

CHANGES TO DIVISIONS

The Public Sector Employment and Management (Departments) Order 2011 came into effect on 4 April 2011. Changes to administrative orders saw the name of the Department of Human Services changed to the Department of Family and Community Services (FACS). The Office for Women's Policy was transferred from the Department of Premier and Cabinet and added to FACS. Aboriginal Affairs was transferred from FACS and added to the Department of Education and Communities and Juvenile Justice transferred to the Department of Attorney General and Justice.

Office for Women's Policy

WHO WE ARE

The Office for Women's Policy (OFWP) provides leadership across government in achieving better outcomes for women in NSW through policy development and program management. As key advisor to the NSW Government, and in particular to the Minister for Women, the OFWP makes recommendations on policies which impact directly on women.

WHAT WE DO

The OFWP facilitates social justice and equity for women in all aspects of their lives, including equal access to economic and social opportunities.

Our work includes:

- promoting women's issues in public sector programs and policies
- collaborating with government departments, non-government organisations, business and the community to achieve gender equity
- maintaining strong networks across government departments and with key stakeholders on women's policy issues
- contributing to discussions on important social and economic issues relevant to women
- coordinating partnership programs to build women's capacity in the community and the workplace
- participating in national forums on women's issues.

OUR CLIENTS

Women of NSW.

OUR PERFORMANCE HIGHLIGHTS

In 2010–11, we:

- made available \$2.9 million in funding to non-government organisations to provide services to help people experiencing domestic violence, including eight providing services specifically for Aboriginal communities
- launched a website – www.domesticviolence.nsw.gov.au – providing a one-stop-shop for support and information for people who have experienced or are at risk of domestic violence
- helped organise a public education campaign to stop domestic violence against women
- developed the NSW Women's Plan with priorities to support women in education, work and care, and for women to be free from violence, in better health and have increased representation in public life
- supported women in non-traditional areas of study
- supported the Tasting Success Program which helped 11 female chefs in 2010 and 15 in 2011 (calendar years) into the male-dominated industry (in partnership with TAFE)
- coordinated and funded events such as activities for International Women's Day and the NSW Woman of the Year Award
- supported a number of groups to provide specialist advice about issues affecting women.

"What you and your program have offered me is more than I could ever have imagined. My children and I feel safe and are so much calmer and happier being away from the violence and we are rebuilding our lives. Without your support and help over the last couple of months I don't know where I would be today. Thank you!"

– Joanna from Newcastle, helped by the Staying Home Leaving Violence Program*

* Name and location have been changed.

In 2011–12, our priorities include:

- strengthening the NSW response to domestic and family violence, including ensuring that we fund the most effective services to help women and children leave violence
- working with Community Services to expand the Staying Home Leaving Violence Program to an additional five sites so that women don't have to choose between leaving violence and becoming homeless
- increasing support for the Domestic Violence Proactive Support Service Program to help victims of domestic violence with housing, legal, child care, health and financial issues
- producing the first ever annual report on the Status of Women in NSW and establishing a Bureau of Women's Statistics to collect and publish a broad range of data including employment, health, education and domestic violence
- working with TAFE and industry to reduce barriers and increase the number of women working in trades
- promoting the participation of women on government boards and committees
- strengthening partnerships and establishing effective mechanisms for consultation to ensure stakeholders can input to policy development and programs to achieve the best outcomes for women in NSW.

Full details of the Office's performance and financial accounts from July 2010 – March 2011 can be found in the Department of Premier and Cabinet 2010–11 Annual Report at www.dpc.nsw.gov.au

The FACS financial statements includes financial performance information for Office for Women's Policy from April 2011 – June 2011.

"We're working with TAFE and industry to increase the number of women doing apprenticeships and working in trades. We're also increasing transparency around appointments to government boards and committees, with the aim of getting more women in these positions. It's really rewarding when we can help women pursue careers in non-traditional jobs!" – Emma, Office for Women's Policy Manager

Having your cake and eating it



Adina almost didn't apply for the Tasting Success Program. Thanks to some gentle encouragement from her high school teacher, she took the plunge and has gone from strength to strength, recently opening her own boutique cake shop in Sydney's west.

Tasting Success is a female chefs' mentoring program introduced to increase the likelihood that participants will complete their apprenticeship and embark on a hospitality career that brings them to senior leadership positions in the restaurant industry.

The program includes 35 hours of mentoring with a leading chef over an eight-month period to complement the student's course work and apprenticeship experience. Participants have the opportunity to experience working in the kitchens of top restaurants and some may participate in television cooking demonstrations or food styling for magazines and recipe books.

For Adina, Tasting Success gave her the opportunity to learn tools of the trade and be inspired by mentor Paris Cutler, owner of Planet Cakes.

"It was an amazing experience. [Paris] taught me to do everything from scratch and really made me understand that your work can't just be good – it needs to be perfect," she said.

"Paris' work is all about an incredible level of attention to detail; for example, seven tools are used to make just one tiny flower petal made from icing."

Adina said the experience resulted in "a million light bulbs" coming on and culminated in her opening her own business – Babycakes by Adina in Wetherill Park.

"My dad encouraged me to go for my own business and it's been the best experience. I'm already planning on opening another shop and I'd like to train someone to pass on my skills to," she said.

Tasting Success supports the NSW Government's commitment to increase female employment in traditionally male-dominated industries. In NSW, while there are 18,000 chefs, only 21.6 percent are female.

Tasting Success was cofounded in 2007 by industry leaders Lyndey Milan and Courtney Clarke OAM. Developed by TAFE Sydney Institute in partnership with the Office for Women's Policy, the program is also supported by industry partners such as Tourism Training Australia, Clubs NSW and Restaurant and Catering NSW.

Aboriginal Affairs

WHO WE ARE

Aboriginal Affairs' vision is to see Aboriginal people exercise and pursue their right and capacity to determine their political, economic, social and cultural development as the first people of NSW.

We administer the *Aboriginal Land Rights Act 1983*, providing accurate, timely and comprehensive input into government policy development.

Aboriginal Affairs advances the wellbeing of the Aboriginal people of NSW by:

- promoting social justice and the United Nations Declaration of the Rights of Indigenous Peoples
- cultivating strong partnerships with Aboriginal communities, organisations and advocates
- creating greater Aboriginal economic participation and wealth generation
- driving Aboriginal involvement in policy development and service delivery monitoring and evaluating government policies and programs to ensure that they are meeting the needs and aspirations of Aboriginal people in Closing the Gap on Aboriginal disadvantage
- promoting positive images of Aboriginal people and communities by supporting Aboriginal role models, leadership opportunities and inclusive community governance models.

WHAT WE DO

Our work includes:

- supporting effective community partnerships, decision-making and consultation with and within communities through the Partnership Community Program, peak body engagement and local engagement groups
- building partnerships which improve access to services, resources and information, such as help to develop community action plans, provision of demographic data about the community and regional engagement groups
- coordinating the delivery of programs and services for economic participation, environmental health, culture and heritage, such as family records and the Aboriginal languages program

- monitoring, evaluating and reporting on how the NSW Government is improving outcomes, and sharing information on what works, such as regional reports and community profiles
- leading government initiatives such as Safe Families and the Interagency Plan to Tackle Child Sexual Assault in Aboriginal Communities
- providing expert knowledge of Aboriginal affairs within the NSW Government.

OUR CLIENTS

163,000 Aboriginal people who live in NSW.

Aboriginal Affairs

CONTINUED

OUR PERFORMANCE HIGHLIGHTS

In 2010–11:

- we supported the NSW Government in amending the NSW Constitution Act 1902 in September 2010 to recognise Aboriginal people as the first people of the state, affirming their spiritual, cultural, social and economic relationship to their traditional lands, and acknowledging their ongoing contribution to the state of NSW
- we amended the Aboriginal Land Rights Regulation 2002 in consultation with the NSW Electoral Commission, to facilitate the more efficient conduct of the four-yearly elections for the nine NSW Aboriginal Land Council Councillors
- we contributed to NSW policy in the Council of Australian Governments' (COAG) Indigenous reform agenda (Closing the Gap) targets for life expectancy, literacy, numeracy, employment and education
- the NSW and Commonwealth governments signed the Overarching Bilateral Indigenous Plan to Close the Gap in Aboriginal and Torres Strait Islander Disadvantage
- we completed a major actuarial study into the projected cost of not Closing the Gap of Aboriginal disadvantage
- we supported the Minister for Aboriginal Affairs' endorsement of the Northern Regional Partnership Agreement between Local Aboriginal Land Councils, the Commonwealth Government and the NSW Government
- we recognised 21 community engagement groups under the Partnership Community Program draft governance framework
- we funded NGOs to implement the Aboriginal Jobs Together Project
- we adopted Aboriginal Participation in Construction Guidelines to enhance employment opportunities for Aboriginal people
- we established two Sydney Job Compact Steering Committees to improve the focus on Aboriginal employment
- we provided assistance to 301 Aboriginal owned and operated businesses, with 142 jobs created
- we completed the 10-year \$240 million Aboriginal Communities Development Program with housing and infrastructure works in Menindee, Bourke, Brewarrina, Tabulam and Wilcannia undertaken in 2010–11; and the NSW Aboriginal Land Council and NSW Government delivered improved water and sewerage to 3,000 Aboriginal people
- we provided child protection awareness training to agency staff as part of the Keep Them Safe Program.

Full details of Aboriginal Affairs performance can be found at www.daa.nsw.gov.au

The FACS financial statements includes financial performance information for Aboriginal Affairs from July 2010 – March 2011 and funding information for non-government organisations.

Cooking up a storm at Purple Goanna



Ever wondered what curry crocodile, marinated kangaroo fillet or an emu baguette tastes like? These are just some of the tasty fusion treats to be found on the menu at the Purple Goanna Café in Redfern.

Purple Goanna received \$6,000 funding from the Aboriginal Business Development Program, which helped the café produce its marketing material and website, as well as receiving business development support.

Café owner Suzanne Grech said the program helped her achieve a life-long goal.

“I got interested in Indigenous food from the time when I was a little girl and used to visit my grandmother who lived in Coonabarabran.

“She is a great cook and used to take us out to the mission at Burrabeedee and we would walk until sunset, digging up yams and fishing for yabbies in the dam to take home with us.

“I used to walk down the main street of Marrickville and see how there were so many different types of food but no Indigenous food on offer. I had a dream to open my own place to show people how great our food can be.

“The program has helped me to look at the café as a business and make it more sustainable. I’ve also attended courses and have a fantastic mentor who is always on hand to help.

“My dream is to open a Purple Goanna café in every suburb, as I’d love more people to know about Indigenous food,” Suzanne said.

Through Aboriginal Affairs and Trade and Investment, economic development officers help build and strengthen economic capacity by promoting, supporting and encouraging Aboriginal business opportunities like Purple Goanna.

As well as providing funding to support businesses, the program helps Aboriginal enterprises to plan for growth and development with advice from specialist consultants, ‘how to’ workshops and networking opportunities.

Juvenile Justice

WHO WE ARE

Juvenile Justice is responsible for administering youth justice conferences and for supervising young people who receive community-based orders or custodial sentences from the courts.

We operate under the terms of the *Children (Detention Centres) Act 1987*, the *Children (Community Service Orders) Act 1987*, the *Young Offenders Act 1997* and the *Children (Interstate Transfer of Offenders) Act 1988*.

Juvenile Justice's key priorities are to reduce rates of crime, particularly violent crime, reduce levels of antisocial behaviour and reduce reoffending.

WHAT WE DO

Our work includes:

- the supervision of young people sentenced to community-based or custodial orders
- support for young offenders meeting the conditions of bail
- supervising young offenders on conditional bail
- supervising young people remanded in custody pending court matters
- preparing reports for consideration of the courts in determining sentences
- administering the Youth Justice Conferencing Program.

We provide funding to a number of community organisations to assist young offenders and their families.

OUR CLIENTS

While supervising young offenders, either in the community or in custody, we help young people with programs that provide them with the opportunity to choose positive alternatives to offending behaviour.

These services are aimed at reducing the risk of a young person reoffending, and to assist them in addressing underlying issues and behaviours.

OUR PERFORMANCE HIGHLIGHTS

In 2010–11, we:

- commenced the roll-out of Changing Habits and Reaching Targets (CHART), a new cognitive-behavioural approach for community-based offenders which helps young people change their thinking and decision-making processes and ultimately, their offending behaviour; 147 young people have been in the program
- opened a new 15-bed unit in Acmena Juvenile Justice Centre which is self-contained, accommodates 15 young people and has two classrooms, an improved administration area, a visits area and court audio-visual link suites
- established the Bail Assistance Line, which has received more than 130 telephone calls for assistance, providing safe accommodation for nearly 40 young people to ensure that they are not remanded in custody because of accommodation, transport and case support issues

- completed the staged implementation of the Detainee Behaviour Intervention Framework, which has been implemented across all centres and provides staff working in custodial environments with guidance for effective management of detainee behaviour
- established an employment program with community organisation Whitelion.

Full details of Juvenile Justice's performance can be found in the Department of Attorney General and Justice 2010–11 Annual Report at www.djj.nsw.gov.au

The FACS financial statements includes financial performance information for Juvenile Justice from July 2010 – March 2011 and funding information for non-government organisations.

Helping keep young people out of custody



For young people in trouble, a new after hours telephone service is helping provide options so they don't have to be held in custody because they can't meet bail conditions.

NSW Police no longer have to keep young people in a detention centre if they can't make contact with a parent or guardian. Instead, the Bail Assistance Line and a bail coordinator will locate a parent or guardian or find a safe place for the young person to stay until their court date. Coordinators can also help with transport, health, counselling and other case support issues.

The service is helping reduce the numbers of young people held on remand for short periods who do not

need to be in custody, as well as freeing up police to return to frontline duties.

Last year, the line received more than 130 telephone calls for help and provided safe accommodation for nearly 40 young people.

When Mt Druitt police arrested 12-year-old young offender Jake* for breach of a bail condition, they were reluctant to refuse him bail because of his very young age, but they couldn't reach a parent or guardian. The solution was to call the Bail Assistance Line. Staff contacted CatholicCare, which sent a staff member to collect him from the police station.

"I was 12 years old and had nowhere to go when the police arrested me. I would have ended up in custody for the night, but they called the Bail Assistance Line and CatholicCare collected me. They gave me food, a bed and drove me to Children's Court the next day," Jake said.

* Name has been changed.