

IPAA Victoria

How Modern Government Works

2024

Acknowledgement of Country

Ideas Advisory acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their elders past, present and emerging.

We extend that respect to all Aboriginal and Torres Strait Islander people today.

Chatham House Rule



When a meeting, or part thereof, is held under the **Chatham House Rule**, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.

Event Speakers



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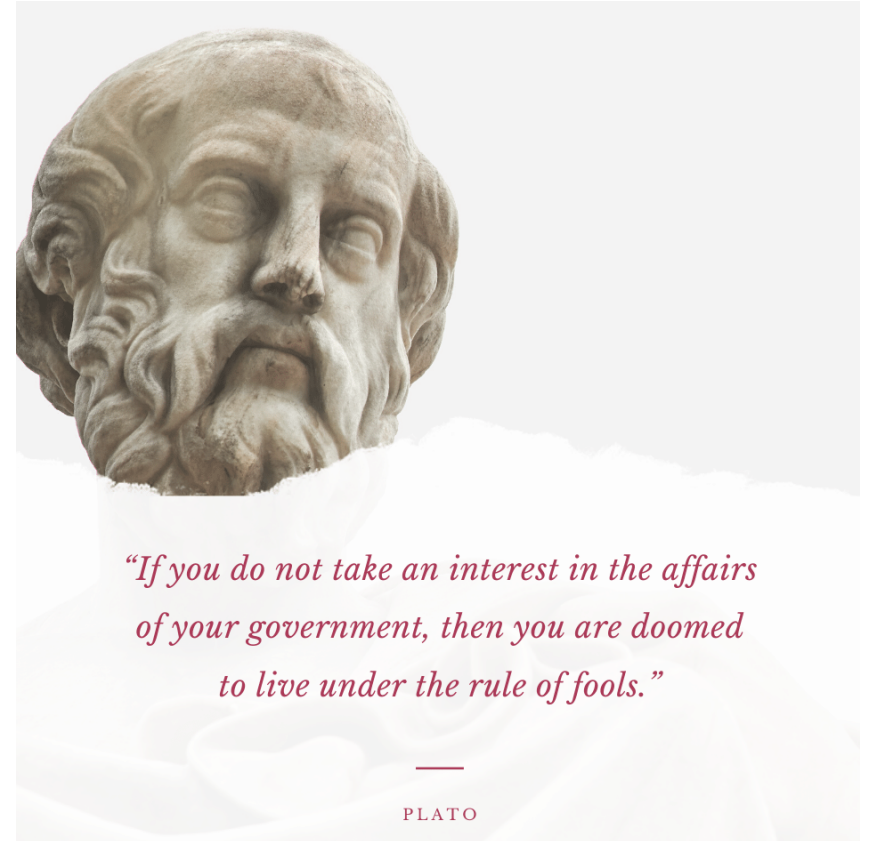
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Event **Agenda**

- Introduction and welcome
- Part 1: **Development of Government in Australia**
- Part 2: **Development of Government in Victoria**
- Part 3: **Role of Departments and Statutory Entities**
- Part 4: **Cooperation, integrity, independence and accountability**
- Part 5: **My role within the department and government**
- Wrap-up and farewell



About the Victorian **public sector**

The Victorian public sector is a 300,000 strong workforce employed by the Victorian Government to provide services and support for Victorians.

We are the people in 1800 different departments, agencies and organisations across Victoria who deliver services to the public.

We provide essential services and support for Victorians everywhere — in metropolitan, rural and regional areas. We are nurses, engineers, paramedics, economists, scientists, park rangers, school teachers, legal officers, youth justice workers, museum curators, police officers, firefighters and more.

Although we work for the government, we are independent of political parties. We are impartial, treating all members of the community equally and fairly. Our advice to the government is impartial, frank, and fearless. It has to be so we can be effective in meeting the needs of the community.

Icebreaker

- Split into groups of 5-6 people
- Introduce yourself
- Discuss what you want to get out of today
- Discuss some Government Speak you have heard
- Pick a speaker to report back to the broader group

Government **Speak**



'Sometimes one is forced to consider the possibility that affairs are being conducted in a manner which, all things being considered and making all possible allowances is, not to put too fine a point on it, perhaps not entirely straightforward.'

Translation:

'You are lying.'

Part 1

Development of Government in Australia

A brief introduction to governance in Australia

Pre-colonisation

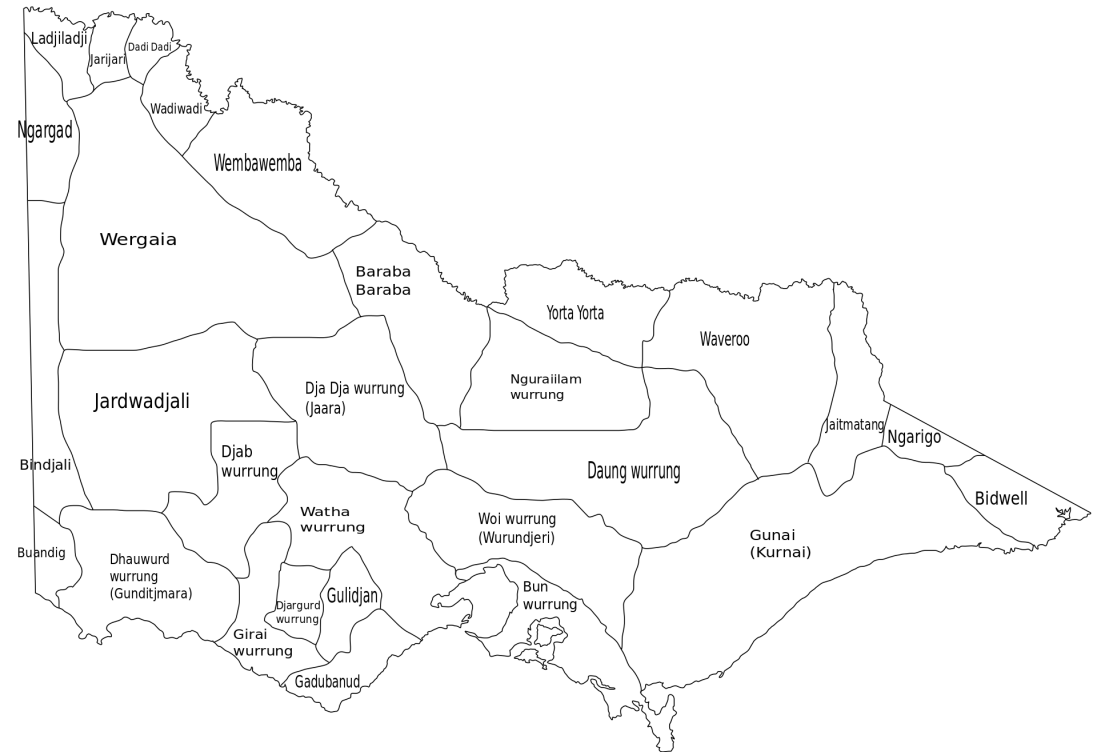
Proud of the
world's oldest
continuous
cultures.



**Deadly
& proud.**

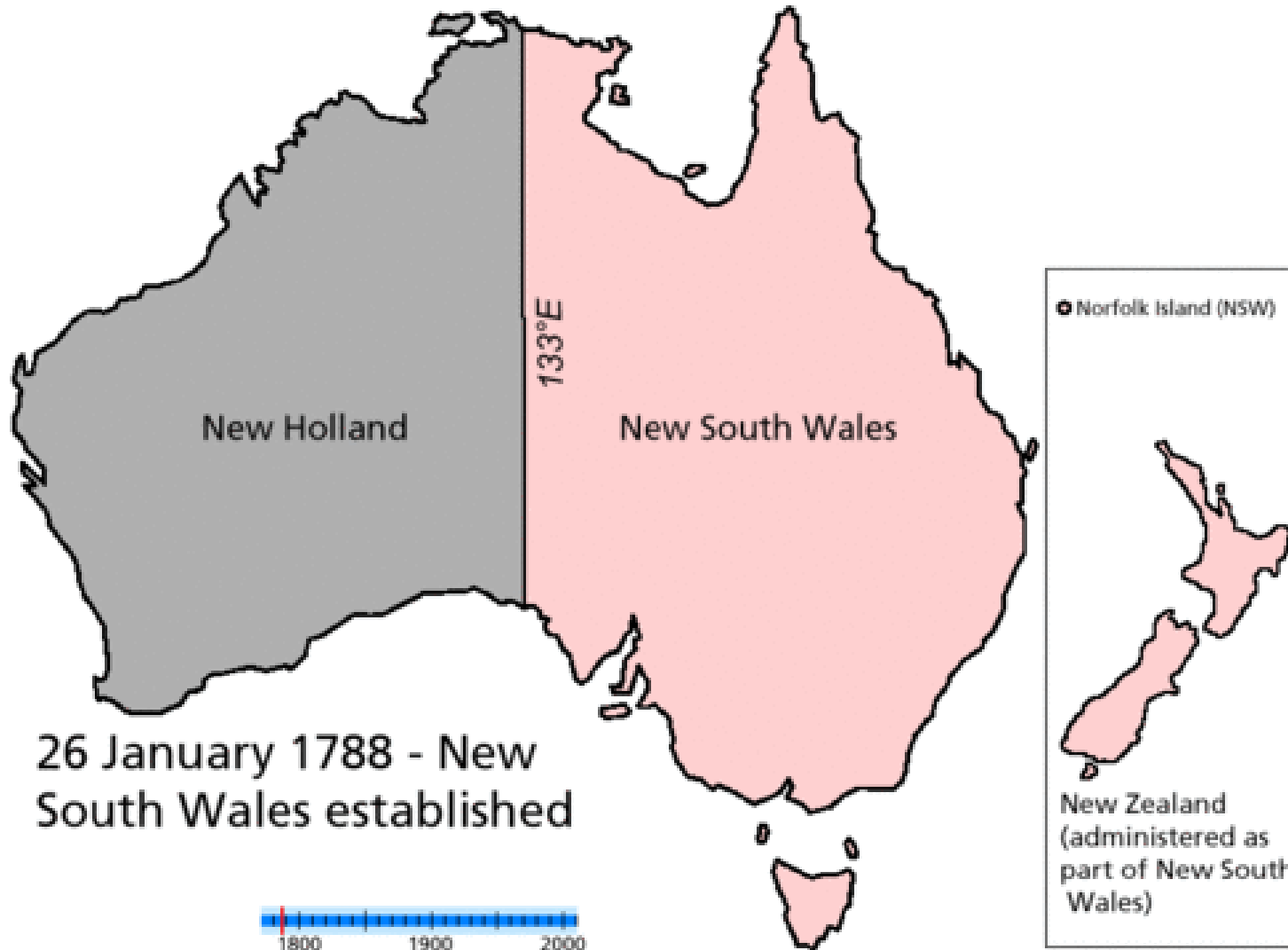
Victoria, on the path to treaty.

deadlyandproud.com.au | 



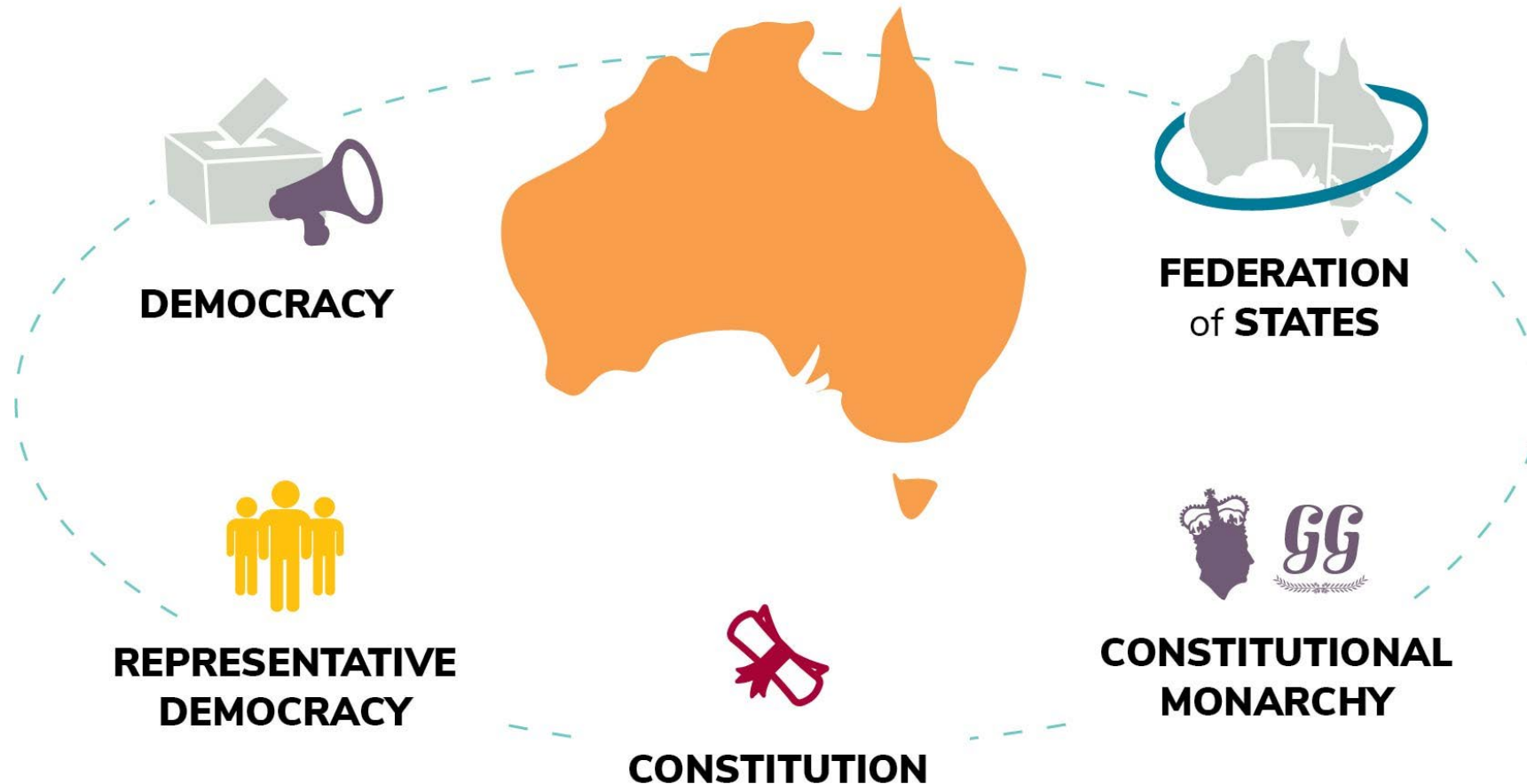
Deadly & Proud is a Victorian Government campaign sharing stories from Aboriginal Victorians and Traditional Owners which instil pride in Victoria's Aboriginal cultures, resilience, communities, and our path to treaty and truth and justice. Find out more by visiting the website, deadlyandproud.vic.gov.au #DeadlyandProud

Colonies to States

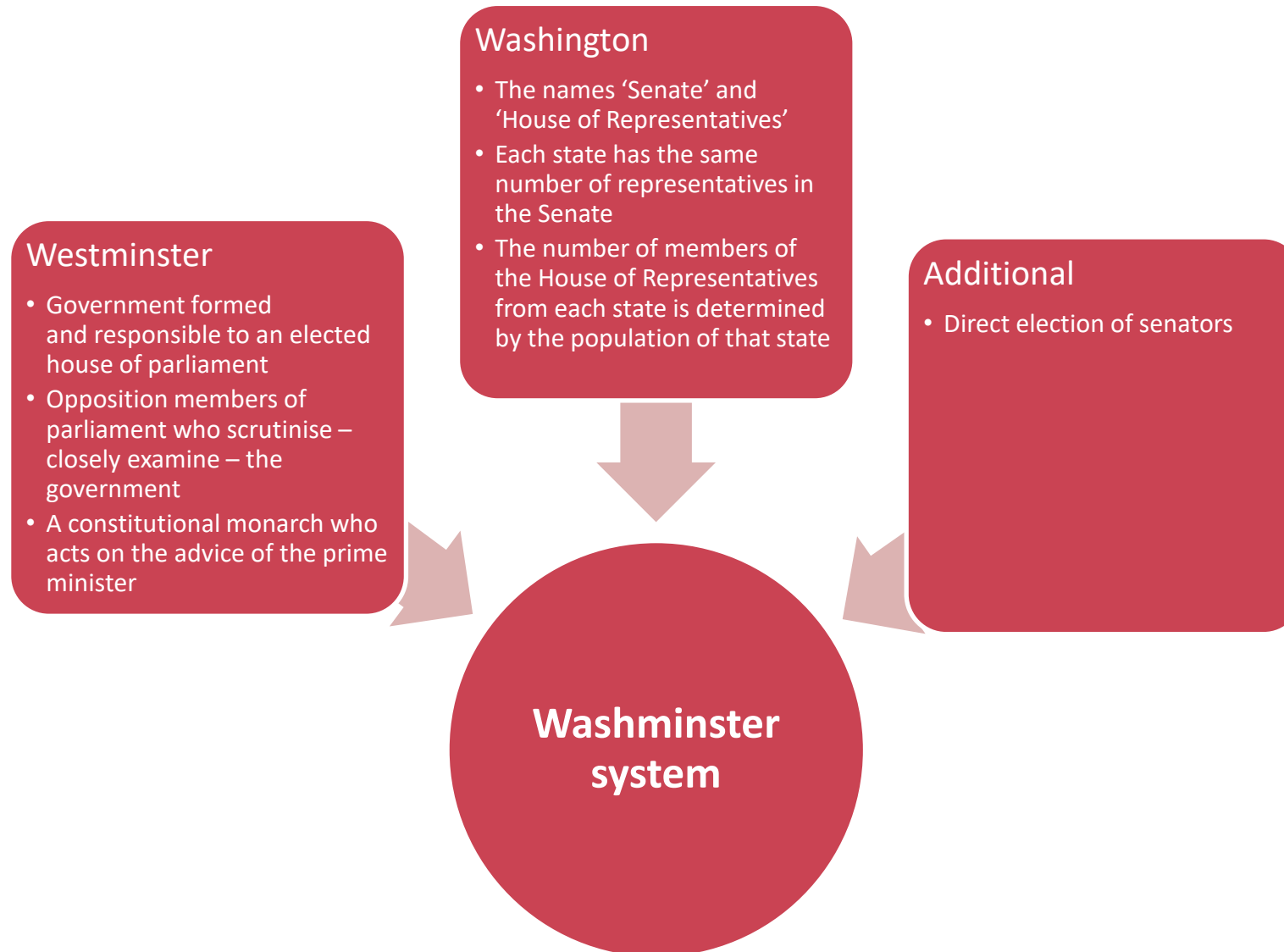


The Australian system of government

THE AUSTRALIAN SYSTEM OF GOVERNMENT



Development of a **political system**



Four key ideas of Australian democracy



Active and engaged citizens

Citizens have a voice and can make changes in society



An inclusive and equitable society

We work towards a society where everyone is respected and free



Free and franchised elections

We get to stand for election and choose who makes decisions on our behalf



The rule of law for both citizens and the government

Everyone is equal before the law and must follow the law

Federal Government

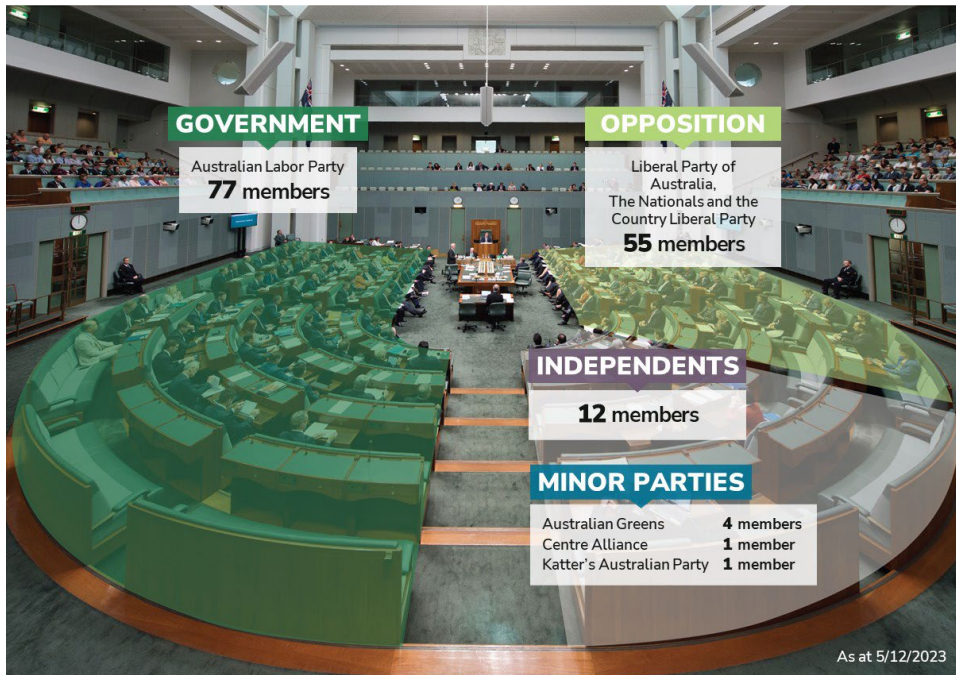
What does it do?



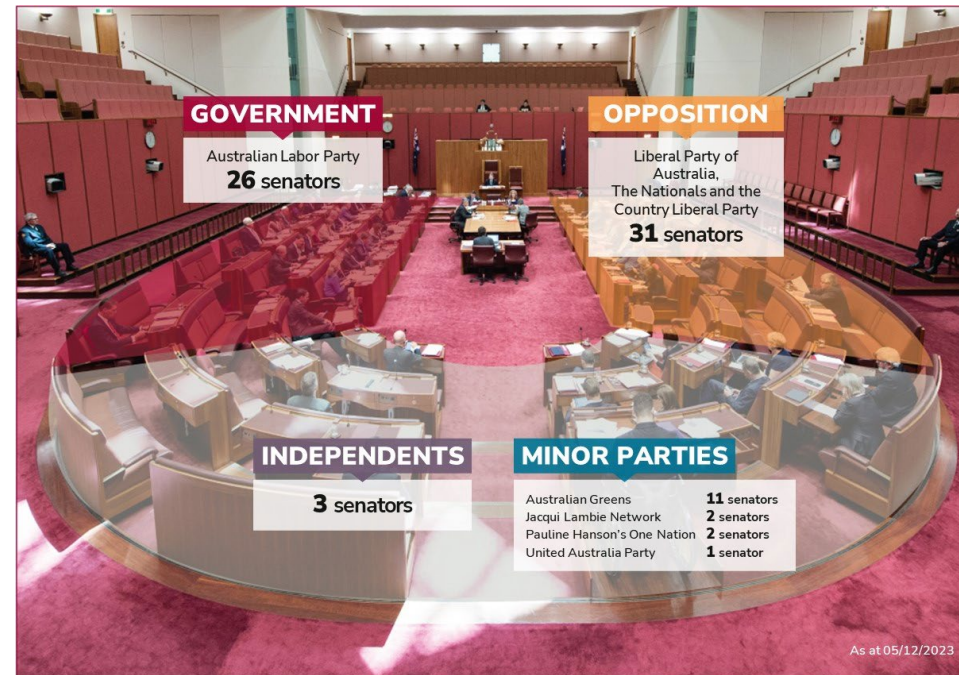
Cape Otway Lightstation, Great Ocean Road, Victoria.

Number of members

Composition of the House of Representatives



Composition of the Senate



Ratio of electors to members

Composition of the House of Representatives

Number	State/Territory
3	Australian Capital Territory
47	New South Wales
2	Northern Territory
30	Queensland
10	South Australia
5	Tasmania
39	Victoria
15	Western Australia
151	Total

Number	Gender
58	Female
93	Male

Composition of the Senate

Number	State/Territory
2	Australian Capital Territory
12	New South Wales
2	Northern Territory
12	Queensland
12	South Australia
12	Tasmania
12	Victoria
12	Western Australia
76	Total

Number	Gender
43	Female
33	Male

States

State	Capital	Population (Sept 2022)	Area (km2)	Population Density (/km2)	No. of Reps. in Aus House	Governor	Premier (Party)	Next election
New South Wales	Sydney	8,193,549	809,952	9.99	47	Margaret Beazley	Chris Minns (Labor)	27 March 2027
Victoria	Melbourne	6,656,281	237,657	27	38	Linda Dessau	Daniel Andrews (Labor)	28 November 2026
Queensland	Brisbane	5,354,801	1,851,736	2.84	30	Jeannette Young	Annastacia Palaszczuk (Labor)	26 October 2024
Western Australia	Perth	2,805,019	2,642,753	1.05	16	Chris Dawson	Mark McGowan (Labor)	8 March 2025
South Australia	Adelaide	1,828,701	1,044,353	1.73	10	Frances Adamson	Peter Malinauskas (Labor)	21 March 2026
Tasmania	Hobart	571,873	90,758	6.28	5	Barbara Baker	Jeremy Rockliff (Liberal)	28 June 2025

Territories

Internal territories of Australia

Territory	Capital (or largest settlement)	Population (Sept 2022)	Area (km ²)	Population Density (/km ²)	No. of Reps. in Aus House	Chief Minister	Next election
Australian Capital Territory	Canberra	459,048	2,358	192	3	Andrew Barr (Labor)	19th of October 2024
Northern Territory	Darwin	250,602	1,419,630	0.18	2	Natasha Fyles (Labor)	24 August 2024
Jervis Bay Territory	None (Jervis Bay Village)	405	67	6.04	Part of the Division of Fenner (ACT)	None	

Territories

External territories of Australia

Territory	Capital (or largest settlement)	Population (Jun 2018)	Area (km ²)	Population Density (/km ²)
Christmas Island	Flying Fish Cove	1,938	135	14
Norfolk Island	Kingston	2,601	35	74
Cocos (Keeling) Islands	West Island	547	14	39
Australian Antarctic Territory	None (Davis Station)	60	5,896,500	1.02
Coral Sea Islands	None (Willis Island)	4	780,000	0.000005
Ashmore and Cartier Islands	None (offshore anchorage)	0	199	0
Heard Island and McDonald Islands	None (Atlas Cove)	0	372	0

Comparative terminology

Entity	Type of entity	Tie to the monarch	Domestic administrator	Head of government	Upper House of Parliament	Lower House of Parliament	Member of Parliament	
							Upper house	Lower house ¹
Commonwealth of Australia	Federal government	Direct	Governor-general	Prime minister	Senate	House of Representatives	Senator	MP
South Australia	Federated state	Direct (established by the Australia Act 1986)	Governor	Premier	Legislative Council	House of Assembly	MLC	MHA
Tasmania						Legislative Assembly		MP
New South Wales								MLA
Victoria					N/A (abolished 1922)	Legislative Assembly	MP	
Western Australia							MLA	
Queensland					—	MP		
Australian Capital Territory	Self-governing territory	Indirect (through the governor-general acting as "administrator")	Assembly and chief minister	Chief minister	—	Legislative Assembly	—	MLA
Northern Territory	External territory	Indirect (through the governor-general)	Administrator	Shire president				Shire Council
Christmas Island					Regional Council ²	Councillor		
Cocos (Keeling) Islands				Regional Council ²			Councillor	
Norfolk Island					Regional Council ²	Councillor		

1. The abbreviation MP is an acceptable, and indeed more common, term for members of each lower house.

2. Between 1979 and 2015 Norfolk Island was a self-governing external territory with its own legislature, the Norfolk Island Legislative Assembly, until this was abolished by the Commonwealth Parliament.

The Third Tier

Local Governments are responsible for matters such as:

- Sanitation
- Local roads and Planning
- Development and Zoning
- Libraries and Parking
- Regional Economic Development
- Most financial support for LGs comes from levying local rates and charges, and from State grants.

More recently the Federal Government has made grants directly to influence or steer policy



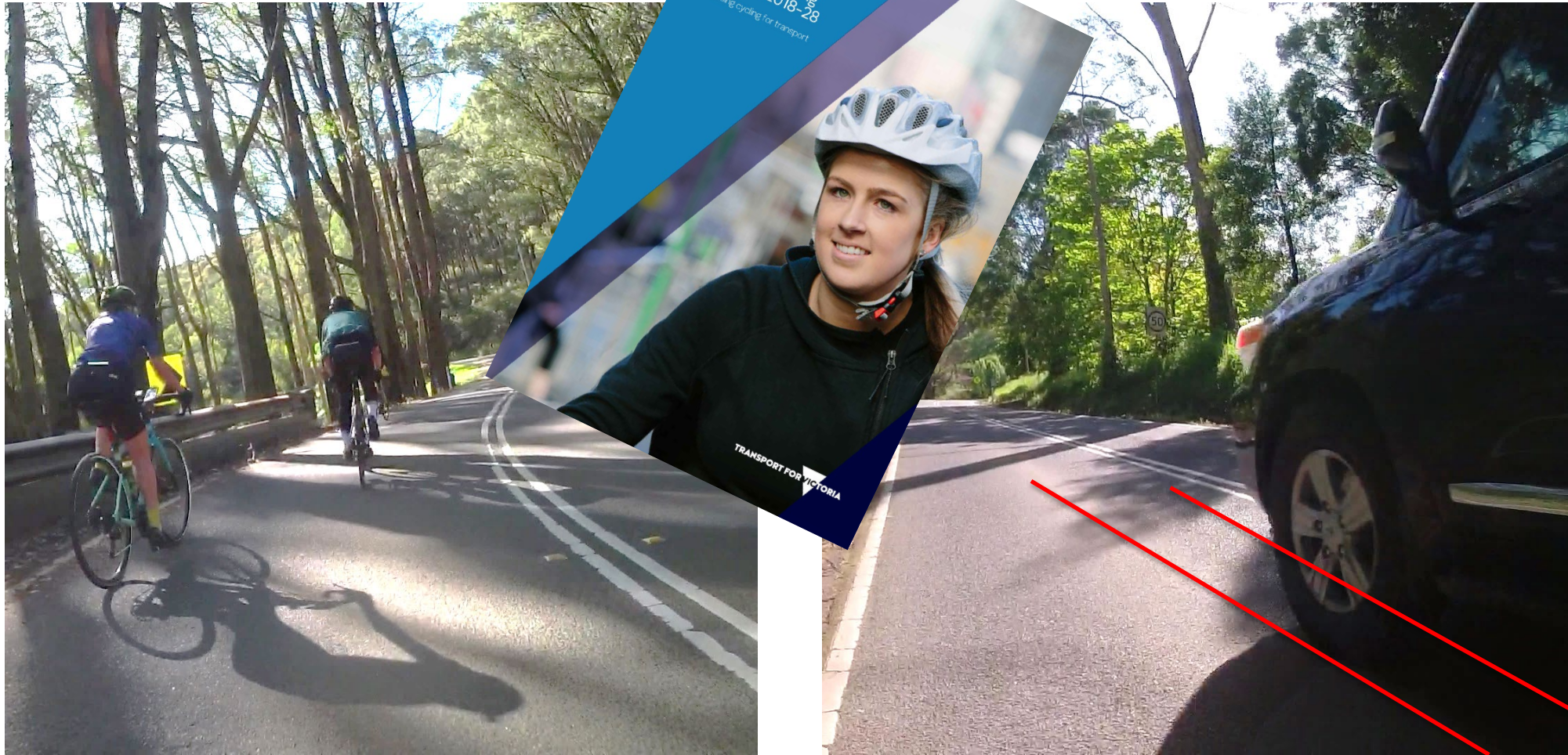
Local governments by type and state

Local government area types	NSW	Vic	Qld	WA	SA	Tas	NT	ACT	Total
Boroughs		1							1
Cities	28	33	7	29	21	6	2		126
Councils	28				15				43
District councils					25				25
Municipalities	6					23	3		32
Regional councils	8				4		9		21
Rural cities		6			1				7
Shires	58	39	28	104			3		232
Towns			1	8	2				11
Aboriginal councils									5
Aboriginal shires			12						12
Region			30						30
Sub-total	128	79	78	141	73	29	17		545
Unincorporated	2	10			1		5	1	19
Total	130	89	78	141	74	29	22	1	564

Who does what?

Daily tasks	Which level of government gets involved?		
	Federal Government	State Government	Local Government
Shower and get ready		<ul style="list-style-type: none"> Power, gas, water, sewerage from State corporations 	
Have breakfast	<ul style="list-style-type: none"> Currency Trade, imports & exports Advertising 	<ul style="list-style-type: none"> Consumer laws Shop and workplace laws 	<ul style="list-style-type: none"> Health inspections of shops
Learn	<ul style="list-style-type: none"> Funding to States Higher education 	<ul style="list-style-type: none"> Education Department School funding and subjects 	<ul style="list-style-type: none"> Local kindergartens and pre-schools
Go to the library	<ul style="list-style-type: none"> National Library 	<ul style="list-style-type: none"> State Library School libraries Subsidies to councils 	<ul style="list-style-type: none"> Local libraries
Play sport	<ul style="list-style-type: none"> Australian Institute of Sport National sports bodies 	<ul style="list-style-type: none"> State sports centre Funding to local councils Safety, health and education 	<ul style="list-style-type: none"> Local sports fields and playgrounds
Watch TV	<ul style="list-style-type: none"> Broadcasting laws ABC TV and Radio 		
Go to the doctor	<ul style="list-style-type: none"> Medicare Funding to States Drug control 	<ul style="list-style-type: none"> Hospitals Ambulance services 	<ul style="list-style-type: none"> Community services, e.g. meals on wheels
Put out the garbage	<ul style="list-style-type: none"> International treaties and national environmental policies 	<ul style="list-style-type: none"> Waste disposal Pollution controls 	<ul style="list-style-type: none"> Garbage collection Local environment

Case study



Part 2

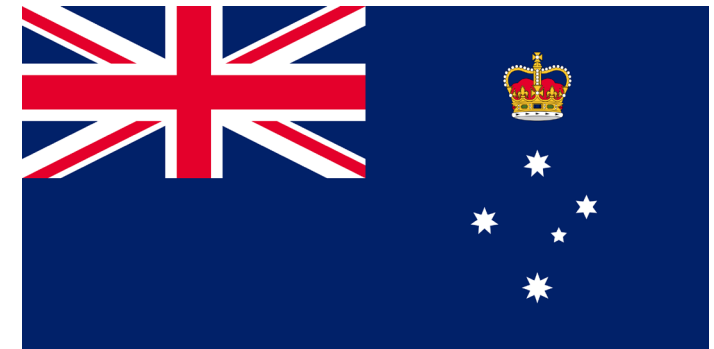
Development of Government in Victoria

A brief introduction to governance in Victoria

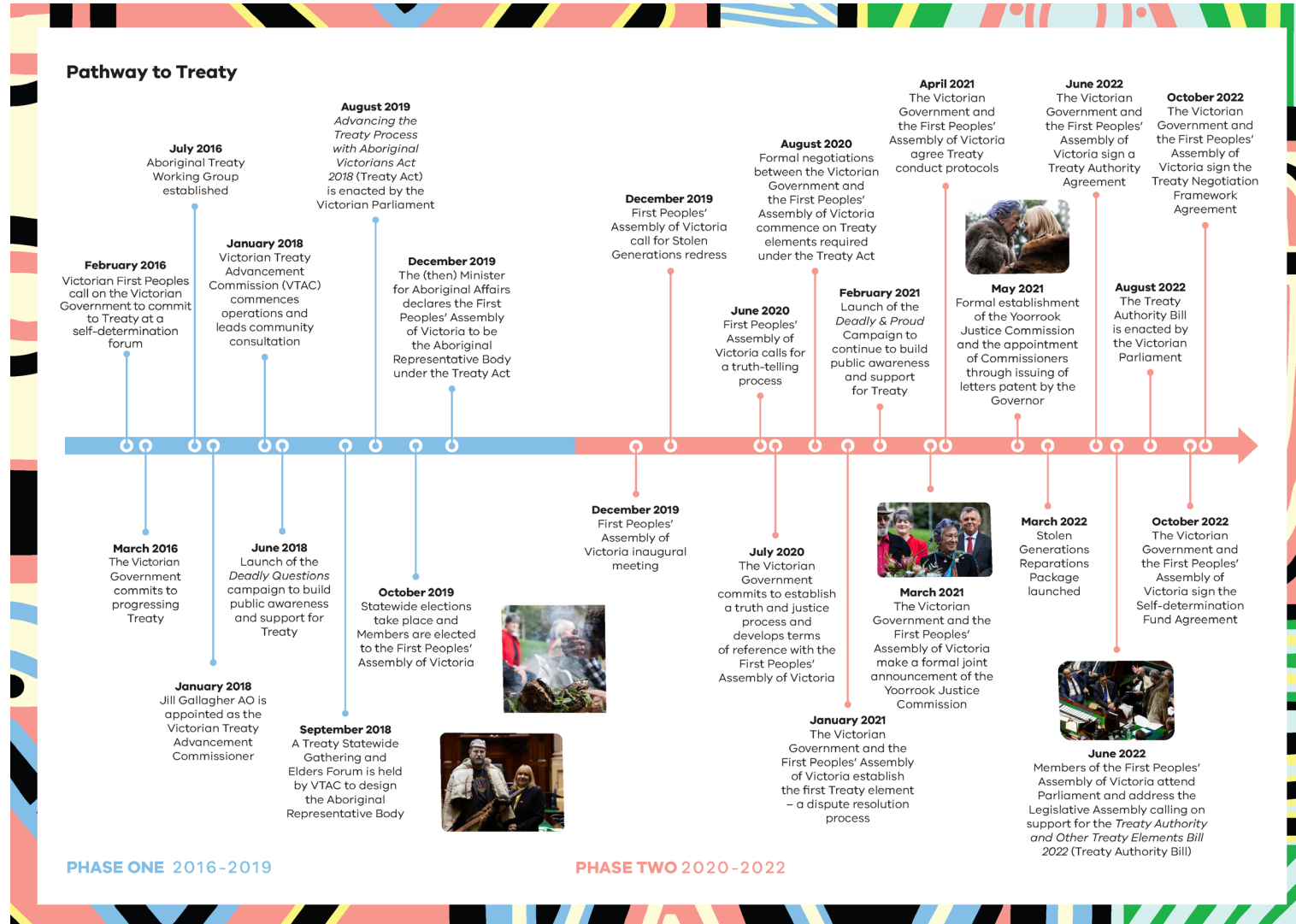
State Government

Victoria State Government

Formation	1 July 1851	As a responsible colonial government
	1 January 1901	As an Australian state



Pathway to Treaty



First Peoples' Assembly of Victoria



**FIRST PEOPLES'
ASSEMBLY OF
VICTORIA**



**Deadly
& proud.**

Victoria, on the path to treaty.



UK inheritance of **political structures**

- Monarch as Head of State
- Initially ruled by a Governor
- Pressure for elected advisory council (NSW 1843)
- Colony of Victoria
 - Colony with Legislative Council (1851)
 - Constitution (1855)
 - Colony with Legislative Assembly (1856)



Government in Victoria



The Monarch



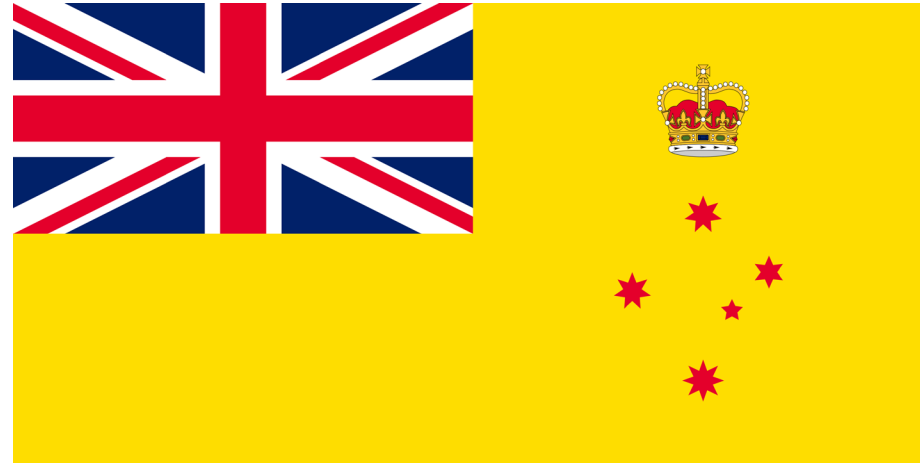
King Charles III*

*His Majesty Charles the Third, by the Grace of God, King of Australia and His other Realms and Territories, Head of the Commonwealth.

The Governor as **Head of State**



Her Excellency Professor the Honourable Margaret Gardner AC is the Governor of Victoria.



The Premier as **Head of Government**



Hon Jacinta Allan MP is the Premier of Victoria, and the Leader of the Victorian Labor Party.

She was sworn in as the 49th Premier of Victoria on 27 September 2023.

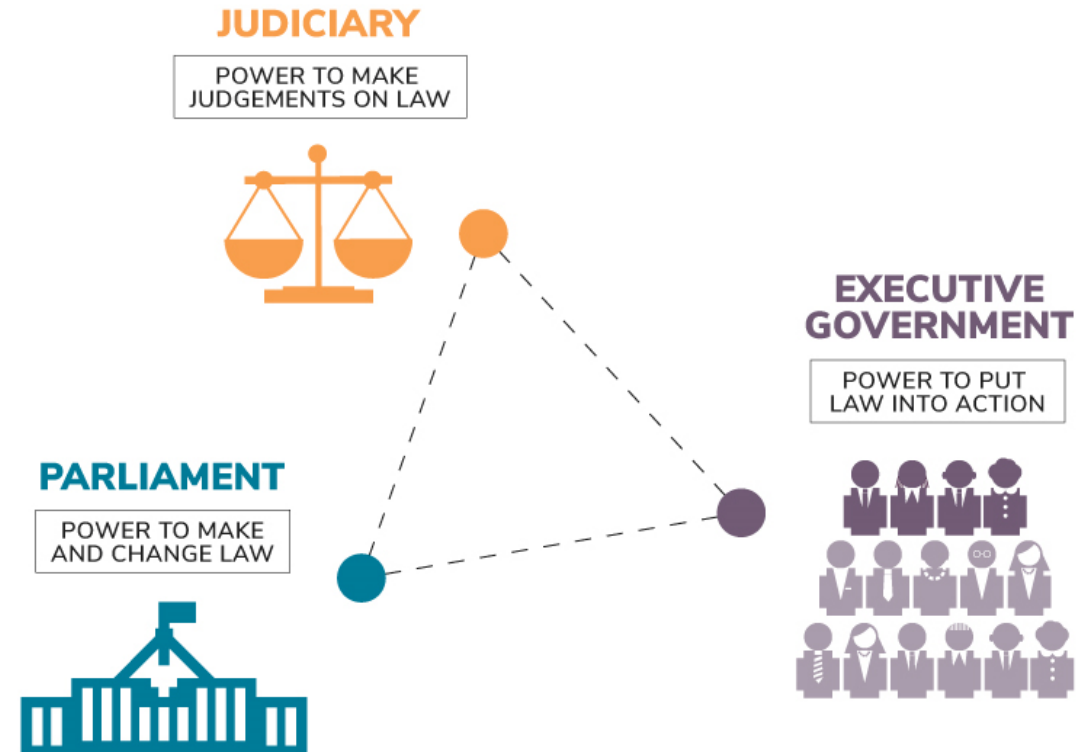
Separation of powers

Key elements of the Constitution and the system of state governments in Australia include:

- **A Legislature [Parliament]**
- **An Executive branch [Cabinet]**
- **A separate Judiciary**

With a clear separation of power between:

- Parliament
- Executive
- Judiciary



The Legislature - Parliament

Parliament comprises the Crown (the Governor) the Legislative Assembly (Lower House) and the Legislative Council (Upper House). This two house system is referred to as a bicameral system.

Parliament:

- provides for the formation of Government
- passes legislation
- approves the Government's budget appropriations
- represents the people of Victoria
- scrutinises the actions of the Government

The Executive

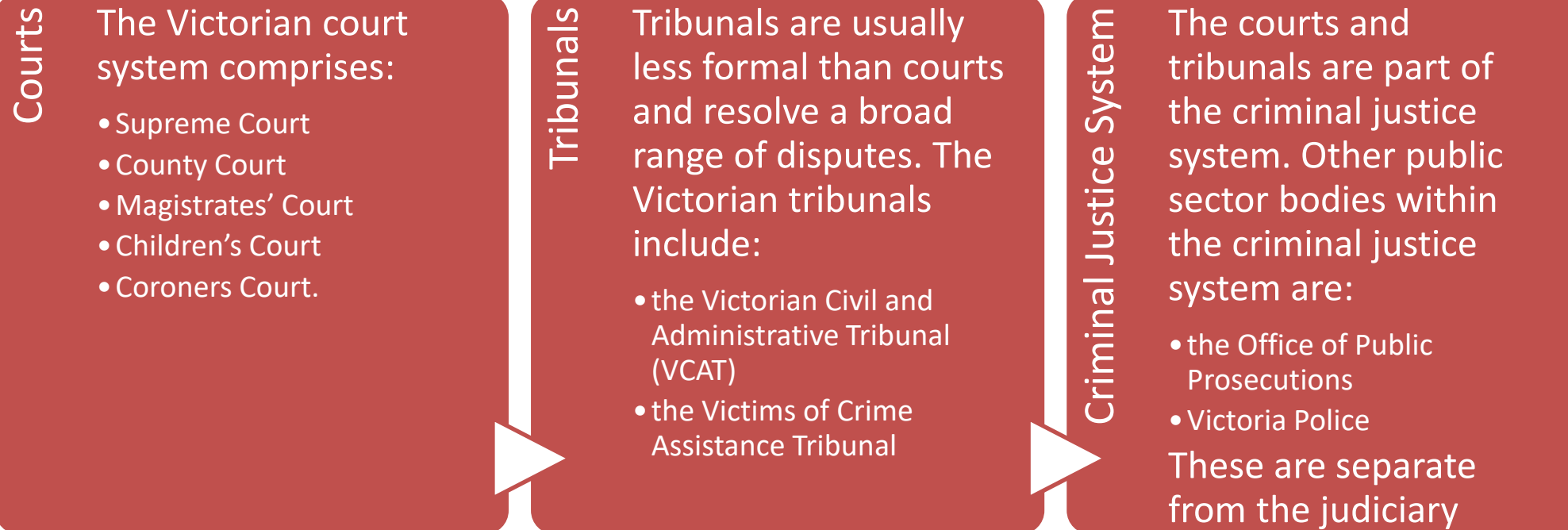
The executive is responsible for the administration of laws passed by Parliament and the delivery of public services.

The Executive is comprised of the

- Governor
- Ministers
- Administrative agencies of the government
 - Departments and public entities

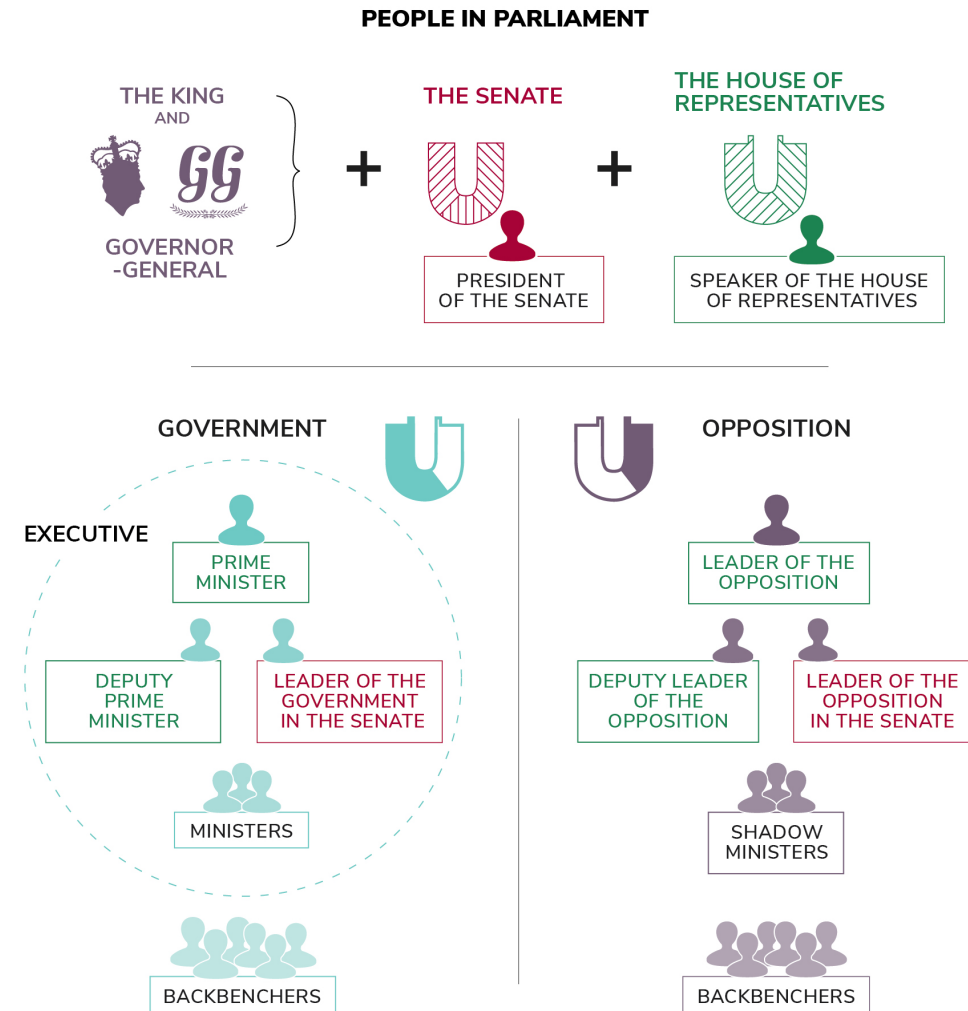
The Judiciary

Laws are made by state and Commonwealth governments, which means there are state and Commonwealth courts and tribunals. Victoria has a number of courts and tribunals. Their role is to interpret the laws, adjudicate disputes and impose penalties on people or organisations that have broken the law.



Parliament vs Government

	Parliament of Victoria	Victorian Government
Main roles	<ul style="list-style-type: none"> To make laws To hold the government to account for its decisions 	<ul style="list-style-type: none"> To govern the state and set policy To administer and implement laws
Members	<ul style="list-style-type: none"> All members of Parliament and the Crown 	<ul style="list-style-type: none"> Premier and ministers
How are members chosen?	<ul style="list-style-type: none"> Elected by the Victorian people. Each member represents a district (Lower House) or region (Upper House) of Victoria. 	<ul style="list-style-type: none"> Formed by the party, or coalition, that wins the majority of seats in the Legislative Assembly



Legislative Assembly

- The Legislative Assembly is the lower house of the Victorian Parliament
- Consists of 88 representatives
- 45 members needed to form Government
- Members are elected from electorates which represents an area within Victoria
- Elected every four years
- Serjeant-at-Arms
 - The Serjeant-at-Arms maintains order in the Legislative Assembly chamber and performs ceremonial duties.
 - They carry the ceremonial mace at the start of every sitting day.



Legislative Council

- The Legislative Council is the upper house of the Victorian Parliament
- Consists of 40 representatives
- Members are elected from eight multi-member constituencies, each returning five members, and elected by proportional representation
- Elected every four years for a fixed four-year term
- Usher of the Black Rod
 - The Usher of the Black Rod keeps order in the Legislative Council Chamber and performs ceremonial duties.



Victorian Lower and Upper House

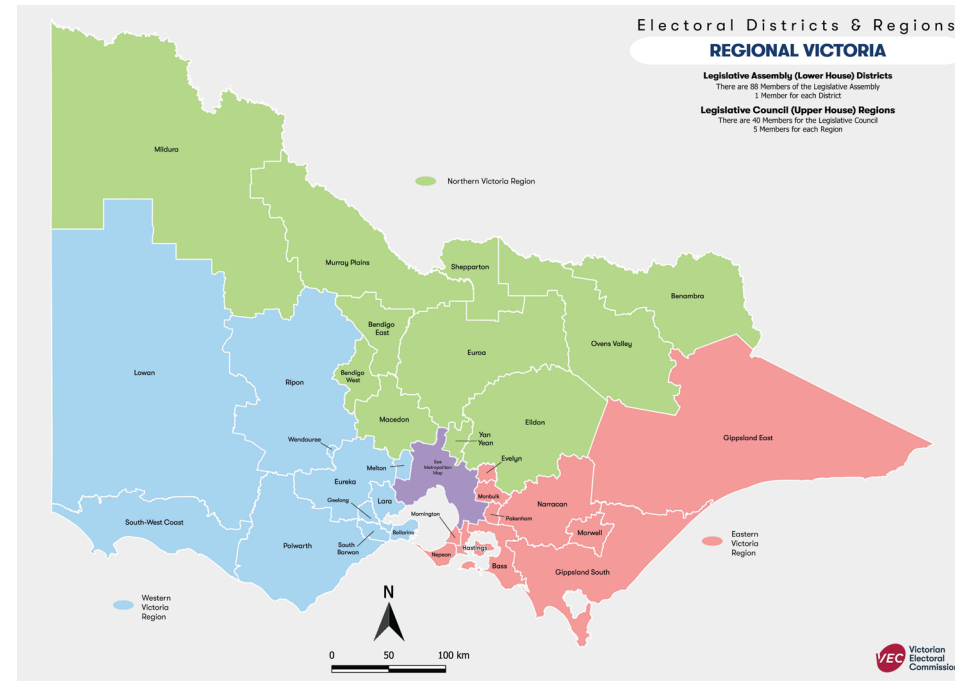
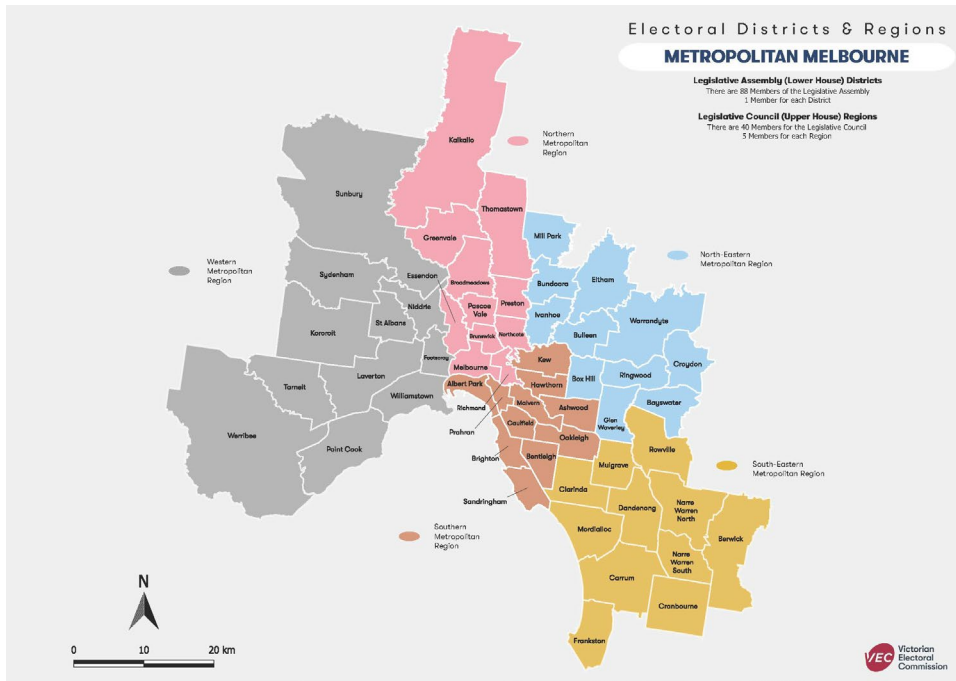
Legislative Assembly 2022-26

Party		Seats held	
Government			
	Labor	55	63%
Opposition			
	Liberal	19	22%
	National	9	10%
Crossbench			
	Greens	4	5%
	Independent Labor	1	1%
Total		88	100%

Legislative Council 2022-26

Party		Seats	
Government			
	Labor	15	38%
Opposition			
	Liberal	12	30%
	National	2	5%
Crossbench			
	Greens	4	10%
	Legalise Cannabis	2	5%
	Animal Justice	1	3%
	Democratic Labour	1	3%
	Liberal Democrats	1	3%
	One Nation	1	3%
	Shooters, Fishers and Farmers	1	3%
Total		40	100%

Electoral boundaries



Parliamentary Committees

The committee system provides a way of achieving greater public input into issues being considered by Parliament.

Parliamentary committees are made up of Members of Parliament from different political parties. They investigate a particular issue and report their findings and recommendations to the Parliament.

The work of committees facilitates:

- public debate and awareness of issues
- direct public input into parliamentary and policy processes
- personal contact between parliamentarians and the public
- in-depth investigation of issues to assist with better legislative decision

Types of committees

There are four main types of parliamentary committees:

Joint Investigatory Committees

- Appointed each parliament to investigate a number of different issues in particular subject areas. They are made up of members of both Houses.

Standing Committees

- Appointed for the length of a parliamentary term to investigate a number of different issues in particular subject areas. They are made up of members of one House.

Select Committees

- Investigate a particular issue and are dissolved when the issue is reported on. They are made up of members of one House.

Domestic Committees

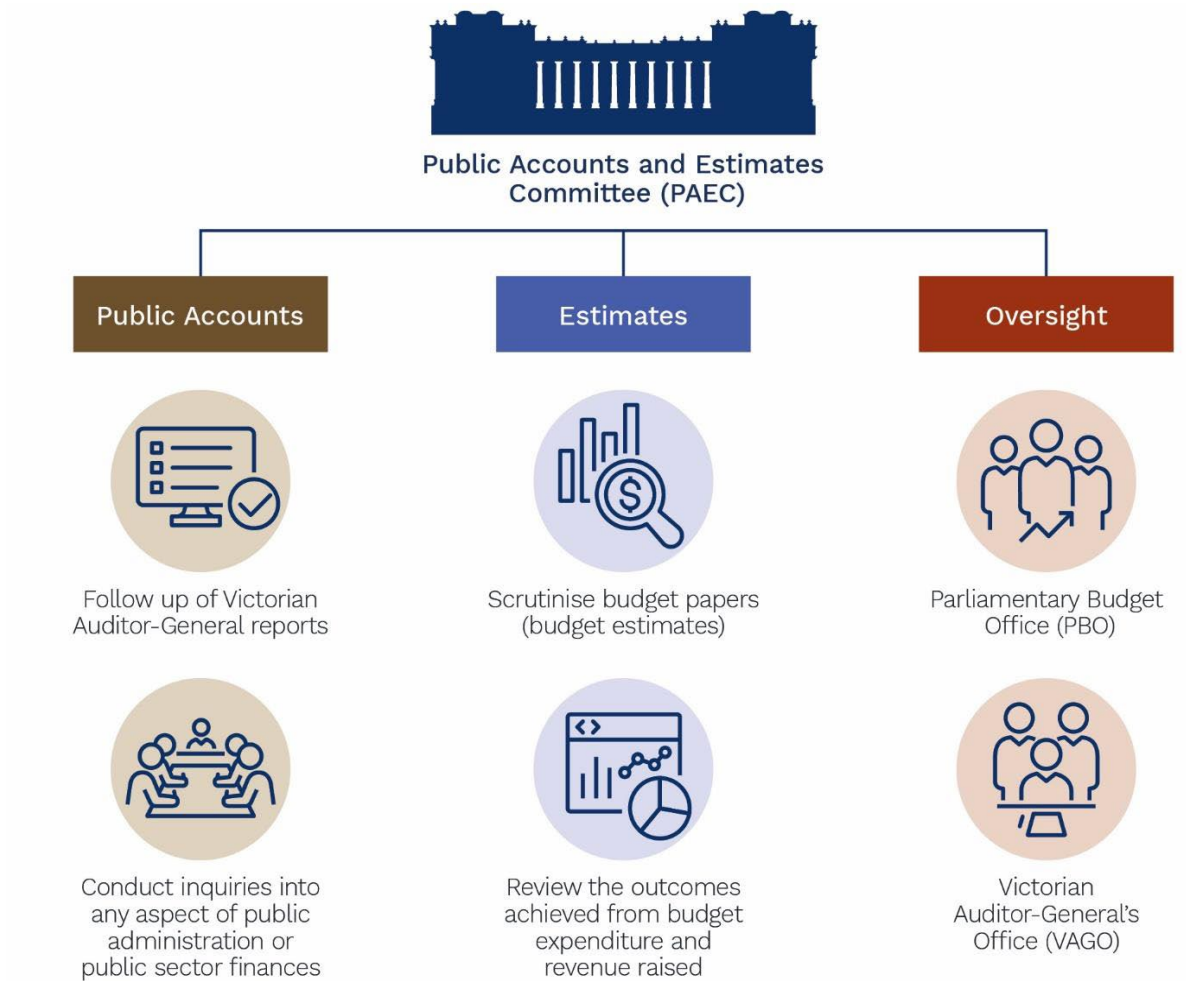
- Focusing on the operations of Parliament, such as parliamentary procedure and administration. They are made up of members of one House.

PAEC

The Committee produces reports that promote public sector reform and accountability.

It can:

- conduct inquiries into any aspect of public administration or public sector finances
- follow up on Auditor-General reports
- scrutinise budget papers and review the outcomes achieved from budget expenditure and revenue
- perform statutory oversight responsibilities around the Victorian Auditor-General's Office and Parliamentary Budget Office.



Independent Officers of Parliament

Officers of Parliament are governed by specific legislation.

They are responsible to Parliament, not the Government of the day.

The Officers of Parliament

Auditor-
General

Ombudsman

Electoral
Commissioner

Independent Broad-
based Anti-
Corruption
Commission (IBAC)
Commissioner

Victorian Inspector

Parliamentary
Budget Officer

Constitutions

Authorised Version No. 223

Constitution Act 1975

No. 8750 of 1975

Authorised Version incorporating amendments as at
17 March 2021

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Authorised by the Chief Parliamentary Counsel

i



AUSTRALIA'S CONSTITUTION

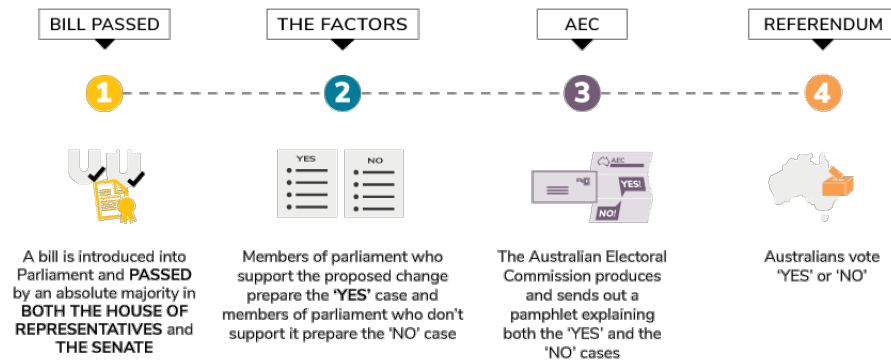
With Overview and Notes by the
Australian Government Solicitor



Produced by the Parliamentary Education Office and
Australian Government Solicitor, Canberra

Referendums and plebiscites

HOW TO CHANGE THE CONSTITUTION



DOUBLE MAJORITY

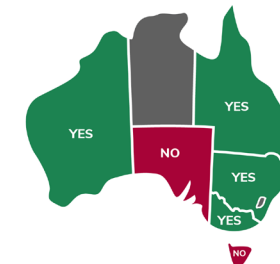
The Australian Constitution can only be changed with the support of the majority of Australian voters **AND** a majority of voters in a majority of states (ie. at least 4 states).

A REFERENDUM IS PASSED WHEN:



A majority – more than half – of voters from all around Australia vote **YES**.

AND



A majority – more than half – of voters in at least 4 **states*** vote **YES**.

*Votes from the ACT, NT and other territories are counted in the national majority only.

Conventions

A convention is an unwritten understanding about how something in Parliament should be done that, although not legally enforceable, is almost universally observed.

Occasionally a new convention is agreed upon in order to resolve a specific procedural issue that has arisen.

- The Prime Minister.
- Whoever can command a majority in the House of Representatives is entitled to be asked by the Governor-General to form a government, and take the title Prime Minister.
- Governors-General always act on the advice of their Prime Minister or other relevant minister in regard to particular powers they may exercise.
- An incumbent Prime Minister who loses an election will advise the Governor-General to appoint the leader of the larger party as Prime Minister so the Governor-General does not need to act alone.
- State Premiers tender advice to State Governors for Federal Senate elections, in response to the Prime Minister's advice to the Governor-General to call a Federal House of Representatives election.
- State Governors are given a dormant commission to administer the Commonwealth if the Governor-General is unable to.

Rights

The rights we do have in the Australian constitution are:


- The right to vote (section 41)
- The right to trial by jury (section 80)
- Freedom of religion (section 116)
- Protection against unjust acquisition of property (section 51)
- And the prohibition of discrimination on the basis of what state you live in (section 117)



Freedom of **speech**

- The Australian Constitution does not explicitly protect freedom of expression.
- There is no explicit right to freedom of Speech in Australia
- The constitution does have an implied right to freedom of “political communication.” (sections 7 and 24)

Freedom of Speech isn't Freedom From
Consequences

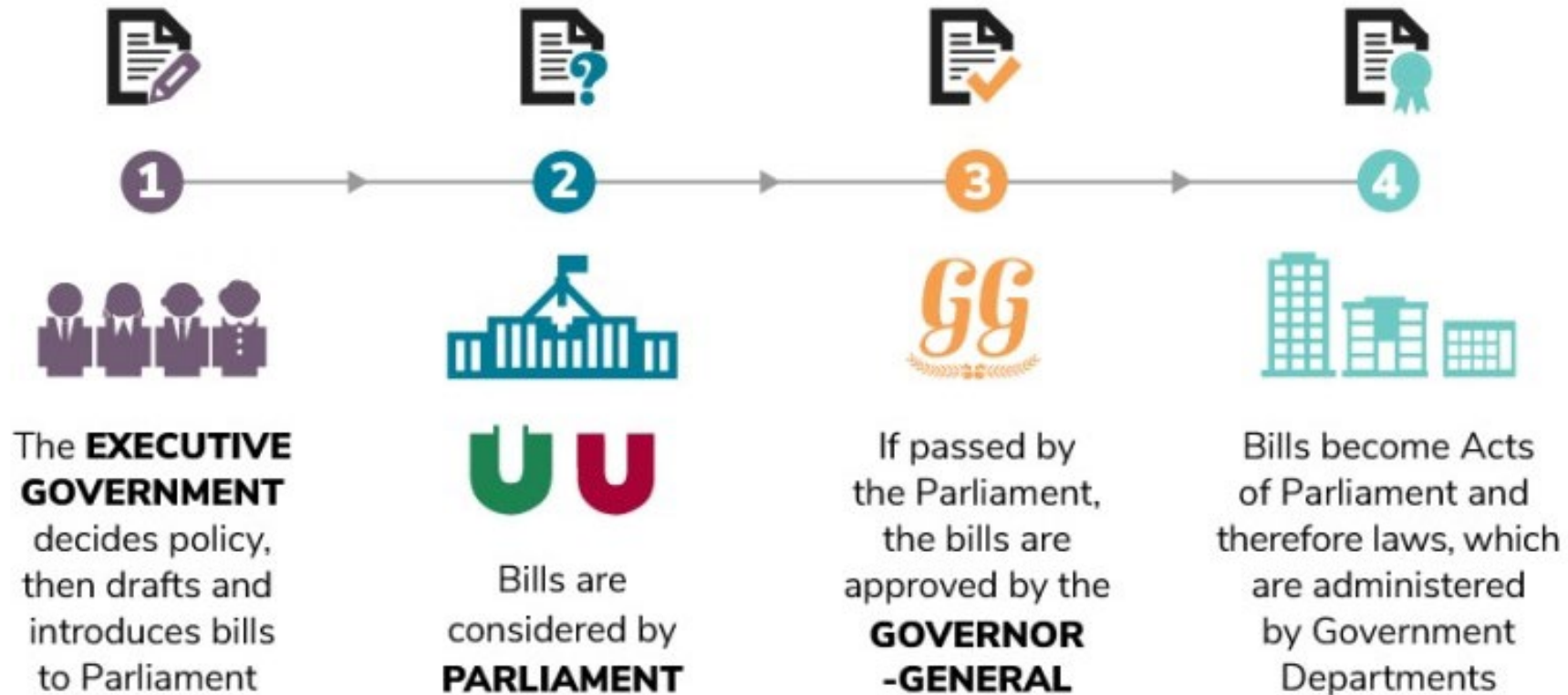
Australia [REDACTED] 
[REDACTED] **is the only** [REDACTED]
democracy [REDACTED] **in the world**
[REDACTED] **that does not** [REDACTED]
[REDACTED] **enshrine** [REDACTED] **free speech**
and a free press. [REDACTED]

Free speech as a **public servant**

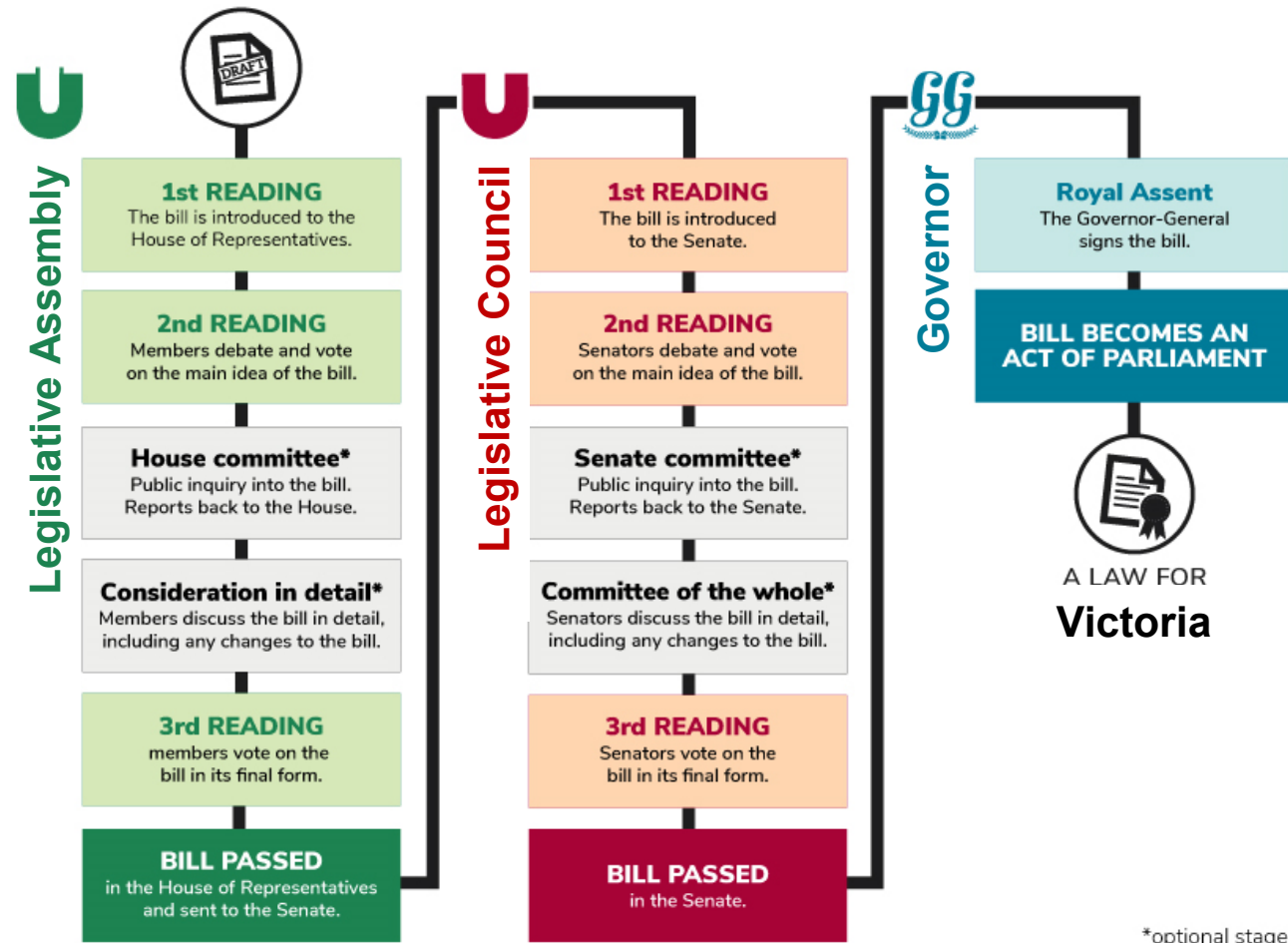
- Make it clear that the views you're expressing are your own and not your agency's
- It's generally a bad idea to make comments about policy issues that are relevant to your work
- Be thoughtful about the language you use
- Remember that people will judge your agency by the tone and content of what you say
- Don't make derogatory comments about your agency or the people you work with
- If you 'like' or share someone else's post, that can be seen as your endorsement
- Assume that whatever you say or write will be linked back to you eventually
- Don't rely on your privacy settings to keep your posts private
- Commenting in your own time doesn't provide you with a "Get Out of Jail Free" card



From policy to law



Usual path of a bill



*optional stage

? **Senate referral**
The Senate may refer the text of the bill to a Senate committee for inquiry (this can happen while the bill is in the House).

Cabinet of Victoria

The Cabinet of Victoria, also known as the Executive Council of Victoria, oversees Victoria's executive branch of Government.

Ministers of the executive council undertake responsibilities aligned with their portfolio area and are responsible for the subordinate government departments relevant to their ministry positions.

The Governor of Victoria presides over the Executive council; however, she is not a member.

Cabinet as of January 2024



Jacinta Allan
Premier



Ben Carroll
Deputy Premier
Minister for Education
Minister for Medical Research



Jaclyn Symes
Leader of the Government in the
Legislative Council
Attorney-General
Minister for Emergency Services



Tim Pallas
Treasurer
Minister for Industrial Relations
Minister for Economic Growth



Sonya Kilkenny
Minister for Planning
Minister for the Suburbs



Danny Pearson
Minister for Transport Infrastructure
Minister for the Suburban Rail Loop
Assistant Treasurer
Minister for WorkSafe and the TAC



Harriet Shing
Minister for Housing
Minister for Water
Minister for Equality



Ros Spence
Minister for Agriculture
Minister for Community Sport
Minister for Carers and Volunteers



Lizzie Blandthorn
Deputy Leader of the Government in the
Legislative Council
Minister for Children
Minister for Disability



Colin Brooks
Minister for Development Victoria
Minister for Precincts
Minister for Creative Industries



Anthony Carbines
Minister for Police
Minister for Crime Prevention
Minister for Racing



Lily D'Ambrosio
Minister for Climate Action
Minister for Energy and Resources
Minister for the State Electricity
Commission



Ingrid Stitt
Minister for Mental Health
Minister for Ageing
Minister for Multicultural Affairs



Natalie Suleyman
Minister for Veterans
Minister for Small Business
Minister for Youth



Mary-Anne Thomas
Leader of the House
Minister for Health
Minister for Health Infrastructure
Minister for Ambulance Services



Gayle Tierney
Minister for Skills and TAFE
Minister for Regional Development



Steve Dimopoulos
Minister for Environment
Minister for Tourism, Sport and Major
Events
Minister for Outdoor Recreation



Enver Erdogan
Minister for Corrections
Minister for Youth Justice
Minister for Victim Support



Melissa Horne
Minister for Casino, Gaming and Liquor
Regulation
Minister for Local Government
Minister for Ports and Freight
Minister for Roads and Road Safety



Natalie Hutchins
Minister for Jobs and Industry
Minister for Treaty and First Peoples
Minister for Women



Vicki Ward
Minister for Prevention of Family Violence
Minister for Employment



Gabrielle Williams
Minister for Government Services
Minister for Consumer Affairs
Minister for Public and Active Transport



Steve McGhie
Cabinet Secretary

Cabinet January 2024

Jacinta Allan	Premier [CM]
Ben Carroll	Deputy Premier Minister for Education [CM] Minister for Medical Research
Jaclyn Symes	Leader of the Government in the Legislative Council Attorney-General [CM] Minister for Emergency Services
Tim Pallas	Treasurer [CM] Minister for Industrial Relations Minister for Economic Growth
Lizzie Blandthorn	Deputy Leader of the Government in the Legislative Council Minister for Children [CM] Minister for Disability
Colin Brooks	Minister for Development Victoria Minister for Precincts Minister for Creative Industries
Anthony Carbines	Minister for Police Minister for Crime Prevention Minister for Racing
Lily D'Ambrosio	Minister for Climate Action [CM] Minister for Energy and Resources Minister for the State Electricity Commission
Steve Dimopoulos	Minister for Environment Minister for Tourism, Sport and Major Events Minister for Outdoor Recreation
Enver Erdogan	Minister for Corrections Minister for Youth Justice Minister for Victim Support
Melissa Horne	Minister for Casino, Gaming and Liquor Regulation Minister for Local Government Minister for Ports and Freight Minister for Roads and Road Safety

Natalie Hutchins	Minister for Jobs and Industry [CM] Minister for Treaty and First Peoples Minister for Women
Sonya Kilkenny	Minister for Planning Minister for the Suburbs
Danny Pearson	Minister for Transport Infrastructure [CM] Minister for the Suburban Rail Loop Assistant Treasurer Minister for WorkSafe and the TAC
Harriet Shing	Minister for Housing Minister for Water Minister for Equality
Ros Spence	Minister for Agriculture Minister for Community Sport Minister for Carers and Volunteers
Ingrid Stitt	Minister for Mental Health Minister for Ageing Minister for Multicultural Affairs
Natalie Suleyman	Minister for Veterans Minister for Small Business Minister for Youth
Mary-Anne Thomas	Leader of the House Minister for Health [CM] Minister for Health Infrastructure Minister for Ambulance Services
Gayle Tierney	Minister for Skills and TAFE Minister for Regional Development
Vicki Ward	Minister for Prevention of Family Violence Minister for Employment
Gabrielle Williams	Minister for Government Services [CM] Minister for Consumer Affairs Minister for Public and Active Transport
Steve McGhie	Cabinet Secretary

Parliamentary Secretaries January 2024

Nick Staikos	Parliamentary Secretary to the Premier Parliamentary Secretary for Multicultural Affairs
Josh Bull	Parliamentary Secretary for Level Crossing Removals Parliamentary Secretary for Transport
Darren Cheeseman	Parliamentary Secretary for Education
Christine Couzens	Parliamentary Secretary for First Peoples
Paul Edbrooke	Parliamentary Secretary to the Treasurer
Bronwyn Halfpenny	Parliamentary Secretary for Jobs
Katie Hall	Parliamentary Secretary for Housing Parliamentary Secretary for Creative Industries
Nathan Lambert	Parliamentary Secretary for Children
Tim Richardson	Parliamentary Secretary for Health Infrastructure Parliamentary Secretary for Mental Health and Suicide Prevention
Michaela Settle	Parliamentary Secretary for Regional Development Parliamentary Secretary for Agriculture
Nina Taylor	Parliamentary Secretary for Justice

Cabinet processes



The Cabinet handbook outlines:

- the place of Cabinet within the broader system of Executive Government
- the underlying principles of Cabinet
- general expectations for Cabinet business and meetings
- processes for appointments
- components of a quality submission
- requirements to manage and secure Cabinet documents

Matters for Cabinet

Cabinet considers major or significant policy issues. Types of submissions for Cabinet consideration include the following:

- requiring new legislation
- relating to the whole of Victorian Government policies and programs
- with a significant impact on either public or private sector investment and employment
- establishing new non-departmental entities
- relating to significant intergovernmental matters
- relating to reports and other major policy reviews which require a Victorian Government submission/response
- to make certain appointments to public boards as specified in the Appointment and Remuneration Guidelines

Items proposed for Cabinet consideration may first require consideration by a Cabinet Committee, especially for policy matters which require consultation across Government.

Cabinet Committees

Cabinet Committees are established by a decision of the Premier or Cabinet.

The Committee structure comprises three types:

- **Standing committees:** ongoing committees that report directly to Cabinet and support it in its decision-making role and provide oversight of Sub-committees and Taskforces (e.g. Budget, expenditure review)
- **Sub-committees:** ongoing committees that support a specific whole of government policy area, allow for broad Ministerial representation and support standing Committees (e.g. environment, jobs/employment)
- **Taskforces:** time-limited committees that are used to develop, implement and oversee the delivery of a specific policy, or related set of policies. (e.g. Emergency Management)



Cabinet Conventions

As with other Westminster Governments, the Cabinet is not established by statute, and its strength is maintained through adherence to principles focused on shared purpose and robust deliberation.

These are:

- Collective responsibility
- Confidentiality
- 'Need to know' principle

Cabinet and Legislation Liaison Officers

CLLOs are the point of contact in each department for information and guidance on Cabinet and are usually members of the department's Cabinet Team. The role of the CLLO includes:

- providing advice on Cabinet processes and protocols and ensuring the timely lodgement of submissions
- being the central point of contact for Cabinet Office and other departments on Cabinet matters relating to their department
- monitoring, coordinating and forecasting Cabinet business of the Minister/s and department and keeping Cabinet Office informed of developments
- ensuring submissions and all attachments, including second reading speeches and Statements of Compatibility with the Charter of Human Rights and Responsibilities Act 2006, adhere to the procedural requirements outlined in this Handbook
- overseeing access to, and security of, Cabinet documents held within their department.



A hypothetical case study

The Premier has announced that a party in the upper house (Legislative Council) said they'll pass critical legislation if two new medically supervised injecting rooms are approved in Victoria.

In groups, answer the following:
What information should the Secretary of DPC seek from within their Department and other government departments and entities?



Ambulance attendances reduced by **36%** for opioid ODs within 1km during opening hours



Enabled clients to access **10,540** health and social services



Avoided at least **21** deaths

Medically Supervised Injecting Room



A hypothetical **case study**

There are six key steps:

1. Introduction into the Parliament of the legislation (First reading)
2. Speech by Minister (Second reading, debate, possible amendments)
3. Parliamentary Committee to discuss amendments
4. Passing of legislation through both houses
5. Royal Assent by Governor
6. Commencement



Ambulance attendances **reduced by 36% for opioid ODs** within 1km during opening hours



Enabled clients to access **10,540 health and social services**



Avoided at least **21 deaths**

Medically Supervised Injecting Room

Part 3

Role of Departments and Statutory Entities

Links to the **Australian Government**

Formerly the Annual Premiers' Conference in which the States sought a share of the national income tax take

The Commonwealth's ability to raise revenue shifted the original balance in Commonwealth/State relations



State Government Role

States handing over power in areas such as education, disability and health

Commonwealth dominance of revenue-raising especially taxation.

- Income tax power handed over in WW2
- GST in 1999.

Reliance on Commonwealth funding in areas such as transport, health, education, infrastructure



Victorian government

Victorian public sector

Victorian Public Service

Public entities

Special
bodies

Public service body head and department secretary

Statutory
authorities

Corporations

Advisory
bodies

Departments

Administrative
offices

Victorian
Public Sector
Commission

Central
agencies

Line
Departments

State of the Public Sector in Victoria

354,800 people employed or 290,932 FTE at June 2022

10% of the Victorian labour force

1,854 employers

2.1% (5,995 FTE) rise in total employment between June 2021 and June 2022.

Overall public sector workforce employees

- Women make up 68% of this workforce
- 8.9% identify as lesbian, gay, bisexual, pansexual, asexual or use another term (estimate)

State of the Public Service in Victoria

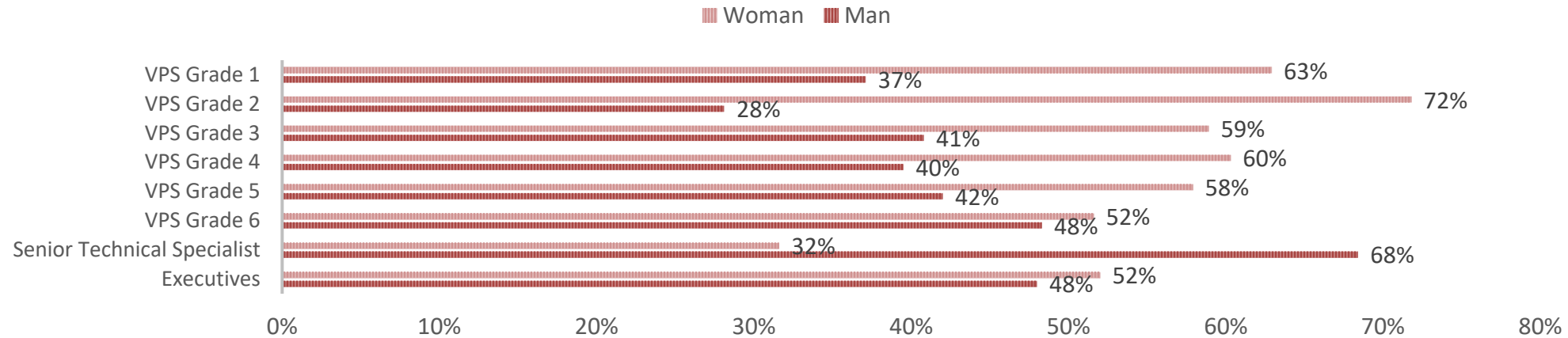
At last count, there are 56,3392 people working in the Victorian Public Service (i.e. employed under the Public Administration Act 2004 and working for one of the government departments or authorities and offices they house)

Overall public sector workforce employees

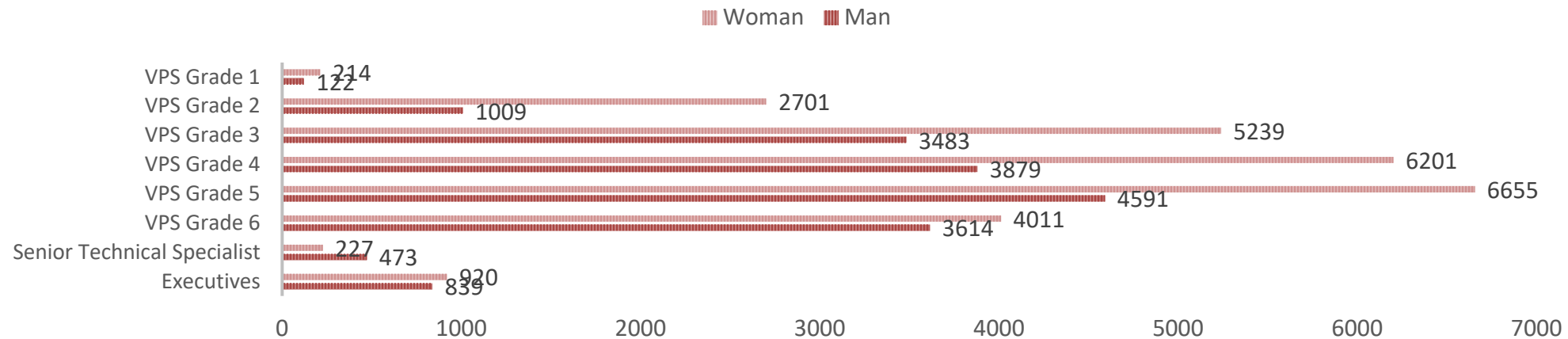
- 59% are women
- 11.7% identify as lesbian, gay, bisexual, pansexual, asexual or use another term (estimate).

Employees by gender and classification

PERCENTAGE OF EMPLOYEES BY GRADE AND GENDER



NUMBER OF EMPLOYEES BY GRADE AND GENDER

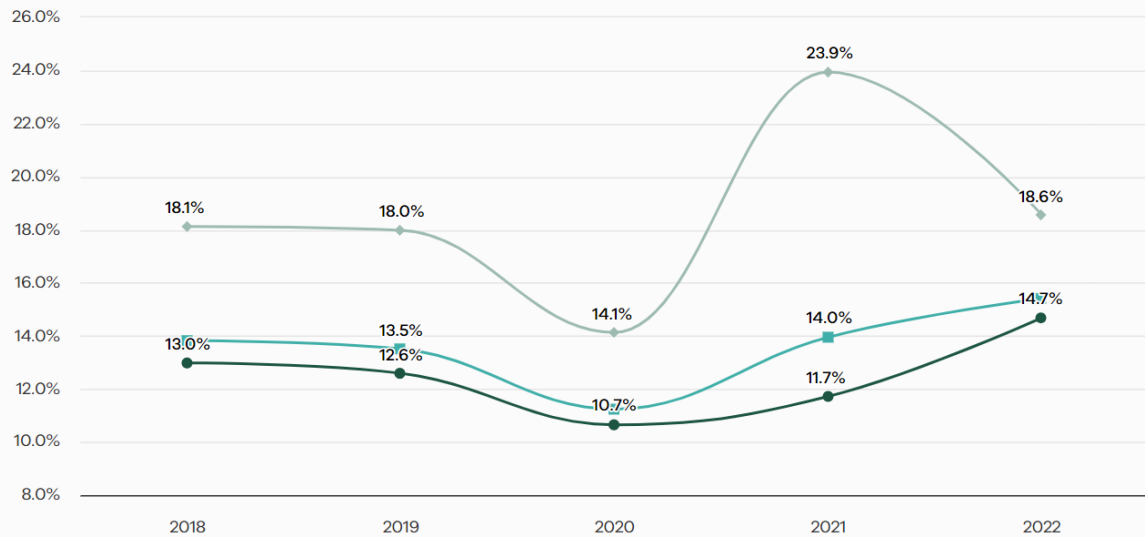


Facts, visuals and data on the Victorian public sector workforce as at June 2022

Employee turnover

New start rates of non-casual public sector employees over time

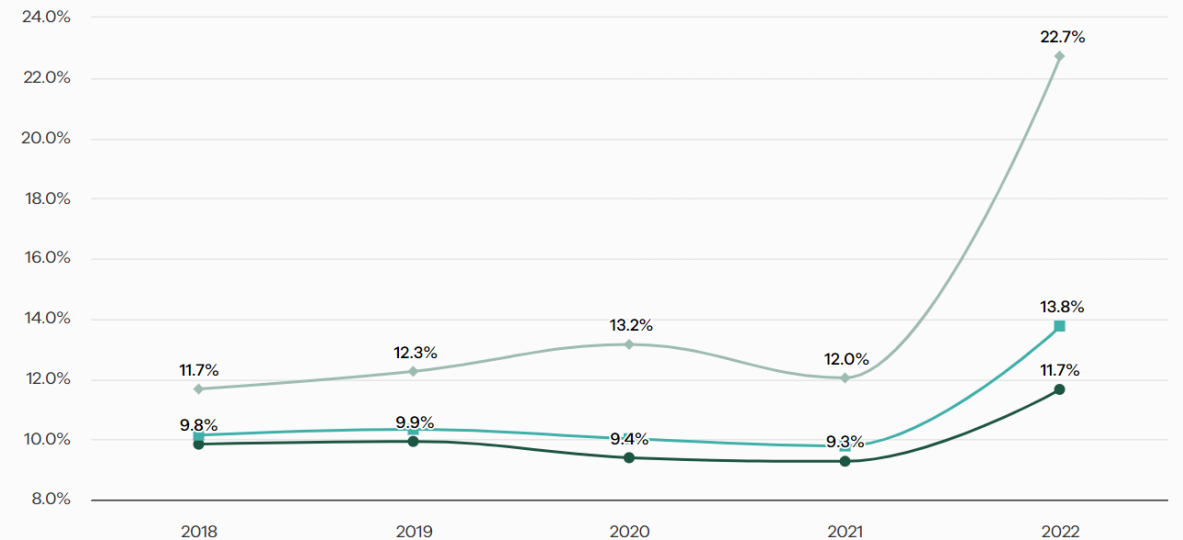
2018, 2019, 2020, 2021 and 2022



Public entities Victorian Public Service Whole of public sector

Separation rates of non-casual public sector employees over time

2018, 2019, 2020, 2021 and 2022



Public entities Victorian Public Service Whole of public sector

Facts, visuals and data on the Victorian public sector workforce as at June 2022

Victorian Public Sector Commission vpsc.vic.gov.au

2021 workplace gender audit data snapshot

2021 workplace gender audit data snapshot

1 The average pay gap between men and women when taking into account their total remuneration was 15.6%.

- ▶ This means that on average, men took home \$19,000 more than women across the 2020-2021 financial year.
- ▶ The median total remuneration pay gap was 81%.

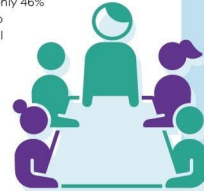


2 The gender pay gap favouring men increased with age.

It was smallest for people aged between 25 and 34 years (a median base salary gap of 3.3%) but began to widen significantly for people aged 35 to 44 years (7.2%) and continued to widen for those aged 45 to 54 years (10.8%). It rose to its highest point (13.7%) for people aged 55 to 64 years.

3 Women make up 66% of the workforce but only 45% of leaders and only 38% of CEOs are women.

Across industries, the largest differences were found in the Victorian Public Service, where women made up 70% of the workforce but only 46% of senior leadership positions, and Local Government, where women made up 63% of the workforce and only 39% of senior leadership positions.



4 Women leaders were more likely than men to take up part-time work and job-sharing opportunities – forms of flexibility that often entail a financial penalty. Women were underrepresented in career development training opportunities and the award of higher duties.



5 Women were significantly overrepresented in part-time work, while people of self-described gender were overrepresented in both part-time and casual work.

6 Traditionally masculine industries (for example, the Transport industry, Police and Emergency Services) continued to have low representation of women.



7 Across organisations, women were 50% more likely to say they experienced sexual harassment than men.



Sexual harassment occurred most frequently in majority-men and frontline sectors, such as Transport and Police and Emergency Services.

8 Only 4% of women and 3% of men who had experienced sexual harassment lodged a formal complaint.



Barriers to formal reporting included the belief that the incident was not serious enough, or that the individual would experience backlash or negative impact on their career as a result of making a report.

9 More than three-quarters of those individuals using formal flexible work arrangements were women.



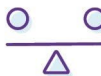
10 Nearly 8 out of 10 parental leave takers were women, and their leave lasted an average of 8 times longer than men's.



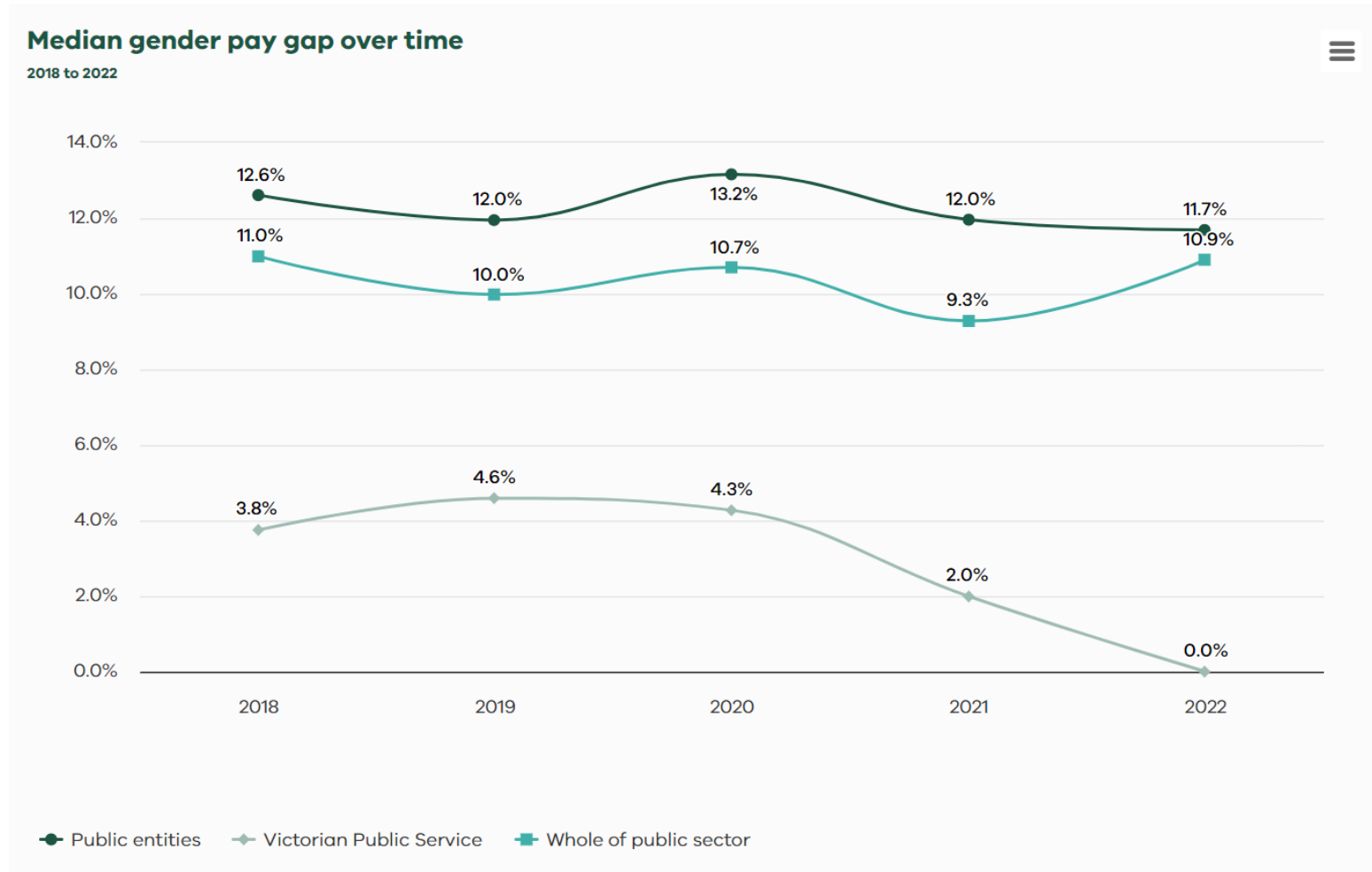
11 Of those taking carer's leave, 68% were women, and women were more likely to believe that flexibility, family responsibilities and caring are barriers to success in their organisation.



12 There is gender balance across the sector in governing bodies.

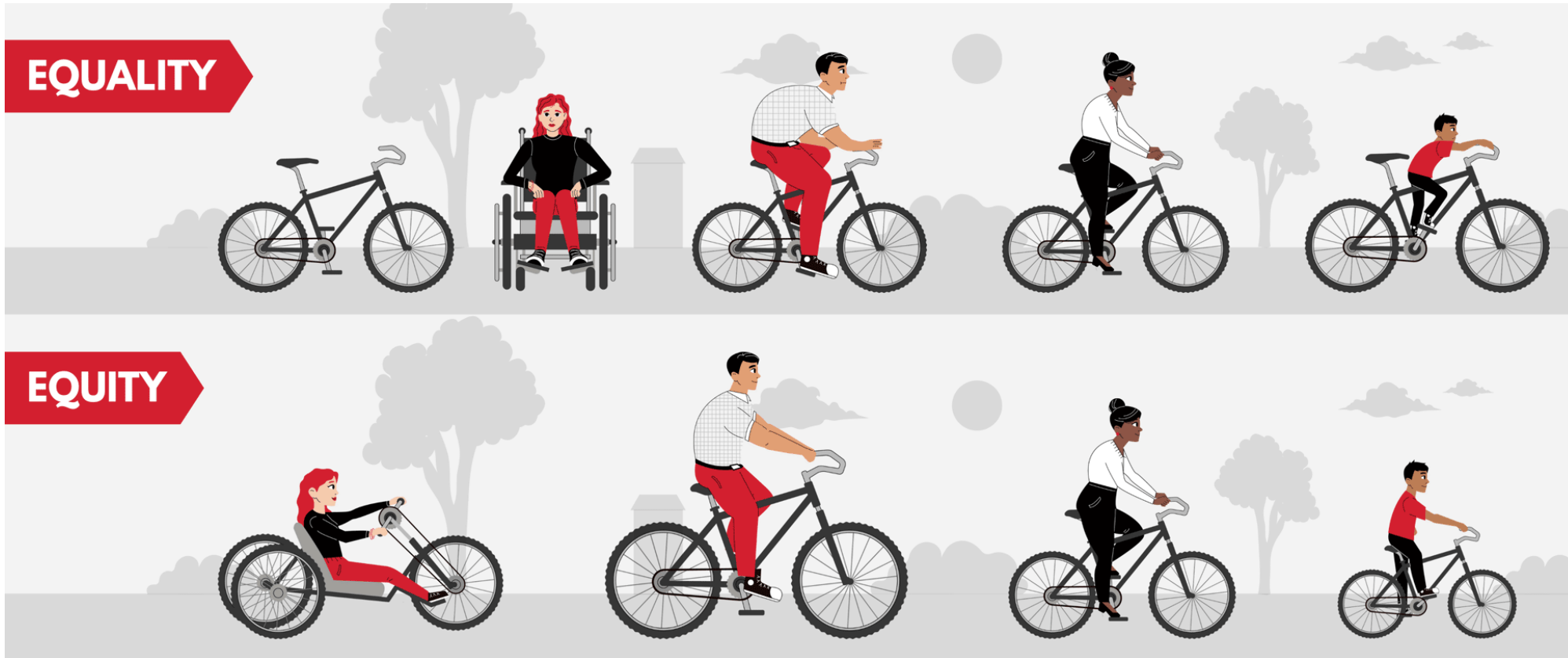


Gender pay gap based on median annual salary



Facts, visuals and data on the Victorian public sector workforce as at June 2022

Why? Equality v Equity?



Employing organisation numbers

Employing organisation	June 2021 headcount	June 2021 full-time equivalent
Department of Education and Training	4,562	4,210.7
Department of Environment, Land, Water and Planning (includes Sustainability Victoria excluding CEO, Solar Victoria and the Office of the Commissioner for Environmental Sustainability)	5,236	5,002.1
Department of Families, Fairness and Housing	6,333	5,909.2
Department of Health	4,334	4,086.0
Department of Jobs, Precincts and Regions	3,662	3,503.2
Department of Justice and Community Safety (includes Victorian Institute of Forensic Medicine non-executive and non-forensic staff)	10,855	10,387.7
Department of Premier and Cabinet	965	925.5
Department of Transport	3,521	3,429.9
Department of Treasury and Finance (includes State Revenue Office and Commission for Better Regulation)	1,431	1,371.1
Total	40,899	38,825.4

Victoria's finances

Sources of Revenue

- The Victorian Government raises revenue and also receives revenue from other sources.
- The Victorian Government receives revenue from the Commonwealth Government.

Appropriation Bill and Budget papers

- The Constitution provides that the Lower House is the source of all legislation involving the expenditure of government revenue.

The Public Account is reported in the Budget papers

- The Government's primary account is the consolidated fund that receives all revenue raised by and granted to the state, and from which amounts are appropriated by Parliament for specific purposes.
- The consolidated fund, together with the trust fund, forms the public account.

Financial Management

- The Financial Management Act 1994 administers the use of public money and the accountability processes and secondary legislation with which departments and public entities must comply.

Procurement

- Procurement is an essential part of the public sector's financial management system. It is crucial that there are rigorous processes in place to ensure a high level of probity and accountability in procurement and to ensure that public money is being spent in the most efficient and effective way.

Government sector revenue

	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Revenue and income from transactions	actual	revised	budget	estimate	estimate	estimate
Taxation	23613	30063	30488	32216	33312	35003
Dividends, TER and interest	1214	1189	1317	1464	1629	1651
Sales of goods and services	7949	5491	6366	6410	6495	6527
Other revenue and income	2915	3257	3459	3619	3209	3434
Subtotal	35691	40000	41630	43709	44645	46615
Grants	36958	41869	40351	40884	43019	44825
Total	72649	81869	81981	84593	87664	91440

Westminster theory:

Accountability

- Vertical accountability
Parliament is accountable to the people
(elections)
- Minister is accountable to Parliament
- Secretary is accountable to the Minister
- Department accountable to the Secretary



The Victorian Public Service

The Victorian Public Service (VPS) is made up of people employed by the Crown under Part 3 of the Public Administration Act 2004.

This includes employees of:

- departments
- administrative offices
- the Victorian Public Sector Commission.

The VPS:

- delivers programs and services
- implements legislative and regulatory agendas
- provides impartial and objective policy advice, also known as ‘frank and fearless advice’.

VPS employees can’t provide political advice. Political advice is given by ministerial advisers, who are not VPS employees.

Ministers

MINISTER'S ROLE

POLITICAL

Domain of the Ministers Office

*Areas of shared responsibility
that require clear parameters to avoid
role confusion and overlap*

ADMINISTRATIVE

Domain of the Public Service

Constituency	Political Party	Press/Media	Parliament	Cabinet	Government Departments
Local Member	Party Representative	Representative of Government	Member of Parliament	Cabinet Member (as appropriate)	Head of Department
<i>Service local issues</i> <i>Attend local functions</i> <i>Represent interests</i>	<i>Represent government in party forums</i> <i>Retain support</i>	<i>Engage media</i> <i>Deliver government's message</i>	<i>Answer questions</i> <i>Maintain morale</i> <i>Sell policies</i>	<i>Prepare</i> <i>Attend</i> <i>Contribute</i> <i>Sell policies</i>	<i>Determine policy</i> <i>Make decisions</i> <i>Manage portfolio</i>

Do ministers **need training?**



State Government Departments

These are the current departments at 1 January 2023.



Departments	Type
Department of Education	Line department
Department of Energy, Environment and Climate Action	Line department
Department of Families, Fairness and Housing	Line department
Department of Government Services	Line department
Department of Health	Line department
Department of Jobs, Skills, Industry and Regions	Line department
Department of Justice and Community Safety	Line department
Department of Premier and Cabinet	Central agency
Department of Transport and Planning	Line department
Department of Treasury and Finance	Central agency

Administrative Offices

Administrative offices are like departments.

They also:

- have a public service body head who's appointed by the Premier
- employ people under Part 3 of the
- perform activities under the direction of ministers.

Examples include:

- Major Transport Infrastructure Authority
- Office of the Governor
- Office of the Chief Parliamentary Counsel
- Public Record Office Victoria.

Victorian Public Sector Commission

Section 37(1) of Public Administration Act establishes the Victorian Public Sector Commission (VPSC) and section 4 defines VPSC as a public service body.

For further information about the Victorian Public Sector Commission, see Part 4 of the Public Administration Act.



**Victorian
Public Sector
Commission**

Victorian Secretaries' Board

The Victorian Secretaries' Board promotes leadership and coordinates initiatives across the public sector. It doesn't have legal status.

Members of the board include the:

- Secretaries of each department
- Chief Commissioner of Police
- Victorian Public Sector Commissioner.

The board is chaired by the Secretary of the Department of Premier and Cabinet (DPC). DPC provides secretariat support to the board.

Public entities

Public entities include statutory authorities, state-owned enterprises, state-owned corporations and formally constituted advisory boards.

Victoria has over 3,000 public entities. They operate at 'arm's length' from ministers.

Around half employ staff and the vast majority comprise volunteer members.

Public entities:

- deliver government services
- manage public assets
- act as regulators or provide expert advice
- promote economic development.

Examples of major public entities include:

- Ambulance Victoria
- Melbourne Water
- Parks Victoria
- Transport Accident Commission
- VicRoads.

Some public entities have employees, and some don't.

Special Bodies

The Victorian public sector also includes special bodies.

- A department of the Parliament of Victoria Commissioner
- Commission for Children and Young People
- Electoral Boundaries Commission
- Independent Broad-based Anti-corruption Commission
- Mental Health Complaints Commissioner
- Mental Health Tribunal
- Office of the Health Complaints Commissioner
- Office of the Ombudsman
- Office of the Victims of Crime
- Office of the Victorian Information Commissioner
- Victoria Police
- Victorian Auditor-General's Office
- Victorian Civil and Administrative Tribunal
- Victorian Electoral Commission
- Victorian Independent Remuneration Tribunal (the Tribunal)
- The Victorian Inspectorate.

Key features of entities

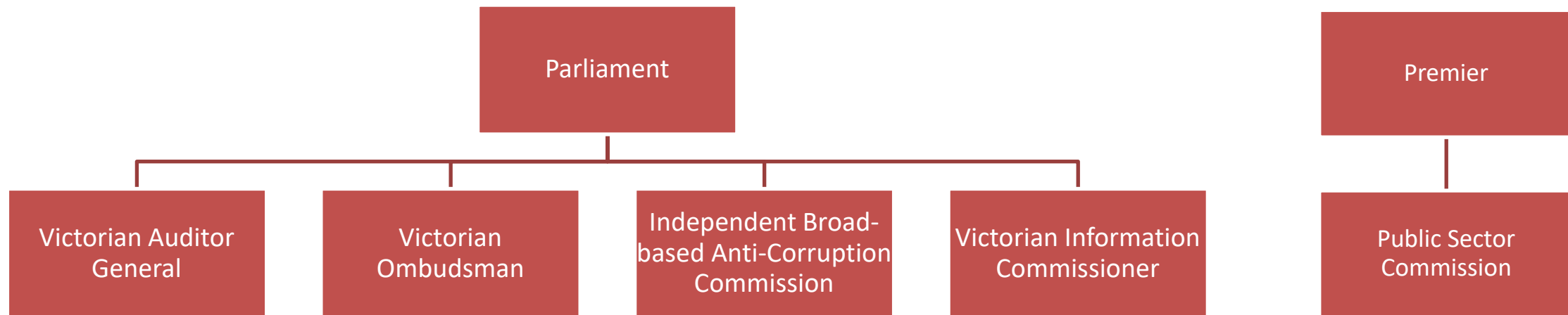
Feature	Department	Administrative Office	Public Entity
Legal form	Part of Crown. No separate legal identity.	Part of Crown. May have a separate legal identity for the exercise of some functions.	Many possible forms including unincorporated body such as an advisory body and an incorporated body. Generally have separate legal status to the Crown.
Established mechanisms	Order in Council under section 10 of the Public Administration Act.	Order in Council under section 11 of the Public Administration Act.	Many possible mechanisms, including Ministerial direction, specific legislation, State Owned Enterprises Act and Corporations Act 2001 (Cth).
Governance structure and relationship with minister	Secretary appointed by the Premier and responsible to their Minister(s). Minister has high level of direction and control.	Discrete business unit of department with significant managerial autonomy. Administrative office head employs staff and is responsible to the Secretary of the relevant department. Minister may have high level of direction and control through the Secretary. Administrative offices may also have statutory functions that are performed independently of the responsible departmental Secretary.	Typically has a governing Board appointed by the Minister. Degree of Ministerial control varies across different entities with different functions. Minister's powers of direction usually identified in enabling or umbrella legislation.
Financial arrangements	Direct budget appropriation from Parliament.	Funded through relevant department.	Various sources of funding, including appropriation administered by the monitoring department, commercial revenue, fees, fines, levies.
Employment arrangements	Public service staff employed under Part 3 of the Public Administration Act.	Public service staff employed under Part 3 of the Public Administration Act.	Typically public sector staff employed under various public sector awards and agreements, e.g. Enterprise Bargaining Agreements.
Functions	Provide strategic policy advice to Ministers. Implement government policy. Provide a range of service delivery, regulatory and other functions.	Provide discrete groups of services and public functions.	Provide a wide range of functions at arm's length from Ministers, including service delivery, commercial activities and stewardship of public assets.

Part 4

**Cooperation, integrity,
independence and
accountability in the way the
public sector operates**



Agencies of **accountability and integrity**



Victoria's integrity system



Independent Broad-based Anti-corruption Commission

Exposes and prevents public sector corruption and police misconduct.



Victorian Ombudsman

Investigates administrative actions of state government departments, local councils and statutory authorities.



Victorian Auditor-General's Office

Provides independent assurance to the Parliament and the Victorian community on the financial integrity and performance of the state.



Victorian Information Commissioner

The primary regulator and source of independent advice to the community and Victorian government about how the public sector collects uses and discloses information.

IBAC's powers



covert surveillance



entry, search and
seizure



hearings
(public and private)



own motion
investigations



possess, carry and use
defensive equipment
and firearms



confidentiality
notices



prosecutorial
powers

Operation Carlisle 2022

Investigated allegations of corrupt conduct by a Corrections Victoria employee

Operation Geary 2021

Investigated allegations that two local council employees were favourably allocating civil works contracts to a company owned by the relative of one of the employees

Operation Betka 2021

Investigated allegations of serious corrupt conduct at Victoria's Department of Education and Training

Operation Andros 2021

Investigated allegations of corrupt conduct against employees of Emergency Management Victoria (EMV) and its predecessor organisation, the Fire Services Commission (FSC)

Operation Wingan 2021

Investigated allegations into the conduct of Victoria Police officers during the apprehension of a person at Epping, Victoria

Operation Grey 2021

Investigated allegations of false record-keeping by senior staff within the Dispute Settlement Centre of Victoria to meet performance targets

IBAC's latest campaign

INSTITUTE OF
PUBLIC ADMINISTRATION
AUSTRALIA

IPAA
VICTORIA



**YOU HAVE
THE RIGHT
TO NOT
REMAIN
SILENT**

**SPEAK OUT AGAINST
POLICE MISCONDUCT.**

ibac
independent broad-based
anti-corruption commission
Victoria

Whistleblower

Changes to whistleblower legislation

Under the new legislation:

- a ‘protected disclosure’ is now called a ‘public interest disclosure’
- there is a lower threshold for making a public interest disclosure to the Independent Broad-based Anti-corruption Commission (IBAC)
- there is an expanded definition of ‘improper conduct’

There is also a new ‘no wrong door’ principle.

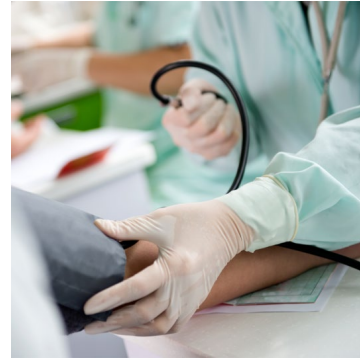
This principle means if a person discloses to the wrong entity, that entity can send it to the right entity and the person won’t lose their protection, so long as:

- it’s an entity that can receive disclosures and
- the person believes the entity they disclosed to was the right one

VAGO



Transport



Health services



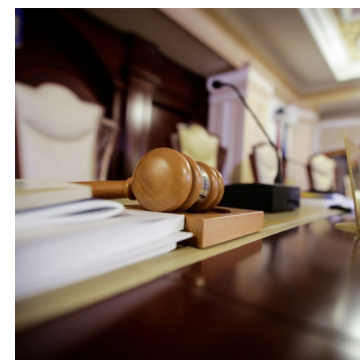
Education



Business and
economic
development



Environment
and natural
resources



Justice

Victorian Information Commissioner



Educating on FOI, privacy and information security matters



Providing **guidance** on the Victorian Protective Data Security Framework and on efficient and effective information security outcomes



Ensuring fair access to government information



Providing **guidance** on the Information Privacy Principles



Helping individuals understand and exercise their privacy rights



Helping individuals **understand and exercise** their right to access government information



Taking **regulatory action** in the public interest



Freedom of information

- In Victoria, the Freedom of Information Act 1982 (Vic) (FOI Act) gives people a right to access information held by VPS organisations.
- Access to information improves government transparency, accountability, and the quality of democratic public debate.
- Approach your work with a pro-disclosure attitude. Help the community understand the work you do, why you do it and the information you hold.



- Visit OVIC's Website and Vimeo account for training and guidance

Privacy

- In Victoria, individuals have privacy rights under the Privacy and Data Protection Act 2014 (Vic) (PDP Act).
- The Information Privacy Principles (IPPs) in the PDP Act regulate how VPS organisations must collect, store, use, disclose and dispose of personal information in their day to day functions.

OVIC assists VPS organisations to better understand their privacy rights and responsibilities by:



Providing feedback on specific
privacy matters



Providing guidance following a
data breach



Handling privacy complaints

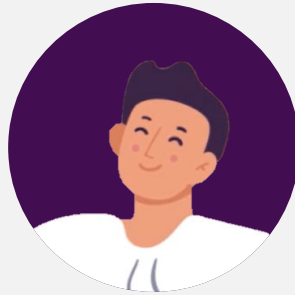
For privacy related questions or to seek feedback on a Privacy Impact Assessment contact:

privacy@ovic.vic.gov.au

Information Security



Information security safeguards information from unauthorised access, disclosure, and use.



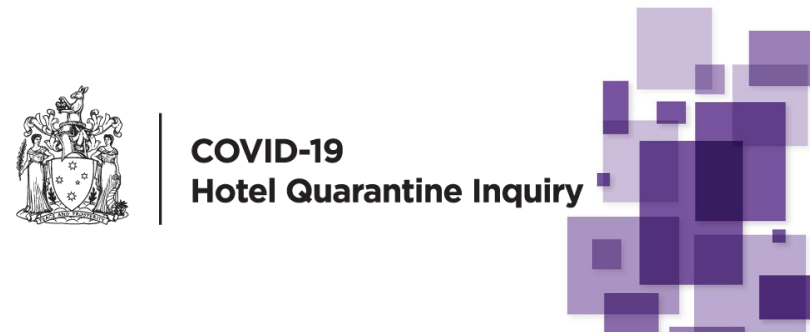
Ensures the **right people** have access to the **right information** at the **right time**.

Information security is **everyone's responsibility**.

Watch this video to find out how you can **play your part**.



Royal Commissions and Inquiries



Productivity Commission

INSTITUTE OF
PUBLIC ADMINISTRATION
AUSTRALIA

IPAA
VICTORIA



Data Availability and Use

Productivity Commission
Inquiry Report

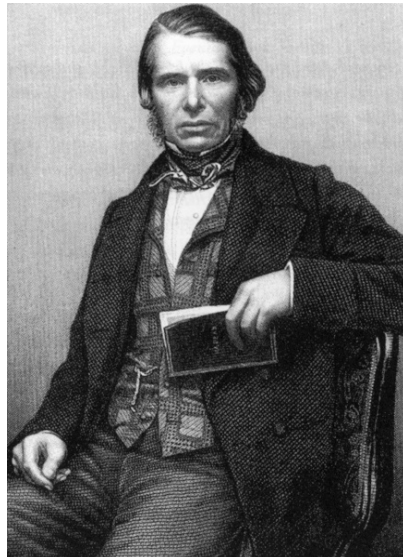
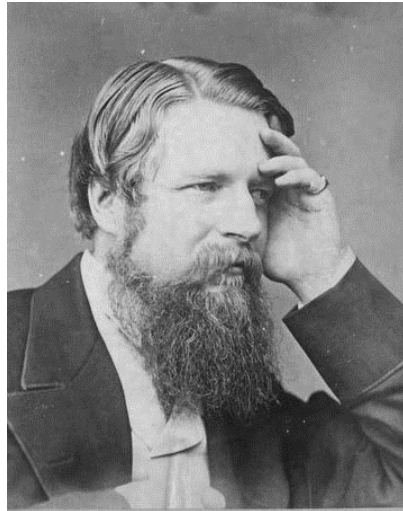
No. 82, 31 March 2017



Part 5

My/our role within the Department and broader Government

A tradition of independence



REPORT
OF THE
ORGANISATION
OF THE
PERMANENT CIVIL SERVICE,
TOGETHER WITH A
LETTER FROM THE REV. B. JOWETT.

Presented to both Houses of Parliament by Command of Her Majesty.

HOUSE OF COMMONS



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FOR HER MAJESTY'S STATIONERY OFFICE.

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1854.

Code of **conduct**

Values of a professional and politically neutral **public service**



Values incorporated in the *Victorian Public Administration Act 2004*

Defined as frank and fearless advice





Providing advice to Ministers used to be primarily a **public sector** function

That is rapidly changing...

Role of Ministerial Advisers

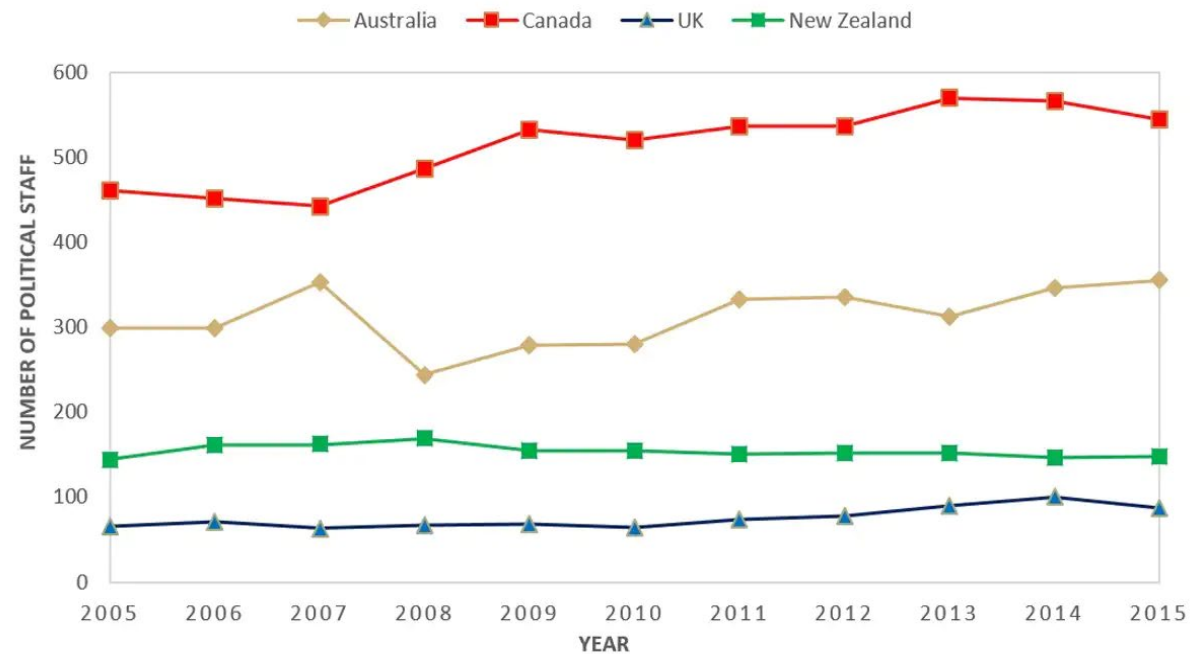
RCAGA SYMPOSIUM

Ministerial Advisers and the Royal Commission on Australian Government Administration*

Maria Maley
Australian National University

The role of the ministerial office was one of the key issues investigated by the Royal Commission on Australian Government Administration (RCAGA) in 1976. At the time the ministerial office was undergoing new and controversial developments. In the 25 years since the Royal Commission the new ministerial office has become a permanent and accepted part of our machinery of government. This paper reviews RCAGA's analysis of ministerial advisers and uses research on the Keating advisers in 1995-96 to track how the institution of the ministerial office has developed since the time of the Royal Commission.

NUMBER OF POLITICAL STAFF, 2005-2015



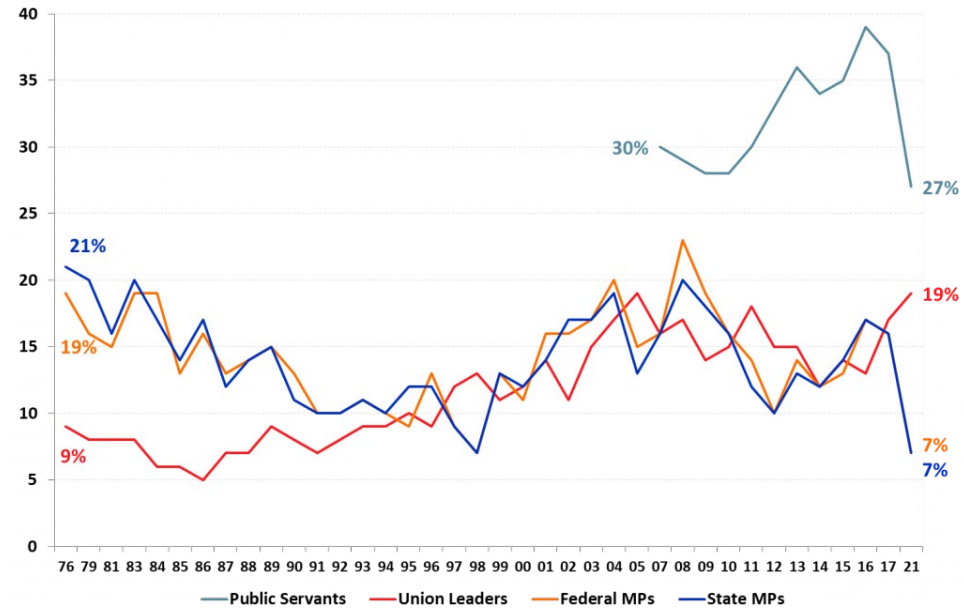
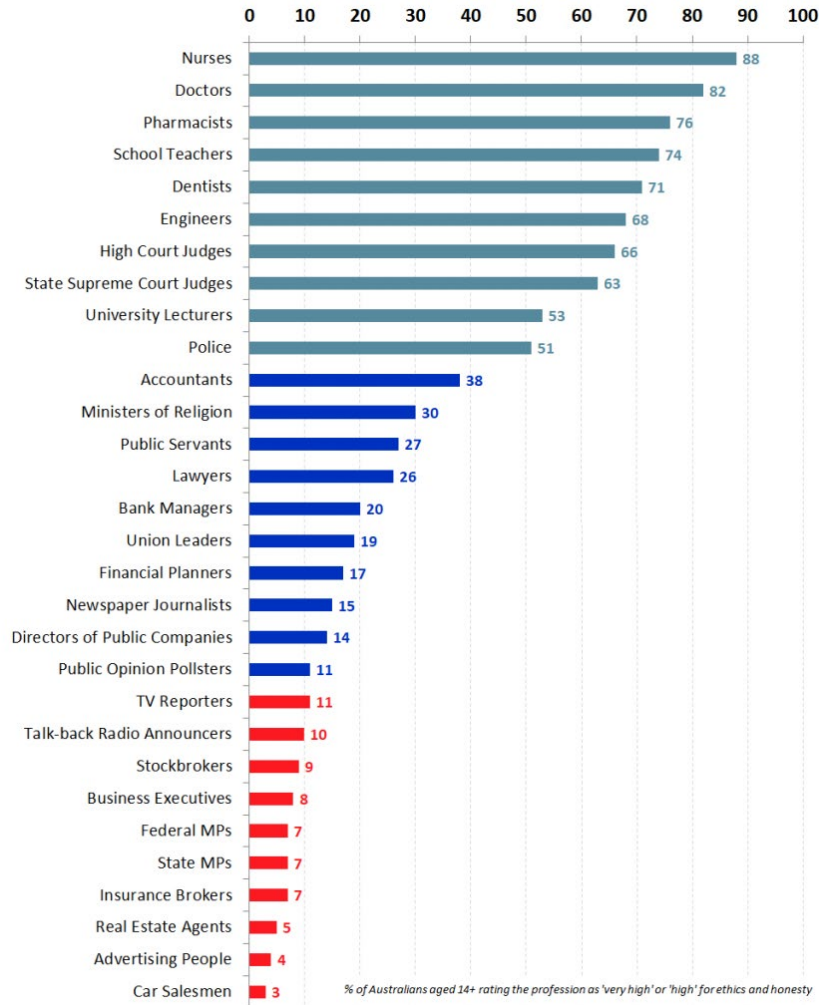
Your role in the VPS

Professionals who work in the Victorian Public Service are obliged to act in a particular way.

The Victorian code of conduct requires you to:

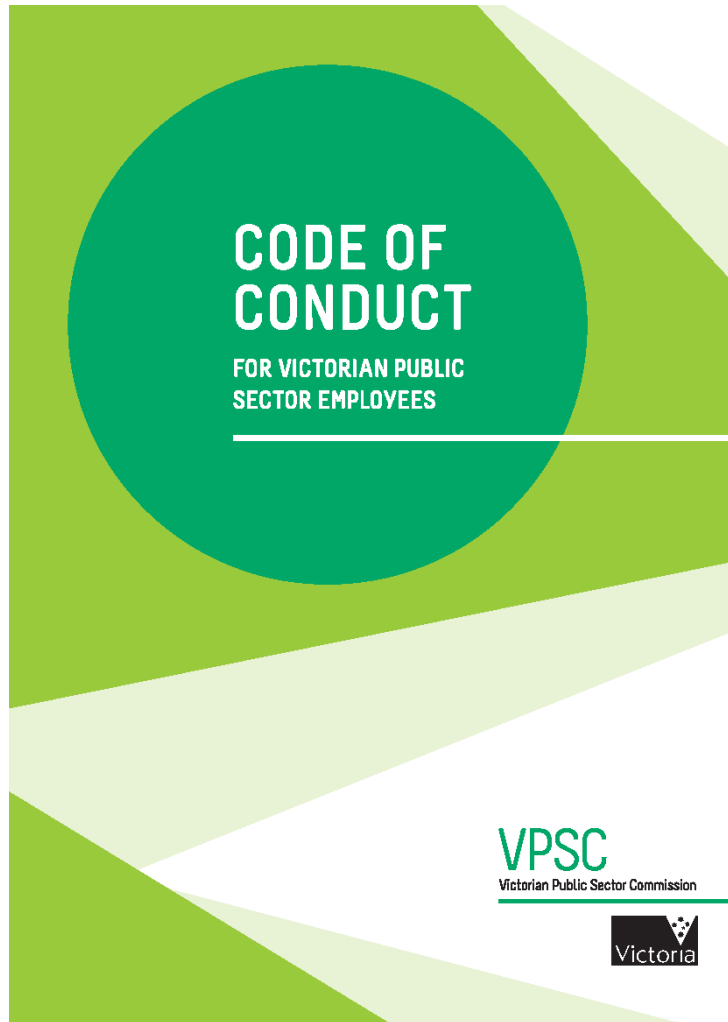
- be responsive to the government of the day
- demonstrate integrity
- be impartial and accountable
- respect and promote human rights
- comply with all applicable Australian laws
- respect colleagues, public officials and the Victorian community.

Roy Morgan Image of Professions Survey 2021



Public sector professions rated 'high' or 'very high' for ethics and honesty (% of Australians)

Code of conduct



Public servants must demonstrate

- responsiveness
- integrity
- impartiality
- accountability
- respect
- leadership
- commitment to human rights

Code of conduct

Responsiveness

Public officials should demonstrate responsiveness by:

- i. providing frank, impartial and timely advice to the Government; and
- ii. providing high quality services to the Victorian community; and
- iii. identifying and promoting best practice.



Responsiveness

Code of conduct

Integrity

Public officials should demonstrate integrity by:

- i. being honest, open and transparent in their dealings; and
- ii. using powers responsibly; and
- iii. reporting improper conduct; and
- iv. avoiding any real or apparent conflicts of interest; and
- v. striving to earn and sustain public trust of a high level.



Integrity

Code of conduct

Impartiality

Public officials should demonstrate impartiality by:

- i. making decisions and providing advice on merit and without bias, caprice, favouritism or self-interest; and
- ii. acting fairly by objectively considering all relevant facts and fair criteria; and
- iii. implementing Government policies and programs equitably.



Impartiality

Code of conduct

Accountability

Public officials should demonstrate accountability by:

- i. working to clear objectives in a transparent manner; and
- ii. accepting responsibility for their decisions and actions; and
- iii. seeking to achieve best use of resources; and
- iv. submitting themselves to appropriate scrutiny.



Accountability

Code of conduct

Respect

Public officials should demonstrate respect for colleagues, other public officials and members of the Victorian community by:

- i. treating them fairly and objectively; and
- ii. ensuring freedom from discrimination, harassment and bullying; and
- iii. using their views to improve outcomes on an ongoing basis.



Respect

Code of conduct

Leadership

Public officials should demonstrate leadership by actively implementing, promoting and supporting these values.



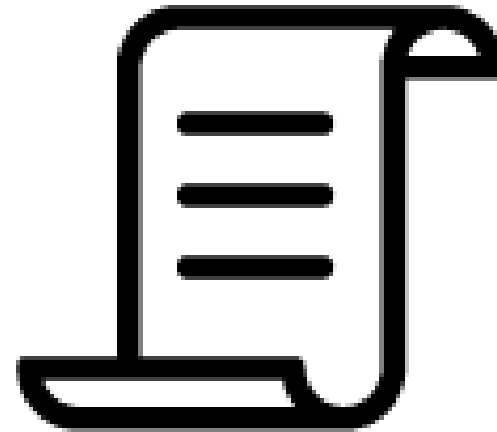
Leadership

Code of conduct

Human Rights

Public officials should respect and promote the human rights set out in the *Charter of Human Rights and Responsibilities* by:

- i. making decisions and providing advice consistent with human rights; and
- ii. actively implementing, promoting and supporting human rights.



Human Rights

Outcomes and evidence



A tale of two stories

FRIDAY, JULY 6, 2018 \$1.70 HERALDSUN.COM.AU We're for you

Herald Sun

INCREDIBLES WARNING
HIT MOVIE'S HEALTH ALERT PAGE 3

STRAY CATS FIND WAY HOME
Despite kicking an extraordinary 8.23, Geelong takes points

KIDS DIE IN HOUSE SHOOTING
JACK HOUGHTON AND AAP
Two young teenagers are dead after what police described as an "absolutely horrific" shooting.
Sydney police last night launched a manhunt for a middle-aged man dubbed a "person of interest" after the teen's mother returned to find a crime scene at her home.
Inside, in their bedroom, her son and daughter were dead.
The suspected domestic violence-related incident happened in West Pennant Hills, a relatively wealthy suburb in the city's northwest with a low violent crime rate. Neighbours called police just after 1pm when they heard a series of gunshots. NSW Ambulance Inspector Kevin Severy said it was an "extremely distressing and stressful situation".
"Two teenagers were discovered in their bedrooms and unfortunately at that time there was nothing we could do to help them," Insp Severy said.
Their mother was treated to paramedics for severe shock and was last night in the care of friends.
CONTINUED PAGE 4

ADDICTS SNUB INJECTING FACILITY | **NOTHING CHANGED IN HEROIN HOTSPOT**

REJECTING ROOM

GENEVEVIE ALISON
But multiple drug users told the Herald Sun they had no interest in visiting the centre. One man seen injecting in the car park of the housing estate, within view of the centre, said he "didn't know anything about" the injecting room.
"I don't know anything about it and neither does anyone here."
Another had used the room once, but wouldn't do so with his partner because he wasn't allowed to inject for her.
"It's a problem when I'm with my mum... we just go to elsewhere. I think a lot of people will have the same problem... they won't like that."
CONTINUED PAGE 4

WIN A \$100K JAYCO
NEW CODE P30

RACE AGAINST THE RAIN
FIGHT TO RESCUE TRAPPED BOYS



Any questions?

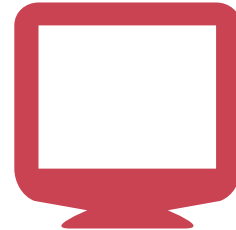


Building the Business Case



www.vic.ipaa.org.au/building-the-business-case

Event feedback **survey**



Links and useful stuff

Victoria

Parliament of Victoria

<https://new.parliament.vic.gov.au/>

Federal

Parliamentary Education Office

<https://peo.gov.au/>



Thank **you**