

**ASSISTANT MINISTER FOR VETERANS' AFFAIRS AND
ASSISTANT MINISTER OF STATE**

Policy

Tracking Folder No. TF/18/5330

Document No. DOC/18/69623

To: ASSISTANT MINISTER
Date:
**Subject: Meeting with the Serbian Orthodox Church (Saint
Nicholas Wacol) on Wednesday 2 May 2018
regarding stage three of its ANZAC and Allies Park
project in Richlands**

Approved / Not Approved / Noted

A/Minister

Date/...../.....

Date Action Required by:/...../.....

Requested by:
(if appropriate)

• RECOMMENDATION

It is recommended that you **note:**

- the following information for your meeting with the Serbian Orthodox Church (Saint Nicholas Wacol) on Wednesday, 2 May 2018 regarding stage three of its ANZAC and Allies Park project (the Project) in Richlands
- that the Church has stated it will seek your in-principle support and a commitment to forward a project briefing to the Federal Government, it is suggested that you encourage the Church to speak with the Commonwealth Department of Veterans' Affairs, to see what funding may be available to support its work.

• KEY ISSUES

- The Church is looking to establish an ANZAC and Allies commemorative park at 40-48 Bandara Street, Richlands.
- At the 2 May 2018 meeting, the Church is seeking your feedback on the project, in-principle support and a commitment to forward a project briefing to the Federal Government (**Attachment 1**).
- Part of the land for the park is owned by the Church, with a Memorandum of Understanding (MoU) in place with the neighbouring private land owner for the land required to complete stage three of the project (**Attachment 2**).
- Media reports indicate that the proposed park's greenspace would also serve as a buffer against the neighbouring industrial estate (**Attachment 3**).
- An online petition, seeking 200 signatures, has sought support from the Brisbane City Council to purchase the land for the park. Media reports indicate that the Council has refused to support the Project as there are existing parks and greenspaces nearby at Boundary Road, Oxley (**Attachment 3**).
- Opening in April 2015 on the grounds of the Church, stage one of the Project involved the establishment of a monument commemorating the alliance between Serbia and the ANZACs in World War One.
- For this stage, the Church received a \$14 895 Federal Government ANZAC Centenary grant in 2014-15. Stage one also involved the creation of an ANZAC Park artwork and initial landscaping.
- Stage two of the Project involved further landscaping and irrigation work.
- Stage three of the Project will involve extensive community engagement with veterans' organisations, all levels of government and Indigenous and multicultural community leaders.
- In addition to the MoU above, a community MoU has been developed by the Church for signing by community leaders, government representatives and corporate sponsors (**Attachment 4**). The Department of the Premier and Cabinet (DPC) understands that this MoU will be used to assist in acquiring the land for stage three from the private owner.
- The Church has not previously applied for funding from any of the Queensland

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ANZAC Centenary grant rounds.

- In the recent election, the Government committed to a \$1.5 million grants program, to be delivered over three years to preserve and create memorials, monuments and other public sites that acknowledge veteran achievements.
- DPC is responsible for the delivery of this commitment and the program's scope and criteria are yet to be determined.
- While it is not clear if the Church is seeking State Government funding, if it does raise this point you should (1) acknowledge the dedication and efforts of the Church to date, and (2) note that the forthcoming grants program may provide an opportunity to further the Project.
- It is also suggested that you recommend that the Church investigate options for further Federal Government funding, such as the 'Saluting Their Service' commemorative grants programs provided by the Department of Veterans' Affairs.

• CONSULTATION

- Anzac Centenary Coordination Unit, DPC.

• BACKGROUND

- The Church has previously invited the Premier to attend events in support of the park. These invitations were forwarded to the Premier's electorate office.

Comments (*Assistant Minister or DG*)

Dave Stewart
Director-General

PREMIER'S BRIEFING NOTE

Policy

Tracking Folder No. TF/18/4584

Document No. DOC/18/57276

To: THE PREMIER
Date: 16 APR 2018
Subject: Initial consultation meetings with the Productivity Commission regarding their Inquiry into Compensation and Rehabilitation for Veterans

Approved / Not Approved / Noted
Premier/ CoS.....
Date 19/04/18
Date Action Required by:/...../.....
Requested by:
(if appropriate)

• RECOMMENDATION

It is recommended that you note the information in this brief about upcoming consultation meetings on 17–18 April 2018, between Queensland Government officials, the Queensland Veterans' Advisory Council (QVAC) members and the Productivity Commission.

• KEY ISSUES

- The Productivity Commission is undertaking an Inquiry into Compensation and Rehabilitation for Veterans (the Inquiry), focusing on how well the current system is meeting its aims, reviewing whether the system is fit-for-purpose and is likely to effectively and efficiently support veterans in the future. Terms of Reference are at **Attachment 1**.
- To assist in the development of the Inquiry's Issues Paper (which will guide the preparation of public submissions), the Productivity Commission has approached the Department of the Premier and Cabinet (DPC) to organise initial consultation meetings with Queensland Government officials and QVAC members.
- The Productivity Commission is conducting similar consultation meetings with other jurisdictions across Australia.
- Officials from Queensland Health; the Department of Communities, Disability Services and Seniors and DPC will meet with the Productivity Commission on 17 April 2018. QVAC members and DPC will meet with the Productivity Commission on 18 April 2018. Discussions at the departmental consultation will be limited to factual matters or existing government policy (as specified under the Cabinet Handbook).
- These are initial consultations only, with a decision on whether a formal Queensland Government submission should be made following the release of the Inquiry's Issues Paper expected in late April 2018. The final report from the Productivity Commission is expected to be provided to the Federal Government in June 2019.
- If required, you will be briefed further around any proposals to provide a formal submission to the Inquiry, and/or appearance at any formal Inquiry hearings (as per the Cabinet Handbook).

• ELECTION / CABINET / PUBLIC COMMITMENTS


- Veterans' election commitments are at **Attachment 2**.

• CONSULTATION

- Anzac Centenary Coordination Unit, DPC.

• BACKGROUND

- On 4 April 2018, the Productivity Commission emailed DPC seeking to meet with QVAC and/or Government officials.


Dave Stewart
Director-General

Comments (Premier or DG)

Action Officer: Sally Gannon
Area: Social Policy
Telephone: 3003 9350

Approved by Adrian Jeffreys, A/Deputy Director-General
Policy Division

Compensation and Rehabilitation for Veterans

Terms of Reference

Inquiry into Veterans' Affairs' Legislative Framework and Supporting Architecture for Compensation and Rehabilitation for Veterans (Serving and Ex-serving Australian Defence Force Members)

I, the Hon Scott Morrison MP, Treasurer, pursuant to Parts 2 and 3 of the *Productivity Commission Act 1998*, hereby request that the Productivity Commission undertake an inquiry into the system of compensation and rehabilitation for veterans (Serving and Ex-serving Australian Defence Force members).

Background

The recently released report of the Senate Foreign Affairs, Defence and Trade References Committee into Suicide by Veterans and Ex-Service Personnel, *The Constant Battle: Suicide by Veterans* (Senate Inquiry) documents the complexity in the overall legislative framework for compensation and rehabilitation for veterans. Submissions to the review called for an inquiry into the interplay between the various acts, including the use of the Statements of Principles and the effectiveness of the administration by the Department of Veterans' Affairs.

There have been many major reviews of veterans' legislation and programs, particularly its compensation program, over the last 40 plus years. Consistent with observations made by the Senate Foreign Affairs, Defence and Trade References Committee, the Government is now seeking a comprehensive examination of how the current compensation and rehabilitation system operates and should operate into the future.

Scope

This Productivity Commission inquiry will examine whether the system of compensation and rehabilitation for veterans (Serving and Ex-serving Australian Defence Force members) is fit for purpose now and into the future. In undertaking the inquiry, the Productivity Commission should review the efficiency and effectiveness of the legislative framework for compensation and rehabilitation of ex-service personnel and veterans, and assess opportunities for simplification.

This framework includes the *Veterans' Entitlements Act 1986*, the *Military Rehabilitation and Compensation Act 2004* and the *Safety, Rehabilitation and Compensation (Defence-related Claims) Act 1988*. The Productivity Commission should consider the interplay between the various pieces of legislation. It should also examine the effectiveness of the governance, administrative and service delivery arrangements that support the legislation (the 'supporting architecture').

The Productivity Commission should have regard to the current environment and challenges faced by veterans, including but not limited to:

- whether the arrangements reflect contemporary best practice, drawing on experiences of Australian workers' compensation arrangements and military compensation frameworks in other similar jurisdictions (local and international);
- the use of the Statements of Principles as a means to contribute to consistent decision-making based on sound medical-scientific evidence; and
- whether the legislative framework and supporting architecture delivers compensation and rehabilitation to veterans in a well targeted, efficient and veteran-centric manner.

The Productivity Commission will also consider issues raised in previous reviews.

Process

The Productivity Commission should undertake appropriate public consultation, including holding hearings (including in regional Australia), inviting public submissions and releasing a draft report to the public.

The final report should be provided to Government within 15 months.

The Hon Scott Morrison MP
Treasurer

[Received 27 March 2018]

Page 6 redacted for the following reason:

Exempt Sch.3(2)(a) Submitted to Cabinet

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ASSISTANT MINISTER'S MEETING BRIEF

Tracking Folder No. TF/18/4365
 Document No. DOC/18/54119

To:	ASSISTANT MINISTER	Noted: Date:...../...../.....
Date of briefing:		
For meeting with:	Ipswich Veterans' Support Group	
For meeting on:	10 April 2018	

• RECOMMENDATION

It is recommended that you **note** the following information for your meeting with the Ipswich Veterans' Support Group on 10 April 2018.

• KEY ISSUES

- The Ipswich Veterans' Support Group want to discuss veteran employment opportunities, specifically any plans to replicate New South Wales' (NSW) Veterans' Employment Program (the NSW Program), in Queensland.
- The NSW Program aims to attract veterans to roles within the NSW Government sector and assist employers to better understand the transferability of veteran skills to the civilian workplace (more information at **Attachment 1**).
- Elements of the NSW Program will be replicated in Queensland's Veterans' Employment Pathways Program (the QLD Program), currently being developed by the Public Service Commission (PSC).
- Like the NSW Program, the QLD Program aims to improve the capacity of the public sector to better match veterans' skills with those required by the public sector and identify at least 100 suitable public sector job opportunities for veterans.
- The QLD Program, which is expected to be launched in May/June 2018, includes an online hiring manager toolkit that contains a mapping tool which aligns defence ranks and experiences with public sector skills, grades and capability frameworks.
- Expanding beyond the NSW Program, the PSC also plans to run a campaign, in the form of an online careers fair, to be piloted in June 2018, where veterans and public sector agencies can discuss job opportunities.

• ELECTION / CABINET / PUBLIC COMMITMENTS

- Veterans' election commitments are at **Attachment 2**.

• BACKGROUND

- As part of the QLD Program's development, PSC met with representatives from the NSW Office for Veterans' Affairs.

Comments (Premier or DG)

Dave Stewart
 Director-General

"The skills developed in the ADF include leadership, decision making, judgement and problem solving."

MICHAEL DRAKE
PRINCIPAL MANAGER, TRANSPORT FOR NSW
FORMER LIEUTENANT COMMANDER,
ROYAL AUSTRALIAN NAVY

FOR EMPLOYERS



EMPLOYING VETERANS IS A GOOD BUSINESS DECISION

Whether they are from the Army, Navy or Air Force, veterans will have a number of specialist trades, in addition to common training in military practices and procedures.

Tax-payers have invested significantly in military personnel and the exceptional skills and experiences of veterans can be used for the benefit of the state through employment in NSW Government roles.

SKILLS TO MATCH YOUR NEEDS

Veterans also acquire many 'non-technical' skills during their military careers and these are directly transferable to NSW Government roles.

Such 'non-technical' skills include:

- critical thinking and problem solving
- written and oral communication skills
- strong interpersonal skills
- adaptability in diverse environments
- flexibility, agility and resilience
- leadership and teamwork
- dependability, loyalty and integrity
- coordination and accuracy
- change management

HIGHLY-TRAINED, EXPERIENCED AND WORK-READY

Around 1,500 personnel transition from the ADF into NSW annually. These individuals represent a highly-trained, experienced and work-ready resource pool.

NEXT STEPS

- Visit our website.
- Talk to your HR staff about resources to assist your understanding of what a veteran brings to the workforce.
- Contact our team via the website for further details.

CONTACT US

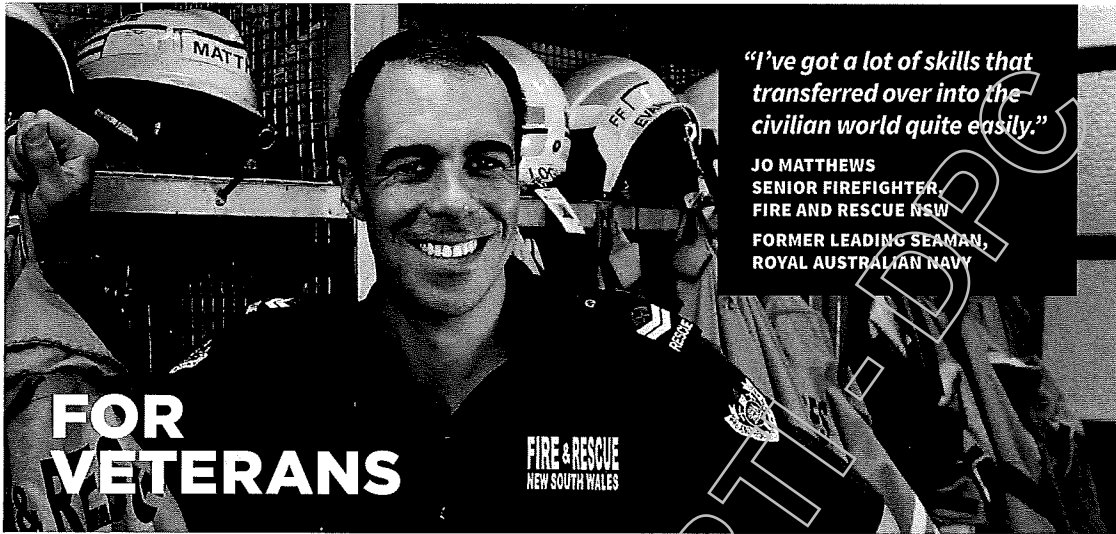
W vep.veterans.nsw.gov.au

f @NSWVeteransEmployment

Your service, NSW's future



Veterans
Employment
Program



A REWARDING CAREER WITH THE NSW GOVERNMENT

To deliver services to 7.5 million people across NSW, the government employs people across a wide-range of roles, including in health, education, justice, housing, transport and infrastructure.

THE BENEFITS TO YOU

Benefits include:

- the chance to engage in stimulating and state-significant work
- support for career progression and mobility
- the ability to work across a diverse range of areas
- flexible work arrangements which support employees' work-life balance.

FINDING A NSW PUBLIC SECTOR JOB

The Veterans Employment Program website assists you by providing resources such as a tool to match ADF rank to NSW Government grades, information about position descriptions and employment capabilities, and examples of other veterans who have secured NSW Government jobs.

WHAT YOU BRING TO THE JOB

Public sector roles share a commitment to service that comes naturally to those who have served in the military.

NEXT STEPS

- Use the website's Rank-Grade Matching Tool to see the variety of available roles suited to your level of experience.
- Keep informed on the latest news, roles and veterans initiatives via our Facebook page and website.
- Contact our team to be linked with a mentor.

CONTACT US

- W** vep.veterans.nsw.gov.au
 - F** @NSWVeteransEmployment
-

Your service, NSW's future



**Veterans
Employment
Program**

Page 10 redacted for the following reason:

Exempt Sch.3(2)(a) Submitted to Cabinet

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ASSISTANT MINISTER'S MEETING BRIEF

Tracking Folder No. TF/18/3688
 Document No. DOC/18/45619

To:	ASSISTANT MINISTER	Noted: Date:...../...../.....
Date of briefing:		
For meeting with:	Ms Leanne Kyle, Executive Officer, Defence Bank Foundation	
For meeting on:	5 April 2018	

• RECOMMENDATION

It is recommended that you **note** the following information for your meeting with Ms Leanne Kyle, Executive Officer, Defence Bank Foundation (the Foundation) on 5 April 2018.

• KEY ISSUES

- The Foundation raises funds for the Defence Community Dogs program which provides trained assistance dogs to serving and ex-Australian Defence Force (ADF) members who need support with injuries and mental health and wellbeing, including post-traumatic stress disorder (PTSD). A briefing paper on the program is provided at **Attachment 1**.
- The dog training program sources suitable dogs from animal shelters which are then trained by inmates at the Bathurst Correctional Centre (BCC) with the assistance of professional dog trainers.
- Each dog takes at least six months to train, costing around \$7500. This cost is met by the Foundation, its donors and sponsors.
- Once training is complete, the dog is handed over to a suitable veteran who then attends an eight day handover course to learn training commands and bond with their new dog.
- The program also helps rehabilitate and reintegrate prisoners back into the community and is relatively cost-neutral to Corrective Services NSW due to the Defence Bank Foundation's sponsorship arrangements.
- The Foundation is keen to establish a similar program in a Queensland Correctional Centre. There are no existing programs that train dogs for use by veterans or other community members operated by Queensland Government agencies.
- To support the work of the Foundation and possible expansion in Queensland:
 - o Mr Craig Rosenthal, Manager, System Assurance and Compliance, Corrective Services Queensland is available to meet with the Foundation.
 - o A link to the Foundation's website can be added to the Queensland Government's Veterans' online portal, which is being refreshed as part of an election commitment to provide improved information access to veterans.

- BACKGROUND

- The Foundation is an independent charity established to support serving and ex-ADF members.

Comments (Assistant Minister or DG)

Dave Stewart
Director-General

Action Officer: Brad Kinsela
 Area: Social Policy
 Telephone: 30039351

Approved by Adrian Jeffreys, A/Deputy Director-General
 Policy
 Telephone: 300 39314 Approved on:

**ASSISTANT MINISTER FOR VETERANS' AFFAIRS AND
ASSISTANT MINISTER OF STATE**

Policy

Tracking Folder No. TF/18/3056
Document No. DOC/18/37468

To: ASSISTANT MINISTER
Date:
**Subject: Proposed meeting with Wounded Heroes Australia
and Minister Jones about employment
opportunities for veterans at a date yet to be
determined**

Approved / Not Approved / Noted
A/Minister
Date/...../.....
Date Action Required by:/...../.....
Requested by:
(if appropriate)

• RECOMMENDATION

It is recommended that you **note** the information in this brief regarding a proposed meeting with Wounded Heroes Australia and the Honourable Kate Jones MP, Minister for Innovation and Tourism Industry Development and Minister for the Commonwealth Games about veterans' employment opportunities.

• KEY ISSUES

- Wounded Heroes Australia is a national community organisation established to support ex-service personnel and their families, with Minister Jones serving as one of their patrons. More information about the organisation is at **Attachment 1**.
- The organisation proposes to discuss how their 'Hiring Our Heroes' program can assist the Queensland Government to achieve its election commitment to identify at least 100 job opportunities for veterans in the public sector.
- Under the 'Hiring Our Heroes' program, the organisation works with Registered Training Organisations, employers and recruitment agencies to support veterans (and those undergoing transition to civilian life) to secure employment.
- The Public Service Commission (PSC) is developing a 12 month pilot, the Veterans Employment Pathways Program (the Program), which aims to improve the capacity of the public sector to better match veterans' skills with those required by the public sector and identify suitable roles for veterans.
- The Program is expected to be launched in May/June 2018 (**Attachment 2**).
- The PSC is also planning to run a campaign, in the form of an online careers fair, to be piloted in June 2018, where veterans and public sector agencies can discuss job opportunities.
- The Federal Government has similar veterans' employment initiatives, including skills matching online resources and identification of job vacancies where Australian Defence Force experience is desirable.

• ELECTION / CABINET / PUBLIC COMMITMENTS

- Refer to **Attachment 2** for the current status of election commitments for veterans and future work.

• CONSULTATION

- Anzac Centenary Coordination Unit, Department of the Premier and Cabinet; PSC; and the Department of Communities, Disability Services and Seniors.

Comments (*Assistant Minister or DG*)

Dave Stewart
Director-General

Action Officer: Sally Gannon
Area: Social Policy
Telephone: 3003 9350

Approved by Rebecca McGarrity, A/Deputy Director-General
Policy Division
Telephone: 3003 9378

Wounded Heroes Australia - Background Information

- Wounded Heroes Australia is a national community organisation and charity that has been established to support ex-service personnel and their families to ease the financial, emotional and personal hardships of contemporary military life.
- Support is predominately provided via short-term emergency relief payments but can also include funding for other purposes.
- The organisation has close ties with the 7th Australian Infantry Brigade out of Enoggera Barracks. The 7th Brigade is known as 'South Queensland's Own' and is a multi-role combat Brigade of the Australian Army that comprises of approximately 3200 personnel.
- Alongside the 'Hire Our Heroes' Program, Wounded Heroes Australia has a number of other programs to support ex-service personnel, such as:
 - 'Our Wounded Heroes' – soldier recovery centres, individual support to the wounded and family assistance
 - 'Families of deployed personnel' – social engagement and hardship relief
 - 'Homeless Heroes' – support for homeless veterans and their families.

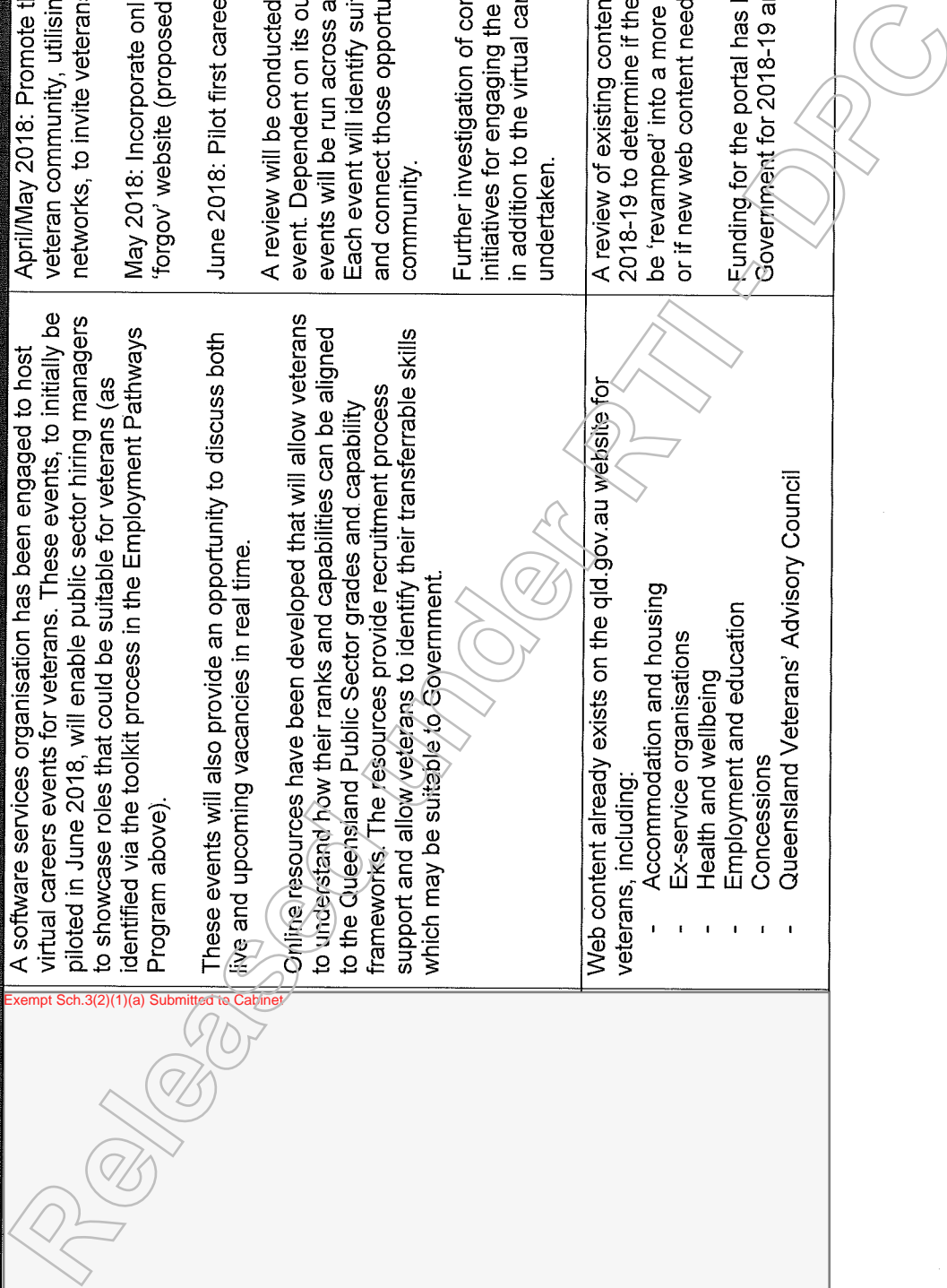
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Minister	Department	Commitment	Current status	Future work
		<p>The Queensland Anzac Centenary grants program has helped communities commemorate the role played by Queenslanders in the First World War or significant military anniversaries.</p> <p>Through this grants program, more than 270 groups have received in excess of \$5.6 million in funding since 2013. This funding has supported a range of commemorative projects, including memorial restorations, exhibitions, interactive displays, the digitisation of honour rolls and musical performances.</p> <p>The Queensland Anzac Centenary grants program has now closed, with the last round of recipients currently being assessed and will be announced in May.</p>	<p>A Veterans Employment Pathways Program has been drafted. This Program contains a framework and resources for leaders and hiring managers within the public sector to build capacity around identification of suitable opportunities and how to recruit veterans.</p> <p>The Program includes an online hiring manager toolkit that contains a mapping tool which aligns defence ranks and experiences with public sector skills, grades and capability frameworks. Public sector agencies will be able to use this tool to identify roles that could be suitable for veterans.</p> <p>The identified roles will feed into the recruitment campaign election commitment, outlined below.</p>	<p>Discussions continue as to the future direction of the \$1.5 million grant program for the creation, upkeep and renovation of monuments, memorials and other public sites.</p> <p>May/June 2018: Veterans Employment Pathways Program launched.</p> <p>May 2018: Communications strategy delivered to agency communications teams and human resource officer networks.</p> <p>May 2018: Hiring manager toolkit incorporated into the 'forgov' website.</p>

Exempt Sch.3(2)(1)(a) Submitted to Cabinet

Minister	Department	Commitment	Current status	Future work
		<p>A software services organisation has been engaged to host virtual careers events for veterans. These events, to initially be piloted in June 2018, will enable public sector hiring managers to showcase roles that could be suitable for veterans (as identified via the toolkit process in the Employment Pathways Program above).</p> <p>These events will also provide an opportunity to discuss both live and upcoming vacancies in real time.</p> <p>Online resources have been developed that will allow veterans to understand how their ranks and capabilities can be aligned to the Queensland Public Sector grades and capability frameworks. The resources provide recruitment process support and allow veterans to identify their transferrable skills which may be suitable to Government.</p>	<p>Web content already exists on the qld.gov.au website for veterans, including:</p> <ul style="list-style-type: none"> - Accommodation and housing - Ex-service organisations - Health and wellbeing - Employment and education - Concessions - Queensland Veterans' Advisory Council 	<p>April/May 2018: Promote the event to the veteran community, utilising newly established networks, to invite veterans to attend.</p> <p>May 2018: Incorporate online resources into 'forgov' website (proposed).</p> <p>June 2018: Pilot first careers event.</p> <p>A review will be conducted of the pilot careers event. Dependent on its outcomes, subsequent events will be run across a 12 month period. Each event will identify suitable opportunities and connect those opportunities to the veteran community.</p> <p>Further investigation of complementary initiatives for engaging the veteran community, in addition to the virtual career fairs, will also be undertaken.</p> <p>A review of existing content will commence in 2018-19 to determine if the current website can be 'revamped' into a more comprehensive portal or if new web content needs to be developed.</p> <p>Funding for the portal has been allocated by Government for 2018-19 and 2019-20.</p>

Exempt Sch.3(2)(1)(a) Submitted to Cabinet



Minister	Department	Commitment	Current status	Future work
			<p>An Advisory Committee has been established to oversee the transfer and repurpose of the land and building.</p> <p>The Department of State Development (DSD) are providing support to deliver the land transfer and redesign the building.</p> <p>An architect has been engaged to redesign the facility for refurbishment. To date, two design workshops have been held with TOT representatives, local stakeholders, DSD and DCDSS.</p> <p>Land transfer arrangements and approvals are progressing.</p>	<p>End March 2018: A functional design brief and costing to be provided by DSD.</p> <p>Stages of refurbishment and timelines are to be confirmed following acceptance of the functional design brief.</p> <p>Advisory Committee meetings to be convened in Townsville.</p> <p>A service model is to be designed to inform services required for the facility, including demand analysis, stakeholder engagement and demographic measures.</p>
			<p>Completed.</p> <p>Queensland DVA white card holders are now eligible for transport concessions.</p> <p>Please see link to announcements by clicking on Media Statement</p>	
			<p>Completed.</p> <p>The Premier is now the Minister for Veterans' Affairs.</p>	

Exempt Sch.3(2)(1)(a) Submitted to Cabinet

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