

Queensland Government's implementation updates to recommendations arising from the *Domestic and Family Violence Death Review and Advisory Board 2019-20 Annual Report*

Recommendation	Agency	Implementation update
<p>Recommendation 1</p> <p>That the Queensland Government review all domestic and family violence training delivered to frontline services who may come into contact with victims and their children or perpetrators of domestic and family violence, with a focus on identifying opportunities to embed trauma-awareness and trauma-informed service delivery. This review should be informed by the learnings from the Board's systemic report of the deaths of 'George' and 'Jack' and contain dedicated modules on:</p> <ol style="list-style-type: none"> trauma-awareness and trauma-informed practice the gendered nature of domestic and family violence common tactics used by perpetrators and culturally appropriate service delivery. 	<p>Department of Justice and Attorney-General</p> <p>Queensland Police Service</p> <p>Queensland Corrective Services</p> <p>Department of Children, Youth Justice and Multicultural Affairs</p> <p>Queensland Health (including Queensland</p>	<p>The recommendation is accepted.</p> <p>Queensland Government agencies leading the response to this recommendation have undertaken significant work to implement training for Queensland Government staff in frontline agencies that routinely come into contact with victims and/or perpetrators of domestic and family violence and their children to recognise, respond and make appropriate referrals. This recommendation asks agencies to extend upon that work by ensuring training incorporates trauma-awareness and trauma-informed practice, the gendered nature of domestic and family violence, common tactics used by perpetrators, and culturally appropriate service delivery. Individual agency implementation updates for this recommendation are provided below.</p> <p>Department of Education</p> <p>On 20 December 2021 the Minister for Education, Minister for Industrial Relations and Minister for Racing responded: Information on domestic and family violence indicators and impacts is provided within the Department of Education's student protection guidelines.</p> <p>Fact sheets and staff presentations have been developed to provide information on the impacts of domestic and family violence on children and young people, the gendered nature of domestic and family violence, and tactics perpetrators of domestic and family violence use to exert power and control.</p> <p>Key Department of Education support staff, such as guidance officers, have expertise in trauma-informed practice. A review of existing domestic and family violence and student protection online training and supporting materials to identify opportunities to include information on trauma awareness, trauma-informed practice, perpetrator tactics and culturally appropriate service delivery has commenced.</p> <p><i>On 6 May 2022 the Minister for Education, Minister for Industrial Relations and Minister for Racing responded:</i></p> <p>An environmental scan of existing departmental domestic and family violence training programs was undertaken. Department of Education staff have access to two dedicated online domestic and family violence training programs.</p>

	<p>Ambulance Service)</p> <p>Department of Education</p> <p>Department of Communities, Housing and Digital Economy</p>	<p>Domestic and family violence content has also been embedded in a number of other departmental online training resources, including an online student protection case study that includes domestic and family violence risk factors.</p> <p>The department is currently developing online modules for school staff to support respectful relationships education delivery. Respectful relationships education aims to prevent domestic and family violence by supporting students to develop positive and respectful relationships. The modules include information on the gendered nature of domestic and family violence and the use of violence, power and control by perpetrators. The importance of taking a trauma-informed and culturally-appropriate approach to supporting students impacted by domestic and family violence is included within this program. Resources that provide more detailed information on these topics is in development and will be published on the department’s intranet for access by all frontline (school and regionally based) staff.</p> <p>The Department of Children, Youth Justice and Multicultural Affairs</p> <p>On 25 January 2022 the Minister for Children and Youth Justice and Minister for Multicultural Affairs responded:</p> <p>The Department of Children, Youth Justice and Multicultural Affairs reviewed all frontline domestic and family violence training and partnered with David Mandel from the Safe and Together Institute to deliver domestic and family violence training to frontline staff for the last five years. The Safe and Together model is child safety focused, holds perpetrators to account for their violent behaviour, provides guidance on how to partner with non-offending partners and is clear about the multiple impacts of domestic and family violence behaviours on the safety and wellbeing of the non-offending parent, typically the mother given the gendered nature of domestic and family violence, and their children.</p> <p>In addition to the face-to-face training programs, e-Learning modules are also available to all staff to support self-directed learning. On 2-3 September 2021 a virtual Safe and Together conference was held and attracted more than 250 participants across the state.</p> <p>The Department of Children, Youth Justice and Multicultural Affairs continues to work on embedding the Safe and Together model, with 23 staff now registered as Safe and Together trainers and another seven staff enrolled to complete the train-the-trainer program by the end of 2021. Seven of these trainers are Aboriginal or Torres Strait Islander staff ensuring a cultural lens.</p> <p>The Department of Children, Youth Justice and Multicultural Affairs continues to partner with key government and non-government agencies to support the embedding of the Safe and Together model. This has included the delivery of the Safe and Together training program to three domestic and family violence high risk teams across the state and a range of community-controlled organisations.</p>
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The Department of Children, Youth Justice and Multicultural Affairs' legal officers within the Office of the Child and Family Official Solicitor have been trained in the Safe and Together model and in 2022 the Office of the Child and Family Official Solicitor will have their own train-the-trainer to support ongoing delivery of the program for new staff. Further work is proposed to incorporate domestic and family violence as a topic in the training that is provided to youth justice staff as learning modules are reviewed in 2021-22 for case workers, youth workers, restorative justice staff, court staff and others.

Youth Justice staff have access to six domestic and family violence related courses, including:

1. Recognise, Respond, Refer
2. MATE DFV Bystander Training
3. Defining DFV
4. The impact of domestic and family violence on children and young people
5. Engagement when DFV is present
6. Adolescent to Parent Violence.

The sixth course is available as a micro- credential through Central Queensland University, while courses 3, 4 and 5 are practitioner focused courses that address some of the matters identified in the Board's report, including power and control dynamics, and staff engagement skills with families where domestic and family violence is or may be present.

In addition there are six e-learning domestic and family violence courses that have been offered to Youth Justice staff, which have been developed by Child Safety:

1. Defining Domestic and Family Violence
2. Impact of violent and coercive behaviours on children
3. Working with families when violent and coercive behaviours are causing harm
4. Assessment when Domestic and Family Violence is Present
5. Working with cases where Domestic and Family Violence is present
6. Working with Aboriginal and Torres Strait Islander families experiencing domestic and family violence.

These six modules are being reviewed with a view to identifying areas where they could be more applicable to the Youth Justice setting.

Queensland Corrective Services

On 7 March 2022 the Minister for Police and Corrective Services and Minister for Fire and Emergency Services

responded:

Queensland Corrective Services developed a new Motivating Action Through Empowerment (MATE) domestic and family violence training for staff, following a review of the former Recognise, Respond, Refer (RRR) package. MATE replaces the RRR package and will commence from January 2022 as part of Queensland Corrective Services' new Learning Management System. MATE is designed to reflect best practices and includes a focus on analysing the culture that supports violence to occur, examining what lies beneath violence and violence supportive attitudes; conceptualising the link between gender-based violence and gender inequality; and skills to contribute to primary prevention of violence.

Queensland Corrective Services is also reviewing all existing entry-level domestic and family violence packages to identify opportunities for enhancement.

On 6 May 2022 the Minister for Police and Corrective Services and Minister for Fire and Emergency Services responded:

As of 24 March 2022, all Queensland Corrective Services staff are required to complete at three yearly intervals the Motivating Action Through Empowerment program (MATE), developed by Griffith University.

MATE will provide staff with tools to confidently address harmful and abusive behaviour in workplaces, home, and community. In addition, managers and supervisors are required to complete by 1 June 2022, the Domestic and Family Violence: Managers and Supervisors module that provides additional information about the role managers and supervisors play in preventing, recognising, and responding to domestic and family violence in the workplace. Programs were introduced following examination of content through Queensland Corrective Services Academy and Culture, Safety, and Wellbeing area (People Capability Command). The programs are both online courses, that are available to all Queensland Corrective Services staff via the Queensland Corrective Services Learning Management System Academy Online that commenced January 2022.

Currently Swinburne University is developing specific training modules for use initially within the training of new and existing Queensland Corrective Services community corrections and specialist operations case managers/senior case managers.

For new staff, the revised entry level training that has resulted from the Review of Community Corrections Training conducted By Dr Lacey Schafer, will include a full day on domestic and family violence, whilst incorporating across the five-week program, an underlying approach based on trauma informed practice. The Swinburne product development includes role specific training regarding domestic and family violence and gender violence. It is

	<p>anticipated that the initial entry level materials will be completed by 30 June 2022 and trialled during the period July-December 2022. An on-line module regarding trauma informed practice will be developed through Queensland Corrective Services Academy by December 2022.</p> <p>In addition, a train the trainer program delivered by Swinburne University will be conducted in the second half of the year.</p> <p>Both the MATE and managers/supervisor programs will be reviewed September-December 2022. The Swinburne developed modules re-entry level training of community corrections staff, will be considered for possible inclusion in the training of custodial correctional officer recruits commencing 2023.</p> <p>Queensland Police Service</p> <p>On 18 May 2022 the Minister for Police and Corrective Services and Minister for Fire and Emergency Services responded:</p> <p>Following the commencement of the Domestic, Family Violence and Vulnerable Persons Command in March 2021, the Queensland Police Service commenced an examination of the current and planned training across the service to identify commonalities, gaps and opportunities for integration, and establish a common community of practice for whole of service vulnerable persons training.</p> <p>In 2019, the NOUS Group were contracted by the Queensland Police Service to create a Cultural Change Program for implementation in all police districts. The aim of the program was to embed cultural change and enhancement through district change champions relative to domestic and family violence, including culturally appropriate service delivery. Police liaison officers and Torres Strait Island police liaison officers were identified as district change champions and attended the cultural enhancement training. The planned state-wide rollout of the Culture Change Program in early 2020 was impacted due to the COVID-19 public health pandemic. Noting the passage of time since program commencement, a review was conducted, the outcome of which is to refine the program to be more reflective of trauma-awareness and trauma-informed practice, the gendered nature of domestic and family violence, and recommendations from the Women’s Safety and Justice Taskforce (subject to government acceptance of recommendations). Work with Nous continues to develop a revised cultural change program, for further Implementation in late 2022.</p> <p>Griffith University completed phase 1 of a research project following a 2019 qualitative study exploring police perceptions of responding to domestic and family violence. Two key themes were identified – futility (non-</p>
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cooperative victims & exploitation of the criminal justice system) and organisational stressors (paperwork & internal and external scrutiny). The stressors appeared to produce contradictory outcomes – disillusion (desensitisation and powerlessness) and personal growth (learning and open-mindedness). Overall, evidence of fatigue and burnout due to frequency of responding to domestic and family violence were identified. In December 2020, the initial findings were published in the peer-reviewed Sage Journal – Violence Against Women. Research Article: *Responding to Domestic and Family Violence: a Qualitative Study on the Changing Perceptions of Frontline Police Officers*. In March 2021, the findings were presented to Domestic, Family Violence and Vulnerable Persons Command members and live streamed to a state-wide audience and will be used to inform future work to guide and support trauma-awareness and trauma-informed service delivery noting the evidence of officer fatigue, desensitisation, powerlessness, and burnout.

In 2021, the Domestic, Family Violence and Vulnerable Persons Command reviewed the existing Queensland Police Service Domestic and Family Violence Policing Enhancement online training product. Following adjustments, the product was re-launched in July 2021 for mandatory completion by all members, up to and including the rank of inspector or equivalent. As of 15 March 2022, 9,769 members had completed training. The reviewed product focuses heavily on the gendered nature of domestic and family violence and common tactics used by perpetrators.

In 2021 the Queensland Police Service developed a foundational online training product on coercive control. The product was released in January 2022 for mandatory completion by all members of the service. As of 24 March 2022, 7,167 members (41%) had completed the training. Training was developed specifically using a victim-centric, trauma-informed lens and is heavily focused on the gendered nature of domestic violence, the identification of patterned-based perpetrator tactics, and includes the lived experiences of victim survivors.

In February 2022 the Queensland Police Service developed the Child Sexual Abuse Fundamentals Education (CSAFE) online learning product provides participants with an understanding of the issues raised by the Royal Commission into Institutional Responses to Child Sexual Abuse. The training provides participants with an understanding of how to better support survivors of child sexual abuse assault more generally. Whilst specific to child sexual abuse, the course identifies how to identify trauma and respond accordingly, providing understanding of trauma-informed victim-centric practices. The product is a mandatory requirement for completion by police officers up to and including the rank of inspector, and staff members with front counter responsibilities and Policelink positions.

The Queensland Police Service will continue to develop and refine training products through a victim-centric and

	<p>trauma informed lens, with particular focus on then gendered drivers of domestic and family violence, and the common, pattern-based tactics used by perpetrators, with particular attention given to the dynamics of coercive control.</p> <p>Tranche 2 of the Queensland Police Service coercive control training is expected to be delivered in the second half of 2022. Training will expand on the foundational knowledge covered in the online coercive control training product and be delivered face to face. It is envisaged that future legislation around coercive control and recommendations from the Women’s Safety and Justice Task Force report, <i>Hear Her Voice</i>, will be incorporated in this training.</p> <p>Subject to the passage of legislation, the Queensland Police Service will commence a domestic violence video recorded evidence pilot in mid-2022, in Ipswich and Gold Coast districts. The pilot will trial the use of video recorded statements taken by trained police officers to be used as a domestic and family violence victim’s evidence-in-chief in domestic and family violence related criminal proceedings. During the pilot, over 1,200 frontline officers will be upskilled to take a victim statement by way of video recording, following successful completion of a bespoke domestic and family violence training course, approved by the police commissioner, for the purpose of taking recorded statements. Training is being developed through a victim-centric, trauma informed lens to minimize trauma experienced by victims through multiple recounts of events, and to maximise perpetrator accountability.</p> <p>Phase 2 of the Griffith University desensitisation research project will build upon stage 1 findings but undertaking a quantitative study broadening the exploration of police perceptions. A state-wide survey was distributed to 1,500 Queensland Police Service frontline officers to measure perceived stress and mental health outcomes, such as burnout, depression and post-traumatic stress disorder. Measures of organisational impacts, such as job satisfaction, turnover and sick leave, are also included. Plans to work with Australia New Zealand Policing Advisory Agency after the survey is distributed in Queensland to expand distribution of survey to other policing jurisdictions.</p> <p>The aim of phase 2 is to better understand stress levels, attitudes, knowledge, how wellbeing is affected by attending domestic and family violence jobs and what factors impact mental health and performance outcomes (such as geographical, frequency and severity, experience and personal vulnerabilities). Findings will be used to broaden the exploration of police perceptions to better understand the impact attending domestic and family violence incidents has on stress levels, attitudes, knowledge and wellbeing.</p> <p>Queensland Health</p> <p>On 6 June 2022 the Minister for Health and Ambulance Services responded:</p>
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In 2021 Queensland Health commenced rolling out the Domestic and Family Violence Specialist Health Workforce Program (the program) across the state. The program was established in response to a 2019 review of the Domestic and Family Violence Toolkit of training resources (the Toolkit) and the effectiveness of Queensland Health’s original approach to providing domestic and family violence training for the health workforce. The review found that while the training resources were of a high quality, clinicians did not have the time to organise, facilitate and participate in domestic and family violence training, in addition to their clinical workload. The primary functions of the program are to increase the capacity of hospital and health services to respond safely and appropriately to suspicions and disclosures of domestic and family violence. Capacity building occurs through the delivery of the domestic and family violence Toolkit of training resources and scheduling of locally-tailored training opportunities that are accessible by frontline health clinicians across facilities and clinical streams. The Toolkit actively promotes trauma-informed practice and a gendered analysis of domestic and family violence. A Community of Practice was established including all of the newly appointed domestic and family violence Specialist Clinicians and their clinical leads from hospital and health services across Queensland. A forum held in August 2021 covered a range of topics relating to Queensland Health’s domestic and family violence service system reform obligations, provided an overview of the Queensland Government’s recent commitments and flagged the need for the Community of Practice to lead further review of the Toolkit including in relation to:

- information to support understanding of perpetrator tactics
- the impacts of relational trauma
- the links between suicidality and experiences of domestic and family violence
- further training enhancements to support culturally safe and appropriate responses to domestic and family violence.

A Common perpetrator tactics working group was convened with draft resources developed including PowerPoint training slides, case scenario and facilitator notes, fact sheet for clinicians and identification of perpetrators in health records component.

Work towards this recommendation is expected to be impacted by the demands of COVID-19 on the Queensland health system. The Domestic and Family Violence Specialist Health Workforce Program Community of Practice and the Department of Health will continue to work together on a work plan for consulting with clinical and other stakeholders on the development and incorporation of content covering the priority topics for incorporation into the domestic and family violence Toolkit of training resources.

Department of Justice and Attorney-General

As at 30 June 2022 the Attorney-General and Minister for Justice, Minister for Women and Minister for the

		<p>Prevention of Domestic and Family Violence responded:</p> <p>The Department of Justice and Attorney-General (DJAG) has ensured that frontline Queensland Government staff in high-risk teams and integrated service responses, along with staff of funded domestic and family violence (DFV) specialist services have ongoing access to trauma-informed DFV training and other professional development opportunities offered by WorkUp Queensland as part of an ongoing capability and capacity building program of work and will work with WorkUP Queensland to ensure training delivered addresses elements a-d of the recommendation.</p> <p>DJAG notes that the Women’s Safety and Justice Taskforce’s first report Hear her voice – addressing coercive control and domestic and family violence in Queensland included a range of related recommendations, including Recommendation 23 (development of an evidence based and trauma-informed framework to support training and education and change management across all parts of the domestic and family violence and justice systems) and Recommendation 24 (develop, implement and adequately fund evidence-based and trauma-informed ongoing training, education and effective change management strategies within all relevant agencies that deliver or fund services to victims and perpetrators of domestic and family violence and coercive control).</p> <p>Following the release of Queensland Government’s response to the Taskforce’s first report on 10 May 2022, DJAG is undertaking implementation planning and considering the direct linkages between this recommendation and Recommendations 23 and 24 of the Taskforce. It is expected that implementation of Recommendation 23 and 24 will deliver the intended outcome for this recommendation, that is to embed trauma-awareness and trauma-informed into government and frontline service delivery through a consistent training, education and change management framework.</p>
<p>Recommendation 2</p> <p>That the Queensland Government consider, as a matter of priority, how domestic and family violence training can be delivered to all frontline Queensland Health workers, to effectively and sustainably build and maintain domestic and family violence literacy across the secondary and tertiary healthcare</p>	<p>Queensland Health</p>	<p>The recommendation is accepted.</p> <p>On 9 December 2021 the Minister for Health and Ambulance Services and Leader of the House responded:</p> <p>Queensland Health is rolling out the Domestic and Family Violence Specialist Health Workforce Program (the program) across the state. The primary functions of the program are to build capacity within hospitals and health services to respond safely and appropriately to domestic and family violence suspicions and disclosures. Capacity building will occur through the development and delivery of locally-tailored training opportunities that are accessible by frontline health clinicians across facilities and clinical streams. The program will be externally evaluated and supported by a central coordinator and a community of practice.</p>

systems.

From early 2021 Queensland's 16 hospitals and health services commenced recruitment to newly established domestic and family violence specialist health clinician roles. Hospitals and health services are at different stages of implementation of the program establishment with some hospitals and health services experiencing greater impacts from the COVID-19 pandemic than others and with remote hospitals and health services experiencing challenges in attracting skilled staff. A majority of hospitals and health services across the state have however recruited to the new roles and initiated consideration of the information/training needs of local clinicians. Additionally, a number of hospitals and health services have begun to augment Queensland Health's existing domestic and family violence Toolkit of Training Resources to local needs, and the delivery of training has begun.

In July 2021, West Moreton Hospital and Health Service appointed to the domestic and family violence central coordinator role, and a service mapping exercise was undertaken and a survey to support the development of the community of practice terms of reference. In July, the community of practice also met informally, followed in August by an orientation forum where members were provided with an overview of the whole-of-government domestic and family violence reform program, and Queensland Health's existing and emerging reform commitments were discussed. In September, the community of practice convened its first formal meeting.

The community of practice terms of reference is scheduled for finalisation and endorsement by December 2021. The community of practice will support the hospitals and health services to share resources, protocols, practice approaches and to facilitate statewide reporting of data on the delivery of domestic and family violence training.

On 6 June 2022 the Minister for Health and Ambulance Services responded:

Queensland Health progressed roll out of the Domestic and Family Violence (DFV) Specialist Health Workforce Program (the program) across Queensland Health's secondary and tertiary health care system. Of the 16 hospital and health services, 14 have recruited DFV specialist health clinician roles to the Program with recruitment finalised in four hospital and health services in November 2021 and one hospital and health service in February 2022. Due to difficulties in the recruitment and retention of staff in rural and remote areas, one hospital and health service is developing a plan to implement the program.

During this period there was some delay in the delivery of domestic and family violence training resulting from COVID-19 outbreaks limiting the capacity of the frontline workforce to participate in training opportunities. In these circumstances, a number of hospital and health services have focused on building links to the broader domestic and family violence service system and on a range of systemic cultural change activities. Many hospital and health services initiated engagement with the non-government organisation sector and other government departments participating

		<p>in or developing a local integrated service response (in locations where high risk teams and integrated service responses had not previously existed). A number of hospital and health services developed local agency plans for implementation of the Program. Some hospital and health services continued to provide training to staff and noted that COVID-19 waves impacted significantly on the health workforce and were barriers to building and maintaining domestic and family violence literacy.</p> <p>Terms of reference for the domestic and family violence community of practice were accepted at a meeting in October 2021 and meetings are set for the next 12 months. The community of practice agreed to suspend new training opportunities for community of practice members until July 2022 due to COVID-19 impacts on the health system and to focus on sharing information and resources and collaborative development of training content and practice guidance.</p> <p>Led by Metro South Hospital and Health Service, the domestic and family violence community of practice identified a need for development of a capability framework to define common Queensland Health domestic and family violence behaviours, skills and knowledge, and the need for professional supervision and/or peer support for domestic and family violence clinicians. The community of practice commenced work to develop a domestic and family violence telehealth statewide guideline for all clinicians that use telehealth.</p> <p>Noting continued reduction in capacity of the health workforce to participate in training resulting from COVID-19 outbreaks since the Queensland and international borders were opened in mid-December 2021, hospital and health services will focus on continuing to deliver domestic and family violence training to its frontline workforce. The Domestic and Family Violence Specialist Health Workforce Program Community of Practice and the Department of Health will continue to work together to understand barriers of staff accessing training, and identifying solutions to the issues as a group and at the local hospital and health service level. The domestic and family violence capability framework for the health workforce requires additional resourcing to progress beyond an initial consultation draft. Other projects designed to support safe and useful responses to domestic and family violence in the secondary and tertiary health systems will be progressed, including a program of professional supervision/peer support and consultative development of a domestic and family violence telehealth statewide guideline.</p>
<p>Recommendation 3 The Queensland Government, as a matter of priority, review and enhance domestic and family violence training and</p>	<p>Queensland Health</p>	<p>The recommendation is accepted.</p> <p>On 9 December 2021 the Minister for Health and Ambulance Services and Leader of the House responded: Queensland Health is rolling out the Domestic and Family Violence Specialist Health Workforce Program (the program) across the state. The primary functions of the program are to build capacity within hospitals and health</p>

resources to ensure that all frontline Queensland Health workers, particularly those in the areas of sexual health, mental health and alcohol and other drug services, understand domestic and family violence perpetrator tactics, complex trauma presentations, and the link between suicidality and experiences of domestic and family violence.

services to respond safely and appropriately to domestic and family violence suspicions and disclosures. Capacity building will occur through the development and delivery of locally-tailored training opportunities that are accessible by frontline health clinicians across facilities and clinical streams. The program will be externally evaluated and supported by a central coordinator and a community of practice.

In August 2021 an orientation forum was held with the newly established community of practice which currently includes all of the newly appointed domestic and family violence specialist clinicians and their clinical leads from hospitals and health services across Queensland. The forum covered a range of topics relating to Queensland Health's domestic and family violence service system reform obligations and provided an overview of the priorities moving forward, including the Queensland Government's recent commitments to:

- update Queensland Health's domestic and family violence toolkit of training resources to include information to support understanding of perpetrator tactics, the impacts of relational trauma and the links between suicidality and experiences of domestic and family violence
- prioritise the delivery of domestic and family violence training to the frontline workforce in sexual health and mental health and alcohol and other drug services.

The domestic and family violence specialist health workforce program community of practice and the Department of Health will work together to consult with clinical and other stakeholders on the development and incorporation of content covering the priority topics for incorporation into the domestic and family violence toolkit of training resources.

Noting that Queensland Health's clinical and frontline mental health and alcohol and other drug service workforce consists of many thousands of people and that the workforce is highly mobile, hospitals and health services will prioritise the delivery of training to these clinical areas during 2021-22 and 2022-23.

On 6 June 2022 the Minister for Health and Ambulance Services responded:

Queensland Health progressed roll out of the Domestic and Family Violence Specialist Health Workforce Program (the Program) across the state. Of the 16 hospital and health services, 14 have recruited domestic and family violence specialist health clinician roles to the program with recruitment finalised in four hospital and health services in November 2021 and one hospital and health service in February 2022. Due to difficulties in the recruitment and retention of staff in a rural and remote areas, one hospital and health service is developing a plan to implement the program.

Expressions of interest were called from the Domestic and Family Violence Community of Practice with six to 10

		<p>expressions of interest expressed by members to participate in each working group to develop identified content areas for the Queensland Health Toolkit of resources and training package including:</p> <ul style="list-style-type: none"> • common perpetrator tactics • trauma aware and informed practice • suicidality links to mental health and alcohol and other drugs • evaluation advisory group to guide and drive initial evaluation activities. <p>The Common Perpetrator Tactics working group has been convened with draft resources developed including PowerPoint training slides, case scenario and facilitator notes, fact sheet for clinicians, identification of perpetrators in health records component.</p> <p>Next steps on the program of work are expected to continue to be impacted by the demands of COVID-19 on the Queensland health system. However, it is planned that the common perpetrator tactics resources and training materials will be finalised by mid-2022 and working groups will commence to consider resources and training materials for trauma aware and informed practice, suicidality links to mental health and alcohol and other drugs, as well as the evaluation advisory working group. All materials developed will be consulted with the broader Queensland Health domestic and family violence workforce and other relevant stakeholders.</p>
<p>Recommendation 4</p> <p>The Queensland Government request that universities and peak professional bodies incorporate evidence-based domestic and family violence education into professional undergraduate courses in key frontline areas, such as psychology, social work, law, criminology and health.</p>	<p>Department of Justice and Attorney-General</p>	<p>The recommendation is accepted.</p> <p>As at 30 June 2022 the Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence responded:</p> <p>In response to the Board’s Recommendation 9 from their 2016-17 Annual Report, the Queensland Government liaised with relevant peak bodies to recommend ongoing domestic and family violence (DFV) awareness training for registered practitioners. This recommendation seeks to take that work to the next stage, by ensuring that students receive relevant education before they commence practice in areas such as psychology, social work, law, criminology and health.</p> <p>In response to this recommendation, the Honourable Shannon Fentiman MP, Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence has corresponded with Queensland universities and, through the Department of Justice and Attorney-General (DJAG), will work with them to consider appropriate mechanisms to incorporate evidence-based DFV education in undergraduate courses in areas such as psychology, social work, law, criminology and health. DJAG will work collaboratively with universities to</p>

		<p>ensure students undertaking relevant qualifications receive appropriate education to further support DFV prevention and intervention.</p> <p>DJAG will establish a Minister-led working group with relevant Queensland universities to ensure they incorporate evidence-based DFV education into their relevant undergraduate courses.</p>
<p>Recommendation 5</p> <p>The Queensland Government increase the awareness and consistent use of the existing information sharing provisions in Part 5A of the <i>Domestic and Family Violence Protection Act 2012</i> by all agencies empowered to share or receive information under the Act. The Queensland Government should:</p> <ul style="list-style-type: none"> a. ensure that all prescribed entities under the Act have internal guidelines, processes and procedures in place regarding the existing information sharing provisions to support and promote their use in relevant circumstances, and that the information sharing provisions are incorporated into existing training for frontline officers. b. explore opportunities to ensure that non-government organisations who are empowered to share or receive information under Part 5A of the Act have processes and 	<p>Department of Justice and Attorney-General</p>	<p>The recommendation is accepted.</p> <p>As at 30 June 2022 the Attorney-General and Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence responded:</p> <p>Through the Integrated Service Response Multi-agency Work Plan led by the Department of Justice and Attorney-General (DJAG), agencies involved in delivering integrated service responses have taken steps to align their internal information sharing policies, procedures and practices with the <i>Domestic and family Violence Protection Act 2012</i>. Agencies have delivered internal training to staff and developed resource materials to guide decision-making around information sharing.</p> <p>Building on these achievements, agencies are now working through the new Integrated Service Systems Oversight Committee (the multi-agency governance group responsible for overseeing and strengthening Queensland’s integrated service response) to review and update the DFV Information Sharing Guidelines to increase awareness, understanding and consistent use of the DFV information sharing legislation and provisions. This also delivers on the Queensland Government’s commitment to support recommendation 20 of the Women’s Safety and Justice Taskforce first report, <i>Hear her voice - Report 1: Addressing coercive control and domestic and family violence in Queensland</i> (the Taskforce report), released on 2 December 2021, which supports this recommendation and encourages the Government to implement this recommendation as a priority.</p> <p>Through the new Integrated Service Systems Action Plan, the Integrated Service Systems Oversight Committee will review and update the DFV Information Sharing Guidelines to increase awareness, understanding and consistent use of the DFV information sharing legislation and provisions. Revised DFV Information Sharing Guidelines are expected to be completed by June 2023.</p>

<p>procedures in place regarding information sharing.</p> <p>c. develop standardised processes and procedures that can be provided to organisations as a template for adoption within their organisation and supported by relevant training.</p> <p>d. liaise with the relevant peak professional bodies of services who are empowered to share information under Part 5A of the Act, such as family lawyers, psychologists and GPs, and ask that they promote the use of these provisions to their membership, in appropriate circumstances.</p>		
<p>Recommendation 6</p> <p>That the Queensland Government conduct a system-wide review of the impact of the responses to the COVID-19 pandemic on victims of domestic and family violence and consider maintaining any service delivery adaptations that have improved safety for victims and their children.</p>	<p>Department of Justice and Attorney-General</p>	<p>The recommendation is accepted.</p> <p>The Queensland Government’s response to this recommendation is implemented.</p> <p>As at 30 June 2022 the Attorney-General, Minister for Justice, Minister for Women and Minister for the Prevention of Domestic and Family Violence responded:</p> <p>The Department of Justice and Attorney-General (DJAG) is continuously monitoring and engaging with the domestic and family violence (DFV) sector to understand the ongoing impact of COVID-19 on victims, perpetrators and service providers, and what service delivery adjustments or innovations may have longer-term benefits. DJAG continues to liaise with other relevant agencies to enable a system-wide understanding of the impacts of the responses to COVID-19 on victims of DFV. A formal evaluation of a new online perpetrator intervention program trial, which was implemented during COVID-19, has been completed. A range of COVID-19 related adjustments to the Keeping Women Safe in their Homes initiative have been built into ongoing service delivery to ensure these remain fluid and flexible.</p>

		<p>DJAG also led Queensland’s input to the Australian Institute of Health and Welfare’s national report on the impact of COVID-19 on domestic, family and sexual violence service responses, which was published in December 2021. The outcomes of this report will be considered for relevance to ongoing implementation of this recommendation as part of business as usual.</p> <p>DJAG will continue to monitor the impact of COVID-19 and service delivery adjustments on the sector, particularly in terms of adoption of best practice. This work will transition to business as usual.</p>
<p>Recommendation 7 That the Queensland Government review the mechanisms through which prisoners subject to a domestic violence protection order may contravene these orders while in custody in Queensland correctional centres, such as through the Prisoner Telephone System, mail and visits, with a view to identifying and addressing existing gaps that allow this to occur.</p>	<p>Queensland Corrective Services</p>	<p>The recommendation is accepted.</p> <p>On 7 March 2022 the Minister for Police and Corrective Services and Minister for Fire and Emergency Services responded:</p> <p>Queensland Corrective Services is committed to the prevention and elimination of domestic and family violence by holding perpetrators to account for their actions.</p> <p>Queensland Corrective Services will review its existing policies to minimise risk of prisoners contravening domestic and family violence orders while in Queensland correctional centres and consider whether any additional measures (including legislative amendments) are required to better protect victims of domestic and family violence from being re-victimised by prisoners.</p> <p>Queensland Corrective Service is considering options for legislative amendments to protect victims of domestic and family violence from being re-victimised by prisoners.</p> <p>Queensland Corrective Services continues to investigate technical system enhancements and improve information sharing processes, including to support the Parole Board Queensland’s decision making through information and intelligence.</p> <p>Queensland Corrective Services will consider options for legislative amendments, investigate technical system enhancements, and improve information sharing between stakeholders to minimise the risk of prisoners contravening domestic and family violence orders while detained in a Queensland corrective services facility.</p> <p>On 6 May 2022 the Minister for Police and Corrective Services and Minister for Fire and Emergency Services responded:</p> <p>Queensland Corrective Services is in the process of reviewing and amending existing operational policies to ensure considerations are in place to reduce the risk of prisoners contravening domestic and family violence orders.</p> <p>Queensland Corrective Services will continue to consider options for legislative amendments to minimise the risk of prisoners contravening domestic and family violence orders while detained in a Queensland corrective services</p>

		facility. Legislative amendments will be informed by the work of the Women's Safety and Justice Taskforce, both the first and second report, once finalised.
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