progress on that issue?

**HANNAH TONKIN:** Yes. I have followed up in a few different ways. I've met with the LECC commissioner about this issue. I've also met with Assistant Commissioner Peter McKenna. I asked Mr McKenna, and he agreed to come and present to the monthly sector group meeting that I chair on this issue. He presented in June on the process that the police follow when a police officer is accused of domestic and family violence. That sector group meeting includes—it usually has about 60 or 70 people. It's online, so it's very well attended. It includes all the main players in New South Wales, usually at a leadership level. That was a really good discussion. They had the opportunity to ask him questions. We've had follow-up discussions. There's been a discussion of, possibly, the police developing a fact sheet or something like that for the sector to say, "This is the process that we follow," and to set it out. That's where we're up to now. I think we're making progress. We haven't got a fact sheet or anything yet, but that's what we're working towards.

**Ms ABIGAIL BOYD:** I understand a round table was recently convened with yourself, SafeWork, Liquor and Gaming, the night-time commissioner and some victim-survivors. Can you give an update on how that went and what next steps are from there?

**HANNAH TONKIN:** Yes. You mean the one about worker safety and the night-time economy?

**Ms ABIGAIL BOYD:** Yes.

**HANNAH TONKIN:** That was focused predominantly on the hospitality industry. It was co-convened by myself and the 24-Hour Economy Commissioner, Michael Rodrigues. As you said, it included a number of the key players from government: SafeWork NSW; victim-survivors, particularly the "sorry, not sorry" victim-survivors. Also, importantly, there were a large number of industry representatives from the hotel industry, different hospitality industries, and also Merivale and Swillhouse—some of the particular businesses that have been in the news for these reasons. This brought all of them together to have a really robust discussion about the safety of women, in particular, in the hospitality industry—women workers. Full Stop Australia was also there, which was really important. We also had representatives from unions and one academic expert.

Following that discussion, we developed a set of what were the key themes that came out of the discussion. We discussed it with the Ministers. Now there is some follow-up action they we're discussing at the moment. I'm not sure where things are up to exactly, but some of the things that came out of the discussion that we were looking at were things like licences and conditions, and whether you can have that as a sort of lever. Also, training was a big theme. We followed up on that: What sort of training should be available? Also, they've introduced that the Responsible Service of Alcohol training now needs to include training on sexual harassment. That's new. There have already been a number of concrete actions that have come out of it, and I think there will be a few more in the next few months.

**Ms ABIGAIL BOYD:** Full Stop Australia have been advocating for funding to roll out the Good Night Out pilots, but they haven't got funding as far as I know. Everyone seems pretty keen. What is holding it up? Is it something that industry should be getting on board with and helping to fund?

**HANNAH TONKIN:** I'm not actually sure about that. I know that was in their pre-budget submission that they published earlier this year, but I'm not sure about the reasons. Do you have any more information on that?

**JENNIFER QUINCEY:** No.

**HANNAH TONKIN:** We might have to take that on notice.

**Ms ABIGAIL BOYD:** That would be useful. In relation to the rollout of sexual harassment and sexual violence prevention training through the RSA, my understanding is that only new staff entering the industry or completing an RSA for the first time are going to be receiving it. Is there any move to make it so that it's a compulsory thing going forward with ongoing training for people working in the industry?

**HANNAH TONKIN:** I'd have to take that on notice.

**The Hon. NICHOLE OVERALL:** Coming back to the seniors, how many businesses are now part of the NSW Seniors Card discount scheme?

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**CORRECTED**

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**MICHAEL TIDBALL:** We always have that.

**ANNE CAMPBELL:** We do have it.

**MICHAEL TIDBALL:** It's a race. It's a reliable one.

**The Hon. NICHOLE OVERALL:** I know. You were prepared for me.

**MICHAEL TIDBALL:** I'm racing you, Anne!

**ANNE CAMPBELL:** I'll let you win. More than 319,000 members have opted in to receive a digital Seniors or Senior Savers Card as of 10 July 2025.

**The Hon. NICHOLE OVERALL:** Are those numbers up?

**ANNE CAMPBELL:** Yes.

**ANNE CAMPBELL:** More than—

**MICHAEL TIDBALL:** So, 2,500 participating businesses.

**ANNE CAMPBELL:** Good.

**The Hon. NICHOLE OVERALL:** That's up as well?

**ANNE CAMPBELL:** I'd need to take that on notice.

**The Hon. NICHOLE OVERALL:** You're going to say, "Absolutely it is."

**MICHAEL TIDBALL:** I am responding to the way you described that. I have no idea. I assume it would be. I hope it would be. It's 2,500.

**The Hon. NICHOLE OVERALL:** I hope it would be too. Let's perhaps just take it on notice to clarify if that is an increase. That would be lovely. What about the expansion of offerings? That is where that question was going. If there has been an increase in the number of businesses, what is being offered to Seniors expanding as well?

**ANNE CAMPBELL:** We need to take that on notice, Michael.

**MICHAEL TIDBALL:** Yes, we agree on that.

**The Hon. NICHOLE OVERALL:** That would be lovely if you could do that. The 2026 Seniors Festival is to take place from 2 March to 16 March.

**MICHAEL TIDBALL:** Yes, there is an allocation for the 2026 festival. I believe the number is \$1.925 million to scope, plan and deliver the Seniors Festival, including the Premier's Gala concerts, the Seniors Festival Expo, Seniors regional Christmas concerts and the Seniors Festival Comedy Show.

**The Hon. NICHOLE OVERALL:** You know where I'm going next, don't you? What about regional events on that list?

**MICHAEL TIDBALL:** Which I'm sure are there. I will take that on notice.

**The Hon. NICHOLE OVERALL:** That would be great.

**ANNE CAMPBELL:** I think this is sort of more—

**MICHAEL TIDBALL:** There is a regional comedy show.

**ANNE CAMPBELL:** There is. The regional Seniors Festival Comedy Shows were first held in 2023 in Port Macquarie and since have been held at Batemans Bay and Port Stephens. Locations, dates and venues for 2025 will be announced later this year. I'll have to hold off the locations until it's announced.

**MICHAEL TIDBALL:** Can I just supplement that? Obviously, there is also the Seniors Festival arts program for 2025. That had 35 applicants that sought and were granted funding. It was regionally quite distributed. I'm happy to name the locations, if you want.

**The Hon. NICHOLE OVERALL:** No, that's okay. But 35 applicants—what's the process? You opened it up so they had the opportunity?

**MICHAEL TIDBALL:** I apologise. My answer is not strictly accurate. So 35 applicants received funding. The actual number of applicants I would need to take on notice.

**The Hon. NICHOLE OVERALL:** That would be wonderful, if you could do that.

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**CORRECTED**

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**MICHAEL TIDBALL:** But, as I say, there was a significant number of them—Port Macquarie, Dubbo, Clarence Valley, Wollongong, Bathurst, Gilgandra, Edward River, Narrandera, Inverell. I can keep going, if you want.

**The Hon. NICHOLE OVERALL:** No. I'm happy to have that provided on notice. If there are 35 applicants that received funding, there's criteria, an evaluation process that is attached to that as well?

**MICHAEL TIDBALL:** Correct, yes.

**The Hon. NICHOLE OVERALL:** Can we see that as well so we know what's involved and how all that happens?

**ANNE CAMPBELL:** Yes.

**MICHAEL TIDBALL:** Yes, absolutely.

**The Hon. NICHOLE OVERALL:** That would be very helpful, thank you. Because we had such a wonderful moment on it last time—as I'm sure that you'll all recall—you will have to know where I'm going next: Grandparents Day. It is still scheduled for 26 October this year?

**ANNE CAMPBELL:** Correct.

**The Hon. NICHOLE OVERALL:** Has the New South Wales government website been updated with 2025 materials and resources?

**ANNE CAMPBELL:** I'd need to check.

**The Hon. NICHOLE OVERALL:** That would be great. As long as we're going ahead, as we said last time, grandparents everywhere will be very happy. I'm not one. I'm just saying.

**The Hon. NATASHA MACLAREN-JONES:** Just following on in relation to Seniors Week and regional locations, how are they selected?

**ANNE CAMPBELL:** I'd need to take that on notice.

**The Hon. NATASHA MACLAREN-JONES:** Going back to that workforce strategy, has the department done any assessment about the current workforce shortages?

**ANNE CAMPBELL:** We have for different reasons, but probably not in the context in which you're asking the question. I don't know if Ms Quincey knows.

**JENNIFER QUINCEY:** Not specifically. It's something that we're hearing about. When we did the survey, that was the first time we had a sense of what the size of the workforce was, and we're learning some things through the rollout of the new workers and Secure Jobs and Funding Certainty, but not specifically for the workforce strategy.

**The Hon. NATASHA MACLAREN-JONES:** Are you planning to do that assessment to know what the shortages are and where the demand is?

**JENNIFER QUINCEY:** Yes. We're very interested in learning more. Some of the work in the workforce strategy is understanding more about the workforce and it would include understanding where the shortages are, then what the pipelines can be, and how we can encourage more people into the workforce in the areas they need to be at.

**ANNE CAMPBELL:** Also to retain people in the workforce is really important, too.

**The Hon. NATASHA MACLAREN-JONES:** I have a couple of questions for Ms Tonkin in regards to the research that was undertaken over 2023-24 and 2024-25. This relates to a question that was put during the last estimates. I just want to get a better understanding around the qualitative research to understand the justice and service systems' experience of adult domestic and family violence, victim-survivors post the coercive control reforms. Where that's up to and, if the research has been done, how is it released, or dealt with?

**HANNAH TONKIN:** That was what I was just answering Ms Boyd's question about. We were deliberately waiting for one year after the coercive control laws came into effect before starting the research. That takes us up to now. We've done the procurement process. It is a significant piece of work, so we had an external procurement process, a number of applications, and the research will start soon. It will go for one year.

**The Hon. NATASHA MACLAREN-JONES:** In relation to the misuse of New South Wales government services and products by domestic violence perpetrators and how that's going to be prevented, has that research been completed, or where is it up to?

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**CORRECTED**

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**HANNAH TONKIN:** Phase one has been completed. I might have mentioned in the last estimates that New South Wales started this work—my office in partnership with Catherine Fitzpatrick—in about May last year. Then in August, the Rapid Review report was released at the Federal level. That recommended that all governments undertake this audit. We were already a step ahead in that sense. Then the Federal Government started an audit of this nature. They're doing a quite extensive audit of the Federal system, particularly Family Court, immigration, tax and child support. They're the key systems at the Federal level. So that's happening. At the State level, we did a phase one, which was a qualitative analysis, interviewing victim-survivors and service providers, to understand some examples of the misuse of government services and processes in this context. That was really insightful.

Now we're at stage two and what do we do about it in terms of preventing it in the future. We're working very closely with Service NSW, Revenue NSW, Transport, also to a certain extent other colleagues in Department of Customer Service. Now we're looking at rolling out training and capability building. I had a meeting just last week with Services Australia because they're also doing similar work. We've agreed to collaborate closely and share our learnings for Services Australia and Service NSW. It's progressing really well.

**The Hon. NATASHA MACLAREN-JONES:** How does Transport fit into it? I can understand the others.

**HANNAH TONKIN:** Transport's less of a focus, but it did come up in a few different examples—licensing, for example. There are some examples like licensing, Opal cards and that sort of thing. It was a bit more peripheral. The Department of Customer Service and Revenue NSW are really the main ones, but Transport did come up a little bit and they're keen to think about how they can be involved.

**The Hon. NATASHA MACLAREN-JONES:** The other one is YourGround NSW, the crowdsourced social research. Where is that up to? Where does that body of work go?

**HANNAH TONKIN:** That was completed in 2023. That followed a similar project that was done in Victoria, YourGround Victoria. Essentially, it was inviting people across New South Wales to use an online tool where women and gender diverse people could drop a pin on a map and say whether they felt safe in that location and why or why not. It's qualitative insights more than anything. Then a report was published. We've been working with the department of transport and planning, in particular. That's just been feeding into some of their work on the Safer Cities Program. It's part of that broader work they do on Safer Cities.

**The CHAIR:** It seems we've come to the end of questioning as they have exhausted themselves of all the questions and answers this afternoon.

**The CHAIR:** Are we having any Government questions, or you're exhausted too?

**The Hon. EMILY SUVAAL:** Totally, yes.

**The CHAIR:** All right. As you've taken a number of questions on notice, the secretariat will be in contact soon. Thank you very much for coming today and welcome to the early mark.

**(The witnesses withdrew.)**

**The Committee proceeded to deliberate.**