



# ***LEGAL AFFAIRS AND COMMUNITY SAFETY COMMITTEE***

## **Members present:**

Mr PS Russo MP (Chair)  
Mr JP Lister MP  
Mr SSJ Andrew MP  
Mr JJ McDonald MP  
Mrs MF McMahon MP  
Ms CP McMillan MP

## **Staff present:**

Ms R Easten (Committee Secretary)  
Ms K Longworth (Assistant Committee Secretary)  
Ms M Westcott (Assistant Committee Secretary)

## **PUBLIC HEARING—OVERSIGHT OF THE QUEENSLAND FAMILY AND CHILD COMMISSION**

### **TRANSCRIPT OF PROCEEDINGS**

**MONDAY, 25 FEBRUARY 2019**

**Brisbane**

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**The committee met at 11.02 am.**

**CHAIR:** Good morning. I declare this public hearing open. I am Peter Russo, member for Toohey and chair of the committee. With me here today are James Lister, member for Southern Downs and deputy chair; Stephen Andrew, member for Mirani; Jim McDonald, member for Lockyer, Melissa McMahon, member for Macalister; and Corrine McMillan, member for Mansfield.

Under the Parliament of Queensland Act 2001 and the standing rules and orders of the Legislative Assembly, the committee has oversight responsibility for entities including the Queensland Family and Child Commission. The standing orders outline the committee's oversight functions, which include monitoring and reviewing the performance of the Queensland Family and Child Commission and its functions; reporting to the Assembly on any matters concerning the commission that the committee considers should be drawn to the Legislative Assembly's attention; examining the annual reports; and reporting to the Legislative Assembly on any changes to the functions, structure and procedures of the commission that the committee considers desirable for more effective operation of the commission or the Family and Child Commission Act.

The purpose of this public hearing today is to hear evidence from the representatives of the commission as part of the committee's oversight of the commission. Only the committee and invited witnesses may participate in the proceedings today. As parliamentary proceedings, any person may be excluded from the hearing at my discretion. I remind witnesses that intentionally misleading the committee is a serious offence. The proceedings are being recorded by Hansard and broadcast live on the parliament's website. Media may be present and will be subject to my direction at all times. The media rules endorsed by the committee are available from committee staff if required. All those present today should note that it is possible you might be filmed or photographed during the proceedings. I ask everyone present to turn mobile phones off or to silent mode.

**BROOKS, Mr Phillip, Commissioner, Queensland Family and Child Commission**

**FOGARTY, Ms Tracy, Director, Office of the Commissioners, Queensland Family and Child Commission**

**VARDON, Ms Cheryl, Principal Commissioner, Queensland Family and Child Commission**

**CHAIR:** Good morning. I invite you to make a short opening statement, after which committee members will have some questions for you.

**Ms Vardon:** Both my colleague Commissioner Brooks and I really appreciate the opportunity to make an opening statement before you. We are particularly pleased to be able to update you once more on the Queensland Family and Child Commission's work. As the chair has said, we are responsible for providing oversight of the child protection system, working with services and the sector to improve systems as much as we can to keep Queensland kids happy, safe and well.

A question we ask sometimes of others is how many children and young people there are between nought and 18 in Queensland, and the answer is 1.2 million. It is a significant number of children. We do our work through connecting, reviewing and influencing. Influencing is a key part of what we do. We are proud of the real collaboration we do with our stakeholders—children, families, communities, the non-government sector and government departments. We recommend solutions for some of the most sensitive, critical and complex issues that you can imagine to do with children and young people and their families which no single department could do alone.

Our key areas of focus are: raising awareness about what young people need, as raised directly by them—and I will come back to that later; monitoring, reviewing, evaluating and reporting on the child protection and family support system progress on reforms; and promoting the prevention of child deaths. Alongside that is a research agenda with up-to-date information and advice. We work with partners to strengthen capability, capacity and culture and, importantly, we educate parents, families, communities and professionals on keeping young people safe. I will come back to cyberbullying and online safety a little later. That has been a key part of our work most recently.

We work directly with what we would argue are our most important stakeholders—children and young people. We hold the view that, as young citizens—even though they cannot vote, they are still citizens—their opinions should be valued and reflected in contemporary policy and practices and reflected in economic policy as well in terms of investment in Queensland.

Last year the QFCC undertook a significant piece of work, and I like to think that you have knowledge of this piece of work. It is called the Growing up in Queensland project, otherwise known as This Place I Call Home. We gave a platform to more than 7,000 of those 1.2 million children and young people I mentioned—except the nought to fours; I will come back to that—to speak openly and honestly about their communities, their hopes and dreams and how they would like government and decision-makers to support their needs now and into the future. Being able to survey and speak directly to 7,000 children—and the littlies did paintings for us—is statistically very significant in terms of policies around children and young people having their say. What we heard provides evidence to government and industry on priorities such as giving all children a great start, creating a strong economy and keeping Queenslanders safe and healthy, and being responsive, reflecting the Advance Queensland priorities.

We have also established a Youth Advisory Council to champion the voices of children and young people and provide youth perspectives and leadership to the QFCC. Those young people are of great help and assistance to us. Two of them from our Youth Advisory Council have recently been appointed to the Premier's Anti-Cyberbullying Taskforce implementation group, so a great connection for us.

We also promote and celebrate successes from children and young people. It is not all about gloom and doom and bad things happening. Last year we partnered with the Aboriginal and Torres Strait Islander Community Health Service to help sponsor and deliver a terrific scholarship program. Young, Black and Proud is the name of the program, and that was one in which 44 Aboriginal and Torres Strait Islander young people were recognised for their achievements and provided with scholarships to further develop in their areas of aspiration. We are very proud of that.

I will move on to monitoring, reviewing, evaluating and reporting on the child protection and family support system—the core of our work. It continues to be a top priority for the QFCC and remains an essential function of our business. To date, we have delivered six systemic reviews made public and made 184 recommendations—this is in the last three years—to government contributing to the evidence base in order to continuously improve outcomes for all children and families in Queensland. We have further information about those reviews if the committee should wish to hear. The recommendations that the QFCC made are now incorporated into the government's reform program for children, young people and their families. That is helping to shape a significant part of the way in which we influence policy.

We are also undertaking reviews at the moment of how reporting behaviours have changed following the Queensland Child Protection Commission of Inquiry. We are undertaking a review into Child Safety response times in terms of getting out into the community and checking on children and young people if there has been a report of harm. We are also reassessing what changes have occurred as a result of our When a Child is Missing report, which followed the sad and tragic death of Tiahleigh Palmer. We want to make sure that the intent of the recommendations has been delivered, so we follow up. That is the key message, I guess.

We have evaluated the first three years of the 10-year child protection reforms, and we have focused on implementation and early indicators towards progress against outcomes. Key is that we are developing an oversight strategy informed by systems mapping work. Every agency and every department has a definition of 'vulnerability' to do with children. We are looking at those definitions. Then we are saying, 'What kinds of processes, protocols or regulations do you have in place to identify that vulnerability'—whether it is Education, Health, Police or other agencies such as Transport and Main Roads—and to assist children who may be at risk?' Then we are going to map that and look at whether there are gaps where children might fall through the cracks. That is a key part of the work we are pursuing at the moment.

We promote the prevention of child deaths and we also have that research agenda. The death of any child is a tragedy, and it is important that we learn from each of these to best prevent future occurrences. We work closely with Surf Life Saving and swimming associations through Minister Grace's Water Safety Roundtable. We are also working closely with other agencies—for example, the Mental Health Commission around suicide prevention and Transport and Main Roads, which is looking at slow vehicle run-overs. The prevention of deaths is key to our work, but I am sad to say that suicide and transport related deaths continue to be the leading causes of external deaths for children and

young people in Queensland. We keep that register—and that is for all deaths of children in Queensland—which sits at about the same number each year but the level of causes within that shifts and changes.

We host research; we do not carry out research. There is enough research done by universities and others. We analyse that research and make it accessible to the general community, practitioners, teachers and parents. We hold big Research in the Round functions and research round tables in the regions where we get local members and local mayors involved as well. There is a big focus on homelessness and online grooming. We have a future planned theme to take around the state of improving youth mental health.

I am now going to pass on to my colleague Phillip Brooks, who is here with me today to speak to some work being undertaken that is of particular importance to him in the organisation. Phillip has statutory responsibilities as well.

**Mr Brooks:** It is a privilege to be here today. As an Aboriginal male, I would like to acknowledge the traditional owners of the land on which we meet, past, present and emerging. 'Budabai duru' in the language group of the Bidjara people. That is hello and welcome to everyone and for me being in your presence.

Cheryl spoke about our genuine partnership with our stakeholders, and especially our most important stakeholders: our children and young people. I am sure all in this room would agree with that. As a commissioner, one of my statutory functions is to promote and advocate the responsibility of families and communities around protecting their children and allowing them to grow up strong and obviously more than just survive—we want them to thrive.

At the QFCC we have a focus around community education initiatives to make Queensland a safe place where children, young people and their families can thrive. We know that families are stronger when their parents are supported. Currently Child Safety Services is experiencing a high number of intakes from state schools across Queensland. There are concerns around the children and families' needs and risk of harm.

The Queensland Family and Child Commission knows that parents experiencing vulnerability are less likely to take up help or express their need for help because of the stigma attached. Our Talking Families community education campaign is promoting strength within families and encouraging parents to seek support early and when they need it. We are working with the Family and Child Connect services. They are community based intake and referral services to take pressure off the tertiary end and enable families to receive help when they need it.

A significant aspect of our Talking Families community education campaign is our oneplace services platform. Oneplace is a location based GPS service. It does not matter where you are when you hop on to the oneplace website to seek support. There are over 48,000 services attached to that. It enables families, communities, teachers and volunteers ready-made access to those services.

We are also delivering Families Are First. Families Are First will connect with Aboriginal and Torres Strait Islander communities to talk about the inherent values, beliefs and behaviours that make Aboriginal and Torres Strait Islander families strong. We know that currently over 96 per cent of all Aboriginal and Torres Strait Islander children and young people in Queensland are home with their families, despite their disproportionate representation in the child protection system.

It is a strength based program. It really comes back to the essence of Aboriginal and Torres Strait Islander people. For over 60,000 years Aboriginal and Torres Strait Islander children and families were able to thrive without government, without services, without volunteers. Self-determination is not an aspect that can be taken away, but how do we empower Aboriginal and Torres Strait Islander people to actually take up that role? Long before tertiary, primary or secondary services, we want families first in a system for protecting children. We want Aboriginal and Torres Strait Islander people to be able to step up in that role.

We are really keen to get moving on that. We have a lot of community partners, including the Queensland Aboriginal and Torres Strait Islander child protection peak and the health peak, QAIHC—the Queensland Aboriginal and Islander Health Council. We are also going to engage widely with community controlled organisations across Queensland to better understand how to shape the sustainable growth that we are having at the moment. One of our biggest things when it comes to the workforce and responding to the needs of Aboriginal and Torres Strait Islander people is growth.

We know that the community service sector is the biggest employer of Aboriginal and Torres Strait Islander people, and health services are part of that. How do we better understand their growth? We will be working directly with the Queensland government through Jobs Queensland. Their job is to

promote, advocate and forecast workforce trends. One of the other things we are looking at is how technology will play a role as part of that workforce development and what that will mean moving forward.

We are continuing to implement the Strengthening our Sector strategy. In the final six months of the second action plan we are meeting workforce and organisational capacity and capability and building on requirements. We are also forward planning through the Sector Workforce Intelligence for Tomorrow project. As we know, our government loves acronyms so that will be called the SWIFT project.

We would also like to talk to the evidence base that is around emerging opportunities and how we can go out to assist the children and young people and family support systems when it comes to the workforce. The fortunate and unfortunate thing is that it is a growth area when it comes to jobs and opportunity. I need not tell the committee that unfortunately that growth is due to people's disadvantage. I will pass back to my colleague Principal Commissioner Cheryl Vardon to make some closing remarks.

**Ms Vardon:** As you can see, the work of the QFCC is very broad across the workforce and across children and young people and their families. We work with both the government and all communities. It is work that never stops, but we make sure that all of our decisions and all of the programs and projects that we undertake will track directly back to a child, a young person or a family to make a difference in that young person's life. That is why we are here. We would be very happy to talk to you about any of our work and future priorities.

**Mr LISTER:** We have had a number of your sister agencies in this morning. The Ombudsman said that it is always a challenge for him to have the best people within the budget that he has when there are demands across the public sector. You talked about the complexity, scope and sensitivity of your work. Obviously you need great people too. Do you find challenges in that space?

**Ms Vardon:** We have great people. Over the past three years we have all been jointly engaged in building a contemporary children's commission for Queensland. You need great people to do that. I have some with me here today. In terms of challenges and finding the best people, we have robust recruitment processes and we keep our eye on talent across the service, I have to say, and look for people who might be attached to our particular projects.

We have little trouble in attracting and retaining some of the best people to work with us. Occasionally we will stop and identify skills gaps for a particular project and look at how we might fill those gaps. In a pragmatic sense, we cannot have every single skill we might need within the organisation so some flexibility is important. I think our Working for Queensland results show that our staff feel proud to work for the QFCC and put their heart and soul into the work.

**Ms McMILLAN:** Ms Vardon, our government appreciates the work that you and your staff do and certainly recognises the talent amongst your team. One of the areas of interest and something I have been working on since I was elected is the Anti-Cyberbullying Taskforce and the 29 recommendations that we made. Could you provide an update to our committee in terms of where the commission is at with managing some of those recommendations?

**Ms Vardon:** I am very happy to talk about our participation in the Premier's Anti-Cyberbullying Taskforce and also our work in working alongside some of those recommendations and implementing the intent of some of the recommendations particularly through our Out of the Dark project. All children have the right to feel safe in their physical and online communities. We know that.

The Premier's Anti-Cyberbullying Taskforce was very timely in picking up what Queensland needed to do through its services and community awareness around stopping the terrible scourge of bullying online. I say when talking about this that probably most people in this room have been bullied at one time or another, possibly not online. You know how it bruises and stays with you. Even the most resilient people can be bruised. You can imagine how cyberbullying amplifies those feelings and the bruising that, in this case, children and young people experience.

We have two of our youth champions on the Premier's Anti-Cyberbullying Taskforce Implementation Advisory Board. That is key because they have firsthand experience, either themselves or through their peers, and are able to add to quality of the implementation. We work with a range of agencies through our Out of the Dark work. We chose the name Out of the Dark rather than talking about cyberbullying on the dark net. Out of the Dark is the name of our project.

We work closely with the police on the Out of the Dark work. We are delivering that initiative in partnership with the eSafety Commissioner, Taskforce Argos, Bravehearts, the Department of Education and the Queensland Government Chief Information Office. Part of our work is public and part of our work is behind the scenes in terms of making sure that we provide data and assistance to

those implementing some of the reforms. I am happy to say that we are having some very productive conversations at the moment with the federal eSafety Commissioner with the view to outposting one of the staff members from that commission here in Queensland—the discussions are at an early stage—so that we have somebody close by who has responsibility across Australia for helping reduce cyberbullying in all its forms.

We also assisted the Anti-Cyberbullying Taskforce through our Growing up in Queensland work. We asked children and young people through our survey and our focus groups if they had been cyberbullied in order to feedback to the Premier's work. Their comments were interesting. We were hearing directly from some of the children. I attended some of those focus groups myself and asked that question.

We found through our Growing Up in Queensland survey that bullying and cyberbullying is a very significant issue for teenagers. We found that more than half of survey respondents said cyberbullying is one of the top 10 issues for children and young people. I cannot emphasise too much just how important this work is. Last year nearly a third reported being cyberbullied in the past three months. Some 15.9 per cent said they had personally been affected by cyberbullying. Interestingly, nearly one in 10 respondents reported being involved in cyberbullying another person. It is working on those who are doing the bullying as well as those who are experiencing the bullying. It is important that work continues.

We are amplifying our work on cyberbullying to also take into account grooming of children and young people, which I could talk about at a later stage. Grooming, as we know, is something that is undertaken by predators. We want to make sure that parents, teachers, carers and young people themselves understand the nature of grooming and how it can draw you in.

**Mr McDONALD:** My question is regarding the blue card review and the recommendations with regard to that, particularly recommendations 29, 31, 32 and 33 regarding the exchange of information. I am interested to understand why the commission made those recommendations and at what risk are children in Queensland because of those?

**Ms Vardon:** Thank you for that question. What were the recommendations again?

**Mr McDONALD:** Recommendation 29 is about the current eligibility declaration process being removed for working with children. Recommendation 30 is that people be required to disclose any conviction of a crime or other offence or charge in any other country. Recommendations 32 and 33 relate to the sharing of information regarding the Working with Children (Risk Management and Screening) Act.

**Ms Vardon:** I can speak generally to some of those recommendations and some of the reasoning behind them. As you would know, the government is taking carriage of that report and its recommendations through the Department of Justice and Attorney-General. There is a working party and a bill before the House in which some of our recommendations, made at the time we conducted the review, are being implemented.

The sharing of information—and services can be in different departments—between services is absolutely critical in order to better understand the capacity for the system to provide knowledge to those following up on potential blue card breaches. That is extremely important. The knowledge that police may have or Child Safety may have to do with a child or services being provided to a child all helps to understand any risk that might be happening to a child. With disclosures we want people—in fact, it is a foundation requirement really—to disclose offences which may be of such a nature that points to character, that points to criminality in particular around children and young people, and where therefore those people should be excluded from having a blue card. That is not always simply offences in regard to children but more broadly as well.

That is some of the background. We had an expert panel with broad membership on it and some very robust discussions about the recommendations we should make. It is important to say, too, that the blue card system is only one of the policies in place to keep children free from harm. It tends to look backwards. It cannot predict future behaviour, although we would like to think it could sometimes. It looks at previous records.

It is an important part of the overall recommendations coming forward from the royal commission and from our working with children checks here in Queensland—things like reportable conduct, child-safe organisations and various principles. There is a whole mosaic—a whole raft of policies and directions—which will come into play, blue cards in Queensland being one of them, which will strengthen and improve the overall wellbeing and safety of children to the point where we think around 20 per cent of the Queensland population will be required to have blue cards eventually.

**Mrs McMAHON:** I finally found the time a couple of weeks ago to sit down and read This Place I Call Home document. I would like to congratulate you and your team for the research that went into putting that document together. It was a fascinating read, particularly as a mother of a couple of children in that cohort.

I read through the methodologies. As you pointed out in your opening statement, it is a considerable sized analysis in terms of how much feedback you got and the various different methods from which you derived it. After that large body of work, what particular issues have come out of that document—feedback specifically from this cohort—that you will be prioritising following on from the findings of that report? What can we look forward to in the next 12 to 18 months?

**Ms Vardon:** Thank you very much for that question. We are very proud of our work in Growing Up in Queensland—This Place I Call Home—because that is what we are here for, to look after all the kids growing up in Queensland at this time. It was heartwarming to work on that project.

We are in a position to be able to embed that work as a longitudinal study for Queensland, so we will be doing it again not this year but perhaps next year. Importantly, this year we are looking at some of the key issues that children and young people raised with us. We are briefing state government departments. We are briefing NGOs in more depth than reported in the report. We have a lot of data that sits behind it. We are doing that briefing. I will give you some of the deep dives that we are intending to do quite soon. Importantly, we do not want our work to be considered as, 'These are the really interesting things that children say because they have great insight.'

**Mrs McMAHON:** I read lots of interesting things in there but from your point of view.

**Ms Vardon:** That can be a little bit dismissive sometimes: 'Aren't they cute?' As I remind people, these are 17- and 18-year-olds who have a place in the world as citizens and who will be running our services quite soon. What is key for me this year is linking what children and young people have said, which can be called social policy, with economic policy and investing in Queensland. It is interesting because children crave human connections. They crave direct connections. We might think they are on their phones and devices all the time, but they are very thoughtful and they highlighted to us the need for leaders and decision-makers to listen to their views.

In terms of what we are doing this year, we are going back to some of those children and young people and asking them for greater information on mental health issues. That came up as a key issue. They are concerned for their peers and they are concerned for their parents, in some cases, and they have concerns about themselves. We will be looking more closely at mental health issues and how that impacts on the capacity to learn and move into independent living.

We are going to be looking at the impact of natural disasters in Queensland on children and young people. We think that is key. We know that agencies and services have emergency provisions in place to make sure that kids are safe during natural disasters, but we want to know a bit more about the impact of that on the way children feel about the environment, because care for the environment was a key factor that they raised with us.

Importantly, we want to support employment and the economy in Queensland. One of the issues raised with us was life skills. One young chap said to me, 'What is this thing called superannuation after all? Do I need to know about it?' That resonates with people, I have to say. There is a real desire to have greater financial literacy skills, to understand some of the financial conversations that are held on social media and in public. We will look at those broader life skills programs and ask them specifically what life skills they need.

Managing credit is another one: 'What is all of this being discussed at the moment about how we will never be able to afford a house? What is that all about?' It is life skills but also volunteering. We are going to be working closely with Volunteering Queensland in providing some experiences of volunteering that children and young people can take up. We will be looking at ways in which we can reduce the barriers to volunteering, which can be quite significant, and making sure those opportunities are spread equitably across Queensland.

We are getting together quite soon a round table of the best economic thinkers in Queensland to talk to them about opportunities for linking economic policy more strongly to social policy through the voices of children and young people. This week I am giving a master class to Queensland school principals on making a difference in terms of listening more deeply—'active listening' we used to call it—to children and young people in schools and making time for that.

This week we are also briefing the department of state development and talking about partnering opportunities there. It has a great momentum. It is great work. We have terrific support from the government to take it forward and we will be doing just that.

**Mr ANDREW:** I want to talk about Queensland's performance in achieving state and national child protection goals. Can you please update us on the implementation of *Our Way: a generational strategy for Aboriginal and Torres Strait Islander children and families* and, in particular, how it has been affected by illicit drugs? I had a lot of comments come back to me from the South Sea Islands community about the ice epidemic and how it is infiltrating our communities as well.

**Ms Vardon:** I will make a couple of comments and then I will hand over to my colleague. The Our Way strategy is a significant long-term strategy led by the Queensland government and relevant departments in which we have a part to reduce the overrepresentation of children and young people known to the child protection system. We do hear about some of the impacts on children, but I will ask Phillip to take that further.

**Mr Brooks:** Thank you for the question. It is a very relevant question, and I understand the South Sea Islander representation in your electorate. It is concerning. I will go to the point around illicit drug use within the community. It is not something that is based around a race or otherwise; it is just something that, unfortunately, infiltrates community and people without education—without the right people at the right time challenging the way people run their lives. What I mean by that is that families are first, and that is where I am heading back to. It is about having strong people within your community—be it a neighbour, be it a teacher—to believe in you. We are all here today as respectable adults, as the wider community may see us, because someone believed in us. The wicked problem around drug use—and it can change from ice to others—is real. It is not something that is made up. It is, unfortunately, reflected in the statistics.

The Department of Child Safety, Youth and Women is responsible for the Our Way strategy as it stands and the Changing Tracks action plan. The reality behind that was still a strength based reality, and that is that Aboriginal and Torres Strait Islander people are best placed to make decisions when it comes to Aboriginal and Torres Strait Islander people. As a result of that, the government has endorsed, and it is now out, the Family Wellbeing Services. There is over \$150 million of investment over the next five years that has been cordoned off and is now in place to Aboriginal and Torres Strait Islander community controlled organisations. I understand that the South Sea Islander community and the Aboriginal and Torres Strait Islander community are seen as one in your electorate. I do not want to talk on behalf of your constituents by any stretch, but that is the way it has been advised to me.

**Mr ANDREW:** I agree.

**Mr Brooks:** They are working closely with families. The idea is to get the right help prior to them tipping into the tertiary end of child protection—to try to assist families earlier. That is the idea around Family Wellbeing Services. It is based on social, emotional product versus an activity base. Previously, family support services were done around budgeting and a whole range of activities. This is more around a social emotional wellbeing—a triage type model.

The biggest part around the overrepresentation—why it is real and why the Queensland government has taken that up, despite me saying that 96 per cent of children and young people of Aboriginal and Torres Strait Islander descent are at home—is that between 30 June 2009 and 30 June 2014 Indigenous figures in out-of-home care rose by roughly a thousand while non-Indigenous numbers rose by roughly 300. We know the overarching population base when it comes to non-Indigenous versus Aboriginal and Torres Strait Islander children and young people. It is real.

The reason for the 20-year campaign actually came from the community. The Our Way strategy was based and driven by Aboriginal and Torres Strait Islander community peaks and leaders. There is something called the Family Matters campaign, which still exists today. That is there to drive down the overrepresentation of Aboriginal and Torres Strait Islander children in the child protection system nationally. In the Queensland context there is a Queensland Family Matters. We have non-Indigenous allies and community service partners as part of that, including faith based agencies and others. We also have the Queensland government as part of that, and community and community controlled organisations as part of that.

**CHAIR:** That concludes our hearing. Thank you very much to the witnesses. Thank you to the secretariat and Hansard staff. A transcript of these proceedings will be available on the committee's parliamentary web page in due course. I declare this public hearing closed.

**The committee adjourned at 11.46 am.**