



NSW Department of
Community Services

NSW Department of Community Services

Annual Report 2003 / 04



The Hon Reba Meagher MP

Minister for Community Services

Minister for Youth

Member for Cabramatta

Level 37, Governor Macquarie Tower

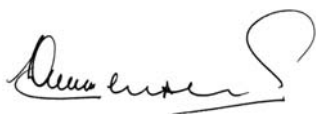
1 Farrer Place

Sydney NSW 2000

Dear Minister;

In accordance with the *Annual Reports (Departments) Act 1985*, I am pleased to submit to you for presentation to Parliament a report on the activities and financial affairs of the NSW Department of Community Services for the period 1 July 2003 to 30 June 2004.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Neil Shepherd', with a stylized flourish at the end.

Neil Shepherd

Director-General

NSW Department of Community Services

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Please note: figures in this report may not add up to 100% due to rounding

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Introduction

The NSW Department of Community Services (DoCS) is the leading community service organisation in NSW and the largest child protection agency in Australia.

We work to promote the safety and wellbeing of children and young persons and to build stronger families and communities. In particular, we help those who are vulnerable and most in need.

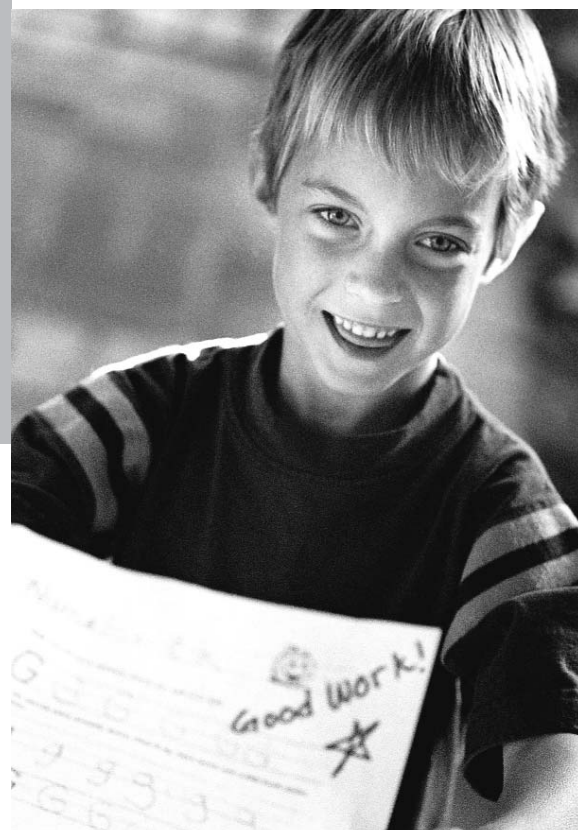
DoCS has a head office in Ashfield, Sydney, seven regional offices, 16 network offices and over 80 Community Services Centres (CSCs), which deliver frontline services.

During 2003/04 DoCS had a total budget of \$852.7 million. In 2003/04, we had 2,816 full time and part time employees. Our staff include people from Aboriginal and culturally and linguistically diverse backgrounds to help us best identify and meet community needs.



How We Help

DoCS helps children, young people and families across a continuum of care. Our core work focuses on child protection, starting with prevention and early intervention strategies to help build stronger families and communities. We protect children from risk of harm and provide care for children who are not able to live at home. We fund a range of community partners to help us deliver services to achieve this.



We help by:

- > working in partnership with the community to keep children safe and protect their families
- > providing care and funding services to support children who cannot live with their families
- > regulating child care by granting licences and ensuring licence holders comply with regulations
- > funding and regulating adoption services
- > funding support services to assist people who are homeless or at risk of homelessness
- > assisting people who are separated from their families to trace their records
- > regulating children's employment ¹
- > coordinating services to meet the basic welfare and recovery needs of people affected by natural and other disasters.

We do this through:

- > assessment and investigation of needs
- > direct provision of services (e.g. foster care)
- > education, support, information and advice
- > policy development and research
- > working in partnership with government and non-government agencies
- > organisational support and development.

The main legislation governing our work includes:

- > *Children (Care and Protection) Act 1987*
- > *Community Welfare Act 1987*
- > *Children and Young Persons (Care and Protection) Act 1998*
- > *Child Welfare (Commonwealth Agreement Ratification) Acts 1941 and 1962*
- > *Adoption of Children Act 1965*
- > *Adoption Act 2000.*

¹ The Children's Employment Unit was transferred to the Office of the Children's Guardian on 17 November 2003

Our clients and stakeholders

We work closely with other government agencies, non-government organisations, community groups and the public to deliver services to children, young people, families and communities. Child protection is complex; it spans a wide range of interconnected issues involving many clients and stakeholders. We value our partnerships with organisations and the community, all of whom contribute to strengthening families and communities to ensure children and young people are safe.



Our clients include:

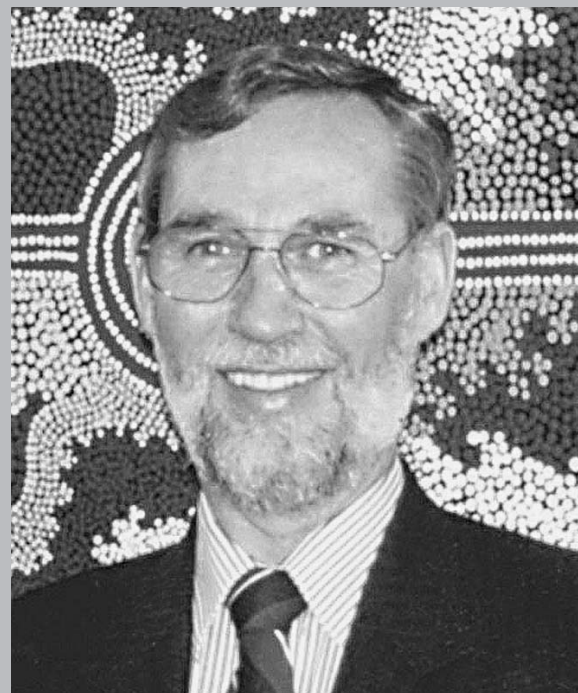
- > children and young people in need of care and protection
- > families needing helping and support
- > services we regulate and work in partnership with to deliver community services
- > State Government agencies who work with us to meet the needs of children, young people and their families
- > recipients of our data (research organisations, universities, students)
- > public users of our information services
- > the NSW community, which benefits from improved community services.

Our stakeholders include:

- > local, State and Commonwealth government agencies, which share responsibility for community services and child protection
- > peak industry associations
- > local, State and national community services groups.

Director-General's message

Many children in this State still face unacceptable risks from abuse and neglect. Many more face substantial barriers to normal development or enjoyment of their childhood years. There were more than 185,000 reports to the Department last year about children at risk of harm – a five per cent increase in 12 months. Over 10,000 children are in care because they cannot live at home and the demand for out-of-home care services continues to grow at a steady rate.



The past 12 months have presented the NSW Department of Community Services (DoCS) with many highlights and challenges. We embarked on a range of ambitious reforms that will continue over the next five years and beyond to provide the children, families and people of NSW with better services and a safer community.

This was the first full year of funding under the Government's \$1.2 billion reform package. This package, announced in December 2002, will inject an additional \$1.2 billion into the child protection system over the five financial years from 2003/04 to 2007/08. The funds are designed to increase each year as the improved capacity is planned, designed and delivered. This first year saw 13 per cent of the total funds allocated. The big increases commence in year three (2005/06).

During 2003/04, DoCS had a total budget of \$852.7 million. Budget enhancements in 2003/04 included \$47.1 million for improvements to the out-of-home care system to meet projected increases in demand for these services and to develop more efficient and effective service delivery models for children with intensive support needs. There was \$43.4 million for improvements to the child protection system including additional caseworkers and support services to meet current

demand for highest priority cases and to modify future demand for these services. Almost \$30 million was allocated to rebuilding the Department's basic service delivery infrastructure and systems.

The first part of 2003/04 was focused on systems improvement within DoCS, recruiting key staff, commencing the first round of caseworker recruitment and continuing the planning for expansion in the core services of prevention and early intervention, child protection and out-of-home care. Basically, we were still getting the launching pad ready for the biggest changes to DoCS and its services in the last couple of decades. The second part of 2003/04 saw improvements commence in a range of areas, both within DoCS and in some aspects of our service delivery.

“Our achievements during the year have necessarily, focused on building better systems and supports for our staff as the Department prepares to nearly double its child protection workforce over the next five years.”

It is crucial to note that these improvements are just the beginnings – there is a long way to go before we have a child protection system that can take its place alongside the best in the world. Whilst I am now firmly of the view that we can achieve this, lasting changes of this magnitude to a very complex system simply cannot be achieved quickly. It will take the full five years

Our achievements during the year have, necessarily, focused on building better systems and supports for our frontline staff as the Department prepares to nearly double its child protection workforce over the next five years. We are systematically reforming all business practices that impede our ability to improve service to clients. This has meant implementing new client information systems that allow us to capture information that will provide a better picture of client histories, as well as provide essential information to plan future services. We are also implementing new systems to improve our financial and human resources management.

We have established Aboriginal Services and Multicultural Services Units to ensure we provide services to best meet the needs of these communities. We established the Economics Unit so we can make informed decisions based on sound financial assessment of the implications for our future service delivery. We are building our research base to make informed decision based on evidence - taking careful note of the success stories in community services systems worldwide.

We have worked to improve our occupational health and safety performance, reviewing workers compensation and injury management practices, resulting in a 10 per cent reduction in the 2004/05 workers compensation insurance premium. We are piloting risk management programs and plans in several of our offices and we started training to reduce the risk of occupational violence.

The importance of addressing these internal issues should not be underestimated. They represent the foundations our workforce operates from and, without the support of good systems and policies, our staff are at risk of becoming bogged down in administrative tasks rather than focusing on the real work of protecting children.

During the year, DoCS Early Intervention Program was established to provide better support to families where children may be at increased risk of harm if the problems in the family are not addressed. Approximately \$6 million was provided to non-government organisations to provide parenting programs, children's services and family workers to support families in need. We have started planning for an integrated non-government service system that matches clients' needs.

Specialist early intervention caseworkers were appointed to Epping, Bankstown, Blacktown, Maitland and Tweed Heads – the first of 350 early intervention new caseworkers to be recruited over the next five years.

By June 2004, we had 173 more caseworkers than we had at the same time the previous year. These caseworkers will play a pivotal role in not only responding to more reports, but also in providing more early intervention services so families can access the help they need before their problems escalate. Tweed Heads, Blacktown, Bankstown, Maitland, Epping, Campbelltown and Gosford all received additional child protection caseworkers.

Seventeen new caseworkers were also recruited to work on Joint Investigative Response Teams with police. These staff work alongside police to investigate serious physical assault and sexual assault of children and young people. More of these caseworkers will be recruited in 2004/05.

Caseworkers were also in need of access to better support services to guide them in their work. As a result, we have started recruitment for additional psychologists and completed recruitment of nine legal officers to provide extra support in 23 locations.

We are also working hard to improve services for Aboriginal people. A new Aboriginal Intensive Family Based Support service was established in Redfern, while work started to build two more services in Dapto and Bourke. We also worked closely with the Aboriginal Child, Family and Community Care State Secretariat to support Aboriginal agencies to increase their out-of-home care places, allocating funding to nine non-government foster care services in Newcastle, Taree, Kempsey, Cowra, Wagga Wagga, Lismore, Liverpool, Campbelltown and Penrith.

Significant progress was also made in out-of-home care. Staged implementation of the out-of-home care sections of the *Children and Young Persons (Care and Protection) Act 1998* spanned the period from July 2003 to March 2004.

We commenced recruitment to employ an additional 50 out-of-home care caseworkers, the first of 150 to be recruited by 2007/08. During the year we called for expressions of interest to provide out-of-home care services for children and young people with high and complex needs and we finalised a memorandum of understanding between DoCS and the Department of Ageing, Disability and Home Care (DADHC) to help children and young people who are shared clients.

We also worked to strengthen out-of-home care systems and services, developing an issues and policy framework to improve service models, intensive case management principles for managing placements for children and young people with complex needs and policies on care plans and behaviour management.

We established a working group and commenced a major review to improve the foster care allowances and contingencies system. We funded and supported the Foster Care Association NSW and the Aboriginal Child, Family and Community Care State Secretariat, trialed the carer assessment tool Step by Step and piloted a foster carer mentoring program in the Hunter with the Foster Care Association NSW.

We provided more than \$110 million for over 400 services under the Supported Accommodation Assistance Program (SAAP), including services for homeless people and women and children escaping domestic violence.

This is only a brief snapshot of our achievements – achievements undertaken in a climate where demand for our services has grown by five per cent on the previous year.

Our vision for a NSW where children are nurtured and protected is too big for any one organisation to achieve alone. Child protection is complex; it spans a wide range of interconnected issues involving many clients and stakeholders. We value our partnerships with organisations and the community, all of whom contribute to strengthening families and communities to ensure children and young people are safe.

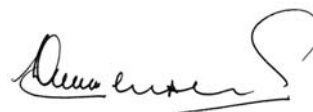
More than half of DoCS budget was used to purchase services for helping families. We have a key role in supporting these services – hence our establishment of various stakeholder forums and reference groups, and our strengthening of training for non-government organisations. As a united front, we stand to make real gains for the interests of young children and their families and for the importance of the early years.

In 2004/05 we will see the establishment of a new Communities Division in DoCS, bringing a range of programs such as Families First, the Better Futures Strategy, the Aboriginal Child, Youth and Family Strategy and the Area Assistance Scheme. In January 2005, the Violence Against Women Specialist Unit will also be transferred from the NSW Attorney General's Department. What does this mean? It means, for the first time, DoCS will truly be an agency providing community services.

I wish to acknowledge the immense support of the NSW Government and in particular the support of the Hon Carmel Tebbutt, Minister for Community Services. I thank the Executive Team for their dedication and leadership and our many stakeholders for their encouragement, support and participation. My sincere appreciation and thanks go to all staff for their ongoing hard work, dedication and achievements. No one should underestimate the difficulty of the role of DoCS' frontline staff. That they continue to come to work each day in the face of the content of their cases, the hostility of some members of the community and media, and at significant personal risk, continues to inspire me. They do it because in many cases, though sadly not all of them, they make a real difference.

In DoCS, the strategic priority for the coming years is to build on existing strengths such as our leadership and new systems, as well as our intense focus on improving performance, and to build on operational improvements.

Our reform strategy is working as intended, our transformation into a client focused organisation committed to meeting community needs is well advanced, our short-term targets are realistic and, as our achievements in 2003/04 attest, DoCS is improving.



Neil Shepherd
Director-General

Our Executive

Our organisational structure*



Director-General
Neil Shepherd,
BVSc, PhD, BLegS (Hons 1)



**Deputy-Director General, Planning,
Performance & Review**
Sue Dawson,
M.EmvPI, BSW, LLB (Hons 1)

**Deputy-Director General,
Operations**
Annette Gallard,
B Soc. Stud, M Comm



**Executive Director,
Prevention & Early
Intervention**
Mary-Jane Clark,
BA MTCP



**Executive Director,
Out-of-Home Care**
Rhonda Stien,
BSW, MSW, MBA



**Executive Director,
Strategic Services**
Toni Milne,
BEc



**Executive Director,
Economics Research &
Information**
Gül Izmir
BSc. EE, MSc.and PhD OR,
FAICD.

Our Executive oversees DoCS' business activities to ensure we deliver on our commitments, are accountable to Parliament, act with integrity and are transparent about our processes and decisions.



Operations Division

for more information
on Operations
Division (Helpline +
Regional Directors)
see page 12



**Executive Director,
Governance**
Kerryn Boland,
LLB, GDLP



**Executive Director,
Office of the
Director-General**
Donna Rygate,
BEd (Hons), M Plan



**Executive Director,
Corporate Services**
Alan Ramsey,
BEd



**Executive Director,
Corporate Projects**
Jo Grisard,
BA (Hons), BA (Soc Sc)

* As at 30 June 2004. For the most current version of DoCS organisational chart, refer to the DoCS website www.community.nsw.gov.au

Operations Division (Helpline and Regional Directors)



Executive Director, Helpline

Helen Freeland
MSW

Regional Director, Hunter & Central Coast

Anne Maree Gleeson
BA, Grad Dip (Adult Educ), MA (Soc Studies)

Regional Director, Metro Central

Anne-Maree Sabellico,
BA (Soc Sc)

Regional Director, Metro South West

Anne Campbell,
BA, B Soc Work

Regional Director, Metro West

Margaret Oldfield,
BA (Edu), Grad Dip PSM

Regional Director, Northern

Denis Myers,
B Soc Stud, Grad Dip Soc Admin

Regional Director, Southern

Jill Herberte,
B Soc Work

Regional Director, Western

Glynis Ingram,
NNEB, AFAIM

Key

Jill Herberte
Anne Maree Gleeson
Denis Myers
Anne Campbell
Anne-Maree Sabellico
Margaret Oldfield
Helen Freeland

*missing Glynis Ingram

In *Corporate Directions 2003/04*, we described a range of major initiatives to be achieved during the year. A report against these initiatives is presented here.

This does not include all DoCS' activities. We delivered additional work that is not included in the corporate directions statement but which is reported on in each chapter. DoCS is not reporting on future directions in this year's annual report as these will be determined on completion of our new corporate plan, which will include performance and population indicators.

Our corporate goals and programs

Our vision

A NSW where families and communities value, protect and nurture children and young people

Our corporate programs

1 Prevention and early intervention

Our goals

- > Promote the wellbeing of children, young people and communities
- > Provide and fund supportive community services for people who are affected by natural and other disasters, homelessness, domestic violence and substance abuse

2 Statutory and intensive intervention

Our goals

- > Intervene appropriately where children and young people are exposed to abuse and neglect

3 Out-of-home care

Our goals

- > Promote and provide quality care for children and young people who are unable to live with their birth families

4 Organisational performance

Our goals

- > Build capacity in DoCS and skill in our workforce

Our corporate priorities for 2003/04 (outlined above) are detailed on the following pages



1

Early intervention and prevention

Corporate goals:

- > Promote the wellbeing of children, young people and communities
- > Provide and fund supportive community services for people who are affected by natural and other disasters, homelessness, domestic violence and substance abuse

Priorities	Key outcomes
Enhance service responses to the needs of families whose children are at high risk of harm	<ul style="list-style-type: none"> > Provided approximately \$6 million to non-government organisations under DoCS Early Intervention Program > Established four enhanced service delivery sites and commenced mapping of existing non-government and Government services to identify needs and gaps in current service provision
Fund pilot projects focused on older children and young people in four DoCS Regions under the Better Futures Program	<ul style="list-style-type: none"> > Provided \$1.3 million to 41 individual projects including four demonstration projects in Menai, Illawarra, Nepean and Hunter > Developed six regional Youth Plans to identify key priorities and strategies
Purchase services to be provided under the Aboriginal Child, Youth and Family Strategy	<ul style="list-style-type: none"> > Allocated \$2 million to 74 separate projects including parenting programs, community workers, leadership courses, youth worker services, school transition, supported playgroups and women's support services
Continue the reform of purchasing arrangements for all services purchased from non-government organisations	<ul style="list-style-type: none"> > Commenced planning for an integrated non-government service system that matches clients' needs.
Recruit 50 additional caseworkers specialising in early intervention to help families before they reach crisis point	<ul style="list-style-type: none"> > Caseworkers appointed to Epping, Bankstown, Blacktown, Maitland and Tweed Heads
Regulate the provision of children's services	<ul style="list-style-type: none"> > Licensed over 3,000 child care services in NSW providing over 120,000 places per day > New Children's Services Regulation finalised and tabled in June 2004
Further develop the capacity of Families First to provide appropriate services for families with young children	<ul style="list-style-type: none"> > Provided \$23.26 million to purchase over 200 ongoing projects



Priorities	Key outcomes
Purchase children's services and other youth, family and community services that are effectively targeted to support children, young people and their families	<ul style="list-style-type: none"> > \$97.3 million budget provided funding to around 1700 services that helped some 200,000 children gain access to good quality early childhood programs > Reduced fees for more than 10,000 places per day for families with low incomes using preschool services
Purchase services for people who are in crisis or homeless or threatened with homelessness	<ul style="list-style-type: none"> > Provided more than \$110 million for over 400 services under the Supported Accommodation Assistance Program (SAAP) > Rolled out SAAP reforms which included an additional \$5.2 million funding
Align DoCS' domestic violence services and initiatives to focus on children at risk of harm	<ul style="list-style-type: none"> > Piloted new models at Bankstown and Wyong for working jointly with NSW Police on domestic violence cases involving children
Purchase services for families and individuals affected by drug and alcohol misuse	<ul style="list-style-type: none"> > Purchased services targeting substance use in pregnancy and parenting services in the Illawarra, Blacktown and Shoalhaven
Coordinate the provision of disaster welfare services	<ul style="list-style-type: none"> > Developed a whole-of-government disaster recovery proposal > Responded to 23 events and provided \$184,000 funding to 176 families and individuals > Provided over \$3.8 million to 3,200 drought affected families and individuals

2

Statutory and intensive intervention

Corporate goal:

- > Intervene appropriately where children and young people are exposed to abuse and neglect

Priorities	Key outcomes
Recruit 50 additional child protection caseworkers to respond to urgent and serious child protection reports	<ul style="list-style-type: none"> > Recruited new caseworkers for Tweed Heads, Blacktown, Bankstown, Maitland and Epping CSCs > Campbelltown and Gosford CSCs also received additional child protection caseworkers
Strengthen Joint Investigative Response Teams (JIRT) with an additional 35 caseworkers to improve services for children allegedly subject to serious physical assault or sexual assault ¹	<ul style="list-style-type: none"> > Employed 17 new JIRT caseworkers
Intervene to protect children and young people who are at risk of harm	<ul style="list-style-type: none"> > 173 more caseworkers in June 2004 than June 2003 to respond to reports
Review the initial assessment system for child protection reports	<ul style="list-style-type: none"> > Reviewed international models of risk assessment in child protection, outlined the applicability of those models to NSW and commenced stage two looking at cost-benefit analysis
Establish two additional intensive support services for Aboriginal families in Bourke and Wollongong, with the recruitment of 10 additional caseworkers	<ul style="list-style-type: none"> > Commenced planning and recruitment
Improve the professional support provided to caseworkers by employing 13 new psychologists ² and 12 additional legal officers	<ul style="list-style-type: none"> > Recruited 12 additional staff in Legal Services including nine legal officers to provide extra support in 23 locations > Commenced planning for additional psychologists
Receive and assess reports concerning the safety, welfare and wellbeing of children and young people	<ul style="list-style-type: none"> > DoCS' Helpline received 185,198 reports

¹ Project to be implemented over two years with the first round starting in 2003/04

² This is a five year program



Priorities	Key outcomes
Provide casework and other support services for families where assessed risk does not warrant court action and out-of-home care	<ul style="list-style-type: none">> Recruited new early intervention caseworkers to work with families so they are able to care for their children
Improve the capacity and effectiveness of DoCS' child protection interventions by delivering a professional service based on sound research	<ul style="list-style-type: none">> Recruited research staff to DoCS Centre for Parenting and Research> Established DoCS Research Advisory Council> Developed DoCS Research Agenda for 2004/05 and guidelines for research within DoCS and for external researchers> Facilitated a number of seminars for staff with international and national speakers
Work with other agencies to provide whole-of-government responses to child protection issues	<ul style="list-style-type: none">> Established and chaired the Child Protection Senior Officers Group to oversee the development of whole-of-government strategies in response to recommendations from the Child Death Review Committee

3

Out-of-Home Care

Corporate goal:

- > Promote and provide quality care for children and young people who are unable to live with their birth families

Priorities

Key outcomes

Increase the range of placement options in out-of-home care by reforming purchasing arrangements and developing new programs for specific target groups

- > Called for expressions of interest to provide out-of-home care services for children and young people with high and complex needs

Work with the Aboriginal Child, Family and Community Care State Secretariat to support Aboriginal agencies increase their out-of-home care places

- > Provided a 50 per cent budget increase of more than \$3.5 million over three years for Aboriginal children and young people in foster care
- > Allocated funding to nine non-government foster care services in Newcastle, Taree, Kempsey, Cowra, Wagga Wagga, Lismore, Liverpool, Campbelltown and Penrith

Manage a staged implementation for proclamation of the out-of-home care sections of the *Children and Young Persons (Care and Protection) Act 1998*

- > Implemented sections in three stages from July 2003 to March 2004

Progress the development of an interagency service response to the needs of highly troubled children and young people

- > Finalised a memorandum of understanding between DoCS and the Department of Ageing, Disability and Home Care (DADHC) to help children and young people who are shared clients

Employ an additional 50 out-of-home care caseworkers

- > Commenced recruitment planning

Improve the foster care allowances and contingencies system

- > Established a working group and commenced a major review

Arrange suitable placements for children and young people who can no longer live with their birth families

- > Developed an issues and policy framework to improve service models
- > Called for expressions of interest for services to improve placement of children and young people with high and complex needs
- > Expanded services within the Aboriginal community



Priorities

Key outcomes

Enhance the quality of DoCS' out-of-home care case management practice

- > Developed intensive case management principles for managing placements for children and young people with complex needs
- > Developed policies on care plans and behaviour management

Develop appropriate support for foster carers

- > Funded and supported the Foster Care Association NSW and the Aboriginal Child, Family and Community Care State Secretariat
- > Trialed the carer assessment tool *Step by Step*
- > Piloted a mentoring program in the Hunter with the Foster Care Association NSW

Deliver an improved program of reviewing children and young people in out-of-home care

- > Undertook work to assess the progress of children and young people in care
- > Commenced a longitudinal study of selected children in out-of-home care
- > Developed a policy to monitor the entry and exit of children with high and complex needs

4

Organisational performance

Corporate goal:

- > Build capacity in DoCS and skill in our workforce

Priorities	Key outcomes
Develop essential information technology and information management systems to support DoCS' field operations (KiDS, Record Management System, Corporate Information Warehouse, Out-of-Home Care Minimum Data Set Pilot Project)	<ul style="list-style-type: none"> > Completed implementation of the new client management system > Transferred information technology hosting functions from Computer Services Corporation to NSW Businesslink > Commenced the Electronic Records and Document Management System project > Implemented a new human resource system, SAP HR > Commenced planning to pilot electronic mandatory reporting
Develop DoCS' capacity to provide specialist advice on Aboriginal, multicultural and economic issues	<ul style="list-style-type: none"> > Established Aboriginal Services, Multicultural Services and Economics Units
Implement a formal performance management system for all DoCS staff	<ul style="list-style-type: none"> > Implemented a performance management system and training across the Department
Progress the full implementation of NSW Businesslink	<ul style="list-style-type: none"> > Transferred staff, funds and assets to NSW Businesslink while maintaining service continuity > Facilitated the establishment of NSW Businesslink as an incorporated, separate shared services centre, jointly owned by its three client agencies and NSW Treasury
Strengthen DoCS' communications capacity	<ul style="list-style-type: none"> > Improved consultation through forums including DoCS' Stakeholder Forum, DoCS Dialogue and Partners Reference Groups on Early Intervention and Out-of-Home Care > Restructured the Media and Communication Branch
Develop an appropriate occupational health and safety issues management system for DoCS	<ul style="list-style-type: none"> > Reviewed workers compensation and injury management practices, resulting in a 10 per cent reduction in the 2004/05 workers compensation insurance premium > Piloted risk management programs and plans in several CSCs > Commenced occupational violence training > Recruited eight new occupational health and safety officers



Priorities	Key outcomes
Improve the efficiency and effectiveness of operational practices	> Developed a critical incident response strategy
Enhance human resources and associated information technology systems	> Commenced planning for the implementation of SAP HR
Develop strategies to improve DoCS' relationships with overseeing agencies, and to identify, address and monitor systemic issues	> Established the Complaints, Assessment and Review Branch > Drafted Memorandas of Understanding between DoCS, the Coroner, the Children's Commissioner and the Children's Guardian > Formed the Child Protection Senior Officers Group to address the Child Death Review Team whole-of-government recommendations
Provide DoCS' workforce with enhanced training	> 420 new and existing caseworkers completed the Caseworker Development Course > Provided training in KiDS, out-of-home care proclamation, human resources and management development and other areas > Introduced a new Induction program > Conducted Occupational Health and Safety (OHS) training in predicting and managing occupational violence and OHS consultation

Summary of our financial performance

Our sources of funds

Funding Source

Source	Type of Funding	Amount \$M
Treasury	Recurrent Appropriation	784.9
Treasury	Capital Appropriation	14.9
Other Agencies	Rendering of Services	14.0
Treasury (Crown)	Employee entitlements including Long Service Leave and employer superannuation contributions	23.0
Other Retained Revenues		15.9
Total Funding for 2003/04		852.7

Expenditure by Business

	2002/03 (\$M)	%	2003/04 (\$M)	%
Community Services	192.1	25.0	190.9	22.3
Prevention and Early Intervention	170.7	22.2	183.7	21.4
Statutory Child Protection	174.1	22.6	203.1	23.7
Out-of Home Care	232.9	30.2	279.0	32.6
Total	769.8	100.0	856.7	100.0

Expenditure by Type

	Amount \$M	%
Employee-related expenses	209.6	24.5
Maintenance and operating expenses	92.9	10.8
Grants and subsidies	542.3	63.3
Depreciation	11.9	1.4
Total	856.7	100.0

2004/05 Budget - Funding Source

	\$M
Recurrent	
Treasury Recurrent	842.7
Other Agencies	Grants, contributions and revenues 11.8
Treasury (Crown)	Employee entitlements 22.3
Other	Asset sales 15.9
Internal	Depreciation 11.0
Total	903.7
Capital	
Treasury	13.7
Total	13.7

Budget enhancements in 2003/04 included:

- > \$47.1 million for improvements to the out-of-home care system (including foster care) to meet projected increases in demand for these services and to develop more efficient and effective service delivery models for children with intensive support needs
- > \$43.4 million for improvements to the child protection system including additional caseworkers and support services to meet current demand for highest priority cases and to modify future demand for these services
- > \$29.5 million for rebuilding the Department's basic service delivery infrastructure and to support capacity in research, operational support, staff development and information technology systems
- > \$9.8 million to assist our community partners with the increased cost of programs affected by the Social and Community Services (State) Award
- > \$5.3 million for drought relief
- > \$3.9 million to extend Families First initiatives
- > \$1.4 million to support Aboriginal communities.

In 2004/05 DoCS is budgeting for total expenditures of \$903.7 million and capital expenditure of \$13.7 million. The 2004/05 budget includes a budget increase of \$100.5 million, due primarily to the rollout of the second full year of the funding package announced in December 2002.

Significant additional funding received in 2004/05 includes \$30.4 million to continue building the internal and external capacity that will provide the essential foundations for effective use of the increased resources included in the funding package for years 2005/06, 2006/07 and 2007/08.

Prevention and early intervention

Corporate goals

- > Promote the wellbeing of children, young people and communities
- > Provide and fund supportive community services for people who are affected by natural and other disasters, homelessness, domestic violence and substance abuse

Program context

Prevention and early intervention are the first steps in reducing the risk of harm to children and young people. Good relationships between parents and children in the first three years of life provide the foundation for a healthy, happy and resilient life. Without nurturing experiences in their early lives, children face huge hurdles.

These hurdles can be made worse by a wide range of factors such as complex or unstable family structures, economic hardship, homelessness or sub-standard housing, parental substance abuse or mental illness.

DoCS provides and funds a range of prevention and early intervention services that aim to address these issues by:

- > providing educational resources for parents
- > supporting and assisting children, young people and families under stress or in crisis and helping them to care for themselves and their children
- > funding services to provide young people with opportunities for self development
- > providing funding and licensed childhood services including preschools and childcare
- > reducing the isolation of people in communities by increasing their ability to engage in community activities
- > supporting services for children, young people and families at risk of involvement with alcohol and drugs
- > providing and funding support services to families, children and young people at risk of abuse or family breakdown.

Key priorities 2003/04

- > Enhance service responses to the needs of families whose children are at high risk of harm
- > Fund pilot projects focused on older children and young people in four DoCS' Regions under the Better Futures Program
- > Purchase services to be provided under the Aboriginal Child, Youth and Family Strategy
- > Continue the reform of purchasing arrangements for all services purchased from non-government organisations
- > Recruit 50 additional caseworkers specialising in early intervention to help families before they reach crisis point
- > Regulate the provision of children's services
- > Further develop the capacity of Families First to provide appropriate services for families with young children
- > Purchase children's services and other youth, family and community services that are effectively targeted to support children, young people and their families
- > Purchase services for people who are in crisis or homeless or threatened with homelessness
- > Align DoCS' domestic violence services and initiatives to focus on children at risk of harm
- > Purchase services for families and individuals affected by drug and alcohol misuse
- > Coordinate the provision of disaster welfare services.



Prevention and early intervention



Children's services

Children's services help prevent problems in families by detecting them early and relieving parental stress by providing programs which help with behavioural problems and child development.

DoCS' Office of Child Care was established in 1998 to provide a range of children's services to meet the needs of children, families and communities in NSW.

During 2003/04, DoCS licensed over 3,000 child care services in NSW providing over 120,000 places per day. The \$97.3 million annual budget for children's services included:

- > \$89.6 million for preschools and long day care centres
- > \$2.5 million for vacation care services
- > \$5.2 million for early childhood resource and support services
- > \$2.1 million for indexation of services operating under the Children's Services Program
- > \$10.7 million for the Supporting Children with Additional Needs (SCAN) program.

DoCS provided funding to around 1,700 services which helped some 200,000 children gain access to good quality early childhood programs. We helped reduce fees for more than 10,000 places per day for families with low incomes using preschool services.

We assisted more than 9,000 children with special needs under the \$10.7 million SCAN program since it commenced in January 2003.

A new draft *Children's Services Regulation* was released for public consultation. Over 1,900 comments were received from parents, the children's services sector and peak organisations. DoCS gave careful consideration to these views in finalising the regulation. PriceWaterhouseCoopers also conducted a cost benefit analysis.

The new *Children's Services Regulation 2004* is based on contemporary practice, community expectations and substantial research on the critical importance of quality care in the early years of life. It is expected to commence on 30 September 2004. There are significant changes to the Regulation that will provide better protection for children, including prohibiting remote video surveillance, consistent rules on safety glass, decreased group sizes for children aged 3-6 years, and requiring two primary care staff to check children are not left in centres at the end of the day.

Other projects in progress include the revision of the *Child Care Health and Safety Model Policies and Practice Handbook* by the University of NSW School of Public Health and Community Medicine. The revised handbook will cover health and safety practice in early childhood services including the management of food allergies, illnesses,

administration of medication, infectious diseases, immunisation, occupational health and safety, and legal and insurance issues.

The handbook will help centres provide a safe and healthy environment for children and staff and will be distributed in January 2005.

In February 2003, the NSW Minister for Community Services announced a review of the preschool fee relief policy criteria to be overseen by a steering committee of representatives from peak children's services groups. The review is designed to ensure equitable access to, and affordability of, quality preschool services for children and their families. The review was broadened in February 2004 to consider objectives for preschool funding policy and its interrelationship with the *Early Childhood Services Policy*, factors affecting preschool affordability, access to quality preschool services, the economic rationale for preschool funding and funding options.

Planning continued for two pilot flexible model child and family services to be established in partnership with the Commonwealth Department of Family and Community Services. The project aims to help deliver child and



family services to better meet the needs of families. The models will include a 'one-stop-shop' with a range of children's services, intervention, health, family support and parenting programs. Wyong and the Riverina were chosen to pilot the project because they have a high percentage of children aged under five years – nearly 10 per cent of the population, compared with 8.5 per cent for the whole of NSW.

The effects of multiple and changeable child care arrangements on child development are being further examined with the extension of DoCS' partnership with a team of leading Australian researchers for a further three years. *The Child Care Choices Longitudinal Study*, funded by the Australian Research Council (ARC) and DoCS, is the first large study of its kind in Australia and will investigate the social, cognitive, health, behavioural and academic outcomes for children in multiple and changeable child care arrangements.

DoCS has supported the extension of the project to ensure research helps us plan to meet the future needs of our clients. To date, the project has studied 600 children aged from zero to three years in 80 child care centres and family day care across the Sydney metropolitan and central west regions of NSW. The study has collected information on child care experiences, family types, quality of child care and child development.

The expanded study includes an Indigenous project which will follow 100 children aged between zero and five years from rural and regional areas including Bathurst, Cowra, Dubbo, Bourke and Brewarrina. According to the Australian Bureau of Statistics, only 1.5 per cent of Indigenous children are in child care under the NSW children's services program, despite representing 4.2 per cent of the under 12 population. This study has the potential to find out when and how Indigenous families use licensed and unlicensed child care arrangements, and the relationship between different care arrangements and outcomes for children and families.

The study, due for completion in 2007, will also inform DoCS' early intervention and prevention programs.

A second three-year project by the Social Policy Research Centre is measuring the effectiveness of using children's services as a preventative child protection strategy.

Prevention and early intervention



Funded children's services

	1999/00		2000/01		2001/02		2002/03		2003/04	
Services	Number	%	Number	%	Number	%	Number	%	Number	%
Centre Based Services	1,314	73.5	1,290	72.9	1,288	75.3	1,283	75.4	1,268	75.5
Mobile Services*	66	3.7	67	3.8	63	3.7	66	3.9	63	3.8
Vacation Care**	340	19.0	342	19.3	292	17.1	286	16.8	274	16.3
Early Childhood Services**	68	3.8	71	4.0	68	4.0	67	3.9	75	4.5
Total	1,788	100	1,770	100	1,711	100	1,702	100	1,680	100

These are services that receive State Government contributions towards providing a specific service. The services include, long day care, preschool, occasional care, multipurpose, vacation care, toy library, supported playgroup, resource or peak groups. Services operate as centre based or mobile.

Estimated total licensed/funded capacity during 2003/04: 46,340 per day

* Mobile Services include licensed mobile preschools and funded only mobile services. Funded only mobile services are not recorded on the system as having a licensed capacity.

** These services are not recorded on the system as having a licensed capacity.

Data source: Children's Services Information System Annual Statistical Extract, DoCS Information Services



Licensed children's services

	1999/00		2000/01		2001/02		2002/03		2003/04	
Services	Number	%	Number	%	Number	%	Number	%	Number	%
Family Day Care	118	3.7	110	3.6	113	3.7	111	3.6	109	3.5
Home Based Services	293	9.3	250	8.1	182	6.0	173	5.7	164	5.3
Mobile Services	12	0.4	11	0.4	11	0.4	11	0.4	13	0.4
Centre Based Services	1,394	43.8	1,363	44.4	1,385	45.8	1,423	46.7	1,507	48.5
Funded Centre Based Services	1,314	41.3	1,290	42.0	1,285	42.5	1,279	42.0	1,268	40.8
Funded Mobile Services	49	1.5	49	1.6	45	1.5	48	1.6	44	1.4
Total	3,180	100	3,073	100	3,021	100	3,045	100	3,105	100

Licensed children's services are those required to be licensed under the Children and Young Persons (Care and Protection) Act 1998. They include centre based and mobile services that can provide long day care, preschool, or occasional care or a combination thereof; and family day care and home based care services which are provided in a carer's own home.

Estimated total licensed capacity during 2003/04: 128,302 per day

Data source: Children's Services Information System Annual Statistical Extract 2003/2004, DoCS Information Services

Number of children accessing funded licensed services during one survey week in September 2003

	Number
No. of children from low income families for whom fees were reduced	14,985
No. of children from Special Needs Group *	
> Indigenous Australian children	3,561
> Children from Cultural and Linguistically Diverse (CALD) background	9,825
> Children with a disability	5,935

*These categories are not mutually exclusive.

Data source: Children's Services Information System Annual Statistical Extract, DoCS Information Services

Prevention and early intervention



Early Intervention Programs

Without intervention, children who are reported to DoCS as being at risk of harm may be re-reported. Problems often become further entrenched, hampering their life chances and creating an unsustainable demand on resources.

As part of the \$1.2 billion enhancement package, DoCS is developing early identification and support services for vulnerable children and families who are at risk of entering the child protection system.

DoCS' Early Intervention Program will build on and enhance the capacity of the existing early intervention service system. It complements the work of the NSW Government's Families First initiative and will test new and innovative ways of working with vulnerable families.

In May 2003, DoCS announced the first round of a five-year, \$150 million funding commitment to develop a statewide network of prevention and early intervention services to support vulnerable families. Approximately \$6.5 million in funding was provided for projects to consolidate and expand the service network that will support families and children participating in the Early Intervention Program. This included funding to 45 projects across NSW, with a particular focus on Maitland, Tweed Heads, Bankstown and Blacktown, where new early intervention caseworkers have been recruited.

Services purchased include family support, centre based child care, supported playgroups, parenting programs, home visiting and one-stop shop family centres, specialist family support services with culturally and linguistically diverse (CALD) family workers, Aboriginal playgroups and young parents' groups.

In 2003/04, an initial intake of caseworkers were recruited to focus on diverting children and young people from the statutory child protection system. Over five years there will be 350 caseworkers recruited to target children 0-8 years who are newly reported to DoCS where there are no apparent urgent safety issues involved (usually described as a Level 3 or 4 case).

These early intervention caseworkers represent a new approach to DoCS' casework. While recognising issues of harm, caseworkers will work with family members to build on family strengths as well as provide support and referrals to other services. This will involve working with families for extended periods of time.

Services purchased under the Early Intervention Program include support services for families affected by drug and alcohol misuse. For more information on these services, see Alcohol and Drug Abuse Prevention later in this section.

Community Services Grants Program

DoCS funds a range of services to build stronger communities that promote the safety, welfare and wellbeing of children and their families. These funds are administered under the Community Services Grants Program (CSGP), which funds community organisations to:

- > support children, young people, individuals and families to enhance their independence, safety, self-esteem and quality of life within the community
- > build strong communities and social capital and undertake community development, so that communities are well informed, resourced and connected, and equity and diversity are embraced, and
- > build and sustain the capacity of the community services sector at Regional and State levels to deliver responsive services through sector development, policy and advocacy.

CSGP funded services include individual and family support services, community development projects, neighbourhood and community centres, community youth and adolescent support services, some child protection services, and culturally specific services for Aboriginal and Torres Strait Islanders and CALD groups.



In 2003/04 the CSGP purchased services to the value of \$69.72 million including:

- > \$12 million for Neighbourhood Centre projects across NSW. Neighbourhood Centres provide a range of community support services. In any one week Neighbourhood Centres provide around 9000 face to face referrals and host and/or facilitate 380 support, self-help, and social action groups.
- > \$22 million for more than 200 projects providing services directly targeting families under stress. This includes family support projects which at any one time work with more than 3,500 families in their homes and more than 3,500 children who have been notified to the Department as being at risk. Family support projects also run more than 11,000 group sessions per year.
- > \$19.51 million for 325 youth services projects including 50 adolescent and family counselling projects and other case management based services.

Further details of services funded under the CSGP can be found in the addendum to this Annual Report.

Community Service Grants Program 2003/04

Child Protection	36 services	\$ 3.63 million
Community Development	467 services	\$ 24.12 million
Family and Individual Support	217 services	\$ 23.23 million
Youth Services	327 services	\$ 19.51 million

In partnership with the Department of Ageing, Disability and Home Care (DADHC), NSW Premier's Department, NSW Health and the Department of Education and Training (DET), DoCS provided a one-year funding extension

to 15 Volunteer Resource Centres across the State. Work also commenced on the collection and analysis of over 1000 individual CSGP project service specifications.

Families First

The Families First program is a whole-of-government initiative that supports families with young children aged up to nine years by investing in prevention and early intervention to significantly enhance outcomes in later life. By supporting families, the conditions which lead to child abuse and neglect as well as juvenile and adult crime are reduced and the whole community benefits.

In 2003/04 DoCS Families First budget was \$23.26 million from which 338 Families First projects were purchased including over 200 ongoing projects. This included:

- > 70 Family Workers (\$4.9 million)
- > 41 Volunteer Home Visiting Services (\$4.2 million)
- > 33 Supported Playgroups (\$1.9 million)
- > 24 Schools as Community Centres (\$2.1 million transferred to DET).

Families First services have now been purchased in all regions of NSW.

Prevention and early intervention

Family Support Services

Family support services provide a range of services to prevent family breakdown and promote family strengths including one-to-one support in the home, crisis support, counselling and home management skills, as well as parenting, mutual self-help and adult education groups.

Family support services continue to be a major partner in the delivery of the Families First program across NSW and of prevention and early intervention activities with local knowledge of existing service systems, community infrastructure and links to local families.

This year, DoCS provided \$23.23 million to NSW Family Services Inc across NSW under CSGP.

Community Solutions and Crime Prevention

DoCS had lead agency responsibility for 16 Community Solutions and Crime Prevention Strategy projects funded by the NSW Premier's Department with \$3.8 million. Ten projects are operating in metropolitan Sydney and six in rural NSW to address family and domestic violence, drug and alcohol abuse, families with complex needs and culturally specific issues experienced by Aboriginal and Pacific Island communities.

Better Futures Strategy

In 2003/04, the Better Futures strategy was coordinated by the Office of Children and Young People in The Cabinet Office. The strategy targets vulnerable young people aged 9-18 years and aims to reduce risk, reinforce protective behaviours and create opportunities to help young people achieve successful futures.

In 2003/04 DoCS provided over \$1.3 million to 41 individual projects including four projects based in Menai, Illawarra, Nepean and Hunter. Six DoCS Regions participated in the development of Youth Plans, which identified key priorities, needs, service gaps and strategies.

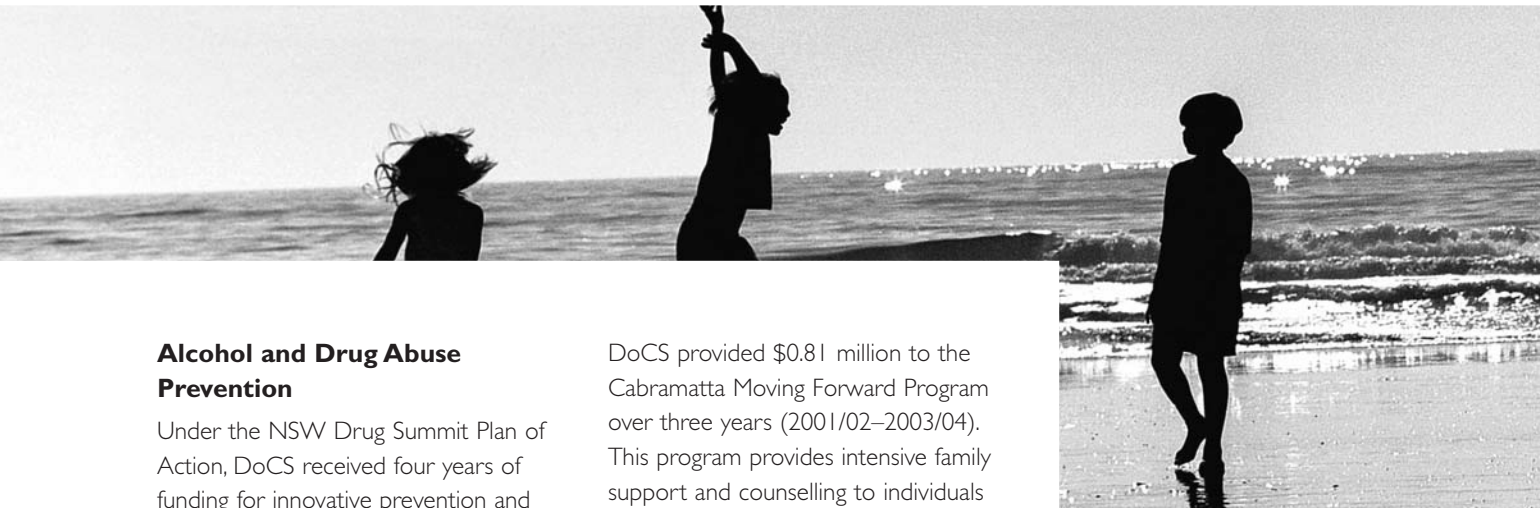
Aboriginal Child, Youth and Family Strategy

The Aboriginal Child, Youth and Family Strategy helps meet critical needs of Aboriginal children and young people, families and carers across NSW by focussing on better coordination and targeting of existing resources, and ensuring that mainstream services are meeting the needs of Aboriginal communities and testing new ways of support.

In 2003/04, over \$2 million was allocated to 74 separate projects across NSW, including parenting programs, community workers, leadership courses, youth worker services, school transition, supported playgroups, and women's support services.

Area Assistance Scheme

During 2003/04, four Area Assistance Scheme projects totalling \$200,000 were transferred from the Department of Infrastructure, Planning and Natural Resources to DoCS. These projects support community development and the integrated provision of services in regions experiencing social stress or undergoing rapid growth and change.



Alcohol and Drug Abuse Prevention

Under the NSW Drug Summit Plan of Action, DoCS received four years of funding for innovative prevention and early intervention projects to support families, communities and individuals. In 2003/04, total Drug Summit funding was \$4.097 million.

This funding helped DoCS provide Transition from Primary to High School projects in Kempsey and Campbelltown. These projects include a range of community and school interventions that identify young people at risk and provide avenues for support before critical problems arise.

DoCS continued the Getting It Together scheme, funding 12 organisations to develop specialised case management brokerage services for vulnerable young people who are unable or unwilling to access conventional services.

Youth Drug and Alcohol Court case management and brokerage services received \$1.03 million in 2003/04. These services provide case management for young people and help improve their accommodation options. Around 100 people were referred to this program over the year.

Drug and alcohol training for Supported Accommodation Assistance Program (SAAP) workers was also provided.

DoCS provided funding for a program that enables children to access family members in prison.

Funding for the Cabramatta Street Team, established in July 2001, continued. Total funding over three years from 2001/02 to 2003/04 is \$2.13 million. Since inception, the team has helped more than 1,540 disadvantaged people on the streets of Cabramatta.

DoCS provided \$0.81 million to the Cabramatta Moving Forward Program over three years (2001/02–2003/04). This program provides intensive family support and counselling to individuals and families affected by drugs and alcohol.

Funding from the Commonwealth's National Illicit Drug Strategy in 2003/04 was \$2.281 million and enabled DoCS to:

- > develop, in partnership with the Mental Health Coordinating Council, resources for caseworkers who work with children who have parents with a dual diagnosis of mental health issues and substance misuse
- > help community workers of emerging ethnic groups access mainstream drug and alcohol services by working with the Drug and Alcohol Multicultural Education Centre
- > fund capacity building projects in Bourke/Brewarrina/Walgett, Hunter; Nimbun and the Pacific Islander community
- > work with other agencies in the Illawarra to support substance using mothers during pregnancy
- > provide telephone referral and advice services
- > develop a family and carer training package with NSW Health for Indigenous families experiencing drug and alcohol issues
- > provide drug and alcohol training for frontline workers.

Services purchased under the Early Intervention Program include support for families affected by drug and alcohol misuse.

Types of services funded in 2003/04 include:

- > \$0.17 million for Substance Use in Pregnancy and Parenting Services (SUPPS). This is an innovative model of coordinated support for pregnant women who experience drug and alcohol issues.
- > \$0.14 million for Blacktown Alcohol and Other Drugs Family Service to provide family support activities to families with alcohol and other drug issues, including individual support, counselling, group work, information and referral, and broader education on drug and alcohol issues
- > \$0.08 million for the Shoalhaven Drug and Alcohol in Pregnancy and Parenting Services project. Based on the SUPPS model, this provides case management, individual support, home visits and linkages to specialist services to young pregnant women with drug and alcohol issues and their babies to three years of age.

Services for disadvantaged families at risk who are dealing with drugs, alcohol, mental illness and domestic violence were also purchased under the Community Solutions and Crime Prevention Strategy. Services funded in 2003/04 included family support, training and production of a video for Vietnamese families coping with substance abuse.

Prevention and early intervention



Supported Accommodation Assistance Program (SAAP)

SAAP provides assistance to people who are homeless or at risk of homelessness, through a range of accommodation and support services. SAAP continues to provide a major crisis response to people affected by domestic violence whose personal safety is threatened.

SAAP is a joint State/Commonwealth initiative that in 2003/04 provided funding of more than \$110 million for over 400 services across NSW. These services are provided primarily by non-government agencies with some local government participation.

During 2003/04 DoCS continued to work with SAAP service providers on the continued roll out of SAAP IV reforms which included additional funds of \$5.2 million. Negotiation of a new five year SAAPV Agreement (2005 - 2010) with the Commonwealth Government will be a priority for 2004/05.

Around \$3 million in one-off SAAP funding was directed to corporate and regional priorities. Significant expenditure included \$450,000 to the Department of Housing towards the costs of operating the Homelessness Action Team Outreach Service,

\$200,000 to Salvation Army Outreach Service, \$160,000 to pilot an innovative *Staying home/leaving violence* project in Bega, \$94,000 to develop the Macarthur Youth SAAP integrated service strategy and \$53,000 to pilot a no-interest loans scheme for homeless people in the Hunter.

SAAP Services by Client Group 2003/04

	Number of service providers	%
Young people	169	42.8
Single men only	38	9.6
Single women only	20	5.1
Families	24	6.1
Women escaping domestic violence	92	23.3
Cross-target/multiple/general	52	13.2
Total	395	100

Data source: AIHW NDCA 2003/2004 Preliminary Data

Funded SAAP Services by Type 2003/04

	No. of services	%
Crisis/short term accommodation	138	34.9
Medium/long term accommodation	110	27.8
Day support	1	0.3
Outreach support	17	4.3
Telephone information/referral	6	1.5
Agency Support	1	0.3
Multiple	81	20.5
Other	41	10.4
Total	395	100

Data source: AIHW NDCA 2003/2004 Preliminary Data



Domestic Violence Support Services

Domestic violence is a significant problem that affects women and children in particular. Living with the fear of abuse and assaults can cause family breakdown. Research shows that children who witness domestic violence are more likely to develop aggressive behavioural problems, become anxious, suffer from phobias, have low self-esteem, perform poorly at school and show emotional distress.

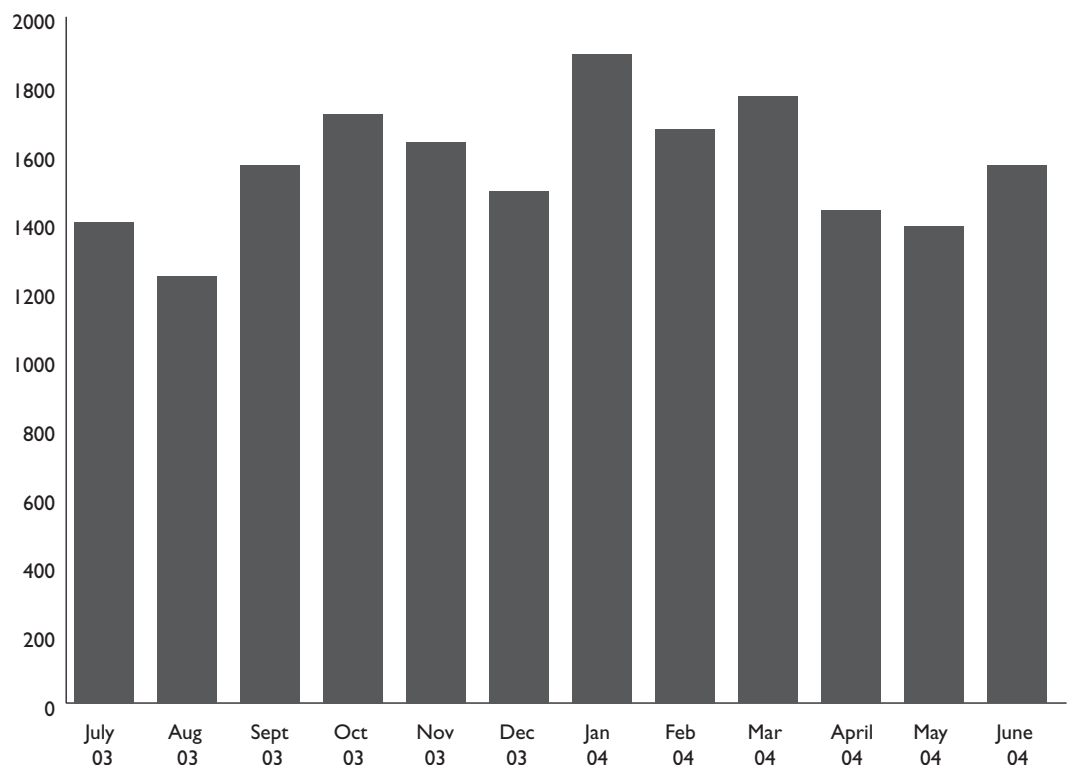
DoCS works to reduce violence against women by participating in the NSW Strategy to Reduce Violence Against Women (VAW). DoCS, NSW Health, the Attorney General's Department, Department of Housing and NSW Police have pooled resources to achieve stronger and more responsive networks to reduce violence against women as part of the VAW Project. There is shared funding between the five Departments for 18 regional specialists who work on this project. DoCS is the host agency for five of these positions in western Sydney and in northern, western and southern NSW. See the appendices for further details.

DoCS is represented on the VAW State Management Group and the VAW Council.

New models for working jointly with NSW Police on domestic violence cases where children are affected were piloted at Bankstown and Wylong with Community Solutions funding of \$0.77 million in 2003/04. The Wylong Domestic Assault Response Team (DART) is showing strong early results with a significant reduction in repeat offences and a corresponding reduction in repeat notifications for the targeted families.

Monthly calls to DoCS' Domestic Violence Line 2003/04

Source: Domestic Violence Line Database, DoCS Information Services



Prevention and early intervention

DoCS is particularly vigilant in encouraging women with children in domestic violence situations to seek help with studies showing how great the impact of domestic violence is on the development of a child. The Domestic Violence Line staff work with the DoCS Helpline in cases where children are in danger or are at risk of harm in violent family situations.

In 2003/04, the Domestic Violence Line received more than 18,785 calls, the majority of which involved physical, verbal or psychological violence. Of all the calls to the DoCS' Domestic Violence Line 6,252 involved children. DoCS' Domestic Violence Line has helped more than 100,000 victims of domestic violence since it commenced operation in September 1993.

Calls to DoCS' Domestic Violence Line by issue reported 2003/04

Type	Number	%
Physical	6,399	34.1
Verbal	8,654	46.1
Sexual	724	3.9
Psychological	7,389	39.3
Social	2,477	13.2
Economic	1,895	10.1
Total	18,785	

Note: The percentages sum to more than 100 per cent because there can be multiple violent issues reported per Call.

Source: Domestic Violence Line Database, DoCS Information Services

Calls to DoCS' Domestic Violence Line by gender of victim 2003/04

Gender	Calls	%
Female	18,683	99.5
Male	99	0.5
Unknown	3	-
Total	18,785	100.0

Source: Domestic Violence Line Database, DoCS Information Services

DoCS' Domestic Violence Line: calls involving children 2003/04

Total Calls	Total Number of Children	Total Number of Calls Involving Children
18,785	12,607	6,252

Source: Domestic Violence Line Database, DoCS Information Services

Natural Disaster Assistance

DoCS is responsible for coordinating immediate and long-term welfare and recovery services during natural and other disasters under the State Disaster Plan. This involves helping victims by providing food, clothing, advice, guidance and personal and financial support.

Disaster recovery also involves working closely with emergency services. When required, DoCS sets up evacuation centres where on-site staff can meet the immediate needs of victims. DoCS also coordinates longer-term needs and can establish recovery centres where victims can get information, financial support, insurance advice and other specialist help.

DoCS coordinates a number of non-government agencies to provide these services, including the Red Cross, Salvation Army, Seventh Day Adventist Church (Adracare), St Vincent de Paul and Anglicare.

This year DoCS Disaster Recovery Services responded to 23 events and provided \$184,000 funding to 176 families and individuals. Over \$3.8 million was provided to over 3200 drought affected families and individuals.

The Disaster Recovery Human Services Plan, part of the State Disaster Plan, was reviewed and updated as was the Offshore Mass Casualty Plan, The Lucas Heights Emergency Subplan, Foodsafe Plan and the Hazmat Plan.

During the year Disaster Recovery staff participated in a number of emergency management exercises at a National and State level. Mock scenarios helped test DoCS' and our community partners response during a crisis.

Disaster Recovery staff also gave lectures and were involved in the development and review of the National Recovery and Planning Course at the Emergency Management Australia Institute.

Disaster recovery services provided 2003/04

Storm - Murwillumbah	March 2004
Floods - Far North Coast	February 2004
Gas Leak - Central Train Station	February 2004
Storm - Talbingo	January 2004
Floods - Moree/Tamworth	January 2004
Storm - Terry Hie Hie	January 2004
Storm - Manilla	January 2004
Fire - Ellalong Underground Coal Mine	December 2003
Bushfire - Jervis Bay (Windermere)	December 2003
Storm - Byrock	December 2003
Storms - Central Coast, Hunter and Sydney	December 2003
Windstorm - Kyogle	November 2003
Bushfire - Sawtell	November 2003
Bushfire - Wyalaba	September 2003
Bushfire - Crescent Head	September 2003
Bushfire - Somersby	September 2003
Bushfire - Allworth & SaltAsh (Hunter)	September 2003
Siege - Glen Innes	September 2003
Bushfire - Lismore	September 2003
Windstorm - Southern, Western, Sydney, Hunter	August 2003
Chemical Fire - Kooragang Island	August 2003
Fire - Wilga St units, Fairfield	July 2003
Fire - Lurline St Guesthouse, Katoomba	July 2003

Statutory and intensive intervention

Corporate Goal

- > Intervene appropriately where children and young people are exposed to abuse and neglect

Program context

DoCS has a statutory responsibility to respond to reports of child abuse and requests for assistance in NSW. This means DoCS must address the immediate safety issues raised in the information received, determine the level of risk to the child and make decisions about what should be done to reduce that risk.

Key priorities

- > Recruit 50 additional child protection caseworkers to respond to urgent and serious child protection reports
- > Strengthen Joint Investigative Response Teams (JIRT) with additional 35 caseworkers to improve services for children allegedly subject to serious physical assault or sexual assault^I
- > Review the initial assessment system for child protection reports
- > Establish two additional intensive support services for Aboriginal families in Bourke and Wollongong, with the recruitment of 10 additional caseworkers
- > Improve the professional support provided to caseworkers by employing 13 new psychologists and 12 additional legal officers
- > Receive and assess reports concerning the safety, welfare and wellbeing of children and young people
- > Intervene to protect children and young people who are at risk of harm.
- > Provide casework and other support services for families where assessed risk does not warrant court action or out-of-home care
- > Improve the capacity and effectiveness of DoCS' child protection interventions by delivering a professional service based on sound research
- > Work with other agencies to provide whole-of-government responses to child protection issues.

^I Project to be implemented over two years with the first round starting in 2003/04



DoCS Helpline

DoCS Helpline is a single entry point for people wanting to report child protection issues. Introduced in December 2000, it is the first point of contact for enquiries, reports and requests for assistance. It provides a consistent intake system across NSW, screening all matters and applying risk assessment processes to reports where a child or young person is at risk of harm. The Helpline also provides an after-hours child protection crisis response team for metropolitan Sydney, while region-based teams provide after-hours crisis response in non-metropolitan areas.

As at June 2004, the Helpline had a staff establishment of 142 child protection caseworkers, three Helpline managers, 16 team leaders, 23 community services officers, two child protection casework specialists, two training coordinators, a quality systems/project manager and 13 administrative staff.

In June 2004, the average call wait time was three minutes and 23 seconds compared with five minutes and 45 seconds in June 2003. Around 500 assessments are carried out by Helpline staff per day.

A number of initiatives have been undertaken to improve the operation of DoCS Helpline this year. In January 2004, the Helpline developed target service levels and focused operational activities on achieving them.

In June 2004 the Helpline established a designated team to concentrate on calls and faxes received from the education sector. Operating from 8am-6pm Monday to Friday to cover the period of peak volume from schools, the team is responding to all calls and all faxes that have a 24 hours response priority and to most faxes with a 72 hour response priority.

DoCS Helpline: Average waiting time before a call is answered by a Caseworker

	Average Waiting Time (minutes)
June 2003	5.45
June 2004	3.23

Source: Helpline Statistical Extract 2003/04, DoCS Information Services

Child Protection Reports

This year for the first time, DoCS is reporting from its new client information system, Key Information and Directory System (KiDS). KiDS replaced the 15-year-old client information system (CIS), which no longer met the needs of the Department.

KiDS was introduced on 24 October 2003. The new system supports practice and policy in the Department's Helpline, Child Protection, Out-of-Home Care and Adoptions areas and provides a flexible platform that will support improvements in these areas in the future.

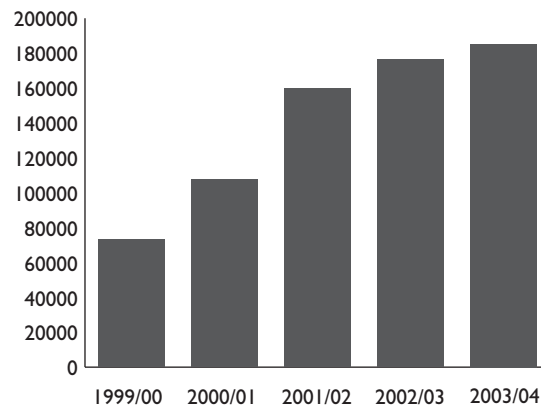
The information in this Annual Report is based on data from CIS 4.2 and KiDS. A new statistical reporting framework is being developed that reflects data from KiDS. This has resulted in further revision to statistical counting rules and discontinuity in the data that is reflected in this Annual Report.



Assessment and investigation of child protection reports

In 2003/04, the number of child protection reports made to DoCS continued the upward trend noted in previous years. Between July 2003 and June 2004, DoCS received 185,198 child protection reports, an increase of 5.1 per cent on the number of reports received in 2002/03.

Number of child protection reports to DoCS 1999/00 to 2003/04



Source: KiDS and CIS Statistical Extracts, DoCS Information Services

Child protection reports by source 2003/04

Source of report	Number	%
Mandatory reporter	142,741	77.1
Police	65,558	35.4
Health	29,677	16.0
School/Child care	25,670	13.9
Other mandatory reporter	21,836	11.8
Non-mandatory reporter	37,525	20.3
Family	26,261	14.2
Friend/Neighbour	6,869	3.7
Subject child/young person	772	0.4
Anonymous	3,623	2.0
Other	3,588	1.9
Not stated	1,344	0.7
Total	185,198	100

In 2003/04, the majority of child protection reports were made by mandatory reporters, who are people required by law to report children who may be at risk of harm. Around two-thirds of all reports to DoCS come from three groups of mandatory reporters – police, health, and education. The largest child protection reporting group to DoCS is NSW Police – more than one in three reports during the year 2003/04 (35.4 per cent) came from Police.

Source: KiDS and CIS Statistical Extracts, DoCS Information Services

Statutory and intensive intervention

When a child protection report is received by DoCS, an assessment by a caseworker at the Helpline is made as to the risk of harm for the child. Risk of harm reports may be referred to a Community Service Centre (CSC) or a Joint Investigative Response Team (JIRT) for further investigation and assessment.

Caseworkers record the issues associated with risk of harm reports to DoCS to reflect the risk of harm issues defined in Section 23 of the *Children and Young Persons (Care and Protection) Act 1998*. When a report is determined to involve risk of harm, one harm or risk issue may be recorded by the caseworker.

The following table details the legal basis for all reports in 2003/04, as determined by caseworkers at the Helpline. In 2003/04, more than four-fifths (83.5 per cent) of all reports to DoCS were reports about risk of harm concerns. The remainder of the reports were requests for assistance or for general information.

Child protection reports to DoCS by legal basis for the report, 2003/04

Legal basis - caseworker's perspective	Number	%
Risk of harm	154,713	83.5
Request for assistance	5,361	2.9
Other	1,111	0.6
No legal basis	21,119	11.4
Not stated	2,894	1.6
Total	185,198	100

Source: KiDS and CIS Statistical Extracts, DoCS Information Services

At this stage, the assessment is based upon the caseworker's perspective during the initial assessment at the Helpline. Risk of harm reports may then be transferred to a CSC or JIRT where further assessment/investigation is undertaken in order to determine the actual harm or risk of harm to the child or young person involved.

At initial assessment, issues associated with child protection reports are more frequently about risk of harm to a child than actual harm. In 2003/04, 13.5 per cent of the reports in 2003/04 indicated a risk of serious psychological harm

associated with domestic violence incidents in the child's household. This issue was most frequently reported to DoCS by police.

One-fifth (19.6 per cent) of all reports in 2003/04 were about a child's basic physical needs at risk of not being met, with 9.8 per cent of all reports about a child's basic psychological needs at risk of not being met.



Issues associated with risk of harm reports at initial assessment, October 2003 to June 2004

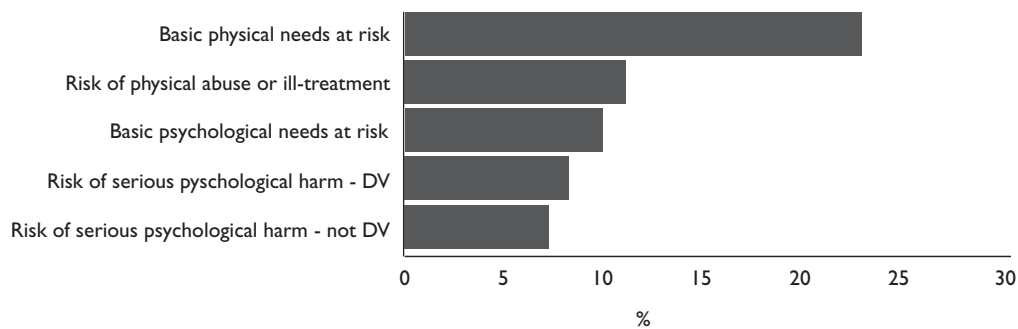
Category of harm	Issue	Number	%
Risk of harm	Risk of serious psychological harm – DV*	14,687	13.5
	Risk of physical abuse or ill-treatment	10,920	10.0
	Risk of serious physical harm – DV*	5,439	5.0
	Risk of sexual abuse or ill-treatment	5,490	5.0
	Risk of serious psychological harm - not DV*	6,667	6.1
Basic needs at risk	Basic physical needs at risk	21,393	19.6
	Basic psychological needs at risk	10,675	9.8
Actual harm	Physically abused or ill-treated	6,090	5.6
	Sexually abused or ill-treated	3,125	2.9
	Serious psychological harm	3,735	3.4
Basic needs not met	Basic physical needs not met	4,764	4.4
	Basic psychological needs not met	1,166	1.1
	Necessary medical care not arranged	671	0.6
Not stated	14,098	12.9	
Sub-total	Risk of harm reports	108,920	100
	Risk of harm reports	45,793	
Total		154,713	

* Domestic Violence (DV)

Note: The number of issues associated with risk of harm reports for this year differs significantly from 2002/03. The data for this year is based on only one issue reported and is only collected from the new client information system, KiDS. The data for 2002/03 was based on up to four issues reported. For this reason, the data relating to issues associated with risk of harm for this year are not comparable with the data published in the 2002/03 Annual Report.

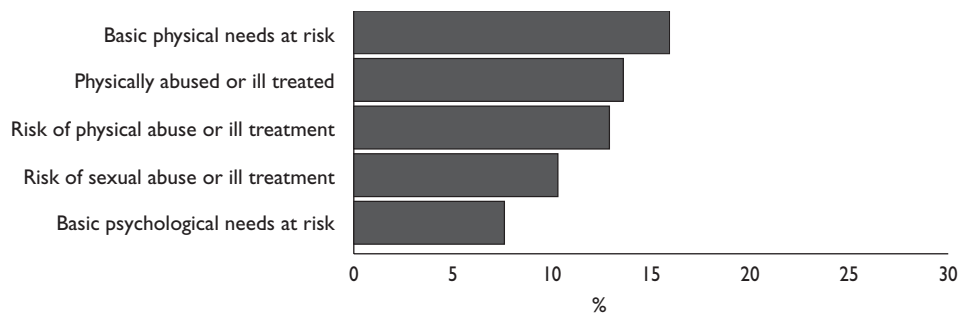
Source: KiDS Statistical Extracts, DoCS Information Services

Statutory and intensive intervention



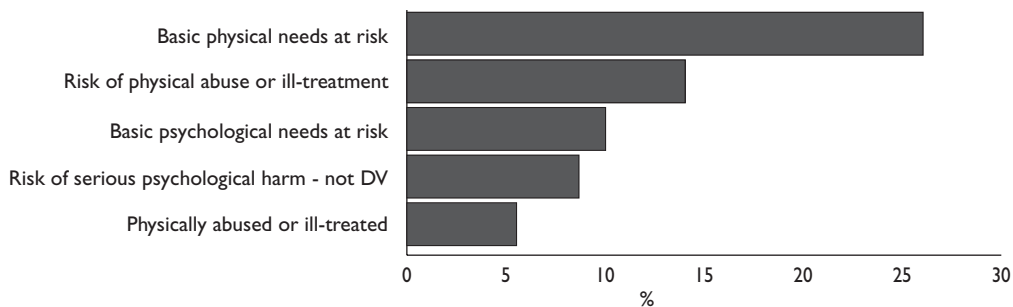
Risk of harm reports from police:
Issues most frequently reported, October 2003 to June 2004

Source: KiDS Statistical Extract, DoCS Information Services
Note: DV=domestic violence



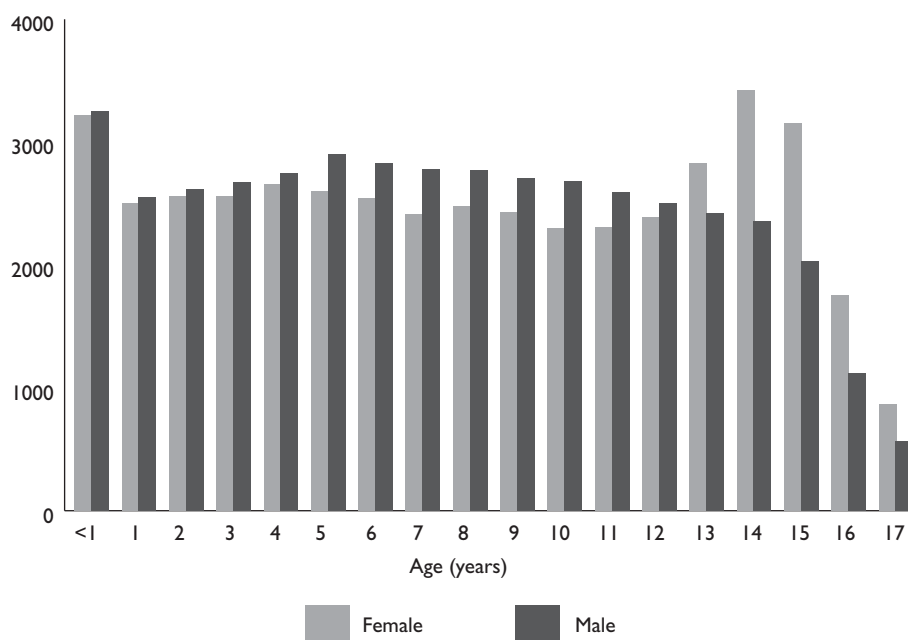
Risk of harm reports from health:
Issues most frequently reported, October 2003 to June 2004

Source: KiDS Statistical Extract, DoCS Information Services



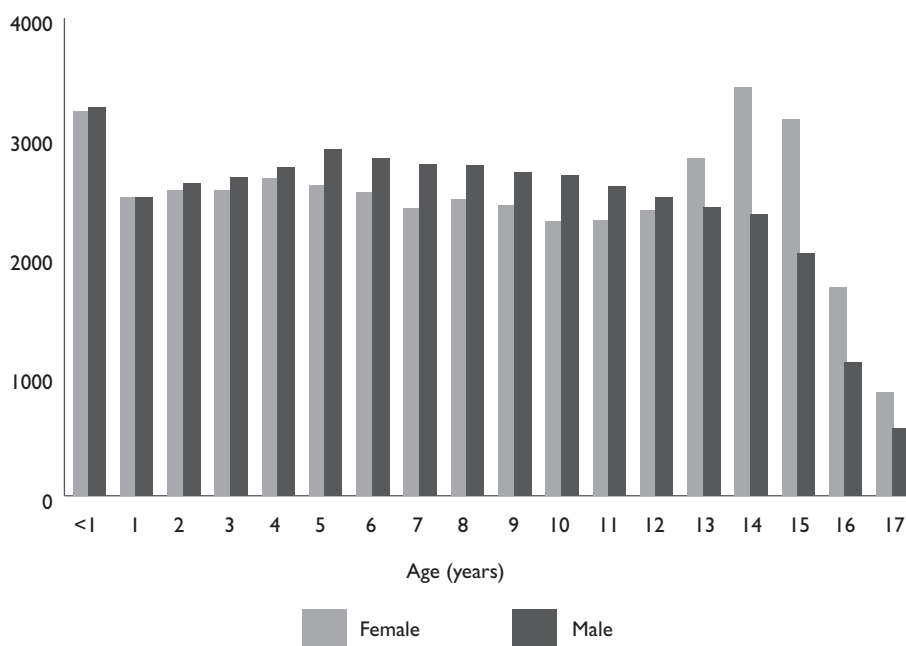
Risk of harm reports from school/child care:
Issues most frequently reported, October 2003 to June 2004

Source: KiDS Statistical Extract, DoCS Information Services
Note: DV=domestic violence



Risk of harm reports
from family:
Issues most frequently
reported, October 2003
to June 2004

Source: KiDS Statistical Extract, DoCS Information Services



Children and young
persons involved in
reports by age (at time
of contact) and gender,
2003/04

Note: Children with unknown age and gender are excluded from the graph.

Source: KiDS and CIS Statistical Extracts, DoCS Information Services

Statutory and intensive intervention



Joint Investigative Response Teams (JIRTs)

Professionals from DoCS, NSW Police and NSW Health work together in JIRTs to undertake joint investigation of child protection matters. Joint investigations have been carried out by DoCS and NSW Police since 1997 and link the risk assessment and protective interventions of DoCS with criminal investigations conducted by Police. NSW Health provides medical examination, counselling and therapeutic services to children/young people and their non-offending parents/carers.

DoCS and NSW Police have an equal partnership, sharing responsibility for the operation of JIRTs. There are nine metropolitan JIRTs where police and DoCS' officers work together in the same offices. There are 12 rural JIRTs. In rural areas police and DoCS also work together, but JIRTs are not usually co-located.

During 2003/04, recruitment and planning commenced to strengthen JIRTs by improving services for children allegedly subject to serious sexual or physical assault. Over the next three years, 32 additional positions will be recruited to existing co-located JIRT units, two additional JIRTs will be established in Newcastle and Liverpool, and the first co-located unit in a rural location will be established at Tamworth.

The recruitment of staff has been phased over two stages during 2003/04 and 2004/05. Recruitment for 17 new caseworker positions was finalised in 2003/04, including the recruitment of DoCS' staff into Tamworth JIRT. Phase two recruitment of 12 caseworkers, two manager casework positions and clerical support will be completed in 2004/05.

The *JIRT Policy and Procedures Manual 2001*, is under current review by the JIRT Statewide Management Committee. The aim of this review is to further improve the investigation, response and assessment of serious child protection matters reported in NSW.

Number of JIRT referrals accepted 2003/04

Metro JIRTs	Number
Ashfield	214
Chatswood	105
Kogarah	179
Liverpool	301
Newcastle	424
Parramatta	220
Penrith	275
The Entrance	227
Wollongong	235
Total	2,180

Note: This table does not include number of referrals accepted at rural JIRT locations

Source: JIRT Database
(owned by NSW Police)



Supporting our frontline caseworkers to deliver better services

DoCS' caseworkers perform the frontline work of assessing and investigating child protection reports. Training, policies, procedures and other support services for caseworkers need to be continually enhanced to assist their day-to-day work.

The importance of increasing the number of caseworkers to respond to various levels of child protection reports was recognised by the State Government in announcing an additional 725 child protection caseworkers over five years.

Recruitment is being undertaken in stages as part of the five-year process to be completed in 2008. In 2003/04, Tweed Heads, Blacktown, Bankstown, Maitland and Epping CSCs received their total allocation of new caseworkers. Campbelltown and Gosford CSCs received additional child protection caseworkers in recognition of the high workloads in those areas. As a result of the first recruitment round, DoCS had 173 more caseworkers in June 2004 than in June 2003.

Manager Client Services positions were upgraded to reflect enhanced leadership of staff, improved operational consistency and an emphasis on building relationships with DoCS' stakeholders. As at 30 June 2004, positions had been advertised and offers made. Fourteen Casework Managers were also recruited during the year.

Upgraded accommodation facilities have been provided for Blacktown, Bankstown and Epping CSCs. Tweed Heads and Maitland will receive new purpose built buildings. In the new accommodation standards, access rooms are provided for families as well as increased facilities for staff. Additionally, security provisions in the Community Services Centres have been upgraded.

In 2003, DoCS also commenced recruitment of early intervention caseworkers to respond to lower level reports and reduce the risk of harm to children. For more information on early intervention caseworkers, please see the section on Prevention and Early Intervention earlier in this report.

Ensuring caseworkers have access to specialist support has also been a priority, with the recruitment of additional legal officers and psychologists identified as part of DoCS' budget enhancement. Recruitment was undertaken, with nine legal officers expected to provide extra support in 23 locations from September 2004. Recruitment planning has also commenced for 30 additional psychologists. Up to 13 of these will be recruited in 2004/05.

Improving intensive support services for families

Intensive family services play a vital role in preventing child abuse and neglect and keeping families together. They act as a circuit-breaker for families in crisis, helping prevent problems at home escalating to a point where children are removed. These services relieve family pressure by supporting the family to allow the development of a safe, nurturing environment for children.

The success of intensive family support services lies in the way in which workers strengthen and closely support families through counselling and practical support.

In 2003/04, DoCS provided \$1.2 million for four Aboriginal Intensive Family Based Services including:

- > Malanee Bugilmah at Casino which has assisted over 100 families since operations began in 1994 (\$258,435)
- > Yallamundi at Redfern (\$247,982)
- > pilot services at Bourke (\$359,421) and Dapto (\$359,421).

In 2004/05, DoCS received funding enhancements over four years from the Department of Aboriginal Affairs for the establishment of a further site at Campbelltown. The funding will also provide for enhancements to existing services at Casino.

Annual funding of \$300,000 was also provided under DoCS' Community Services Grants Program (CSGP) to Unitingcare Burnside for intensive support services at Campbelltown. This service has assisted over 300 families with evaluation showing that up to 85 per cent still have care of their children two years after assistance was provided.

CSGP funding of \$525,000 over two years has also been made available for an Arabic intensive family service at Bankstown.

Improving policy and procedures

DoCS continue the initial assessment project to establish clearer risk assessment thresholds at the Helpline and adopt a differential response to child protection reports continued. As part of stage one, an Initial Assessment and Decision-Making report was completed, including a review of different models of risk assessment, evaluation of its applicability to NSW, and identification of potential suppliers of appropriate tools. This was carried out by an external contractor, an expert in child protection assessment models.

Stage two of the project commenced and involves detailed cost-benefit analysis of options for improving initial assessment, including the interactions between risk assessment processes and secondary risk of harm assessment. DoCS developed a draft policy on case closure and procedures, as well as a project brief on neglect. A steering committee was established to oversee the Neglect Project which aims to examine the impact of neglect reports on DoCS business and assess the need to reprioritise neglect cases. A review of the laws on child neglect was undertaken in collaboration with the Criminal Law Review Division of the NSW Attorney General's Department. The review resulted in the passing of the *Crimes Amendment (Child Neglect) Bill 2004*, which modernised the offences in child neglect to better reflect contemporary practice and community standards.

In 2003/04, DoCS' case management framework was enhanced by the publication of Business Help topics which provide policy, practice and procedural guidelines for staff on aspects of DoCS' casework. These Business Help topics encompass statutory and legal proceedings, case management, protective assessment and out-of-home care.

A quality assurance tool was developed and trialed to measure the accuracy and consistency of the information and details recorded in KiDS, with a sample of 111 reports taken between May and June 2004. The sample resulted in a number of recommendations regarding practice and improvements to KiDS. The tool will be refined after the results from a greater sample are obtained.

Alternative Dispute Resolution

The Department's Alternative Dispute Resolution (ADR) program is currently being reviewed. The focus of this review is to offer DoCS the opportunity to look at the current model and make adjustments if required. The review will identify the critical success factors associated with the provision of ADR as it is currently configured, assess outcomes for clients, and look at the impact of the current model on caseworkers and ADR practitioners.

Working to provide whole-of-government responses

In October 2003, a Child Protection Senior Officers' Group (CPSOG) was established to respond to recommendations and questions arising from the reports of the Child Death Review Team (CDRT). Chaired by DoCS and sponsored by the Human Services Chief Executive Officers' (CEOs) Forum, the CPSOG may also advise on broader aspects of child protection of interest to Ministers or CEOs.

Between December 2003 to 30 June 2004, the CPSOG completed an audit of the projects and programs of member agencies which impact on the matters identified in a number of CDRT recommendations addressing whole-of-government issues.

Consultation was also undertaken with government and non-government agencies to identify barriers to the use of the *NSW Interagency Guidelines for Child Protection Intervention 2000* and barriers to good interagency practice in child protection. Consultations involved focus groups with staff from a range of human service agencies; a questionnaire completed by 215 respondents from government and non-government agencies; interviews with peak non-government organisations and a teleconference of DoCS' managers. The key messages from the consultations informed CPSOG's workplan, which was approved by the Human Services Cabinet Committee.

The workplan also includes review and promotion of the *NSW Interagency Guidelines for Child Protection Intervention 2000*, and a number of projects to improve interagency collaboration. These include opportunities for shared training in child protection, exchange of staff strategies and improving exchange of information.

Out-of-home care and adoption

Corporate goal

- > Promote and provide quality care for children and young people who are unable to live with their birth families

Program context

In certain circumstances children and young people may not be able to live at home with their families. They may have experienced significant harm or be at risk of abuse, or it may be that their families are unable to care for them because of illness, drug and alcohol abuse, domestic violence or poverty.

Out-of-home care aims to help families regain care of their children, provide care for children who cannot live at home in a family-like environment and maintain the existing ties that children and young people have with their families and communities.

To remove a child from home, DoCS must have sufficient evidence to satisfy a court that the action is necessary for the child's wellbeing, or must have a parent's consent to provide support to the family. In all cases DoCS tries to act in the child's best interests. The Children's Court ultimately determines whether the parental responsibility for a child or young person will be placed with the Minister or with another person.

Children who cannot live at home are placed with family, with foster parents or in residential care or independent living arrangements.

DoCS, and non-government agencies that receive DoCS' funding, deliver a range of care, accommodation and support services to children and young people across NSW. Services include monitoring and reviewing placements, assessing, training, authorising and supporting carers, and providing out-of-home care services such as kinship care, foster care, residential care and adoption.

Key priorities

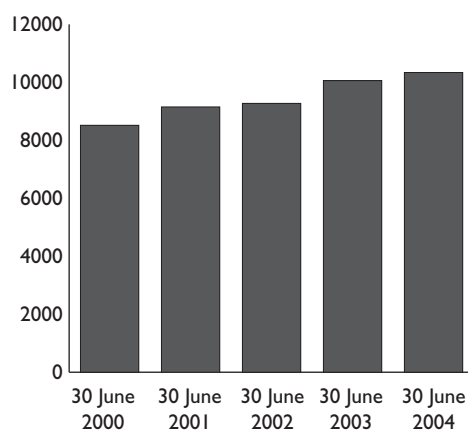
- > Increase the range of placement options in out-of-home care by reforming purchasing arrangements and developing new programs for specific target groups
- > Work with the Aboriginal Child, Family and Community Care State Secretariat to support Aboriginal agencies to increase their out-of-home care places
- > Manage the staged implementation of the proclamation of the out-of-home care sections of the *Children and Young Persons (Care and Protection) Act 1998*
- > Progress the development of an interagency service response to the needs of highly troubled children and young people
- > Employ an additional 50 out-of-home care caseworkers
- > Improve the foster care allowances and contingencies system
- > Arrange suitable placements for children and young people who can no longer live with their birth families
- > Enhance the quality of DoCS' out-of-home care case management practice
- > Develop appropriate support for foster carers
- > Deliver and improved program of reviewing children and young people in out-of-home care.



Out-of-home care and adoption

Children and young people in out-of-home care

As at 30 June 2004, a total of 10,337 children or young people were in out-of-home care.



Children and young people in out-of-home care, as at 30 June each year

Source: Integrated Substitute Care Database Annual Statistical Extracts, DoCS Information Services

Most children in out-of-home care were placed with family or kin, with a total of 4,836 children or young people in this type of care as at 30 June 2004. At the same time there were 3,746 children and young people in foster care.

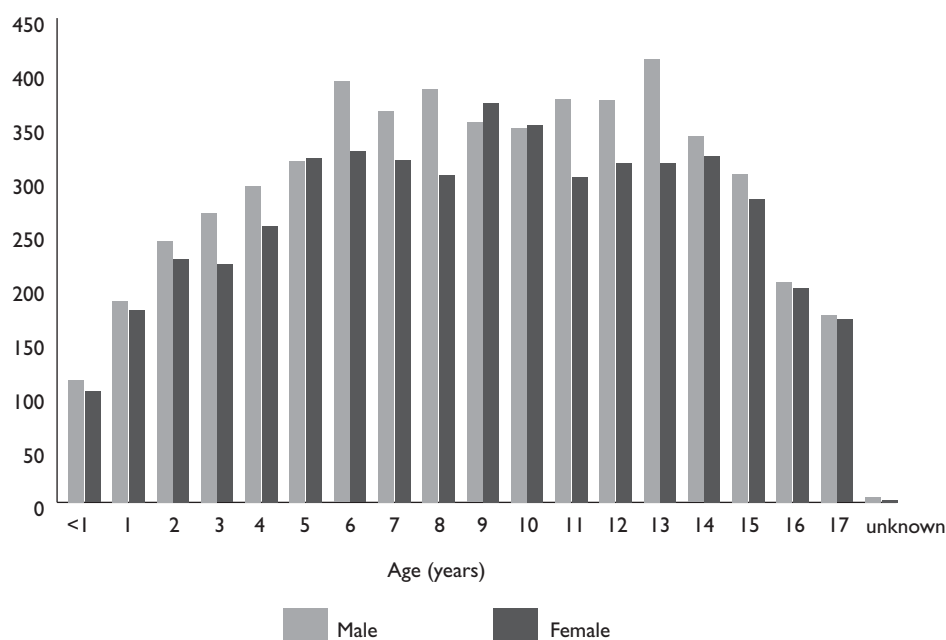
Children and young people in out-of-home care, by placement type as at 30 June 2004

	Number	%
Parents	535	5.2
Relative & Aboriginal Kinship Care	4,836	46.8
Non-related Person	628	6.1
Foster Care	3,746	36.2
Supported Accommodation	98	0.9
Residential Care	324	3.1
Independent Living	160	1.5
Not Stated	10	0.1
TOTAL	10,337	100.0

Source: Integrated Substitute Care Database Annual Statistical Extract, DoCS Information Services

Children and young people in out-of-home-care by age as at 30 June 2004

Source: Integrated Substitute Care Database Annual Statistical Extract, DoCS Information Services



Aboriginal and Torres Strait Islander children and young people in care

As at 30 June 2004, there were a total of 2,703 Indigenous children and young people in out-of-home-care. Most of these were in kinship care (62.3 per cent).

DoCS has 119 Aboriginal Caseworkers, 14 Community Program Officers (Aboriginal) and funds 10 Aboriginal out-of-home care services to provide culturally appropriate support to Aboriginal children, young people and families.

Indigenous children and young people in out-of-home care, by placement type as at 30 June 2004

	Number	%
Parents	85	3.1
Relative & Aboriginal Kinship Care	1,684	62.3
Non-related Person	124	4.6
Foster Care	728	26.9
Supported Accommodation	7	0.3
Residential Care	52	1.9
Independent Living	21	0.8
Not Stated	2	0.1
TOTAL	2,703	100.0

Source: Integrated Substitute Care Database Annual Statistical Extract, DoCS Information Services

Out-of-home care and adoption

Improving out-of-home care services

In 2003/04 DoCS' budget for out-of-home care services was \$250.5 million, including grants and subsidies to community partners to provide out-of-home care and adoption services.

As part of the \$1.2 billion budget boost to DoCS, more than \$613 million in new funding was flagged for out-of-home care to 2007/08 including:

- > 150 additional caseworkers
- > funding for an expanded range of services to care for children and young people, including those with challenging behaviours or complex and high levels of need
- > better support and training for foster carers
- > better assessment of the needs of children and young people when they are entering care. A number of projects have been implemented to increase the services available for children and young people in out-of-home care.

New caseworkers

Due to the increasing numbers of children entering out-of-home care, recruitment commenced for the first of a total of 150 new caseworkers to be recruited over five years. During the year, planning for the recruitment of 50 caseworkers was completed to provide support to those children in out-of-home care with high and complex needs. Teams are also being established in Regions across the State to work with children in foster, relative and kinship care and to recruit, train and support carers.

Placement and support services

Work was undertaken during the year to further implement the out-of-home care reforms to deliver better services.

During the year, DoCS provided an additional \$3.5 million for Aboriginal out-of-home care services to be allocated over three years. This funding will increase the capacity of existing Aboriginal out-of-home care agencies and establish new Aboriginal out-of-home care services in areas where gaps were identified. It will also provide enhancement funding for existing Aboriginal services in Metro West, Metro South West, Hunter and Central Coast and Western Regions, as well as establish new Aboriginal services in Northern, Southern, Metro South West and Western Regions.

In March 2004, an expression of interest (EOI) process commenced for children and young people with high and complex needs. Children and young people with high and complex needs require intensive support and integrated services to ensure their ongoing wellbeing and development. Due to the nature of their experiences and needs, this group of children and young people is one of the most vulnerable groups in the out-of-home care system.

The EOI process seeks to consolidate and expand services for children and young people with high needs and to provide the confidence that existing and new non-government service providers need to support service planning and expansion. Establishment of a range of services that can deliver the outcomes that we want for this client group, and certainty of funding for these services over an agreed period (based on

outcomes achieved), will enable a shift from individual fee-for-service agreements to a planned supply of accommodation and support services to match needs.

Aboriginal out-of-home care

The Aboriginal Child, Family and Community Care State Secretariat was formed in 2001 as an Aboriginal peak body to improve service provision to Aboriginal children and young people in out-of-home care.

In 2003/04, DoCS' funding to the Secretariat was increased. It was provided with an establishment grant to set up an independent office as well as funding for an Aboriginal Foster Care Support Service, an Aboriginal Services Training and Development Project and for work with DoCS on the Aboriginal Service Improvement Framework project.

Funding of \$424,000 has also been provided to expand the Aboriginal Leaving Care and After Care Service, Marungbai, in Western/Southern Region and Metropolitan Sydney. These services should be ready to receive referrals during the first quarter of 2005.

During the year, Aboriginal Children's Services, the Aboriginal and Torres Strait Islander Commission, the Department of Family and Community Services and DoCS reached agreement for an independent contractor to review the Aboriginal Children's Services program.

Improving interagency responses

A Memorandum of Understanding was finalised between DoCS and the Department of Ageing, Disability & Home Care which establishes arrangements for the delivery and management of services by the two

agencies for the benefit of children and young people in out-of-home care who are common clients. It contains provisions designed to address the needs of children who have high and complex needs.

Policies and procedures

This year a number of major issues and policy framework papers were developed to help us improve the way we deliver services. This included papers concerning:

- > assessment and screening tools for children and young people with high and complex needs
- > professional foster care services
- > intensive case management
- > relative and kinship care services.

During the year, intensive case management principles were developed for managing placements involving children and young people with high and complex needs.

A policy on regional monitoring of entry and exit of children and young people with high and complex needs was developed. A review of implementation progress will occur in September/October 2004.

DoCS developed a policy and procedure for review of out-of-home care placements in March 2004. Priority for review is given to a child or young person who has a final order made, is assessed as having high and complex needs, is aged five years or under, or where the carer or a parent of the child or young person has died. The policy was developed to comply with the Office of the Children's Guardian's guidelines on case plan reviews.

Operational policies were developed on a range of topics including the development of care plans and behaviour management. By the end of June 2004, a number of significant operational policies were finalised and released.

Measures to support case management have also been implemented, such as *My Life Story Book*, which was developed to help children and young people in care maintain a record of their personal history.

Work continued with the Office of the Children's Guardian to develop new standards of care, a system of accreditation of designated agencies and associated quality improvement program, comprehensive case file audit program and a range of supporting policies (such as a policy concerning behaviour management) a scheme of regulation for voluntary care arrangements was also developed. DoCS also prepared its application to the Office of the Children's Guardian for accreditation.

Support for foster carers

With expanded foster care teams as a result of more caseworkers being recruited, DoCS will increase its ability to recruit and support carers. Finding and keeping suitable carers is an ongoing challenge for DoCS and other foster care agencies.

We are also undertaking a major review of our carer allowances and contingency payments system to ensure it is appropriately targeted, equitable and consistently applied across the State. These payments provide carers with the necessary financial support under the out-of-home care system. Scoping of economic models and identification of

data requirements is currently underway so options for redesign of the system can be fully explored.

During 2003/04, support for foster carers was provided through:

- > continued funding for the Foster Care Association NSW and the Aboriginal Child, Family and Community Care State Secretariat who help support foster carers
- > involving the Foster Care Association NSW in the development of policies of vital interest to foster carers (such as policy concerning disclosure of placement information)
- > supporting foster carer support initiatives such as Foster Care Week
- > continued development, implementation and refinement of the carer assessment tool called *Step By Step*
- > contribution to the expansion of the pilot 'mentor' program for testing across DoCS' Hunter Region.

Proclamation

The out-of-home care provisions contained in certain sections of Chapters 8 and 10 the *Children and Young Persons (Care and Protection) Act 1998* were proclaimed and implemented in three stages with the first stage beginning from 15 July 2003. The third and final stage occurred on 31 March 2004.

One important change was a new requirement that organisations providing out-of-home care services obtain accreditation by the NSW Office of the Children's Guardian. DoCS has been working with the Children's Guardian throughout the year to develop standards, tools and policies for accreditation.

Out-of-home care and adoption

Support for funded services

DoCS works closely with community partners to provide strong support for children and young people in out-of-home care. Government and non-government organisations (NGOs) in NSW require infrastructure throughout the State that is flexible and supports children and young people as their needs change. DoCS has planned for resources to be allocated based on the needs of children and young people as identified by regional and centralised data.

During the year, DoCS reviewed Header Agreements, which are used to purchase services from organisations that provide out-of-home care services on a fee-for-service basis. Purchasing arrangements have been reviewed and resources developed to help staff with purchasing these services. A clear framework now exists within which services may be purchased outside the funded service system.

The Out-of-Home Care Partners Reference Group was established during the first half of 2004. *The Framework for the Future of Out-of-Home Care in NSW*, which sets the course for the future development of the out-of-home care service system, was completed and endorsed by the group, and is published on DoCS' website.

Charter of Rights

The *Children and Young Persons (Care and Protection) Act 1998* embodies a number of rights for children and young people in out-of-home care as well as the rights of their parents and carers. A draft Charter of Rights for children and young people in out-of-home care was written with help from young people and their families and distributed statewide to over 3,000 children and carers in September 2003. Feedback will be sought on the draft until August 2004. Letters have also been sent to foster care agencies around the State asking them to support the rights within the charter and inviting their feedback. Once feedback has been collated, the Charter of Rights will be reviewed.

- > The draft Charter covers 16 rights, many of which other children take for granted within their families. The purpose of the draft Charter is to:
- > provide children and young people in out-of-home care with a clear statement of their rights in relation to agency and carer conduct
- > assist children and young people in asserting their rights
- > establish a shared understanding of the rights of children and young people in out-of-home care.

Adoption and Permanent Care Services

DoCS provides 80 per cent of adoption services in NSW, with the remainder being provided by DoCS'-funded community partners – Anglicare, Centacare, Barnardos, Post Adoption Resource Centre and the Salvation Army Special Search Service.

DoCS' Adoption and Permanent Care Services provides a range of adoption and permanent care services for birth parents, children, adult adoptees, adoptive parents and other people affected by adoption in NSW.

Adoption and Permanent Care Services include:

- > Local and Permanent Care
- > Intercountry Adoption
- > Adoption Support Service
- > Family Information Service

Continued high demands for the services provided under all four program areas were experienced during the year. Services were delivered in a professional manner, assuring a high-quality, client-focused service.

In April 2004, a draft strategy, *Intercountry Adoptions: A Reform Proposal for NSW*, was released for community and stakeholder consultation, followed by ongoing consultation with key stakeholders. The intercountry adoption system is being reformed so that non-government agencies are able to provide intercountry adoption services alongside DoCS.



As part of this reform, a new accreditation process is being introduced which will ensure all adoption agencies meet minimum standards. DoCS is reforming its own intercountry adoption services to streamline processes, reduce waiting times and improve training for prospective adoptive parents. In addition, DoCS' intercountry adoption fees have been increased to enable non-government service providers to operate effectively. Fee concessions are available for adoptive parents who need assistance.

Local and Permanent Care

This program offers counselling and support to parents considering adoption for their child, as well as recruiting, training and assessing prospective adoptive parents. The program also offers a specialist service to children with special needs who need a family.

During the year, 83 parents were counselled on adoption/permanent care. DoCS made 23 placements including 19 local, one special needs and three permanent care placements.

Intercountry Adoptions

This program recruits, trains and assesses prospective adoptive parents for children needing placement from overseas countries. The program works with 12 different countries. Some of the countries are signatories to the *Hague Convention on Intercountry Adoption* and some countries have bi-lateral agreements with NSW.

In 2003/04, 95 children arrived in NSW from overseas countries, and 114 children were allocated.

Following a visit to South America in February 2004, authorities in both Chile and Bolivia have confirmed their willingness to work with Australian

authorities on the re-establishment of intercountry adoption arrangements. Details of the arrangements are being finalised and it is anticipated that documents will be exchanged during 2004/05.

Adoption data 2003/04

Expression of Interest in adoption lodged	210
Applications lodged but not approved	202
Applications approved awaiting placement	133
Families where child has been allocated	58
Families under post placement supervision	145
Total caseload at 30 June	748

Source: Adoption & Permanent Care Services

Adoption Support Services

This program offers support mainly around contact between birth and adoptive families where an adoption order has been made. The service is offered up until the adopted child is 18 years of age. Where appropriate, this program also facilitates adoption of children under the parental responsibility of the Minister; step-parent adoptions, relative adoptions and special case adoptions.

Adoption orders 2003/04

Orders	Number
Step-parent Adoptions	12
Relative Adoptions	2
Carer Adoptions (children under parental responsibility of Minister)	11

Source: Adoption & Permanent Care Services

In addition, more than 250 birth and adoptive families were receiving ongoing support with contact.

Family Information Service

This program offers a range of post adoption services for adopted people, birth parents and other interested parties to an adoption. They assist adopted people and birth parents to access identifying information about each other; support reunions and do outreach if requested. They provide a range of other information and make referrals if necessary.

Applications for adoptive information

Number of Supply Authorities issued	*978
Number of Prescribed Information sent out	774
Reunion and Information Register applications	449
Reunions from Register	164
Contact Vetoes lodged	15
Contact Vetoes lifted	35
General Enquiries about post adoption	679

Source: Adoption & Permanent Care Services

Organisational performance

Corporate Goal

> Build capacity in DoCS and skill in our workforce

Program context

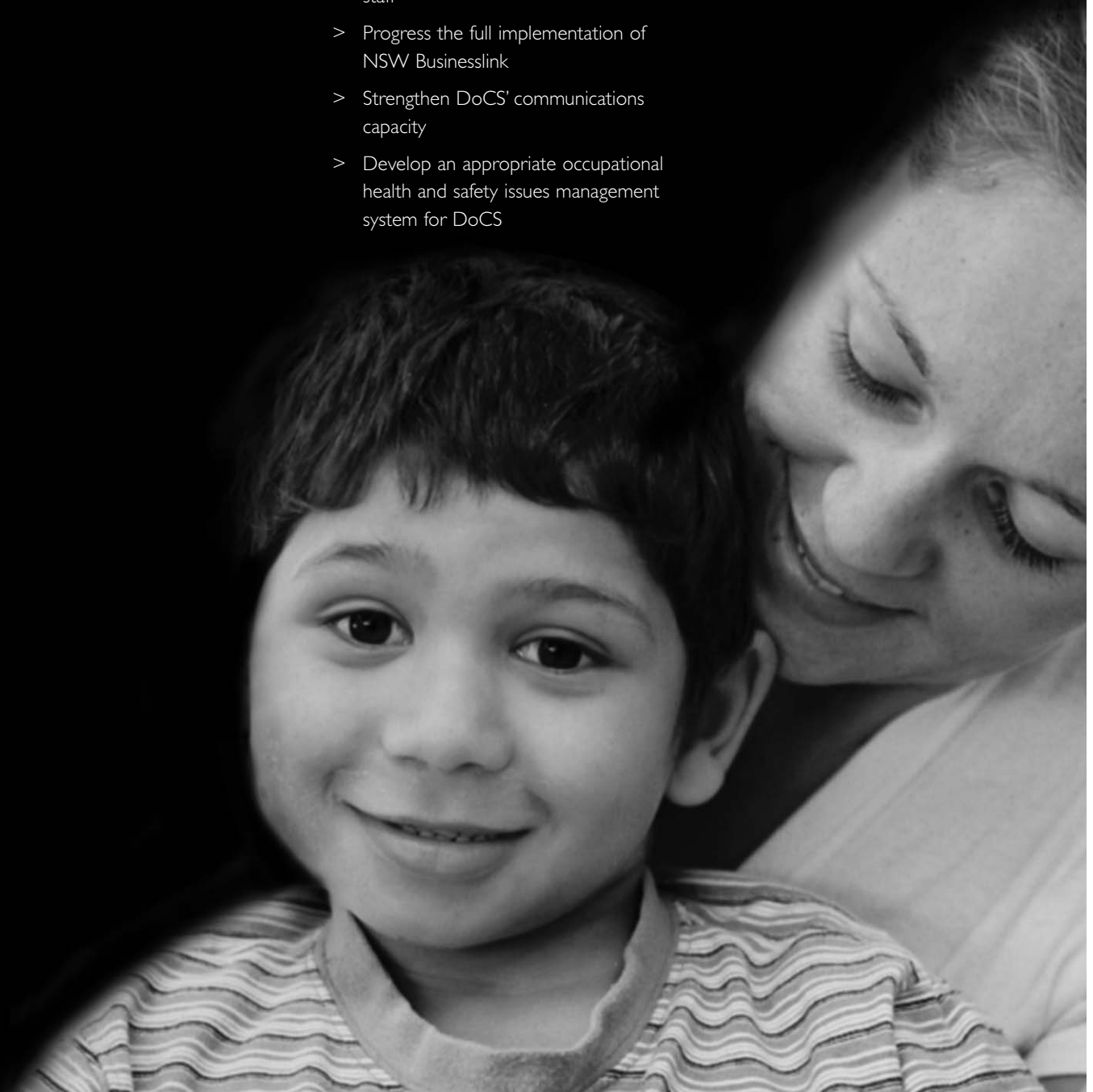
DoCS recognises that the capability, diversity and health of our people is a priority. To achieve outcomes, we need to build people's skills and capabilities, support managers and employees, and plan for the future workforce.

Supporting frontline services is also critical to our work. Frontline staff delivering services to children and families need to be supported by a tight internal infrastructure that helps them in their daily work. This ranges from ensuring we have proper human resources systems through to improving the way we communicate with our staff and stakeholders.

This section outlines the support systems in place for the organisation and for our staff.

Key priorities

- > Develop essential information technology and information management systems to support DoCS' field operations (KiDS, Record Management System, Corporate Information Warehouse, Out-of-Home Care Minimum Data Set Pilot Project)
- > Develop DoCS' capacity to provide specialist advice on Aboriginal, multicultural and economic issues
- > Implement a formal performance management system for all DoCS' staff
- > Progress the full implementation of NSW Businesslink
- > Strengthen DoCS' communications capacity
- > Develop an appropriate occupational health and safety issues management system for DoCS
- > Improve the efficiency and effectiveness of operational practices
- > Enhance human resources and associated information technology systems
- > Develop strategies to improve DoCS' relationships with oversighting agencies, and to identify, address and monitor systemic issues
- > Provide DoCS' workforce with enhanced training.



Governance

Complaint, Assessment and Review

Following the December 2002 budget enhancement, a new Complaint, Assessment and Review (CAAR) Branch was established to investigate and manage complaints and to investigate deaths of children in DoCS' care and child abuse allegations against employees (including foster carers). During 2003/04, 19 new positions were established and 17 staff recruited to the existing and new positions. A Complaint, Assessment and Review framework was developed as the basis of the operating system for the Branch. Policy and procedural development also commenced.



The new Branch operates in four sections:

- > **Allegations against employees (including foster carers).** This unit separates child protection matters from the 'adult' matters associated with such allegations. The unit will focus on adult matters and the 'child' matters will remain in the field, allowing caseworkers to focus on child protection risk assessment.
- > **Child Deaths and Critical Reports.** This unit manages the process following deaths of children known to DoCS in a systematic, credible and consistent way that supports families and DoCS' staff. The unit will identify where systemic failures and/or inter-agency issues may be a causal factor in the death of a child, or a number of children in similar situations. The Critical Report function has been realigned with the Staff Support Team reporting directly to the Executive Director, Office of the Director-General. The assessment and investigation function will remain within the new Branch.
- > **Complaints and Information Exchange.** This unit responds to complaints by individuals (including complaints being investigated by the Ombudsman) and to requests for information from several oversight agencies. These requests may be about existing and former DoCS clients, or they may be unrelated to particular clients, such as questions about systems, policies and procedures. The unit encompasses the existing Client Feedback and Assistance Unit and the Privacy function. Complaints handling will follow a new and improved process, coordinating both cases and the different areas of DoCS that may have a role in responding to the complaint. This unit will manage DoCS' responsibilities in relation to Privacy legislation, and in relation to requests for information about people in child related employment under section 248 of the *Children and Young Persons (Care and Protection) Act 1998*.
- > **Systems and Professional Support.** This unit maintains systems to collect, track and report useful information about complaints, investigations and reviews, serving both the field and head office. The unit will also provide legal, counselling, and other professional and administrative support as required.



Requests - Information Exchange and Child Death Inquiries

Oversighting Agency	2002/03	2003/04
*Child Death Review Team - requests for information	270	12 ¹
Community Services Commission - complaints	16 ²	-
*Coroner - requests for information	10	136 ³
*Ombudsman Child Death Review Project Team - requests for information	96	39 ⁴
**Ombudsman - complaints (new)	235	198
**Ombudsman - Inquiries and investigations commenced	4	4
**Ombudsman - Inquiries and investigations monitored or ongoing	11	17
**Ombudsman - reviews commenced	22	44
**Ombudsman - reviews monitored or ongoing	35	21
Sub Total	699	471
Production of Information		
*Commission for Children and Young People (s14AA request for info)	406	339
*Police - requests to assist Police investigations	15	56
*Other Agencies/miscellaneous	21	43 ⁵
Sub Total	442	438
Total	1141	909

Source: Complaints, Assessment & Review Branch

Notes:

*These are counted as the number of children/individuals for which information had to be provided.

** These are counted per complaints or review and under represent the number of individual requests for information because a single complaint may generate multiple requests for information.

I The decline in CDRT requests is attributable to two factors:

change in the CDRTs jurisdiction lead to a decrease in requests

The CDRT was completing a significant amount of work in 2002/03 prior to the legislative change and made an unusually high number of requests in that period

2 Community Services Commission functions were integrated with the Ombudsman

3 The significant increase in coroner's requests resulted from the change in the coroner's jurisdiction.

4 The decline in requests from the Ombudsman was a result of the Ombudsman team changing its procedures regarding accessing files from DoCS.

5 The increase in requests from other agencies largely relates to employer requests for child protection information following an allegation

Organisational performance

The Client Feedback and Assistance Unit (CFAU) receives and monitors feedback from clients to help identify ways in which DoCS' services can be improved. It is now part of the Complaints and Information Exchange Unit with the CAAR Branch.

Client feedback may include written or verbal complaints, comments, suggestions, compliments and enquiries. The CFAU uses a widely publicised 1800 free-call number and a free-post complaint brochure, *Have Your Say*, is available via all Community Services Centres.

During 2003/04 the CFAU received 3,234 items of client feedback.

Client feedback

Type of feedback	Number	%
Complaint	1634	50
Enquiry	1073	33
No issue identified	380	12
Calls redirected to Helpline	86	3
Other, including requests for service.	61	2
Total	3234	100

Source: Client Feedback and Assistance Unit

Business Assurance

Business assurance reviews, appraises and recommends improvements to internal control systems established by management. It evaluates the effectiveness of control systems, and provides strategic advice on risk management.

Internal audits carried out during the year included accounts payable, service provision and acquittals, consultants and contractors, payroll, delegations of authority (*Community Welfare Act*), and reviews of HR-Online and Gosford CSC out-of-home care payments. These reports were tabled at Internal Audit Committee meetings.

The Internal Audit Committee assists the Director-General to manage the Department's main risks by providing advice regarding:

- > determination of the Department's main risks
- > reduction of the likelihood and consequence of those risks

- > adequacy of the business assurance function in addressing the risks
- > adequacy of other management controls designed to address the main risks
- > discharge of responsibility to exercise due care, diligence and skill
- > improvement in accountability processes
- > improvement in the effectiveness of internal and external audit through communication
- > improvement in the quality of internal and external reporting of financial and non-financial information
- > fostering an ethical culture in DoCS
- > fulfilling the legal requirements of Section 11 of the *Public Finance and Audit Act 1983*.

Members of the committee are appointed for a period of not less than two years and are chaired by the Director-General. The committee normally meets bi-monthly. Four meetings were held during the year.



Audit Committee membership and attendance 2003/04

Member	Date commenced on Committee	Meetings attended
Neil Shepherd (Director-General)	13 August 2002	3
Kerryn Boland (Executive Director; Governance)	26 June 2001	2
Mary-Jane Clark* (Executive Director; Child Protection and Early Intervention)	8 November 2000	1
Anne Maree Gleeson* (Regional Director; Hunter)	29 June 2000	1
Ken Burke (Manager Client Services)	14 August 1997	3
Deborah Page (Independent Member)	8 November 2000	4
Susan Lenehan (Independent Member)	10 December 2002	3
Alan Ramsey (Executive Director; Corporate Services)	10 December 2002	4

* Mary-Jane Clark and Anne Maree Gleeson left the Committee during 2003/04.

DoCS' Fraud Control Plan is the responsibility of Business Assurance. The plan was updated during the year to include four sections – a Fraud in the Workplace brochure, a Plan Overview, Guidelines for Managers and Fraud Risk Assessment for Service providers. This is a voluntary tool to assist DoCS' service providers to assess and address the risk of fraud in their own organisations.



Strategic Services

Multicultural Services

Ensuring information and services are accessible and appropriate for culturally and linguistically diverse (CALD) communities is important to DoCS. In recognition of this, as part of DoCS' \$1.2 billion budget enhancement, a larger and better resourced Multicultural Services Unit was established in 2003 to develop effective policies and practices to enable DoCS to provide culturally and linguistically appropriate services to its clients. As a specialist central unit, it also supports central business areas and regions. The unit is responsible for monitoring and reviewing services provided to clients and communities from CALD backgrounds and will assist in improving support for DoCS' multicultural staff.

The Multicultural Services Unit is currently working on a review of DoCS Multicultural Caseworker program and the Language Services policy as well as development of DoCS' multicultural policies. The unit is working with other State Government departments to assist young people from Arabic and Pacific Islander backgrounds through the

development of ethno-specific Youth Partnerships. The partnerships have provided significant resources for these communities, including an Arabic Parent Line and an Intensive Family Based Support Service.

Demographic and other information and data are being produced to assist DoCS' regional planning with respect to clients and communities from culturally and linguistically diverse backgrounds.

The Multicultural Services Unit is investigating ways to help support small and emerging communities, especially those from African and Middle Eastern countries. On arrival, these children, young people and their families may be suffering severe post traumatic stress disorder; often alongside profound loss and grief. They may have been tortured or witnessed torture or killings. They may not have had access to adequate education, medical facilities, sufficient food and proper shelter. The result is that many do not know or are not able to easily adapt to Australian practices and laws.

To assist caseworkers, guides to working with interpreters and emerging communities are being developed. A range of publications were also made

available in key community languages, including brochures on DoCS' services, detecting child abuse, domestic violence and the dangers of leaving children alone in cars. Brochures encouraging people to provide feedback on our services were also available in a range of languages. An Arabic parenting magazine was produced with culturally sensitive parenting tips in Arabic and English.

Further information outlining other DoCS initiatives to provide services which meet the needs of culturally and linguistically diverse communities, can be found in the section on the DoCS Ethnic Affairs Priority Statement report in the appendices.

Aboriginal Services

As part of DoCS' budget enhancement, an expanded Aboriginal Services Branch was established to enable us to be more responsive to the needs of our Aboriginal and Torres Strait Islander staff and clients. The new Branch is working on innovative ways to recruit and train Aboriginal foster carers, caseworkers and other staff. The Aboriginal Services Branch is working closely with regions to address the needs of Aboriginal staff and with other Directorates on prevention and early intervention, child protection and out-of-home care issues. Our aim is to work with Aboriginal communities to address the very real problems faced by Aboriginal children, families and communities.

The Branch is made up of teams working on:

- > early intervention
- > whole-of-government and Commonwealth strategies
- > child protection and out-of-home care and
- > recruitment, retention and mentoring strategies for Aboriginal staff.

In 2003/04, the Aboriginal Services Branch continued to provide strategic policy advice on Aboriginal and Torres Strait Islander issues.

Helping Aboriginal and Torres Strait Islander families to better look after their children is one of DoCS' key aims through the Yareka Policy Framework, which incorporates prevention and early intervention strategies, intensive support services and post-intervention strategies.

DoCS has funded a number of pilot initiatives to implement elements of the Yareka framework including Yallamundi, a 24-hour, seven-days-a-week home-based support service for Aboriginal families in inner Sydney. DoCS is also in the process of establishing two new intensive support services for Aboriginal families based in Bourke and Wollongong. These services will expand the successful Malanee Bugilmah Intensive Family Based Service that has been operating in Casino on the Far North Coast since 1994. In 2004/05, DoCS received a four-year funding enhancement under the Department of Aboriginal Affairs Plan, *Two Ways Together*, to establish a further site at Campbelltown, and enhance existing services at Casino.

DoCS was an active partner in the development of a number of plans including the new *Two Ways Together – Aboriginal Affairs Plan 2003 to 2012*, the Aboriginal Justice Plan, the Aboriginal, Child, Youth and Family Strategy and the National Reconciliation Action Plan.

Aboriginal Trust Fund Reparation Scheme

Prior to 1969, the NSW Government took control of the wages, benefits and savings of many Aboriginal people. This money was placed in Trust Funds, operated first by the Aboriginal Protection Board (1900 to 1940) and then the Aborigines' Welfare Board (1940 to 1969). Responsibility for the Trust Funds was transferred to the Department of Youth and Community Services following the abolition of the Aboriginal Welfare Board in 1969.

The money placed in the Trust Funds was deducted from wages, pensions, child endowment or lump sum compensation payments, such as payments to infants when their parents were killed in work based accidents. Much of the money was never repaid.

In March 2004, the NSW Government agreed to reimburse Aboriginal people who are owed money from the Trust Fund. The Aboriginal Trust Fund Reparation Scheme is being developed by an independent panel of three people – Brian Gilligan, Terri Janke and William (Sam) Jeffries. DoCS is providing administrative support to the Panel, which will report to the NSW Government in October 2004 on the nature of the repayment scheme.

During the reporting year, four meetings were arranged with Indigenous communities in NSW so the Panel could gain views and suggestions from the community about the way the Scheme could work. The Panel also met with representatives of the Department of Aboriginal Affairs, State Records, the Indigenous Law Centre and the Public Interest Advocacy Centre.

DoCS established a freecall number (1800 765 889) for people to make enquiries or offer suggestions about the Scheme. A website (www.atfrs.nsw.gov.au) was also established to provide information about the Scheme and the Panel.

Planning and Evaluation

In 2003, DoCS adopted a new approach to planning called the Results Based Accountability Framework. This approach was presented to the Human Services Chief Executive Officers' Forum by Mark Friedman, a US based professional with twenty years experience in the human services sector. This approach focuses on DoCS' clients and the results we want for them, as well as how we can measure our achievements.

During 2003/04, this planning process has been used to draft DoCS' Corporate Plan 2004/05 to 2008/09, the Service and Resource Allocation Agreement (SRAA) with NSW Treasury and DoCS' *Disability Action Plan 2004/05 - 2008/09*.

Youth Development

The NSW Youth Policy is a framework targeting young people, with monitoring oversight by the Office of Children and Young People (OCYP) in the Cabinet Office. The Youth Policy was launched in August 2002, and the OCYP and the Youth Interagency Taskforce, chaired by the Minister for Youth, developed a reporting framework. DoCS continues to participate in, and support the activities of, the Youth Interagency Taskforce.

DoCS participated in the review of the existing Commonwealth-State Youth Protocol following the 2002 decision of the Community Services Ministers Advisory Council Youth Working Group to redevelop the Youth Protocol in all jurisdictions. This year, we continued negotiations with the Commonwealth Department of Family and Community Services regarding the Youth Protocol and ways of helping vulnerable homeless children and young people.

DoCS is also a member of the Youth Partnership with Arabic Speaking Communities and Youth Partnership with Pacific Island Communities initiatives.

Crime Prevention

In accordance with section 39 of the *Children (Protection and Parental Responsibility) Act 1997*, the Attorney General is required to seek comment from the Minister for Community Services prior to approving local crime prevention plans. In 2003/04, DoCS assisted in the provision of comments on proposed local crime prevention and community safety plans for a range of urban and regional communities, including Wilcannia, Rockdale, Redfern-Waterloo and Wellington.

DoCS is a member of the Community Solutions and Crime Prevention Working Group, which identifies priority locations for developing innovative responses to crime prevention. DoCS is also the lead agency for a number of Community Solutions projects across the State.

Problem Gambling

DoCS provided input to a number of responsible gambling initiatives managed by the NSW Department of Gaming and Racing. These included trusteeship of the Casino Community Benefit Fund and representation on the annual funding selection panel for community projects. DoCS is also represented on the Community Development and Support

Expenditure Scheme Steering Committee and is a key contributing agency on associated local committees.

We also provided advice to the Liquor Administration Board on social impact assessments associated with applications by clubs and hotels for a change in the number of electronic gaming machines at new or existing venues.

Committee Support

The Strategic Policy Branch provided secretariat services to support the Minister's and Director-General's roles on various committees, including the Community and Disability Services Ministers' Conference, the Community Services Ministers' Advisory Council, the Human Services CEOs' Group and the Aboriginal CEOs Group.



Economics, Information and Research

A new Economics, Research and Information Directorate (which incorporated the Information Management Unit and DoCS' Centre for Parenting and Research) was established in October 2003 to draw together all the tools for understanding, measuring and assessing the work of DoCS and its partners. It develops strategies to improve both our efficiency and effectiveness, and uses economics, research and information in an integrated way to promote innovation in policies and systems.

The Directorate will work on a range of key projects – demonstrating and evaluating the benefits of programs and policies, looking at data more closely to better understand key trends and what works on the ground, and ensuring research findings are delivered to frontline staff who can use them in improving services to clients.

Economics Unit

The Economics Unit aims to enhance DoCS' capacity to undertake economic evaluation – both to demonstrate the benefits of our initiatives and to adopt more efficient and effective programs. Recruitment for the unit was completed in March 2004.

To assist staff with preparing business cases and policy and operational reform proposals, the unit introduced economic evaluation guidelines in March 2004. Three workshops on economic evaluation were conducted in April 2004 to facilitate an understanding of economic evaluation and how it can be applied to DoCS' work.

A technical report of benefit assessments was prepared, including a literature review, an assessment of the valuation techniques available and suggestions as to how the techniques and results of previous benefit assessments can be used in cost benefit analysis of DoCS' proposals.

The unit established a database of benefit assessments to provide easy access to reported valuations of the benefits of child welfare initiatives and a review of the literature in previous studies. These valuations are categorised in the database according to the type of benefit (eg. crime reduction), the kind of valuation technique (remedial costs, preventative expenditure, surrogate market techniques), type of service delivery (children's services 0-5 years, home visiting services), the context of the study (country, locations, age groups)

and the methodological soundness of the study. The database will be updated regularly to incorporate new studies and results from longitudinal studies.

Research on service costings was undertaken during 2003/04 to enable DoCS to understand our costs better, provide our services more cost-effectively, and become more informed buyers of services. Coupled with incentive-based approaches, they can assist in getting better outcomes from the funding dollar. A paper examining the use of economic and financial incentives to procure efficient and effective services was also developed.

The unit also provides economic advice to DoCS' Executive and regions to assist policy development, as well as oversight of economic evaluations to ensure DoCS employs economically rigorous analysis and approaches to deliver efficient and effective services.

Information Management

The Information Management Unit (IMU) produces data and statistical reports to support informed decision-making, planning and monitoring of business performance. In particular the IMU provides information for the Australian Institute of Health and Welfare's Annual Report on child protection and the Report of Government Services compiled by the Steering Committee for the Review of Commonwealth/State Service Provision.

During the year, an Information Quality Framework was developed to address data quality and accessibility issues systematically and to ensure that relevant, high quality data is available from DoCS' computer systems. A program of data remediation is presently underway to ensure that key pieces of information are available for future reporting.

A Corporate Information Warehouse is being developed to provide an information repository of reliable, service-wide, performance management information to meet the needs of internal and external stakeholders. It will support the cost-effective delivery of quality services by informing policy, program review and demand and resource management decisions.

The Out-of-Home Care Minimum Data Set project involves actively working with the sector to define the data required to support and manage out-of-home care and will also deliver the technology to enable transfer of information between out-of-home care agencies and DoCS.

Centre for Parenting and Research

DoCS' Centre for Parenting and Research was established to increase DoCS' capacity to undertake research and establish a solid evidence-base to inform decisions related to DoCS' core business. Under DoCS' budget enhancement package, the Centre was given recurrent funding of \$750,000. A number of researchers were recruited with expertise in child protection, early intervention and prevention, out-of-home care and parenting. The Centre currently has nine staff. Remaining funds have been used to commission specific research related to DoCS' core business.

The Centre is developing strong links with universities, encouraging a valuable exchange of research and information on child development, early childhood education, child protection, out-of-home care, early intervention and prevention, family studies, social policy and economics.

In 2003/04, the Centre established the Research Advisory Council to provide strategic advice to DoCS in the development, delivery and evaluation of a strategic research agenda for the organisation. The Council's membership comprises leading academics with expertise in areas directly related to DoCS' work. The first meeting was held in October 2003.

DoCS' *Research Agenda 2004/05* was developed to reflect DoCS' commitment to research as one of its core activities and will provide DoCS with the evidence base to inform policy, practice and service delivery. The Agenda identifies ongoing and new research projects across DoCS' core business.

Guidelines for research within DoCS were developed. These guidelines provide information about the range of research services available in DoCS, how they can be accessed by staff, and the procedures to be followed for the commissioning and undertaking of research by DoCS. Guidelines for External Researchers were also developed for external researchers wishing to obtain support for a research project, potential research partners and DoCS' staff seeking approval to undertake research as part of an external study.

The Centre provided advice on research proposals received from DoCS by external researchers as well as monitoring and assisting the progress of research being conducted with or for DoCS. In 2003/04, there were 18 current projects, including a study on the availability of foster carers, approval for extension of the Child Care Choices Study and a new study of Indigenous child care choices.

A literature review on early intervention and prevention was conducted to provide the evidence base for early intervention programs and strategies and is structured around service delivery types, with a further section on Indigenous communities.

A total of 120 DoCS staff have also attended a number of research seminars held with international experts in March and May 2004.

DoCS' library provided services to staff across NSW. A Current Awareness Bulletin summarised 3,802 articles. The library conducted 23 literature searches and processed 1,092 inter-library loan requests.

Corporate Services

Financial Services

Financial Services comprises financial strategy, corporate accounting and the funding administration unit. During the year, further improvement was made to the SAP financial system, a revised fund structure and streamlined chart of accounts. A new model for the development and upload of budgets was also created. Accounting structures were revised to separate out non-discretionary items to improve accountability for budget management.

Information and Communications Technology

The Information and Communication Technology (ICT) Branch manages the provision of ICT services delivered to DoCS staff by external providers.

The third phase of DoCS' new client and case management system, KiDS (Key Information and Directory System), was introduced at the end of October 2003. The implementation of KiDS involved the transfer of some 24 million records and a major change in the way staff handle DoCS' client information. Staff are continuing to adjust to the new system.

DoCS' staff undertook more than 6,000 days of training for the KiDS system. Around 120 key users were trained to provide support for other staff during the first three months, with roving trainers targeting specific issues as they arose post-implementation.

The implementation of KiDS cost DoCS approximately \$13.1 million - \$8.5 million was initially provided as capital funding from Treasury, with an additional \$4 million supplementary funding to support the organisational and training

costs associated with the rollout of the new system and an additional \$0.6 million expended from DoCS' recurrent budget.

DoCS commenced a new project to improve file, record and document management. The Electronic Records and Document Management (ERDM) program has been established to review existing record keeping practices and systems and implement an effective, compliant, records and document management framework. The ERDM program supports the Department's strategic objectives relating to information management and better service delivery.

The ERDM program will improve record keeping practices to meet mandatory requirements, enable better tracking and management of hard copy files, enable better use of organisational information, and standardise technology and processes with subsequent reduction in costs.

Comprehensive business requirements were prepared for a Corporate Information Warehouse, with public tenders to be called for in August 2004 and implementation expected by mid 2005.

During the year, Information and Communications Technology also transferred all DoCS IT hosting functions from Computer Services Corporation to NSW Businesslink and began the actual transfer of IT functions to Businesslink.

Planning and support was provided for the implementation of DoCS/NSW Businesslink SAP HR project, while work

also took place with the Office of Information and Communication Technology whole-of-government Better Service Delivery project on electronic mandatory reporting for DoCS' Helpline.

Tenders for voice telephones and a new voice telephony contract with Telstra and new telephony management arrangements are saving around \$1 million in DoCS' annual telephone costs.

As part of the relocation of head office, 1095 new desktop computers, 56 laptops and 75 printers were installed.

Finance and administration

DoCS has continued to make significant progress in improving and refining its financial and administrative systems. During the year, the establishment of NSW Businesslink Pty Ltd was finalised as an incorporated, separate shared services centre jointly owned by its three client agencies and NSW Treasury.

Financing and implementation of a new human resource system (SAP HR) was also completed. This involved considerable negotiation with Treasury, SAP and other parties with additional funding of \$3.9 million for DoCS to progress this initiative.

An agreement was reached with Landcom NSW for the development of DoCS' "Renwick" property as a large housing estate. The land is surplus to the Government's future requirements and its development will yield substantial additional revenue to help finance DoCS' capacity-building program over the next five years.

Organisational performance

The first Regional Accommodation Master Plans were developed for each DoCS region consolidated into DoCS' first comprehensive Office Accommodation Strategy incorporating the full impact of the Department's expansion to 2008.

A comprehensive set of accommodation standards was developed for all DoCS' accommodation needs. The standards address areas such as work stations, furniture, electrical, data and communications equipment and cabling and space requirements.

Considerable work was also undertaken on DoCS' 2004/05 budget including the transfer of funding and staff for the new Communities Division from NSW Premier's Department, The Cabinet Office and the Department of Planning, Natural Resources and Infrastructure.

Legal Services

Legal Services provides legal advice, undertakes legislative review and has the carriage of litigation on behalf of the Minister and Director-General in relation to DoCS. The work of the Branch is conducted through specialist functional teams in care litigation, care legal support, general child law, children's services, international kidnapping, general litigation, partnerships and community and legislative review. In 2003/04, a Practice Manager was recruited to assist with the development of systems across these teams, and a Legal Services Procedures Manual was completed.

The new Care Legal Support Team was established to provide support for legal officers working at CSCs to investigate and assess child protection and out-of-

home care matters. It will also manage personal legal matters of children in the parental responsibility of the Minister. Discussions continued with the Attorney General's Department concerning the electronic lodgement of care applications.

Corporate Records

Corporate Records is now a part of NSW Businesslink. However, DoCS is undertaking significant improvements to record management with the implementation of the Electronic Records Document Management Program (see section on Information and Communication Technology for further information).

Legal Services advocacy work – Numbers of matters

Type of advocacy	1998/99	1999/00	2000/01	2001/02	2002/03	2003/04
Care proceedings (calendar year)	2,902	3,039	3,501	3,115	3,158	2,934
District Court – appeals in care matters	40	60	62	36	27	21
Administrative Decisions Tribunal matters	5	32	39	42	46	27
International kidnapping matters	75	132	125	171	144	87
Claims which may result in a financial liability	80	113	107	148	110	115
Adoptions – contested	6	3	12	11	19	11
Prosecution of care offences	N/A	N/A	24	29	23	23
Responses to subpoena	1,421	1,298	1,328	1,518	1,608	1,674
Family Court – other than international kidnapping	18	N/A	20	38	36	74
Supreme Court – care matters	8	N/A	16	39	24	23
Claims brought on behalf of children or young persons in out-of-home care	11	N/A	8	20	19	17
Victims' compensation claims brought on behalf of children or young persons in out-of-home care	4	N/A	7	16	17	24
Coronial inquiries	4	N/A	3	17	11	7
Debt recovery	N/A	N/A	N/A	45	45	47

Source: Legal Services Branch



Corporate Projects

Corporate projects encompasses planning and reporting for the six-year rollout of additional funding of \$1.2 billion involving more than 40 major projects to reform DoCS over five years. Implementing the projects is a massive task. The unit works closely with individual project teams in DoCS, providing advice, assistance and a coordinating role. This involves preventing gaps and overlaps and overseeing project planning to monitor and assist progress in line with time and budget requirements. Corporate projects also includes a range of human resource functions.

Corporate Human Resources

During 2003/04 Corporate Human Resources developed and introduced new recruitment forms and processes to guide selection panels and improve the quality of their selection decisions and documentation. It also introduced new procedures for managing staff misconduct and poor performance in a fair and consistent manner in line with the principles of natural justice and the requirements of the *Public Sector Employment and Management Act 2002*.

A new and comprehensive Induction Program was developed and implemented across the Department, including a policy, an innovative CD-ROM, an online induction information package, a supervisor checklist, compulsory training, orientation days and monitoring processes.

During the year a new staff transfer policy and register was introduced to facilitate staff requests for transfers in a fair and open manner; especially for staff requesting transfers on compassionate grounds or to hard-to-fill locations.

Considerable work was undertaken to map establishment, structures and positions for inclusion in a new human resources system (SAP HR).

New administrative delegations were introduced to inform managers and staff of the powers that have been delegated to them by the Director-General under the *Public Sector Employment and Management Act 2002*.

Matters relating to staff conduct and ethical behaviour; and any allegations of misconduct, are overseen by Corporate Human Resources.

DoCS' *Code of Conduct and Ethics* was extensively revised during the reporting year in consultation with the Public Service Association of NSW (PSA). The revised document was approved by the Director-General and published on DoCS' intranet in May 2004. Staff were invited to provide comment or suggestions for a further review in 2004/05.

Written, telephone and face-to-face advice is available for staff needing advice about staff conduct issues.

Ethical behaviour is covered in DoCS' staff induction guidelines, and all staff have been advised to consult DoCS' *Code of Conduct and Ethics* for guidance on professional ethics and standards of behaviour. Positive standards of behaviour have been reinforced as part of the Personal Planning and Review process for all staff.

DoCS *Protected Disclosures Policy* is in place and available to all staff through the DoCS intranet, or from Corporate Human Resources. The policy provides a framework for staff to report instances of corruption without fear of reprisal.

During the year, the Employment Screening Unit was successfully transferred to the Commission for Children and Young People.



Occupational Health and Safety

DoCS is working to improve its occupational health and safety (OHS) performance significantly and to reduce workers compensation insurance premiums through a systematic approach to OHS planning and management and by clearly defining OHS responsibilities for managers and staff.

A major review of DoCS' workers compensation claims and injury management practices has been undertaken resulting in a 10 per cent reduction in 2004/05 workers' compensation insurance premium. This equates to a reduction of \$830,000 on the 2003/04 premium. This improvement has been achieved despite the introduction of provisional liability, which has increased costs in the Treasury Managed Fund Primary Pool as a whole, and also despite a reduction in the benchmark funding rate from 6.2 per cent to 3.15 per cent.

Claims management has been centralised to ensure improved legislative compliance and management, with claims management and injury management protocols developed for OHS staff to ensure improved legislative compliance and greater consistency in claims and injury management practices.

DoCS utilises the services of the NSW Treasury Managed Fund (TMF) to effect its insurance requirements.

Workers Compensation Claims 1999/00 – 2003/04

	Fund Year				
	1999/2000	2000/2001	2001/2002	2002/2003	2003/2004
No. of Claims *:	1311	1245	1190	476	213

Source: *Information for the 1999/00 to 2001/02 financial years was based on data available on Magellan, the GIO's Workers Compensation Risk Management System, as at 30 June 2002. Information for the 2002/03 and 2003/04 financial years is based on Chief Executive Officer (CEO) Reports (as provided by the TMF), as at 30 June 2003 and 30 June 2004, respectively.

Note: 1999/00–2001/02 figures are the sum total of all the claims concerning i) DoCS, ii) DADHC Disability Services, and iii) DoCS/DADHC Shared Services.

2002/03 figures are the sum total of all the claims concerning i) DoCS and ii) DoCS/DADHC Shared Services. NB: During 2002/03 work was completed that allowed the separation of DADHC Disability Services and DoCS related claims data.

The 2003/04 figure represents DoCS workers compensation claims only.

During the year, 16 Prohibition and Improvement Notices were issued under OHS legislation. Ten of these notices were issued on the same date in relation to one office in the Southern region.

During the year DoCS' *Occupational Health and Safety Strategic Plan* was completed and occupational health and safety requirements are now included in all Personal Planning and Review Agreements. Draft Risk Management Policy and Procedures were also developed and piloted. A State

Occupational Health and Safety Consultative Group was established, with the first meeting held in February 2004. Recruitment was completed for eight new OHS Facilitators.

OHS training was enhanced with DoCS' induction now including an enhanced OHS safety component, OHS awareness sessions delivered to Regional management teams and the commencement of training to identify and manage occupational violence.

Performance Management

All NSW State Government departments are required to have in place performance management policies and processes to manage and improve individual and organisational performance in order to meet corporate goals and priorities. A new performance management system was introduced to DoCS in 2002.

During the year, the Personal Planning and Review (PPR) process continued rollout across the State as part of this framework. The PPR process is an Agreement between a Supervisor and staff member about the standard of work expected, deliverables, support, feedback and career development.

Training in PPR has been included in DoCS' induction processes, with all new staff attending three hour training. PPR training was also conducted for Regional, Helpline and Adoption staff between February and May 2004. Over 2,000 staff have now been trained in 159 sessions across the State.

Feedback and review processes have also been undertaken with individual feedback provided to 106 staff to date. It is expected over 500 staff will receive individual feedback by end July 2004.

Workforce Planning

Significant work was undertaken to promote DoCS as an employer of choice through various career expos across the State and by sitting on a number of academic advisory boards and committees to influence the job readiness of graduates. Relationships were also strengthened with universities

through activities such as targeted recruitment, cadetships and student placements to provide DoCS with preferred graduates for primary job roles such as Caseworker, Psychologist, Legal Officer and policy/research staff.

The minimum entry level qualification for new caseworker positions was raised during the year from diploma to degree to reflect the need for professionalising the workforce.

A range of tools including evidence guides and question banks were developed to support the selection of appropriately qualified and skilled staff to key job roles including Manager Client Services, Casework Manager, Caseworker (Generalist, Aboriginal, Joint Investigative Response Team), Regional Learning and Development Coordinators.

DoCS values and actively encourages staff who are working towards obtaining or upgrading their formal qualifications to enhance both individual and organisational performance in the delivery of community services. A study support strategy for staff was introduced during 2003/04. The strategy consists of a "universal" Study Support Program supplemented by separate initiatives to attract and retain specific sub groups of the workforce. The new study support program includes a revised policy, delegation and procedural changes.

Learning and Development

Training around the implementation of KiDS saw a significant increase in Learning and Development activities during the year, with DoCS' staff undertaking more than 6,000 days of training in use of the new system.

During the year, over 420 new and existing caseworkers undertook the Caseworker Development Course – 35 days each over four to six months. A new policy was developed to ensure all caseworkers were trained regardless of status. Previously temporary caseworkers were only trained after working for three months and many were never trained. Most caseworkers now commence the Caseworker Development Course within one month of starting work.

Following on the successful Management Development Program delivered in 2003, frontline management skills training for all Managers Casework is now being conducted. Frontline managers in the field and at the Helpline are being targeted as a priority.

Occupational Health and Safety training commenced in March 2004 and includes OHS consultation training, as well training in Predicting and Managing Occupational Violence.

Training for non-government organisations was boosted with a project team now located within Learning and Development Branch. The team began to develop and deliver a range of programs aimed to increase the capability of DoCS' funded organisations.

Office of the Director-General

Corporate and Ministerial Information

This branch manages the centralised intake, registration, allocation, coordination and tracking systems for documents addressed to the Director-General and the Minister. The branch also manages requests for information and provides advice and support to staff preparing written material.

The work is divided into two areas. Briefings and Correspondence ensures that material provided to the Director-General and Minister is accurate, current and consistent with Departmental and government policies. Parliamentary and Cabinet Support coordinates the preparation of parliamentary material, briefings for Minister's visits and other related documents.

This year the branch dealt with 2251 replies to Minister's correspondence and prepared numerous documents including memos, briefing notes, letters and reports.

Freedom of information

All personal and non-personal applications for access to DoCS files under the *Freedom of Information Act 1989* are handled by the Freedom of Information (FOI) Unit.

During 2003/04, 304 applications were received compared to 309 applications in 2002/03. This year, 281 applications were processed compared to 332 in 2002/03. This is a 15 per cent decrease in applications completed.

The majority of applications received in 2002/03 were for personal information from parents, children or carers.

Information relating to children and their parents is held on a file for each child or young person at risk. These files contain documents concerning child at risk reports, investigations and assessments undertaken under the *Children and Young Persons (Care and Protection) Act, 1998*. This Act specifically refers to "reports" made to DoCS as exempt under the *Freedom of Information Act 1989*. This, together with legislation prohibiting the release of documents collected and retained in relation to the administration and execution of that Act, prevents the release all the information sought and retained on a file that concerns a child at risk matter.

Many documents held on child protection files contain personal information about people other than the applicant. In such cases there is a provision in the FOI Act where such information may be exempted. Such instances include where:

- > a person seeks information concerning a young person and where, given the young person's age and maturity, release of the subject's personal information could only be provided with their consent
- > a parent is seeking information on their child and their estranged partner: The release of personal information concerning the estranged partner would require his or her consent.

In 2003/04, 77 per cent of applicants received the majority of or all the documents they sought. Twelve per cent of applicants were denied access to documents. There was a decrease of eleven applications in instances where applicants applied for access and then either withdrew the application, did not respond to requests for the necessary authorities to release information concerning other parties, or did not provide additional processing charges or advise how the scope of their application could be modified.

Internal review applications were received in relation to three matters in 2003/04, compared to six matters the previous year. All three of the internal reviews in 2003/04 concerned matters exempted. In one case the reviewing officer upheld the applicant's interpretation of their application and varied the determination.

In 2003/04 one matter was finalised that was before the Administrative Decisions Tribunal.

At the start of the year there were 12 applications pending from 2002/03. In 2003/04, 71 per cent of applications completed were processed within 21 days of receipt, compared with 36 per cent of applications in 2002/03.

The majority of applications continued to be complex. Where children or young people have been in care for many years and more than one child is the subject of an application, there are often large amounts of documentation on file. Most applications are processed in under 20 hours.

There were no Ministerial Certificates or applications to amend records issued during the reporting period.

Access arrangements, procedures, points of contact and current charges for freedom of information applications can be found on DoCS' website www.community.nsw.gov.au.

Further statistics on freedom of information are in the appendices of this report.



Media and Communication

The Media and Communication Branch uses a range of media, public relations, marketing and design strategies to inform the community about child protection issues and DoCS' work, and coordinate responses to journalists' enquiries. It develops and delivers internal and external communication strategies promoting DoCS' core objectives and guides and supports media and promotional initiatives for CSCs, regional offices and internal branches.

The team also supports the Director-General in promoting DoCS' services, sometimes working with other government agencies and community partners on community education campaigns.

The branch publishes corporate publications such as the Annual Report and DoCS' internal newsletter *DoCSVoX*.

The Branch has implemented 80 per cent of recommendations from a communication audit completed in July 2003. This saw the Branch re-structured and a number of new projects developed to improve communication with staff and stakeholders.

In July 2003, an external newsletter, *Inside Out*, was launched to enhance communication with key stakeholders. Published bi-monthly, 5,000 copies are currently distributed.

A new DoCS' website was launched on 10 May 2004, including the installation of a web statistical analysis package that allows the Media and Communication Branch to advise business areas on opportunities to maximise use of the website to streamline and support service delivery.

Key documents produced include brochures on foster care, child protection, domestic violence and a guide to DoCS services. More than one million resources were mailed out to staff and stakeholders in 2003/04.

Publications produced by the Department 2003/04

- | | |
|-----------|---|
| Brochures | <ul style="list-style-type: none"> > About Foster Care > Domestic Violence – You can live without it (includes wallet card with telephone information) > How we help – a guide to DoCS services (available in English, Arabic, Chinese, Croatian, Fijian, Macedonian, Samoan, Tongan, Turkish, Vietnamese) > Stop it, help stop it - child abuse and neglect (available in English, Arabic, Chinese, Croatian, Fijian, Macedonian, Samoan, Tongan, Turkish, Vietnamese) > Supporting Children with Additional Needs (available in English, Arabic, Chinese, Croatian, Fijian, Macedonian, Turkish, Vietnamese) |
|-----------|---|

- | | |
|-------------|--|
| Fact sheets | <ul style="list-style-type: none"> > Drought eligibility criteria > Out-of-home care legislation > Disaster Recovery > Budget Enhancement (four versions) > Sole parental responsibility > Aggression in children and young people > Charter of rights (for children and young people in out-of-home care) > 2003/04 Parent Survival Kit |
|-------------|--|

- | | |
|---------|--|
| Posters | <ul style="list-style-type: none"> > Supporting Children with Additional Needs (available in English, Arabic, Chinese, Croatian, Fijian, Macedonian, Turkish, Vietnamese) |
|---------|--|

- | | |
|------------------|--|
| Resource manuals | <ul style="list-style-type: none"> > My Life Story Book |
|------------------|--|

- | | |
|---|--|
| Planning and policy documents and reports | <ul style="list-style-type: none"> > Annual Report 2003/04 > Aggression discussion paper > School readiness discussion paper > Intercountry reforms > SCAN funding scheme - Guidelines for identifying level of support needs > Out-of-home care – Guide to service price list > Out-of-home care - Changes to the Header Agreement process |
|---|--|

- | | |
|-------------|---|
| Newsletters | <ul style="list-style-type: none"> > DoCS Vox (staff newsletter) > Inside Out (external newsletter) |
|-------------|---|

Appendices

Appendices

Appendix 1 Legislation and legal changes

Principal Acts administered as at 30 June 2004
Amendments to legislation
Significant judicial decisions

Appendix 2 Consultation

Significant committees of the department and names of committee members
Ministerial advisory committees and statutory bodies
Members of significant statutory bodies and significant interdepartmental committees

Appendix 3 Executive reports

Number of Executive positions held at each level as at 30 June 2004
Executive Remuneration – SES Level 5 and above as at 30 June 2004
Number of Female Executives as at 30 June 2004
Performance Report for CEO
Performance Reports for SES officers level 5 and above

Appendix 4 Policies and plans

Equal Employment Opportunity (EEO) Outcomes, Achievements and Strategies
Action Plan for Women
Ethnic Affairs Priorities (EAP) Statement
EAPS Priorities for 2004/05
Disability Action Plan

Appendix 5 Freedom of information

Statistics relating to the NSW Freedom of Information Act 1989
FOI Statement of Affairs

Appendix 6 Overseas visits

Appendix 7 Waste reduction and purchasing policy disclosure

Appendix 8 Government energy management policy

Appendix 9 Privacy and Personal Information

Appendix 10 Child Employment

Appendix I Legislation and legal changes

Principal Acts administered as at 30 June 2004

- > *Adoption Act 2000*
- > *Child Welfare (Commonwealth Agreement Ratification) Act 1941*
- > *Child Welfare (Commonwealth Agreement Ratification) Act 1962*
- > *Children and Young Persons (Care and Protection) Act 1998*
- > *Children (Care and Protection) Act 1987*
- > *Community Services (Complaints, Reviews and Monitoring) Act 1993 No 2*
- > *Community Welfare Act 1987*

Amendments to legislation

Minor changes were made to the *Children and Young Persons (Care and Protection) Act 1998* in the *Statute Law (Miscellaneous Provisions) Act 2003* and the *Statute Law (Miscellaneous Provisions) (No 2) Act* to ensure clarity and consistency of language.

The *Crimes Amendment (Child Neglect) Act 2004* was jointly promoted by the Attorney General and the Minister for Community Services. This amends the *Crimes Act* to modernise child neglect offences.

Most of the remaining unproclaimed provisions in Chapters 8, 9 and 10 of the *Children and Young Persons (Care and Protection) Act 1998* relating to out-of home care were implemented on 15 July 2003, 12 December 2003 and 31 March 2004. The child employment provisions in Chapter 13 were commenced on 25 August 2003.

Significant judicial decisions

Re George [2003] NSWCA 389 was a decision in which the Court of Appeal held that unless expressly provided in legislation the Children's Court does not have the power to make orders compelling the Department to provide services without consent.

Re Irene [2003] NSWSC 972 was a decision of the Supreme Court that all the evidence filed by the Department remains available for consideration by the Court at the disposition stage of care proceedings. This was held to be so even where the evidence relates to a matter that was not expressly relied upon by the Director-General in the Court's determination that the child was in need of care and protection.

MM & AM v Director-General, Department of Community Services [2003] NSWSC was a decision of the Supreme Court in which it was held that when the Department provides a 'service' to applicants who wish to become foster carers as that term is understood within Anti-Discrimination Act 1977. This brings the assessment of potential authorised carers within the operation of the Anti-Discrimination Act 1977.

NJ v. Director-General, Department of Community Services (Unreported 18 September 2003 by Full Court of the Family Court of Australia) involved the return to the United States of a 7 year old child. The case turned on whether the father of the child had rights of custody under the Convention and the process to be adopted when there is a conflict of evidence by legal experts as to the effect of foreign law. A right to be consulted was held to not be a right of custody. Guidance was provided on resolving a conflict between the evidence of legal experts.

Appendix 2 Consultation

Significant committees of the department and names of committee members

Executive Team

Director-General	Neil Shepherd
Deputy Director-General Planning, Performance & Review	Sue Dawson ¹
Deputy Director-General Operations	Annette Gallard
Executive Director Office of the Director-General	Donna Rygate
Executive Director Governance	Kerryn Boland
Executive Director Economics Research & Information	Gül Izmir ²
Executive Director Corporate Services	Alan Ramsey
Executive Director Corporate Projects	Jo Grisard
Executive Director Special Projects	Judy O'Connell ³
Executive Director Child Protection & Early Intervention	Mary-Jane Clark
Executive Director Out-of-Home Care	Rhonda Stien ⁴
Executive Director Strategic Services	Toni Milne
Executive Director Operations Support	Leanne Hillman
Executive Director Helpline	Helen Freeland
Regional Director Hunter & Central Coast	Anne Maree Gleeson
Director Financial Services	Bruce McClintock ⁵ John Parisi ⁶
Director Information & Communication Technology	Richard Michel

1 From 21 October 2003 2 From 7 October 2003 3 To 12 December 2003 4 To 5 March 2004 5 To 9 May 2004 6 To 10 May 2004

Aboriginal Reference Group (DoCS staff only)

Chairperson	Danny Packer
Deputy Chairperson	Michael Paduch-Duckett
Western Region	Betty Cragg Vivial Hall
Metro North	Lyn Lawrie
Metro South East	Brad Welsh
Head Office/Helpline	Craig Moss / Victor Zander
Metro West	Robert Leslie
Hunter	Robyn Bird-Hedges
Northern	Kevin Emmanuel / Wendy Nakoivalu

Appendices

Community Services Grants Program (CSGP) Round Table

DoCS Executive Director, Child Protection & Early Intervention (Co-chair)	Mary-Jane Clark ¹
Director, NCOSS (Co-chair)	Gary Moore
DoCS Director, Purchasing Policies and Programs	Robyn Kennedy ²
DoCS Manager, CSGP	Mike Van der Lay

1 June – December 2003 2 From January 2004

DoCS Dialogue

DoCS Director-General (Co-chair)	Neil Shepherd
NSW Council of Social Services (Co-chair)	Gary Moore
DoCS Deputy Director-General, Planning, Performance and Review	Sue Dawson ¹
DoCS Executive Director Child Protection & Early Intervention	Mary-Jane Clark ²
Association of Child Welfare Agencies	Nigel Spence
NSW Women's Refuge Working Party	Sally Steele
Local Community Services Association	Faye Williams
NSW Family Services	Sue Richards
Youth Accommodation Association	Michael Coffey
Western Sydney Community Forum	Alannah Ball ³
Western Sydney Community Forum	Fiona Christian ⁴
Community Child Care Cooperative	Carol Lymbery
Aboriginal Child Family & Community Care State Secretariat of NSW	Russell Freeburn ⁵

1 From October 2003 2 To March 2004 3 To October 2003 4 From October 2003 5 To March 2004

Early intervention Partners Reference Group

DoCS representatives

Deputy Director-General, Planning, Performance and Review	Sue Dawson ¹
Director, Child Protection and Early Intervention (Chair)	Mary-Jane Clark ²
Executive Director, Economics, Research & Information	Gül Izmir ³
Executive Director Operations Support	Leanne Hillman
Director, Service Reform, Child Protection	Eija Roti ⁴
Aboriginal Services Branch	Lydia Miller
Director, Prevention and Early Intervention	Tony Davies ⁵
Director, Office of Child Care	Fran Press ⁶
Acting Director, Child Protection Purchasing	Tania Sweeney ⁷
Principal Policy Analyst, Purchasing Policy & Reform	Tamara Stojanovic ⁸
Regional Director, Metro West	Margaret Oldfield

Stakeholder representatives

KU Children's Services	Antoinette le Marchant
NSW Health	Bernadette Dagg
	Michael Kakakios
	Janet Anderson
	Dianne Hudson
The Cabinet Office	Ginie Udy
SDN Children's Services Inc	Louise Voigt
Barnardos	Linda Frow
NSW Council for Social Services (NCOSS)	Marie Lewis
The Infants Home	Stephen Robertson
NSW Commission for Children and Young People	George Mackay
Department of Education and Training	Sharon Perkins
Department of Ageing, Disability and Home Care	Liz Knight
Uniting Care Burnside	Jane Woodruff
Association of Child Welfare Agencies	Nigel Spence
The Benevolent Society	Maree Walk
Family Support Services Association of NSW	Sue Richards

¹ From February 2004

⁵ August 2003 - May 2004

² June 2003 - January 2004

⁶ September 2003 - April 2004

³ From February 2004

⁷ June 2003 – April 2004

⁴ From August 2003

⁸ June 2003 – January 2004

Appendices

Ethnic Affairs Advisory Group

DoCS	Toni Milne
	John Macmillan ¹
	Abraham Quadan ¹
	Mary Dimech
Community Relations Commission	Peter ReynoldsGosia Dybka
Ethnic Communities Council of NSW	Glenn Harding
Council of Social Services NSW	Joseph Ferrer
Settlement Services Coalition	Nigel HoffmanTara Russell ²
Migrant Resource Centres Association	Anne Harvey ³
Settlement Services International	Christine Gabriel ⁴
Newcastle Hunter Migrant Resource Centre	Alex Burns
Illawarra Communities' Council	Elli Storey
Immigrant Women's Speakout	Jane Corpuz-Brock
Granville Multicultural Community Centre	Mark Drury
Anglicare	Cheryl Webster
Ethnic Child Care	Vivi Germanos-Koutsounadis
Auburn Migrant Resource Centre	Amrit Versha ³ Amerah Salah ⁴
NESB Women's Housing Scheme	Mira Mitrovic
Youth Action Policy Association	Annamarie Reyes ²
Women's Refuge Resource Centre	Catherine Gander
Foster Carers' Association (NSW) Inc	Phillip Prideaux

1 To November 2003 2 From February 2004 3 To February 2004 4 From May 2004

Multicultural Staff Reference Group (Staff only)

DoCS Helpline	Hanna Salib
Northern	Connie Kokotas
	Sue Prior
Metro North	Tina Clifford
Metro West	John Fonesca
	Amrit Versha
	Namita Dhorajiwala
Western	Josephine Maxwell
Hunter	Vicki Trigass
Head Office	Jose Vasquez
Southern	Vasil Srbinovski
	Melissa Devine
Metro South East	Tana Kacer
Merto South West	Katalina Lisone
	Maria Spiliotopoulos

State OHS Consultative Group

Director-General	Neil Shepherd
Deputy Director-General Operations	Annette Gallard
Executive Director, Corporate Projects	Jo Grisard
Executive Director, Operations	Leanne Hillman
Regional Director, Metro West	Margaret Oldfield
Director Corporate Human Resources	Leon Newbery
Director Employee Relations	Fred Hollis
PSA Representative	Laurie Brady
OHS Regional Representative, Western	Mike Seccombe
OHS Regional Representative, Southern	Frank Kovic
OHS Regional Representative, Northern	Craig Hunt / Mardi Ramsay
OHS Regional Representative, Hunter	Richard Koning / Kay Browne
OHS Regional Representative, Metro South West	Cheryl Griffiths
OHS Regional Representative, Metro Central	Kerrin Cook
OHS Regional Representative, Metro West	Damien Turl
OHS Regional Representative, Head Office	Roseanne Broughton

Operations Group

Deputy Director-General Operations	Annette Gallard
Executive Director, Operations Support	Leanne Hillman
Executive Director, Helpline	Helen Freeland
Regional Director, Metro South West	Anne Campbell
Regional Director, Hunter/Central Coast	Anne-Maree Gleeson
Regional Director, Northern	Denis Myers
Regional Director, Metro West	Margaret Oldfield
Regional Director, Metro Central	Anne Maree Sabellico
Regional Director, Southern	Jill Herbert
Regional Director, Western	Glynis Ingram
A/Director, Divisional Services	Richard Dixon
Director, Operations Systems	Lyn Manitta
Director, Operations Practice	Allana Christie
Director Child and Family, Metro Intensive Support Services Team	Janice Carroll

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Out-of-Home Care Partners Reference Group

DoCS representatives

Deputy Director-General, Planning, Performance & Review	Sue Dawson
Executive Director, Economics, Research & Information	Gül Izmir
Director, Policy and Review, Out-of-Home Care	Phil Smith
Director, Service System Research and Design, Out-of-Home Care	Susie Ramadan
Executive Director, Operations Support	Leanne Hillman
Regional Director, Northern	Denis Myers
Regional Director, Metro South West	Anne Campbell
Stakeholder representatives	
Barnados Australia	Louise Voigt
UnitingCare Burnside	Jane Woodruff
Centacare Catholic Community Services	John Usher
Association of Children's Welfare Agencies	Nigel Spence
CREATE Foundation	Michelle Townsend
Aboriginal Child, Family and Community Care State Secretariat	Russell Freeburn
	Glen Rennie
Foster Care Association (NSW) Inc	Greg Hawkins
Caretakers Cottage	Laurie Mathews
Youth Accommodation Association of NSW	Michael Coffey

Research Advisory Council

Director-General, DoCS	Neil Shepherd
Executive Director, Economics, Research & Information, DoCS	Gül Izmir
Macquarie University	Emeritus Professor Jacqueline Goodnow
University of Sydney	Dr Judy Cashmore
	Associate Professor David Bennett
	Professor Gwynneth Llewellyn
University of Western Sydney	Professor Sheila Shaver
University of Newcastle	Professor Graham Vimpani
Southern Cross University	Professor Judy Atkinson
NSW Health	Professor Beverley Raphael
Social Policy Research Centre - University of NSW	Professor Peter Saunders
Charles Sturt University	Bill Anscombe

Ministerial advisory committees and statutory bodies

Child Protection Senior Officers Group (CPSOG) – established October 2003

DoCS representatives	
Director; Child Protection and Early Intervention (Chair)	Mary-Jane Clark To February 2004 ¹
Director; Child Protection (Acting Chair)	Eija Roti ² From February 2004
Director; Complaints, Assessment & Review Branch	Susan Priivald
Manager; Operations Practice	Cora Ingram
Manager; Child Protection Learning & Development Coordination Unit	Leticia Whelan
Team Leader; Child Protection and Early Intervention	Louise Boulter
Senior Project Officer; Child Protection Policy and Service Reform	Christina Thomas

¹ To February 2004 ² From February 2004

Community Services Ministers' Advisory Council

DoCS representatives	
Director-General	Neil Shepherd
Deputy Director-General Planning, Performance & Review	Sue Dawson

EnAct Reference Group (Ceased in July 2003)

Director-General, DoCS (Co-chair)	Neil Shepherd
Co-chair	Judy Cashmore
Office of the Children's Guardian	Linda Mallett
Association of Children's Welfare Agencies	Nigel Spence
NSW Council of Social Services	Alan Kirkland
Independent Legal Representative	Michael Antrum
Children's Court, Attorney General's Department	Garry Northcote
NSW Police	Kevin Gardner
NSW Health	Jill Davidson
Family Support Association	Sue Richards
CREATE	Sarah Ludowici
Legal Aid Commission	Deborah DeFina
Department of Education and Training	Helen Kerr-Roubicek
Director; Children's Court Clinic	Gwenda Schreiber
Attorney-General's Department	Carolyn Marsden
Department of Disability, Ageing & Home Care	Elizabeth Knight
Disability Representative	Gwynneth Llewellyn
DoCS	Rhonda Stien
	Rod Best
	John Williams
	Maureen Ervine
	Phil Smith

Appendices

Ministerial Advisory Committee

Chair	Leonie Manns
Council of Social Services of NSW	Gary Moore
Judy Cashmore	
Association of Children's Welfare Agencies	Nigel Spence
Director-General, DoCS	Neil Shepherd
Aboriginal Child, Family and Community Care State Secretariat (NSW)	Russell Freeburn
Supported Accommodation Advisory Council (SAAC)	
Executive Director, Child Protection and Early Intervention	Mary-Jane Clark ¹
Manager, Supported Accommodation Assistance Program	Allan Raisin ²

1 July 2003 to December 2003 2 December 2003 to 30 June 2004

Members of significant statutory bodies and significant interdepartmental committees

- > **Bush Fire Coordinating Committee**
Peter Olney , Manager, State Disaster Recovery (to 30 October 2003)
Steve Frost , A/Manager, State Disaster Recovery (from 30 October 2003)
- > **NSW Businesslink Board**
Dr Neil Shepherd, Director-General (Chair)
- > **Casino Community Benefit Fund**
Toni Milne, Executive Director Strategic Policy
- > **Chief Executive Committee**
Dr Neil Shepherd, Director-General (Chair)
- > **Commonwealth State Planning Committee Children's Services**
Swee Goh . Principal Policy Officer, Office of Childcare
- > **Community Development and Support Expenditure Scheme**
Isobel Bothwell, Manager Strategic Policy
- > **Community Disaster Relief Fund Standing Committee**
Mary-Jane Clark, Executive Director, Prevention and Early Intervention (to August 2003)
Leanne Hillman, Executive Director, Operations Support (from September 2003)
Peter Olney , Manager, State Disaster Recovery (to 30 October 2003)
Steve Frost , A/Manager, State Disaster Recovery (from 30 October 2003)
- > **Community Services Minister's Advisory Committee (CSMAC) Gambling Working Group**
John Macmillan, Manager Strategic Policy
- > **Community Services Minister's Advisory Committee (CSMAC) Welfare Reform Working Group**
Allan Raisin, Manager, Supported Accommodation and Assistance
- > **Council of the Cost and Quality of Government**
Dr Neil Shepherd, Director-General
- > **Department of Education and Training Early Childhood Reference Group**
Amanda Coulston, Senior Project Officer, Office of Child Care

- > **Families First Statewide Advisory Group (ceased to exist in July 2003)**
 Mary-Jane Clark, Executive Director, Early Intervention and Prevention
 June Wangmann, Director, Research and Parenting Centre
 Jill Herbert, Regional Director Southern
 Glynis Ingram, Regional Director Western
 Sue Taylor, Director, Policy and Special Projects
 Mike Van der Lay, Manager, Community Services Grants Program
- > **Families First Statewide Expert Group (formed July 2003)**
 Mary-Jane Clark, Executive Director, Early Intervention and Prevention (to February 2004)
 Tony Davies, Director, Prevention and Early Intervention (from October 2003)
- > **Grants Administration Review Operations Group (Premier's Department)**
 Mary-Jane Clark, Executive Director, Early Intervention and Prevention (to December 2003)
 Robyn Kennedy, Director, Purchasing Policies and Programs (from January 2004)
- > **Grants Administrative Review – Applications and Service Specifications Group**
 Anna Rodd, Manager, Funding Administration
- > **Grants Administrative Review – Planning Group**
 Anna Rodd, Manager, Funding Administration
- > **Human Services Chief Executive Officers Group**
 Dr Neil Shepherd, Director-General (Chair)
- > **NSW Childhood Obesity Summit Senior Officers Coordinating Committee (SOCC)**
 Amanda Coulston, Senior Project Officer, Office of Child Care
- > **NSW Committee on Adoption and Permanent Care**
 Mary Griffin, Director, Adoption and Permanent Care Services
 Jenny Ames, Manager, Client Services
 Nicole Prodigalidad, Adoption Specialist Caseworker
- > **NSW State Disaster Recovery Committee**
 Peter Olney, Manager, State Disaster Recovery (to 30 October 2003)
 Steve Frost, A/Manager, State Disaster Recovery (from 30 October 2003)
- > **NSW State Emergency Management Committee**
 Peter Olney, Manager, State Disaster Recovery (to 30 October 2003)
 Steve Frost, A/Manager, State Disaster Recovery (from 30 October 2003)
- > **Partnerships Against Homelessness (Department of Housing)**
 Allan Raisin, Manager Supported Accommodation Assistance Program
- > **Senior Officers' Group (Human Services)**
 Toni Milne, Executive Director, Strategic Services
- > **Violence Against Women State Management Group (Attorney General's Department)**
 Toni Milne, Executive Director, Strategic Services
- > **Youth Interagency Taskforce (The Cabinet Office)**
 John Macmillan, Manager, Strategic Policy

Appendix 3 Executive reports

Number of Executive positions held at each level as at 30 June 2004

Level	No. of positions held
8	1
7	0
6	2
5	2
4	3 (one position vacant)
3	9
2	3
1	0



Executive Remuneration – SES Level 5 and above as at 30 June 2004

Position Title	Name of occupant	SES Level	Total Remuneration Package	Period
Director General,	Dr Neil Shepherd	8	\$388,050	Full year
Deputy Director-General Operations,	Annette Gallard	6	\$273,092	Full year
Deputy Director-General Planning, Performance and Review,	Susan Dawson	6	\$273,092	27 October 2003 – 30 June 2004
Executive Director; Economics Research & Information,	Dr Gülseren Izmir	5	\$245,075	29 September 2003 – 30 June 2004
Executive Director; Governance,	Kerryn Boland	5	\$210,682	Full year

Note: As a result of Premier's Memorandum 2000-21, performance pay is no longer available for members of the Chief and Senior Executive Service.

Number of Female Executives as at 30 June 2004

As at 30 June 2004, there were 19 Executive positions and one vacancy. Women filled 13 of these positions - 65 per cent of total positions available.

Performance Report for CEO

Name

Neil Shepherd

Position and level

Director-General, SES Level 8

Period of Review

1 July 2003 to 30 June 2004



Dr Shepherd has been appointed to:

- > oversee review of the child protection, early intervention and out-of-home care systems to provide better service to, and better outcomes for, DoCS' clients
- > strengthen the Department so that it has the capacity to meet current demand and future challenges in delivering reforms to the child protection, early intervention and out-of-home care systems
- > investigate and implement strategies to reduce demand and control costs while improving services.

Key achievements over the period included:

Sound Resource Management

- > further developing an integrated package of measures to build the Department's capacity and provide early intervention and child protection services to meet community needs - \$1.2 billion additional funding allocated to the Department is being rolled out over six years
- > achieving 2003/04 expenditure within 1 per cent of the Department's revised budget
- > developing a Corporate Plan for 2004/05 to 2007/08 and a strategic management framework.

Improving systems to support service delivery

- > restructuring the Department's regions to provide improved management support for casework staff
- > implementing the OHS Strategic Plan, establishing a State-level OHS consultative forum and piloting a risk management program
- > reviewing workers compensation claims and injury management practices, resulting in a 10 per cent reduction in the 2004/05 workers compensation insurance premium
- > implementing the Personal Planning and Review performance management system
- > revising the Department's Code of Conduct and Ethics
- > scoping the initial implementation of the Corporate Information Warehouse
- > the Stakeholder Forum met twice, DoCS Dialogue five times and Partners Reference Groups on Early Intervention and out-of-home care 16 times, during 2003/04
- > establishing a new Communities Division to incorporate a range of families and communities programs transferred to DoCS from other areas of Government.

Building the Department's capacity to support service delivery

- > establishing four specialist units to improve outcomes for clients – Aboriginal Services, Economics,

Multicultural Services and Operations Support

- > establishing a central investigative unit, the Complaints Assessment and Review Branch
- > implementing staff induction, training and development programs
- > developing a critical incident response strategy
- > implementing 80 per cent of agreed recommendations from an audit of the Department's communications capacity, including restructuring the Media and Communication Branch, and developing and implementing media training and regional media strategies.

Meeting current demand for high priority child protection services and providing early intervention services to modify demand

- > developing an Early Intervention Program through which early support will be provided to vulnerable families to prevent their problems escalating
- > establishing enhanced service delivery sites and commencing mapping of existing non-government and Government services and identifying needs and gaps in current service provision across regions
- > employing 173 new caseworkers, as well as 17 new Joint Investigative Response Team caseworkers
- > establishing new intensive family-based services for Aboriginal families at Bourke and Wollongong

- > further developing a plan for the reform of purchasing family support services.

Building capacity and flexibility in the Out-of-Home Care System

- > commencing recruitment of additional caseworkers to improve the provision of safe, stable and appropriate placements for children and young people in out-of-home care
- > developing an appropriate range of service models, including services for Aboriginal children and their families
- > undertaking an expression of interest process on services for high and complex needs young people
- > advising the Government on implementation of the out-of-home care provisions in the *Children and Young Persons (Care and Protection) Act, 1998* and implementing proclaimed provisions.

Supporting whole-of-government initiatives

- > achieving endorsement of a whole-of government disaster recovery proposal
- > transferring staff, funds and assets to NSW Businesslink while maintaining service continuity
- > facilitating establishment of NSW Businesslink as an incorporated, separate shared services centre, jointly owned by its three client agencies and NSW Treasury
- > leading the Families and Young People Cluster of the Chief Executive Officers' Group on Aboriginal Affairs to develop an action plan implementing the Government's *Two Ways Together – Aboriginal Affairs Plan 2003-2012*.

Performance Reports for SES officers level 5 and above

Sue Dawson

Deputy Director General, Communities and Policy

SES Level 6

27 October 2003 to 30 June 2004

Key achievements over the period were:

- > established the Communities Division with the Department of Community Services effective 1 July 2004
- > finalised and tabled the *Children's Services Regulation* finalised in June 2004
- > completed a review of Interim Policy on Teacher Qualifications
- > led the preparation and presentation of early intervention funding proposals for 2003/04.
- > finalised intercountry adoption pricing structure and hardship policy
- > initiated the expressions of interest process to procure services for children and young people with high and complex needs
- > initiated cross agency discussions on NWS negotiating position for SAAPV
- > completed review of indexation payments for 2004/05 and future years.

Annette Gallard

Deputy Director-General Operations

SES Level 6

1 July 2003 to 30 June 2004

Key achievements over the period were:

- > led overall service delivery by DoCS eight Regions and the DoCS Helpline

- > reduced Regions to seven to better align with other human services agencies
- > led the implementation of the new Key information and Directory System (KiDS) and successive planned upgrades
- > improved average and maximum call waiting times at the Helpline and the management of faxed reports and call backs
- > introduced new measures to better identify and manage high needs children and young people in out-of-home care
- > led the successful implementation of Performance Planning and Review across the Operations Division
- > established the first enhanced service delivery sites from the new funding package and recruitment of caseworkers to handle high priority reports and care for children and young people in out-of-home care with complex and high support needs
- > led the planning and development of projects for the second phase of enhanced service delivery sites to increment caseworkers to manage high priority child protection reports, foster carer support, to increase psychologists' and DoCS' contribution to JIRT
- > recruited new Managers Client Services positions across the State
- > developed and implemented systems and processes for the management of operations function to improve consistency statewide
- > improved the Department's systems for updating caseworkers on policies, guidelines, procedures and business rules.

Kerryn Boland

Executive Director, Governance

SES Level 5

1 July 2003 to 30 June 2004

Key achievements over the period were:

- > established the Complaint, Assessment and Review Branch to investigate and manage complaints, deaths of certain children and child abuse allegations against DoCS employees and foster carers. This is a greatly enhanced function to meet DoCS' responsibilities in reporting to oversighting bodies
- > introduced consultation and review points in the internal audit process to ensure sponsoring Executives are maximising return from the audit process
- > completed first of a two stage Risk Assessment Framework for the Department on which the three year Internal Audit Plan and the Strategic Business Assurance Plan will be based
- > submitted proposed Departmental Privacy Code of Practice to the Privacy Commissioner
- > sponsored the Ninth Australasian Conference on Child Abuse and Neglect that attracted over 1,000 delegates
- > sponsored the successful completion by ten young people in out-of-home care of the third Give IT a Go program
- > initiated the DoCS/Ombudsman regional presentations
- > led the negotiations toward completion of a Memorandum of Understanding between DoCS, the

Coroner, the Children's Commissioner and the Children's Guardian

- > implemented a child death review mechanism that ensures reports are comprehensive and produced on time
- > formed the Child Protection Senior Officers Group to address the Child Death Review Team whole-of-government recommendations
- > completed the Fraud Prevention Strategy and Guidelines for non-government organisations, distributed to DoCS funded agencies and through DoCS website
- > made significant progress on implementation of DoCS complaint handling system with draft policies currently the subject of consultation
- > established a system to ensure the Minister and the Director General are informed monthly of the progress of contentious Ombudsman matters, child deaths and allegations against employees.

Gül Izmir

Executive Director, Economics, Research & Information

SES Level 5

1 October 2003 to 30 June 2004

Key achievements over the period were:

- > led and managed the establishment of the Economics Unit
- > commenced work to promote better understanding of the economic benefits of DoCS' programs, finalised a literature review and initiated a database of benefit assessments

- > provided economic analyses for Children's Services Regulations, intercountry adoptions reform, Outside School Hours Regulation
- > developed, refined and maintained Resource Allocation Models, service costing models and other economic models as required by key corporate projects.
- > established and chaired the Preschool Funding Review Advisory Committee and led the development of a funding model
- > developed and implemented the Research Agenda, including development of a literature review on Early Intervention Program and holding seminars with key international experts, and provided effective support to the Research Advisory Council
- > provided statistical analyses for a number of key corporate projects (Early Intervention Program, JJRT operations etc) and provided statistical data for external requests
- > commenced a review of DoCS' internal and external reporting systems and performance indicators
- > finalised the project scope for the Corporate Information Warehouse and developed the request for proposal
- > undertook a review of data quality, established and chaired an Information Quality Management Steering Committee and developed an Information Quality Management Framework
- > developed and implemented guidelines for economic evaluation, research and statistical services and commenced work on evaluation guidelines for DoCS.

Appendix 4 Policies and plans

Equal Employment Opportunity (EEO) Outcomes, Achievements and Strategies

As at end June 2004, 2,816 persons were employed by DoCS including both full time and part time employees. This equates to 2,566.3 in full time equivalent terms. Over 2,350 staff were employed in regions. Around 81 per cent of staff were female and 19 per cent male. There were 187 Aboriginal identified positions of which 159 were involved in direct service delivery.

During 2003/04, DoCS' equity and diversity strategies in 2003/04 focussed on the recruitment, resourcing and support of multicultural and Aboriginal staff.

During the year, all multicultural positions were identified in DoCS new HR information system (SAP HR). There are 51 identified Multicultural Caseworker positions across the Department, with the Multicultural Services Unit undertaking a review to further enhance this program.

To recruit staff across DoCS that reflect the cultural profile of clients, DoCS has advertised caseworker positions to potential applicants through ethnic media and electronic networks.

The Multicultural Staff Reference Group (MSRG) met quarterly to monitor implementation of DoCS' Ethnic Affairs Priorities Statement (EAPS) Plan 2003/04. The MSRG provided advice on

recruitment of and support for culturally diverse staff, and delivery of services to culturally and linguistically diverse clients.

The Skillmax program continued to be promoted across the Department.

In November 2003 a Multicultural Staff Conference was attended by over 100 staff.

The Community Language Allowance Scheme (CLAS) has been actively promoted across DoCS. As at March 2004, 35 staff received the CLAS Allowance, with a additional 30 staff nominated to be tested for CLAS in June 2004.

Registers were also updated of DoCS multicultural and Aboriginal staff who have received selection techniques training and are available for selection panels.

The Aboriginal Reference Group and the Spokeswomen's Group continued to meet regularly during the year and provided forums for consultation, networks for staff support and contributions to planned business activities.

Funding was obtained funding from the NSW Premier's Department for an Aboriginal Employment in Practice Program to boost Aboriginal employment.

A network e-mail group of all Aboriginal staff (self-identified) was also set up to disseminate information about specific Aboriginal programs and activities.

Systems were implemented to monitor Aboriginal identified positions to monitor vacancy rates and potential recruitment and retention issues at specific locations.

A pilot Indigenous Cadetship Program was also developed utilising funding and assistance from the Premier's Department Aboriginal and Torres Strait Islander Cadetship Program.

Targeted advertising in Indigenous media was used during bulk recruitment for Aboriginal caseworkers, attracting over 100 applicants from across NSW.

The Aboriginal Services Branch has also been established to address issues of services delivery, policy and employment for Indigenous staff and clients.

Indigenous cultural awareness training being implemented for DoCS Executive.

Representation of EEO Groups

Trends in the Representation of EEO Groups

EEO Group	Benchmark or Target	% of Total Staff			
		2001	2002	2003	2004
Women	50%	73%	77%	80%	81%
Aboriginal people and Torres Strait Islanders	2.0%	2.0%	3.7%	5.0%	5.6%
People whose first language was not English	20%	15%	21%	21%	20%
People with a disability	12%	10%	9%	9%	12%
People with a disability requiring work-related adjustment	7%	3.8%	4.3%	4.0%	3.0%

Trends in the Distribution of EEO Groups

EEO Group	Benchmark or Target	Distribution Index			
		2001	2002	2003	2004
Women	100	98	89	88	89
Aboriginal people and Torres Strait Islanders	100	103	101	102	102
People whose first language was not English	100	101	97	100	99
People with a disability	100	98	99	97	98
People with a disability requiring work-related adjustment	100	105	98	100	98

Notes:

1. Staff numbers are as at 30 June
2. Excludes casual staff
3. A Distribution Index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels. The Distribution Index is automatically calculated by the software provided by ODEOPE.
4. The Distribution Index is not calculated where EEO group or non-EEO group numbers are less than 20.

Action Plan for Women

DoCS worked to reduce violence against women and children through a range of strategies including:

- > DoCS' Domestic Violence Line, which provides telephone information and referral for victims of domestic violence 24 hours per day 7 days a week, via a 1800 number. This service is staffed by women and operated at a cost of \$1.1 million in 2003/04. In 2003/04 the Domestic Violence Line extended its focus to include a trial of telephone follow-up and support for consenting domestic violence victims from Burwood and Kogarah local area commands and information and referral as part of the Same Sex Domestic Violence Campaign.
- > DoCS Helpline, where an estimated 25 per cent of reports of concern about children and young people at risk of harm had domestic violence as a factor.
- > NSW Strategy to Reduce Violence Against Women (VAW), which is coordinated by the Attorney General's Department. DoCS is partner to the Strategy as are NSW Police, Health, Housing and Education. In 2003/04 DoCS allocated \$524,982 to the Strategy. Strategy outcomes for 2003/04 included:
 - Continued employment of 17 Regional Violence Prevention Specialists (RVPS), who are located across NSW. DoCS is the host agency for five RVPS located in Wollongong, Orange, Queanbeyan, Penrith and Bourke. As part of its

host agency responsibilities, DoCS provides supervision, office accommodation, and vehicles. Each of these regional specialists focus on issues related to violence against women, and have developed resources, supported vulnerable communities, improved criminal justice responses, and conducted research.

Launched the *Violence Excluded* research report in May 2004. This research was based on the principle of improving choices for women leaving a domestic violence situation, including exclusion of the perpetrator from the family home. A pamphlet that provided information about exclusion orders was developed as part of the research.

Presented the evaluation of the NSW Pilot Perpetrator Program, which was conducted by Urbis Keys Young, to the Cabinet Office in May 2004.

Implemented the Enhancing Service Provision for Aboriginal Women project in Wellington and Bega, with DoCS providing \$75,000 towards the total cost of this one off project.

- > Accommodation and support: Over 130 SAAP funded services and projects were funded at a total cost of \$36.5 million in 2003/04. This included 70 women's refuges that provided crisis accommodation and support to single women, as well as women with children. Ten of these provided support specifically to Indigenous women and their children.

- > Research: Funded research to document how women who leave a relationship where there is domestic violence can remain safely in their own home with their children, whilst the violent partner moves out. This is currently being finalised by the Australian Domestic and Family Violence Clearinghouse at the University of NSW, with \$8,860 in SAAP funds.
- > Community Services Grants Program (CSGP): Four community based projects specifically developed to intervene in domestic violence issues were funded through the CSGP totalling \$195,908. These projects were located in Richmond, Ulladulla, Nowra, and Cobar. Some 195 Family Support Services were also funded through the CSGP, providing support for children, young people, individuals and families to enhance their independence, safety, self-esteem and quality of life. An estimated 40 per cent of clients seen by family support services experienced domestic violence. With total funding of \$21.2 million from DoCS in 2003/04 to family support services, an estimated \$8.47 million would have been directed towards assisting families experiencing domestic violence.
- > Domestic Violence Teams: Two domestic violence teams, auspiced by DoCS but joint DoCS / Police projects, are located in Wyong and Bankstown. They aim to break the cycle of domestic violence in families, and were funded through Community Solutions and Crime Prevention funding for a total \$772,000 in 2003/04.

Ethnic Affairs Priorities (EAP) Statement

DoCS is identified as a key agency under the *NSW Community Relations Commission and Principles of Multiculturalism Act 2000*. This report outlines progress that DoCS has made in implementing its Ethnic Affairs Priorities Statement (EAPS) Plan in 2003/04, and key ethnic affairs strategies proposed for 2004/05.

Planning and Evaluation

DoCS' Multicultural Services Unit coordinates DoCS' EAPS planning and reporting. During 2003/04 EAPS planning was integrated with the Department's corporate planning and reporting processes, which will help inform development of business plans by Directorates.

The EAPS Plan for 2004/05 was developed with input from all DoCS Directorates and business units responsible for implementing strategies under the plan. DoCS external and internal stakeholder forums also provided input.

Research continues to be a key focus. Material on child protection needs and service delivery to culturally diverse clients has been collected by the Multicultural Services Unit. DoCS Centre for Parenting and Research have included priorities for culturally and linguistically diverse clients in DoCS research agenda.

We are working with the University of New England on a study of parental empathy and neglect, which includes a cohort of Arabic families. The University of Western Sydney is completing research for DoCS on childcare services and participation with parents from culturally diverse backgrounds. A proposed longitudinal study of children in care will also consider issues of cultural diversity.

Evaluation of early intervention programs in culturally diverse communities was identified as a significant gap in a literature review of early intervention programs.

During the year significant data on culturally and linguistically diverse clients, proxy data and population data was collected. The Department has assessed data collection on clients' language and culture through its new KiDS client data system and collated some previously existing data. Proxy data on ethnicity by area of residence has been drawn from the Departments of Education and Juvenile Justice. Population data on language other than English spoken at home has been drawn from the 2001 Census, and Commonwealth Department of Immigration figures on new migrant and refugee arrivals by country of birth.

This data has supported DoCS planning of services including establishment of the Early Intervention Program, recruitment of new Child Protection Caseworkers to include culturally diverse applicants, and Community Language Assistance Scheme (CLAS) staff nominations. Regional profiles of populations and clients by language and culture have supported planning by regions.

Program and Service Delivery

NSW child protection legislation requires DoCS to take account of the culture, language and religion of the child or young person in all decisions or action taken under legislation. Through consultation, data analysis and research, DoCS is developing services and programs which meet the needs of culturally diverse communities.

DoCS consults at a state level through quarterly meetings and communication with its Ethnic Affairs Advisory Group, made up of external stakeholder representatives who provide advice on the implementation of EAPS strategies.

Internally, consultation occurs at a state level quarterly via Multicultural Staff Reference Group meetings.

Multicultural Advisory Committees are in place in the Metropolitan Central, Metropolitan West and Hunter regions. These include external stakeholders who advise on regional planning and service delivery. DoCS also participates in regional consultative forums addressing cultural diversity issues.

The Multicultural Services Unit has been concerned to ensure information is available to meet the special needs of refugees, victims of torture and trauma, and newly arrived communities, as well as to meet Caseworkers requests for information. As a result, information is being collected on the child protection and family support needs of the Sudanese community.

During the year resources and information for staff were developed to ensure they support good practice in service delivery to clients of diverse language backgrounds. This included the draft of a guide for working with culturally and linguistically diverse communities.

DoCS supports the Arabic Youth Partnership. Through this partnership, funding has been provided for an Arabic Parent Line to provide information and advice to parents in Arabic. The Arabic Intensive Family Support Project also received funding to provide support to families in crisis. The Gateways program provided case management for Arabic-speaking students at risk of being suspended, and the School Transition project supported Arabic-speaking students moving from primary to Condell Park High School.

In 2004, \$4.5 million new funding was provided over three years for the Pacific Youth Strategy to strengthen Pacific Island communities in NSW. The Pacific

Appendices

Education Resource Exchange (PERX), launched in May 2004, provides intensive support to 250 students and 100 families to improve students' outcomes in twelve schools in Canterbury/ Bankstown. In Mt Drutt, a Pacific Islands Project Officer is employed to develop programs for Pacific Island communities, funding has been provided to establish the Samoan Community Support Service, and *A Tagata Moana* Pacific Islander youth magazine was produced.

DoCS Muslim Foster Care Program places children in foster care where their language, cultural identity and religion are preserved, and increased its capacity during the year by six to twenty seven foster carers. DoCS Metro West Region provided ongoing training and support for seven Turkish carers in 2003/04, and has six new Turkish carers organised for training. DoCS is currently examining recruitment of foster carers from other key communities, and has formed a Pacific Foster Care Steering Committee.

Staffing

The Multicultural Services Unit of DoCS was fully established in 2003/04, with four positions including a team manager. The unit's role is to develop and drive multicultural policy and initiatives in DoCS, to co-ordinate EAPS planning and strategies, and support policy directorates, managers and staff so that services are responsive to the needs of culturally diverse clients.

There are 51 identified Multicultural Caseworker positions in DoCS. The primary role of these positions is to provide child protection casework which is linguistically and culturally appropriate to the needs of clients. Staff in identified positions are recruited on the basis of local language and cultural needs. One of

these positions, based at Auburn, works specifically with unattached refugee minors. The Multicultural Services Unit has undertaken a review to enhance this program.

To recruit staff across DoCS that reflect the cultural profile of clients, DoCS advertised caseworker positions in ethnic media and electronic networks.

A register of DoCS multicultural staff who have received selection techniques training and are available for selection panels has also been established.

A one-day training module on working with families with culturally and linguistically diverse backgrounds is delivered to all new DoCS caseworker staff as part of entry level training, and will also be made available to existing DoCS staff. This training meets best practice in developing participants' cultural awareness, knowledge and skills.

A multicultural staff conference was held in November 2003. Attended by over 100 staff, the conference aimed to develop staff competency and knowledge on delivery of services to culturally diverse clients.

As at March 2004, 35 staff received the Community Language Allowance Scheme (CLAS), which means they have basic level competency in a language other than English and are available to assist staff in simple communication with clients who do not speak English well. A current list of CLAS staff is maintained on the DoCS' intranet. Thirty additional staff has been nominated to be tested and registered for CLAS in June 2004 - the highest number of CLAS nominees for any government agency.

Communication

Strategies for providing access to its services and communicating with clients whose first language is not English include producing written information in community languages, and using language resources including interpreters, CLAS recipients and bi-lingual staff.

During 2003/04, key information brochures on DoCS services and child abuse and neglect were produced in six community languages: Arabic, Chinese, Croatian, Macedonian, Turkish and Vietnamese. These were available in print and on DoCS website. A poster and brochure promoting the Supporting Children With Additional Needs Program, which provides extra assistance to culturally diverse children in children's services, were also distributed in these languages. Over 10,000 copies of the Arabic Parenting Magazine were reprinted due to community demand, and 1000 Vietnamese language versions of the booklet *Understanding Family Drug Issues* were distributed.

DoCS has committed to producing additional written resources in the six community languages already targeted, plus three additional languages: Tongan, Samoan and Fijian.

On-site or telephone interpreters are used by DoCS workers as required for communication with clients who do not speak English well. Information is available to DoCS staff via the intranet on how to obtain and work with interpreters, and a contact list of staff receiving the CLAS.

Multicultural Caseworker positions also have relevant language skills.

Funded Services

Within its programs that purchase services, DoCS recognises the special needs of communities and families from culturally and linguistically diverse

backgrounds. Service specifications include provision to identify target groups by ethnicity, and outcomes for all client groups including those from culturally diverse backgrounds. Expression of interest require service providers to demonstrate an understanding of the cultural profile of the local community, and capacity to deliver culturally appropriate services.

A range of new projects targeted to culturally diverse clients have been funded, mainly through the Families First and Early Intervention programs. New projects funded in 2003/04 include:

- > Redfern-Waterloo Family Support Service for culturally diverse families
- > Multicultural Family Support Worker for Blacktown area
- > Family Support Workers for newly arrived migrants, refugees and Temporary Protection Visa Holders (TPVs) in the Parramatta and Auburn areas
- > Multicultural Families First worker on the Central Coast, resourcing long term parenting support services
- > Community education project for new and emerging communities on family violence, through Blacktown Migrant Resource Centre
- > St George Families First Community Capacity Building Project, through St George Migrant Resource Centre
- > Perinatal services in Blacktown and Parramatta to assist culturally diverse families
- > Early Childhood Intervention Mobile PlayVan targeting culturally diverse families in Auburn/Holroyd
- > Chinese rural mothers' group
- > Multicultural Children's Services video.

EAPS Priorities for 2004/05

The following key ethnic affairs strategies have been proposed under the Department's EAPS Plan for 2004/05:

Planning and Evaluation

- > DoCS will align its ethnic affairs policy framework with its Corporate Plan, and place this framework on the DoCS website
- > Language and culture data will continue to be collated on DoCS' clients and communities, and provided to regions to inform planning and service delivery
- > Research priorities for culturally diverse communities will be included in the research agenda of the Centre for Parenting and Research

Program and Service Delivery

- > Early Intervention Program funding and service delivery will be informed by data on clients' language and culture, and information on community needs
- > Additional culturally appropriate out-of-home care placement options will be developed for culturally diverse children and young people in care
- > Projects under the Pacific and Arabic Youth Partnerships, where DoCS is the lead agency, will be implemented

Staffing

- > The Multicultural Caseworker Program of fifty one identified positions will be reviewed and enhanced
- > The contact list for Community Language Assistance Scheme (CLAS) recipients will be updated to include newly-accredited DoCS recipients
- > A Multicultural Staff Conference will be held to enhance staff skills, competency and operational effectiveness, and provide information that informs policy and practice
- > All new DoCS Caseworkers will receive cross cultural competency training

Communication

- > DoCS electronic written resources for staff on service delivery for culturally diverse clients will be updated and made available on the Department's intranet
- > Key DoCS written resources will be produced in additional languages, and made available in print and the internet
- > Department policy and practice guidelines on the use of interpreters and other language services will be reviewed and enhanced

Funded Services

- > The issue of interpreter service provision for clients of DoCS-funded purchased services will be addressed
- > DoCS' Multicultural Services Unit will provide input to the Purchasing Reform Process, including development of client components of service agreements and data collection

Disability Action Plan

DoCS *Disability Plan 2004/08* has been developed in conjunction with DoCS' Corporate Plan 2004/08 and will be reported against annually.

The goals of the plan are to:

- > know more about how we can make the services provided, funded or licensed by DoCS more accessible to people with disabilities
- > actively involve people with disabilities in shaping the services DoCS provides to them, both personally and across our service system
- > employ more people with disabilities in DoCS
- > celebrate the contribution people with disabilities make to our communities.

As a government service provider, DoCS has a particular responsibility to ensure we provide services within the community. We do this by:

- > providing services for people with complex and high support needs
- > operating services where suitable community agencies do not exist
- > providing our professional expertise to deliver the best client outcomes.

DoCS has put in place a number of actions for people with disabilities:

- > enhancing our capacity to care for children and young people with complex needs, many of whom have physical or intellectual disabilities as well as behavioural issues
- > implementation of a Performance Management System which outlines the support required for employees with intellectual disabilities

- > several DoCS offices have moved or are moving into new accommodation
- > provisions for clients and staff including:

Wheel chair access to the Head Office foyer from the car park and street, parking and toilets for people with disabilities, and lifts with rails and Braille numbers for each level. Door handles and security access readers have been located low to provide for users in wheelchairs.

Space accommodation tables for CSCs and JIRT offices, with office designs user-friendly for people with disabilities as well as parents with young children. *Disability Discrimination Act (DDA)* requirements have been included.

DoCS has also developed new accommodation standards to be implemented statewide for all future offices and fitouts. Non-compliant properties will be identified as part of the Total Asset Management Strategy and will be reviewed with the option to vacate or upgrade to comply with current DDA and OHS requirements.

Appendix 5 Freedom of information

Statistics relating to the NSW Freedom of Information Act 1989

	Personal	Other	Total
FOI requests			
New (including transferred in)	272	20	292
Brought forward	11	1	12
Total to be processed	283	21	304
Completed	250	13	263
Transferred out	2	0	2
Withdrawn	11	5	16
Total processed	263	18	281
Unfinished	21	4	25
Result of FOI Requests			
Granted in full	25	3	28
Granted in part	192	7	199
Refused	33	3	36
Deferred	0	0	0
Completed	250	13	263
No. of requests requiring consultation (issued)	36		
No. of formal consultations	-	-	42
Results of amendment request			
Result of amendment - agreed	-	-	0
Result of amendment – refused	-	-	0
Total	-	-	0
Notation of personal records – no. of requests	-	-	0
Requests granted in part or refused			
Section 19 (application incomplete, wrongly directed)	0	0	0
Section 22 (deposit not paid)	0	0	0
Section 25 (1) (a1) (diversion of resources)	0	0	0
Section 25 (1) (a) (exempt)	203	7	210
Section 25 (1) (b), (c), (d) (otherwise available)	0	0	0
Section 28 (1) (b) (document not held)	18	3	21
Section 24 (2) - (deemed refused, over 21 days)	1	0	1
Section 31 (4) (released to medical practitioner)	0	0	0
Costs and fees of requests processed*			
Assessed costs			\$6,585
Fees received			\$6,528
Discounts allowed			
Public interest	0	1	1
Financial hardship – Pensioner / child	111	1	112
Financial hardship – Non-profit organisation	1	4	5
Total	112	6	118
Significant correction of personal records	0	1	1

Appendices

FOI requests	Personal	Other	Total
Days to process			
0 – 21 days	195	4	199
22 – 35 days	30	6	36
Over 35 days	25	3	28
Total processed	250	13	263
Processing time			
0 – 10 hours	66	5	71
11 – 20 hours	165	5	170
21 – 40 hours	16	1	17
Over 40 hours	3	2	5
Total processed	250	13	263
Reviews and appeals			
Number of internal reviews finalised	3	-	3
Number of Ombudsman reviews finalised	0	-	0
Number of ADT reviews finalised	1	-	1
Internal review details – grounds on which review requested**			
Upheld:			
Access refused	0	0	0
Deferred	0	0	0
Exempt matter	3	2	5
Unreasonable charges	0	0	0
Charge unreasonable incurred	0	0	0
Withdrawn	0	0	0
Total upheld	3	2	5
Varied:			
Access refused	0	0	0
Deferred	0	0	0
Exempt matter	1	1	2
Unreasonable charges	0	0	0
Charge unreasonable incurred	0	0	0
Withdrawn	0	0	0
Total varied	1	1	2

Note: All data is for the period 1 July 2003 and 30 June 2004 inclusive.

* Does not include costs and fees for unfinished requests

** Relates to whether or not the original agency decision was upheld or varied by the internal review.



FOI Statement of Affairs

1. Structure and functions of the Department

The Department's structure and functions are described in this Annual Report. Contact details are included in this Statement of Affairs.

2. Effect of the Department's functions on members of the public

DoCS assist thousands of people, often over long periods of time. We:

- > help, protect and care for children and young persons and support their families
- > provide and monitor care and support for children and young persons who can't live with their families
- > provide and regulate adoption services
- > help people who have separated from their families trace their records
- > fund and regulate children's services
- > meet the basic welfare needs of people affected by natural and other disasters

We are responsible for administering legislation listed in Appendix I of this Annual report.

3. Arrangements for public participation in policy formation

DoCS is committed to a policy of consultation with clients and community partners. These include funded services, service providers, local government and other NSW Government agencies. Any member of the public may participate in our policy formation by writing to the Director-General with suggestions or raising issues that concern them or the community. Various forums have also been established with this as one of their aims.

4. Description of the kinds of documents held by the Department

Policy documents: DoCS has policy documents in a number of program areas. These include children's services, out-of-home care and adoption.

File management: Documentation and records concerning DoCS' work are held on departmental files. We create files in the areas of child protection, out-of-home care, foster care, family case work, family work files, adoption and children's services. DoCS also creates files for documents concerning its management, organisation and administrative responsibilities including disaster welfare and policy development.

Electronically stored records: DoCS holds information electronically concerning client case management, adoption, children's services, grants to community services and organisations, correspondence received and the location of departmental files, children's employment and feedback from clients.

File storage: DoCS retains records and a large number of documents are permanently retained. When a matter is no longer active the documents are retained at the NSW Government Records Repository. Information is disposed of in accordance with authorised Government disposal recommendations.

Brochures and booklets: DoCS produces brochures and booklets on various aspects of its operations and a list of some of these documents is available on the DoCS' website (www.community.nsw.gov.au).

5. Access arrangements, procedures and points of contact

A list of current documents, where they may be obtained and any charge is provided in the Summary of Affairs on DoCS' website (www.community.nsw.gov.au).

Members of the public who propose to access a document through a departmental unit are advised to telephone the unit prior to making a personal visit. This is to ensure that the document is made available for inspection.

Procedure for lodging an application under the *FOI Act*

All applications under the *Freedom of Information Act 1989* for either access to documents or the amendments of records held by us are required to:

- > be in writing (application form available on the website)
- > contain information to allow identification of the relevant document/s
- > specify that the application is made under the *FOI Act*
- > be accompanied by the appropriate application fee
- > specify an address in Australia to which notices under the Act should be sent.

FOI Unit contact details

Freedom of Information Unit
Department of Community Services
Locked Bag 28
Ashfield NSW 1800
Phone: (02) 9716 2222
Facsimile: (02) 9716 2677

FOI applications may be mailed to the above address or lodged at any of our Community Services Centres.

If you are seeking documents relating to your personal affairs, proof of your identity may be required.

Consent is required from a client being represented by a solicitor and from a non-custodial parent seeking information on a custodial parent or a child who is 10 years of age or more.

If you apply on behalf of another person for documents relating to their personal or business affairs, we will ask you to submit in writing the consent of that person or a duly empowered representative of that business for the release to you of that information.

Forms of access

The *FOI Act* specifies that an applicant may be given one form of access to a document. Forms of access include:

- > copy of the document/s
- > inspection of the document/s
- > arrangements for audio or visual presentation of information so recorded
- > written transcript of a recorded document
- > written copy of words recorded in shorthand or encoded form
- > a reproduced written document (eg from electronic storage).

Fees

The FOI Unit requires the application fee to be paid before any processing of the application begins. Our schedule of FOI application fees and processing charges is:

Schedule of fees & charges

Nature of application	Application fee	Processing charge
Access to documents by persons about their personal affairs	\$30.00	\$30.00 an hour (after first 20 hours work)
All other requests (not amendments)	\$30.00	\$30.00 an hour (after first hour)
Internal review (not amendments)	\$40.00	Nil
Amendments of records	Nil	Nil

Where a personal application will involve more than 20 hours work, an assessment will be made of the additional processing hours required to complete the application. Before incurring additional charges, applicants will be asked to provide additional processing charges or modify the scope of their application.

A 50 per cent reduction in the application fee and processing charges may be available if the applicant:

- > demonstrates to our satisfaction that they hold a Pensioner Health Benefit Card or are in receipt of an equivalent or lower income, or is a person under 18 years of age
- > demonstrates to our satisfaction that its organisation is under financial hardship or is a non-profit organisation
- > is seeking information that does not concern their personal affairs and is able to demonstrate to our satisfaction that providing access to such information is in the public interest
- > is a person for whom the Minister had parental responsibility (formerly known as a ward) and requires information under the *FOI Act* that directly relates to them.

Correction or amendment of records

The *FOI Act* provides members of the public with an opportunity to request changes to their personal records where these records are considered to be incorrect, incomplete, misleading or out of date. Applications for amendment of records must:

- > indicate the respect to which the information contained in our document is claimed to be incorrect, incomplete, out of date or misleading
- > specify in the application that the information contained in our document is incomplete or out of date
- > be accompanied by such information as is necessary to support the claim of inaccurate information and so allow our records to be completed or updated.

Processing applications

The *FOI Act* requires us to deal with all applications for access or amendment as soon as practicable and in any case within 21 days of receipt. Where consultation with other parties is required or the file has to be obtained from State Archives an extension of a further 14 days applies.

Further Advice and Information about Freedom of Information

Two brochures on FOI produced by the NSW Premier's Department are available from any of our Community Services Centres or our FOI Unit. The brochures are entitled *Guidelines for using FOI in NSW* and *Review and Appeals*.

Appendices

Appendix 6 Overseas visits

Overseas Visits

Officer	Destination(s)	Period	Purpose
Mary Griffin Director, Adoption and Permanent Care Services	Chile Bolivia Colombia Costa Rica	February 2004	<ul style="list-style-type: none">> Re-establish intercountry adoption arrangement with Bolivia> Investigate demand in Chile and Costa Rica for Australian adoptive parents> Reinforce program established with Colombia and discuss significant issues with the Colombian Central Authority



Appendix 7 Waste reduction and purchasing policy disclosure

Waste reduction and purchasing policy disclosure

Region	Reams of virgin paper purchased	Amount \$	Reams of recycled paper purchased	Amount \$	Amount of paper sent for recycling in kilos	Amount of paper sent to landfill in kilos
Central Office	1	8	12,102	64,053	8,000	-
Hunter	4,212	23,166	-	-	550	-
Metro North	2,248	12,183	-	-	-	-
Metro South East	3,100	89,900	-	-	7,000	3,500
Metro South West	3,966	25,657	-	-	15,621	2,654
Metro West	5,969	35,579	50	265	35,796	-
Northern	4,680	26,237	150	835	4,079	-
Southern	1,056	7,159	-	-	7,536	73
Western	4,333	23,633	172	910	-	-
Total	29,565	243,522	12,474	66,063	78,582	6,227

Region	New toner cartridges purchased	Amount \$	Re-manufactured toner cartridges purchased	Amount \$
Central Office	447	71,224	-	-
Hunter	115	23,000	29	2,900
Metro North	262	28,800	41	3,103
Metro South East	140	3,160	195	27,300
Metro South West	108	15,823	21	2,159
Metro West	176	23,044	60	7,605
Northern	133	19,426	123	11,116
Southern	77	13,842	44	5,553
Western	-	-	-	-
Total	1,458	198,319	513	59,736

Appendix 8 Government energy management policy

DoCS has retained the services of the NSW Department of Commerce to assist in monitoring and reporting on energy consumption.

DoCS is continuing the extension of four cylinder vehicles for the metropolitan areas and LPG vehicles for the country areas. This policy is being maintained as part of its strategy in the reduction of the amount of energy used.

Appendix 9 Privacy and Personal Information

The *Privacy and Personal Information Protection Act 1998* requires each public sector agency to include a statement of compliance with the Act and statistical details of any reviews conducted under Part 5 of the Act.

A revised *Privacy Code of Practice*, taking into account the changes in DoCS structure and functions, was submitted to the Privacy Commissioner in April 2004.

During the reporting period two Internal Reviews under Part 5 of the Act were conducted.

Appendix 10 Child Employment

The Children's Employment Unit (CEU) fulfils both statutory child protection and licensing roles, monitoring the welfare of children and young persons who are employed in the entertainment industry. The Children's Employment Unit was transferred to the Office of the Children's Guardian on 12 January 2004.

The following is a summary of the revenue raised and the applications processed during the period of the year for which DoCS was responsible for the Unit.

CEU Revenue, 2003/04 (July 2003 to January 2004)

Income from authority fees (Inc. 10% GST)

Total	\$57,041.16 (\$98,415 in 2002/03)
-------	-----------------------------------

CEU Applications Processed (July 2003 to January 2004)

Type of application	Number
Annual authorities, applications/renewals	39
Monthly authority applications	27
Authorities upgraded from 1 to 12 months	5
Charity authorities issued (no fee levied)	4
Exempt Authorities issued (no fee levied)	0
Total applications/renewals processed (141 in 2002/03)	75
Number of first time applicants for this period	23

Financial Statements

For the year ended 30 June 2004





GPO BOX 12
SYDNEY NSW 2001

INDEPENDENT AUDIT REPORT

Department of Community Services

To Members of the New South Wales Parliament

Audit Opinion

In my opinion, the financial report of the Department of Community Services:

- (a) presents fairly the Department of Community Services' financial position as at 30 June 2004 and its financial performance and cash flows for the year ended on that date, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia, and
- (b) complies with section 45E of the *Public Finance and Audit Act 1983* (the Act).

My opinion should be read in conjunction with the rest of this report.

The Director-General's Role

The financial report is the responsibility of the Director-General of the Department of Community Services. It consists of the statement of financial position, the statement of financial performance, the statement of cash flows, the program statement - expenses and revenues, the summary of compliance with financial directives and the accompanying notes.

The Auditor's Role and the Audit Scope

As required by the Act, I carried out an independent audit to enable me to express an opinion on the financial report. My audit provides *reasonable assurance* to members of the New South Wales Parliament that the financial report is free of *material* misstatement.

My audit accorded with Australian Auditing and Assurance Standards and statutory requirements, and I:

- evaluated the accounting policies and significant accounting estimates used by the Director-General in preparing the financial report, and
- examined a sample of the evidence that supports the amounts and other disclosures in the financial report.

An audit does *not* guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial report or indicate that the Director-General had not fulfilled his reporting obligations.

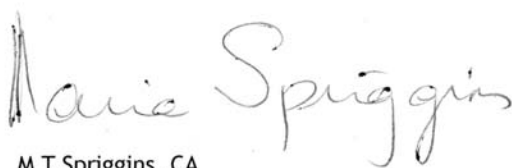
My opinion does *not* provide assurance:

- about the future viability of the Department of Community Services,
- that the Director-General has carried out its activities effectively, efficiently and economically,
- about the effectiveness of its internal controls, or
- on the assumptions used in formulating the budget figures disclosed in the financial report.

Audit Independence

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements. The Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- mandating the Auditor-General as auditor of public sector agencies but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office are not compromised in their role by the possibility of losing clients or income.



M T Spriggins, CA
Director of Audit

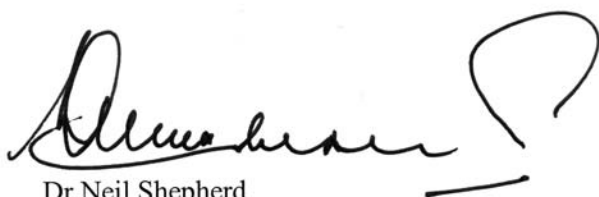
SYDNEY
1 October 2004

Statement by Departmental Head

**DEPARTMENT OF COMMUNITY SERVICES
YEAR ENDED 30 JUNE 2004
STATEMENT BY DEPARTMENTAL HEAD**

Pursuant to Section 45F of the Public Finance and Audit 1983, I state that:

- a) the accompanying financial statements have been prepared in accordance with the provisions of the Public Finance and Audit Act 1983, the Public Finance and Audit Regulation 2000 (as applicable), the Financial Reporting Code for Budget Dependent General Government Sector Agencies and the Treasurer's Directions;
- b) the statements exhibit a true and fair view of the financial position and transactions of the department; and
- c) there are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.

A handwritten signature in black ink, appearing to read 'Neil Shepherd', with a large, stylized flourish at the end.

Dr Neil Shepherd
DIRECTOR-GENERAL

Statement of Financial Performance

For the year ended 30 June 2004

	Notes	Actual	Budget	Actual
		2004 \$'000	2004 \$'000	2003 \$'000
Expenses				
Operating expenses				
Employee related	2(a)	209,547	202,745	179,505
Other operating expenses	2(b)	91,616	78,525	82,869
Maintenance		1,319	1,679	3,049
Depreciation and amortisation	2(c)	11,848	11,000	9,751
Grants and subsidies	2(d)	542,317	542,680	494,644
Total Expenses		856,647	836,629	769,818
Less:				
Retained Revenue				
Sale of goods and services	3(a)	13,970	5,320	44,237
Investment income	3(b)	1,111	912	437
Retained taxes, fees and fines	3(c)	365	-	304
Grants and contributions	3(d)	11,102	7,937	7,124
Other revenue	3(e)	3,356	-	3,785
Total Retained Revenue		29,904	14,169	55,887
(Gain)/Loss on disposal of non-current assets	4	(1,573)	(1,796)	1,947
Net cost of services		825,170	820,664	715,878
Government Contributions				
Recurrent appropriation	5	784,885	786,272	674,051
Capital appropriation	5	14,913	14,913	20,761
Acceptance by the Crown Entity of employee benefits and other liabilities	6	22,968	19,818	20,109
Total Government Contributions		822,766	821,003	714,921
Surplus / (deficit) for the year from ordinary activities		(2,404)	339	(957)
Surplus/(deficit) for the year		(2,404)	339	(957)
Non-owner transaction changes in equity				
Net increase in asset revaluation reserve		3,457	-	15,777
Total revenues, expenses and valuation adjustments recognised directly in equity		3,457	-	15,777
Total changes in equity other than those resulting from transactions with owners as owners	14	1,053	339	14,820

The accompanying notes form part of these statements

Statement of Financial Position

As at 30 June 2004

	Notes	Actual	Budget	Actual
		2004 \$'000	2004 \$'000	2003 \$'000
Assets				
Current Assets				
Cash	8	12,129	23,368	25,115
Receivables	9	11,189	9,963	10,013
Other		1,752	1,855	1,855
Total Current Assets		25,070	35,186	36,983
Non-Current Assets				
Property, Plant and Equipment	10			
Land and Buildings		71,716	69,331	66,844
Plant and Equipment		36,632	29,000	31,148
Total Property, Plant and Equipment		108,348	98,331	97,992
Total Non-Current Assets		108,348	98,331	97,992
Total Assets		133,418	133,517	134,975
Liabilities				
Current Liabilities				
Payables	11	11,183	22,693	24,490
Provisions	12	17,191	7,977	7,977
Other	13	1,387	-	-
Total Current Liabilities		29,761	30,670	32,467
Non-Current Liabilities				
Provisions	12	1,387	1,291	1,291
Total Non-Current Liabilities		1,387	1,291	1,291
Total Liabilities		31,148	31,961	33,758
Net Assets		102,270	101,556	101,217
Equity				
Reserves	14	47,851	44,394	44,394
Accumulated funds	14	54,419	57,162	56,823
Total Equity		102,270	101,556	101,217

The accompanying notes form part of these statements

Statement of Cash Flows

for the year ended 30 June 2004

	Notes	Actual	Budget	Actual
		2004 \$'000	2004 \$'000	2003 \$'000
Cash flows from operating activities				
Payments				
Employee related		(189,800)	(188,455)	(173,066)
Grants and subsidies		(596,548)	(578,977)	(529,834)
Operating related expenses		(108,968)	(94,112)	(95,863)
Total Payments		(895,316)	(861,544)	(798,763)
Receipts				
Sale of goods and services		15,642	5,320	72,199
Retained taxes, fees and fines		365	-	304
Interest received		767	962	506
GST Recoveries		56,928	45,775	51,458
Other		12,727	8,507	9,563
Total Receipts		86,429	60,564	134,030
Cash Flows from / (to) Government				
Recurrent appropriation		786,272	786,272	674,051
Capital appropriation		14,913	14,913	20,761
Cash reimbursements from the Crown Entity		9,938	7,591	12,948
Cash transfers to the Consolidated Fund		-	-	(2,959)
Net Cash Flows from / (to) Government		811,123	808,776	704,801
Net cash flows from operating activities	18	2,236	7,796	40,068
Cash flows from investing activities				
Proceeds from sale of Land and Buildings and Plant and Equipment		1,626	5,370	433
Purchases of Land and Buildings and Plant and Equipment		(16,848)	(14,913)	(18,034)
Net cash flows from investing activities		(15,222)	(9,543)	(17,601)
Net increase/(decrease) in cash				
Opening cash and cash equivalents		25,115	25,115	2,648
Closing cash and cash equivalents	8	12,129	23,368	25,115

The accompanying notes form part of these statements

Program Statement - Expenses and Revenues

for the year ended 30 June 2004

	Program 30.1.1 *		Program 30.1.2 *		Program 30.1.3 *		Program 30.1.4 *		Not Attributable		Total	
	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003	2004	2003
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Agency's expenses and revenues												
Expenses												
Operating expenses												
Employee related	23,146	19,828	10,450	8,952	128,875	110,398	47,076	40,327	-	-	209,547	179,505
Other operating expenses	8,855	8,037	6,024	5,459	56,289	50,801	20,448	18,572	-	-	91,616	82,869
Maintenance	127	293	64	149	807	1,865	321	742	-	-	1,319	3,049
Depreciation and amortisation	861	709	357	294	8,543	7,031	2,087	1,717	-	-	11,848	9,751
Grants and subsidies	157,905	163,204	166,790	155,876	8,601	4,005	209,021	171,559	-	-	542,317	494,644
Total Expenses	190,894	192,071	183,685	170,730	203,115	174,100	278,953	232,917	-	-	856,647	769,818
Retained Revenue												
Sales of goods and services	-	4,100	1,846	4,877	9,467	25,420	2,657	9,840	-	-	13,970	44,237
Investment income	216	44	330	17	257	271	308	105	-	-	1,111	437
Retained taxes, fees and fines	-	-	-	-	365	304	-	-	-	-	365	304
Grants and contributions	3,259	3,178	4,880	954	1,809	2,957	1,154	35	-	-	11,102	7,124
Other revenue	985	352	1,475	146	547	2,462	349	825	-	-	3,356	3,785
Total Retained Revenue	4,460	7,674	8,531	5,994	12,445	31,414	4,468	10,805	-	-	29,904	55,887
(Gain) / loss on disposal of non-current assets	-	201	-	81	-	1,182	(1,573)	483	-	-	(1,573)	1,947
Net cost of services	186,434	184,598	175,154	164,817	190,670	143,868	272,912	222,595	-	-	825,170	715,878
Government contributions **	-	-	-	-	-	-	-	-	822,766	714,921	822,766	714,921
Net expenditure / (revenue)	186,434	184,598	175,154	164,817	190,670	143,868	272,912	222,595	(822,766)	(714,921)	2,404	957
Administered Expenses and revenues												
Administered Expenses												
Other	-	-	-	5,560	-	-	-	-	-	-	-	5,560
Total Administered Expenses	-	-	-	5,560	-	-	-	-	-	-	-	5,560
Administered Revenues												
Other	-	-	-	5,560	-	-	-	-	-	-	-	5,560
Total Administered Revenues	-	-	-	5,560	-	-	-	-	-	-	-	5,560
Administered Revenues less Expenses	-	-	-	-	-	-	-	-	-	-	-	-

*The name and purpose of each program is summarised in Note 7.

** Appropriations are made on an agency basis and not to individual programs. Consequently, government contributions must be included in the "Not Attributable" column.

Summary of Compliance with Financial Directives

	2004				2003			
	Recurrent Appropriation	Expenditure/ Net Claim on Consolidated Fund	Capital Appropriation	Expenditure/ Net Claim on Consolidated Fund	Recurrent Appropriation	Expenditure/ Net Claim on Consolidated Fund	Capital Appropriation	Expenditure/ Net Claim on Consolidated Fund
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Original budget appropriation/expenditure								
Appropriation Act	752,841	752,675	14,913	14,913	610,843	610,023	12,251	12,251
Additional Appropriations	25,000	25,000	-	-	-	-	-	-
S24 PF&AA - transfer of functions between Departments	(155)	(155)	-	-	-	-	-	-
S26 PF&AA - Commonwealth Specific Purpose Payments	846	-	-	-	-	-	-	-
	778,532	777,520	14,913	14,913	610,843	610,023	12,251	12,251
Other Appropriations/ Expenditure								
Treasurer's Advance	7,740	7,365	-	-	19,632	19,233	5,880	5,421
Section 22 - expenditure for certain works and services	-	-	-	-	56,963	56,330	3,400	3,400
Transfers to / from another Agency (s25 of the Appropriation Act)	-	-	-	-	(4,711)	(4,711)	-	-
	7,740	7,365	-	-	71,884	70,852	9,280	8,821
Total Appropriations / Expenditure / Net Claim on Consolidated Fund (includes transfer payments)	786,272	784,885	14,913	14,913	682,727	680,875	21,531	21,072
Amount draw down against Appropriation	-	786,272	-	14,913	-	679,611	-	20,761
Liability to Consolidated Fund	-	1,387	-	-	-	-	-	-

The summary of compliance is based on the assumption that Consolidated Fund monies are spent first (except where otherwise identified or prescribed).

For variances between appropriation & expenditure see Note 17.

Notes to and forming part of the financial statements

for the year ended 30 June 2004

I. Summary of significant accounting policies

(a) Reporting Entity

The Department of Community Services is a reporting entity and has no separate entities under its control. The reporting entity is consolidated as part of the NSW Total State Sector and as part of the NSW Public Accounts.

(b) Basis of Accounting

The Department's financial statements are a general purpose financial report which has been prepared on an accruals basis and in accordance with applicable Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board (AASB), Urgent Issues Group (UIG) Consensus Views, the requirements of the Public Finance and Audit Act 1983 (the Act) and Regulations, and the Financial Reporting Directions published in the Financial Reporting Code for Budget Dependent General Government Sector Agencies or issued by the Treasurer under section 9(2)(n) of the Act.

Where there are inconsistencies between the above requirements, the legislative provisions have prevailed.

In the absence of a specific Accounting Standard, other authoritative pronouncement of the AASB or UIG Consensus View, the hierarchy of other pronouncements as outlined in AAS6 "Accounting Policies" is considered.

Except for land and buildings, and employee benefits, which are recorded at valuation, the financial statements are prepared in accordance with the historical cost convention.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

The accounting policies adopted are consistent with those of the previous year, except where otherwise stated.

(c) Administered Activities

The Department administers, but does not control, certain activities on behalf of the Crown Entity. It is accountable for the transactions relating to those administered activities but does not have the discretion, for example, to deploy the resources for the achievement of the Department's own objectives.

Transactions and balances relating to the administered activities (including transfer payments) are not recognised as the Department's revenues, expenses, assets and liabilities, but are disclosed in the accompanying schedules as "Administered

Revenues", "Administered Expenses", "Administered Assets" and "Administered Liabilities".

The accrual basis of accounting and all applicable accounting standards have been adopted for the reporting of the administered activities.

(d) Revenue Recognition

Revenue is recognised when the Department has control of the good or right to receive, it is probable that the economic benefits will flow to the Department and the amount of revenue can be measured reliably. Additional comments regarding the accounting policies for the recognition of revenue are discussed below.

(i) Parliamentary Appropriations

Parliamentary appropriations are generally recognised as revenues when the Department obtains control over the assets comprising the appropriations. Control over the appropriations is normally obtained upon the receipt of cash. Refer Note 5.

An exception to the above is when appropriations are unspent at year-end. In this case, the authority to spend the money lapses and generally the unspent amount must be repaid to the Consolidated Fund in the following financial year. As a result, unspent appropriations are accounted for as liabilities rather than revenue.

The liability is disclosed in Note 13 'Current Liabilities – Other'. The amount will be repaid and the liability extinguished next financial year.

(ii) Sale of Goods and Services

Revenue from the sale of goods and services comprises revenue from the provision of products or services i.e. user charges and charges for services rendered to the Department of Ageing, Disability and Home Care in accordance with a Memorandum of Understanding. User charges are recognised as revenue when the Department obtains control of the assets that result from them. Refer Note 3(a).

(iii) Investment Income

Interest revenue is recognised as it accrues. Refer Note 3 (b).

Notes to and forming part of the financial statements

for the year ended 30 June 2004

(iv) Contributions from Other Bodies

Contributions from other bodies (including grants and donations) are generally recognised as revenues when the Department obtains control over the assets comprising the contributions. Control over the contributions is normally obtained upon the receipt of cash. Refer Note 3(d) for details on grants and contributions.

(e) Employee Benefits and other provisions

(i) Salaries and Wages, Recreation Leave, Sick Leave and On-Costs

Liabilities for salaries and wages and recreation leave are recognised and measured in respect of employees' services up to the reporting date at nominal amounts based on the amounts expected to be paid when the liabilities are settled.

Unused non-vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

(ii) Long Service Leave and Superannuation

The Department's liabilities for long service leave and superannuation are assumed by the Crown Entity. The Department accounts for the liability as having been extinguished resulting in the amount assumed being shown as part of the non-monetary revenue item described as "Acceptance by the Crown Entity of employee benefits and other liabilities".

Long service leave is measured on a present value basis for all employees with five or more years of service. This is pursuant to the requirements of AASB 1028. This standard requires that employee benefit liabilities that are expected to be settled more than twelve months after the reporting date must be measured as the present value of the estimated future cash outflows to be made by the employer in respect of services provided by employees up to the reporting date. This calculation takes into account future increases in remuneration rates as they will increase the amount that the employer is required to pay to settle the liability.

The superannuation expense for the financial year is determined by using the formulae specified in the

Treasurer's Directions. The expense for certain superannuation schemes (ie Basic Benefit and First State Super) is calculated as a percentage of the employee's salary. For other superannuation schemes (ie State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employee's superannuation contributions.

(f) Insurance

The Department's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self insurance for Government agencies. The expense (premium) is determined by the Fund Manager based on past experience.

(g) Accounting for Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except:

- the amount of GST incurred by the Department as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense.
- receivables and payables are stated with the amount of GST included.

(h) Acquisitions of Assets

The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the Department. Cost is determined as the fair value of the assets given as consideration plus the costs incidental to the acquisition.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and revenues at their fair value at the date of acquisition.

Fair value means the amount for which an asset could be exchanged between a knowledgeable, willing buyer and a knowledgeable, willing seller in an arm's length transaction

(i) Plant and Equipment

Plant and equipment costing \$5,000 and above individually are capitalised.

(j) Revaluation of Physical Non-Current Assets

Physical non-current assets are valued in accordance with the "Guidelines for the Valuation of Physical Non-Current Assets at Fair Value" (TPP 03-02). This policy adopts fair value in accordance with AASB 1041 for financial years beginning on or after 1 July 2002. There is no substantive difference between the fair value valuation methodology and the previous valuation methodology adopted in the NSW public sector:

Fair value is determined having regard to the highest and best use of the asset on the basis of current market selling prices for the same or similar assets. The Department is a not for profit entity with no cash generating options.

Land and Buildings have been valued at fair value by The State Valuation Office at 30 June 2004 using a combination of indexation and actual valuation. The Department will continue to revalue land and buildings at fair value each year on the basis of indexation and actual valuation.

Other categories of assets have a short useful life and are measured at depreciated historical cost, as a surrogate for fair value.

Balances of accumulated depreciation existing at revaluation date are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.

Revaluation increments are credited directly to the asset revaluation reserve, except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense in the surplus/deficit, the increment is recognised immediately as revenue in the surplus/deficit.

Revaluation decrements are recognised immediately as expenses in the surplus/deficit, except that, to the extent that a credit balance exists in the asset revaluation reserve in respect of the same class of assets, they are debited directly to the asset revaluation reserve.

Revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

Where an asset that has previously been revalued is disposed of, any balance remaining in the asset revaluation reserve in respect of that asset is transferred to accumulated funds.

(k) Depreciation of Non-Current Physical Assets

Depreciation is provided for on a straight line basis for all depreciable assets so as to write off the depreciable amount of each asset as it is consumed over its useful life to the Department. Land is not a depreciable asset. As buildings are revalued each year, with the exception of buildings held for sale and new acquisitions, depreciation expense is calculated on the revalued amounts.

For the remainder of the Department's depreciable assets, depreciation expense is calculated on original cost. The useful life by asset category is as follows:

Buildings	40 years
General plant and equipment	4 years
Commercial plant and equipment	7-10 years
Computer equipment	3-4 years
Motor vehicles - commercial	7 years
Motor Vehicles - passenger	2 years
Leasehold improvements	which ever is the shorter of the term of the lease or useful life

(l) Maintenance and Repairs

The costs of maintenance are charged as expenses as incurred, except where they relate to the replacement of a component of an asset, in which case the costs are capitalised and depreciated.

(m) Leased Assets

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of the leased assets, and operating leases under which the lessor effectively retains all such risks and benefits.

The Department currently has no finance leases.

Operating lease payments are charged to the Statement of Financial Performance in the periods in which they are incurred.

(n) Receivables

Receivables are recognised and carried at cost, based on the original invoice amount less a provision for any uncollectable debts. An estimate for doubtful debts is made when collection of the full amount is no longer possible. Bad debts are written off as incurred.

Notes to and forming part of the financial statements

for the year ended 30 June 2004

(o) Trust Funds

The Department receives monies in a trustee capacity for various trusts as set out in Note 19. As the Department performs only a custodial role in respect of these monies, and because the monies cannot be used for the achievement of the Department's own objectives, these funds are not recognised in the financial statements.

(p) Equity Transfers

The transfer of net assets between agencies as a result of an administrative restructure, transfers of programs/functions and parts thereof between NSW public sector agencies are designated as a contribution by owners by NSWTC 01/111 and are recognised as an adjustment to "Accumulated Funds". This treatment is consistent with Urgent Issues Group Abstract UIG 38 "Contributions by Owners Made to Wholly Owned Public Sector Entities".

Transfers arising from an administrative restructure, transfers of programs/functions and parts thereof between NSW public sector are designated as a contribution by owners agencies are recognised at the amount at which the asset was recognised by the transferor government agency immediately prior to restructure. In most instances this will approximate fair value. All other equity transfers are recognised at fair value.

There have been no equity transfers this financial year.

(q) Payables

These amounts represent liabilities for goods and services provided to the Department.

(r) Budgeted Amounts

The budgeted amounts are drawn from the budgets as formulated at the beginning of the financial year and with any adjustments for the effects of additional appropriations, s 21A, s 24 and/or s 26 of the *Public Finance and Audit Act 1983*.

The budgeted amounts in the Statement of Financial Performance and the Statement of Cash Flows are generally based on the amounts disclosed in the NSW Budget Papers (as adjusted above). However, in the Statement of Financial Position, the amounts vary from the Budget Papers, as the opening balances of the budgeted amounts are based on carried forward actual amounts ie per the audited financial statements (rather than forward estimates).

	2004 \$'000	2003 \$'000
2. Expenses		
(a) Employee related expenses		
Salaries and wages (including recreation leave)	166,665	143,237
Superannuation	16,128	14,626
Long service leave	5,872	4,605
Workers' compensation insurance	9,650	7,181
Payroll tax and fringe benefits tax	11,232	9,856
	209,547	179,505
(b) Other operating expenses		
Auditor's remuneration - audit of the financial report	224	226
Bad and doubtful debts	43	248
Operating lease rental expense	15,267	14,890
Insurance	644	817
Advertising	918	1,594
Cleaning	1,234	1,088
Computer services costs	3,548	2,235
Consultants	1,889	2,126
Contracted corporate services costs	33,491	28,129
Legal costs	3,409	2,556
Motor vehicles running costs	6,500	6,924
Postal and telephone	4,511	5,044
Printing	826	370
Staff development	4,090	1,632
Stores	2,290	2,211
Travelling, removal and subsistence	2,065	2,392
Utilities	1,131	1,117
Fees - Contractors	2,178	303
Payroll processing	535	895
Miscellaneous	6,823	8,072
	91,616	82,869
(c) Depreciation and amortisation expense		
Depreciation		
Buildings	1,325	1,119
Plant and equipment	8,104	6,856
	9,429	7,975
Amortisation - Leasehold improvements	2,419	1,776
	11,848	9,751

Notes to and forming part of the financial statements

for the year ended 30 June 2004

	2004 \$'000	2003 \$'000
(d) Grants and subsidies		
Children's Services Programme	96,650	100,923
Refuges for men and women	109,869	112,876
Disaster Welfare	3,901	2,572
Out of home care	209,021	172,223
Community services grants programmes	85,991	87,043
Families First Initiative	20,933	-
Financial assistance to vulnerable families	10,865	18,789
NSW Businesslink	5,087	-
Other	-	218
	542,317	494,644
3. Revenues		
(a) Sale of goods and services		
Rendering of services - Department of Ageing, Disability and Home Care	13,574	41,000
Rendering of Services - Disaster Welfare	396	3,237
	13,970	44,237
(b) Investment income		
Interest	1,111	437
(c) Retained taxes, fees and fines		
Residential client fees	186	124
Other	179	180
	365	304
(d) Grants and contributions		
Department of Ageing, Disability and Home Care	163	-
Overseas adoption receipts	487	505
Grant from Premier's Department for youth and other projects	1,560	255
Child Protection Unit	254	294
Services to Aboriginal families	130	200
Area assistance schemes	977	797
Redfern/Waterloo Street Team	1,190	1,924
Better Futures Strategy	1,344	1,046
Community Solutions	3,137	1,171
Other	1,860	932
	11,102	7,124
(e) Other revenue		
Assets recognised for the first time or acquired in previous years	2,002	941
Dept of Ageing, Disability and Home Care (expense reimbursement)	-	1,672
Refund of workers compensation premium	-	808
Miscellaneous	1,354	364
	3,356	3,785

	2004 \$'000	2003 \$'000
4. Gain/(Loss) on Disposal of Non-Current Assets		
Loss on disposal of land and buildings, plant and equipment:		
Proceeds from disposal	1,626	433
Written down value of assets disposed	53	2,380
Gain/(Loss) on disposal of land and buildings, plant and equipment	1,573	(1,947)

5. Appropriations

Recurrent appropriations

Total recurrent drawdowns from NSW Treasury (per Summary of Compliance)	786,272	679,611
Less: Liability to Consolidated Fund (per Summary of Compliance)	(1,387)	-
	784,885	679,611

Comprising:

Recurrent appropriations (per Statement of Financial Performance)	784,885	674,051
Administered funds	-	5,560
	784,885	679,611

Capital appropriations

Total capital drawdowns from NSW Treasury (per Summary of Compliance)	14,913	20,761
Less: Liability to Consolidated Fund (per Summary of Compliance)	-	-
	14,913	20,761

Comprising:

Capital appropriations (per Statement of Financial Performance)	14,913	20,761
	14,913	20,761

6. Acceptance by the Crown Entity of Employee

Benefits and Other Liabilities

The following liabilities and / or expenses have been assumed by the Crown Entity or other government agencies:

Superannuation	16,128	14,626
Long service leave	5,872	4,605
Payroll tax	968	878
	22,968	20,109

Notes to and forming part of the financial statements

for the year ended 30 June 2004

7. Program Information

30.1.1 Prevention Services

Objectives: To support and assist people and families so as to be able to care for themselves and their children, to provide young people with opportunities for self-development, and to reduce the isolation of people in communities by increasing their ability to engage in community activities.

30.1.2 Early Intervention

Objectives: Provide early intervention services that support families, men, women, children and young people, and prevent them moving into crisis.

30.1.3 Intensive and Statutory Intervention Services

Objectives: To provide intensive intervention and statutory services to protect children from risk of harm. To implement a range of child protection initiatives that comply with requirements of the new legislation for the care and protection of children. To support families in the care for their children.

30.1.4 Out of Home Care and Adoption Services

Objectives: To provide alternative care options for children and young people unable to live at home. To ensure that young people have the support and skills they need for independent living following a period in care. To assist people to adopt children and young people, from within and outside Australia. To provide information and assistance to people wishing to contact their natural parents.

	2004 \$'000	2003 \$'000
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8. Current Assets - Cash

For the purposes of the Statement of Cash Flows, cash includes cash on hand and cash at bank. Cash assets recognised in the Statement of Financial Position are reconciled to cash at the end of the financial year as shown in the Statement of Cash Flows as follows:

Cash on hand	161	128
Cash at bank	11,968	24,987
Closing cash (per Statement of Cash Flows)	12,129	25,115

Cash at bank includes \$1.4 million owed to Consolidated Fund that is a restricted asset. This cash can only be used to repay the debt to Consolidated Fund.

9. Current Assets - Receivables

Miscellaneous	4,841	2,414
Less : Provision for doubtful debts	(478)	(490)
	4,363	1,924
Amounts due from the State	1,008	417
GST recoveries	5,818	5,635
Amounts due from Department of Ageing, Disability and Home Care	-	1,672
FBT refund	-	365
	11,189	10,013

	2004 \$'000	2003 \$'000
10. Non-current Assets - Property, Plant and Equipment		
Land and Buildings		
At Valuation	72,289	67,653
Less: Accumulated Depreciation	573	809
At Fair Value	71,716	66,844
Fair Value has been determined by The State Valuation Office as at 30 June 2004. As accumulated depreciation is written back at revaluation, the accumulated depreciation is current year depreciation on revalued assets and new purchases. Only those assets where there is no change in value at time of revaluation or where the asset is identified for sale is there any prior period accumulated depreciation.		
Plant and Equipment		
Plant and Equipment		
At Cost	62,343	51,449
Less: Accumulated Depreciation	36,236	28,636
	26,107	22,813
Leasehold Improvements		
At Cost	23,708	20,216
Less: Accumulated Depreciation	13,183	11,881
	10,525	8,335
Total Plant and Equipment		
At Cost	86,051	71,665
Less: Accumulated Depreciation	49,419	40,517
	36,632	31,148
Total Property, Plant and Equipment At Net Book Value	108,348	97,992

Reconciliations

Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the current financial year are set out below.

	Land and Buildings \$'000	Plant and Equipment \$'000	Leasehold Improvements \$'000	Total \$'000
Carrying amount at start of year	66,844	22,813	8,335	97,992
Additions	764	11,425	4,609	16,798
Additions - acquisitions at no cost	1,816	-	-	1,816
Assets recognised for the first time	160	26	-	186
Disposals	-	(53)	-	(53)
Net revaluation increment	3,457	-	-	3,457
Depreciation expense	(1,325)	(8,104)	(2,419)	(11,848)
Carrying amount at end of year	71,716	26,107	10,525	108,348

Notes to and forming part of the financial statements
for the year ended 30 June 2004

	2004 \$'000	2003 \$'000
11. Current Liabilities - Payables		
Accrued salaries, wages and on-costs	2,254	4,420
Creditors	8,828	20,042
Payroll deductions	101	28
	11,183	24,490
12. Current / Non-Current Liabilities - Provisions		
Employee benefits and related on-costs		
Recreation leave	15,144	6,963
Payroll tax	2,450	1,852
Workers' Compensation	984	453
Total Provision	18,578	9,268
Aggregate employee benefits and related on-costs		
Provisions - current	17,191	7,977
Provisions - non-current	1,387	1,291
Accrued salaries, wages and on-costs (Note 11)	2,254	4,420
	20,832	13,688
13. Current Liabilities - Other		
Liability to Consolidated Fund	1,387	-

	Accumulated funds		Asset Revaluation Reserve		Total Equity	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
I4.Changes in Equity						
Balance at the beginning of the financial year	56,823	57,636	44,394	28,761	101,217	86,397
Changes in equity - other than transactions with owners as owners						
Surplus / (Deficit) for the year	(2,404)	(957)	-	-	(2,404)	(957)
Increment on revaluation of land and buildings	-	-	3,457	15,777	3,457	15,777
Total	(2,404)	(957)	3,457	15,777	1,053	14,820
Transfers within equity						
Asset revaluation reserve balance transferred to accumulated funds on disposal of asset	-	144	-	(144)	-	-
Total	-	144	-	(144)	-	-
Balance at the end of the financial year	54,419	56,823	47,851	44,394	102,270	101,217

Asset revaluation reserve

The asset revaluation reserve is used to record increments and decrements on the revaluation of non-current assets. This accords with the Department's policy on the "Revaluation of Physical Non-Current Assets" as discussed in Note 1.

Notes to and forming part of the financial statements

for the year ended 30 June 2004

	2004 \$'000	2003 \$'000
15. Commitments for Expenditure		
(a) Capital Commitments		
Aggregate capital expenditure contracted for at balance date and not provided for:		
Not later than one year	1,958	1,583
Total (including GST)	1,958	1,583
(b) Other Expenditure Commitments		
Aggregate other expenditure contracted for at balance date and not provided for:		
Not later than one year	175	4,908
Total (including GST)	175	4,908
(c) Operating Lease Commitments		
Future non-cancellable operating lease rentals not provided for and payable:		
Not later than one year	16,184	16,457
Later than one year but less than five years	22,616	27,655
Later than five years	7,959	9,778
Total (including GST)	46,759	53,890
(d) Grants Expenditure Commitments		
Aggregate grants expenditure contracted for at balance date and not provided for:		
Not later than one year	359,478	
Later than one year but less than five years	127,623	
Total (including GST)	487,101	

This is the first year that grants commitments have been recognised.

Comparative grants commitment values for 2003 are not available

The commitments in (a), (b), (c) and (d) above are not recognised in the financial statements as liabilities. The total commitments above include input tax credits of \$48.7 million (2003: \$5.5 million) that are expected to be recovered from the Australian Taxation Office.

16. Contingent Liabilities and Contingent Assets

Contingent Liabilities

Various claims summarised below have been made against the Department which, if successful, would result in the following liabilities as estimated by the Department's legal advisers. If the claimant is successful, the settlements will be met by NSW Treasury Managed Fund.

Claims relating to children and persons in care	9,174	11,835
Miscellaneous claims	256	829
	9,430	12,664

Contingent Assets

No claims have been made by the Department which, if successful, would result in financial benefits to the Department.

17. Budget Review

Net Cost of Services

The variance of \$4.5 million is mainly attributable to higher employee leave provision and superannuation expenses of about \$7.0 million, higher corporate outsourcing expenses of \$8.5 million, offset by increased grants and contributions from other agencies of \$11.7 million (which includes additional revenue of \$8.5 million for reimbursement of higher corporate outsourcing expenses).

Assets and Liabilities

The \$10.1 million variation in current assets is mainly due to the cash variance of \$11.2 million. The variance in non-current assets includes the unbudgeted revaluation gain of \$3.5 million

Cash Flows

Net Cash Flows from Operating Activities

The \$5.6 million net variance is attributable to higher cash payments resulting in a reduction in payables, offset by higher receipts.

	2004 \$'000	2003 \$'000
18. Reconciliation of net cash flows from operating activities to net cost of services		
Net cash used on operating activities	2,236	40,068
Cash Flows from Government / Appropriations	(801,185)	(694,812)
Acceptance by the Crown Entity of employee benefits and other liabilities	(22,968)	(20,109)
Net gain / (loss) on disposal of assets	1,573	(1,947)
Depreciation and amortisation	(11,848)	(9,751)
Assets recognised for the first time	2,002	941
Decrease / (increase) in accounts payable	13,257	(5,573)
Decrease / (increase) in employee benefits	(9,310)	1,599
Increase / (decrease) in receivables, inventories and other assets	1,073	(26,294)
Net cost of services	(825,170)	(715,878)

19. Trust Funds

The Department holds money in Miscellaneous Trust Funds which are used for Wards and other persons in care and for natural disasters. These monies are excluded from the financial statements as the Department cannot use them for the achievement of its objectives. The following is a summary of the transactions in the trust accounts:

Cash balance at the beginning of the financial year	1,738	374
Add: Receipts	97	7,863
Less: Expenditure	(160)	(6,499)
Cash balance at the end of the financial year	1,675	1,738

Notes to and forming part of the financial statements

for the year ended 30 June 2004

20. Financial Instruments

Cash

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System. Interest is earned on daily bank balances at the monthly average NSW Treasury Corporation (TCorp) 11 month official cash rate adjusted for a management fee to NSW Treasury.

Receivables

All trade debtors are recognised as amounts receivable at balance date. Collectability of trade debtors is reviewed on an ongoing basis. Debts which are known to be uncollectable are written off. A provision for doubtful debts is raised when some doubt as to collection exists. The credit risk is the carrying amount (net of any provision for doubtful debts). No interest is earned on trade debtors. The carrying amount approximates net fair value. Sales are made on 30 day terms.

Authority Deposits

The Department has placed funds on deposit with TCorp, which has been rated "AAA" by Standard and Poors. These deposits are similar to money market or bank deposits and are placed for a fixed term. The interest rate payable by TCorp is negotiated initially and is fixed for the term of the deposit.

	Carrying Amount	Net Fair Value	Carrying Amount	Net Fair Value
	2004	2004	2003	2003
	\$	\$	\$	\$
Less than one year	40,135	40,135	38,071	38,071

The deposits at balance date were earning an interest rate of 5.49 % (2003 – 4.79%) while over the year the weighted average interest rate was 5.19% (2003 – 4.86%) on a weighted balance during the year of \$38,879 (2003 - \$451,231).

Trade Creditors and Accruals

The liabilities are recognised for amounts due to be paid in the future for goods and services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in Treasurer's Direction 219.01. If trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. Treasurer's Direction 219.01 allows the Minister to award interest for late payment. No late interest payments have been made in the year ending 30 June 2004.

21. Impact of adopting Australian equivalents to International Financial Reporting Standards (AIFRS)

The Department will apply the AIFRS from the reporting period beginning 1 July 2005.

The Department has allocated internal resources and is working with its shared services provider NSW Businesslink to assess the impact of the transition to AIFRS. The Department's compliance strategy and progress will be reviewed by its Audit Committee.

Priority will be given to considering the preparation of an opening balance sheet in accordance with AIFRS as at 1 July 2004. This will form the basis of accounting for AIFRS in

the future, and is required when the Department prepares its first fully IFRS compliant financial report for the year ending 30 June 2006

The Department has identified potential differences in accounting policies that will arise from adopting AIFRS. Some differences arise because AIFRS requirements are different from existing AASB requirements. To ensure consistency at the whole of government level, NSW Treasury has advised the Department of options it is likely to mandate, and will confirm these during 2004/05. This disclosure reflects these likely mandates.

The Department's accounting policies may also be affected by a proposed standard designed to harmonise accounting standards with Government Finance Statistics (GFS). The standard is likely to change the impact of AIFRS and significantly affect the presentation of the income statement. However, the impact is uncertain, because it depends on when this standard is finalised and whether it can be adopted in 2005/06.

Set out below are the key areas where accounting policies are most likely to change and have an impact on the financial report of the Department. At this stage, the Department has not been able to quantify the impacts on the financial report.

First-time adoption of AIFRS

AASB 1 First-time Adoption of Australian Equivalents to International Financial Reporting Standards requires retrospective application of the new AIFRS from 1 July 2004, with limited exemptions. Similarly, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors requires voluntary changes in accounting policy and accounting errors to be accounted for retrospectively by restating comparatives and adjusting the opening balance of accumulated funds. This differs from current Australian requirements, because such changes must be recognised in the current period through profit or loss, unless a new standard mandates otherwise.

Leases

AASB 117 Leases requires operating lease contingent rentals to be recognised as an expense on a straight-line basis over the lease term rather than expensing in the financial year incurred.

Contributions (Grants received)

AASB 1004 Contributions applies to not-for-profit entities only. Entities will either continue to apply the current requirements in AASB 1004 where grants are normally recognised on receipt, or alternatively apply the proposals on grants included in ED 125 Financial Reporting by Local Governments. If the ED 125 approach is applied, revenue and/or expense recognition will be delayed until the agency supplies the related goods and services (where grants are in-substance agreements for the provision of goods and services) or until conditions are satisfied.

Intangibles

AASB 138 Intangibles requires that all research costs must be expensed and restricts capitalisation of development costs. Some previously recognised internally generated intangible assets may need to be derecognised. Further, intangibles assets can only be revalued where there is an active market, which is unlikely to occur. As a result, it is likely that any revaluation increments will need to be derecognised and intangible assets recognised at cost.

Investment Property

AASB 140 Investment Property requires investment property to be measured at cost or fair value. NSW Treasury is likely to mandate the adoption of fair value. In contrast to current treatment as an asset classified within property, plant and equipment, investment property recognised at fair value is not depreciated and changes in fair value are recognised in the income statement.

NSW Treasury is likely to mandate that any investment property interest held by a lessee under an operating lease should be classified and accounted for as investment property. Previously such operating lease payments were accounted for as an expense over the lease term based on the pattern of benefits.

22. After Balance Date Events

As a result of the April 2004 mini Budget, a number of new functions transferred to the Department from NSW Premier's Department, The Cabinet Office and The Department of Infrastructure, Planning and Natural Resources. This will result in additional funding of over \$30 million for the Department in the 2004/05 year.

End of Audited Financial Statements

Additional financial details

Investment management performance

DoCS does not maintain any investments on its own behalf. However, there were some trust funds held in relation to Disaster Relief appeals, which were invested during the year with TCorp with an average rate of interest of 5.19 per cent. These trust funds were fully expended for disaster relief by 30 June 2004.

Major assets

Major assets held by DoCS include land and buildings, plant and equipment, office equipment, computers, furniture and fittings and leasehold improvement.

Accounts payable

1) Late Payments of Accounts

The payment of accounts is closely monitored to ensure accounts are paid in accordance with the Treasurer's Directions.

During 2002/03, the accounts payable process was transferred to NSW Businesslink, a shared corporate services operation.

DoCS did not incur any penalty interest for late payment of accounts.

2) Performance Indicators

Aged analysis at the end of each quarter

Quarter	Current (ie within due date) \$'000	Less than 30 days overdue \$'000	Between 30 and 60 days overdue \$'000	Between 60 and 90 days overdue \$'000	More than 90 days overdue \$'000
September	136,424	30,801	2,497	369	771
December	106,621	23,629	6,130	2,387	737
March	45,362	36,344	10,701	2,940	1,998
June	214,001	51,443	12,889	6,227	3,646

Accounts paid on time within each quarter

Quarter	Total accounts paid on time			Total amount paid \$'000
	Target %	Actual %	\$'000	
September	80	79.85	136,424	170,862
December	80	76.43	106,621	139,506
March	80	46.60	45,362	97,346
June	80	74.25	214,001	288,207

Contract and Market Testing

DoCS currently contracts out a number of direct service delivery functions to non-government service providers associated with:

- > accommodation and crisis support
- > child care and protection
- > community support and development
- > substitute care.

Additionally, DoCS contracts out a number of corporate service functions to NSW Businesslink and other providers, including:

- > some financial services functions
- > some human resources functions
- > payroll services
- > property services
- > fleet management
- > information and communications technology services
- > regular and strategic audits.

Disclosure of Controlled Entities

DoCS does not have any controlling interests in other entities.

Major capital projects

DoCS undertook \$4.4 million of capital projects during the year, most of which related to the office fitout of DoCS Head Office at Cavill Avenue, Ashfield. The total of \$2.78 million expended on minor works included \$1.0 million on caseworkers' facilities.

Property disposals

DoCS sold one property during 2002/03 and brought to account the proceeds from a property sold in 2001/02 but not settled until 2002/03. The proceeds shown are net of costs incurred in the sale. The property sold in 2002/03 was at 4 Smith Street Wollongong, total cost \$1.7 million.

Funds to non-government community organisations

Please see the separate section 'Addendum' for details of funds granted to non-government organisations.

Credit card certification

As at 30 June 2004, the Department administered 89 credit cards. All cards were administered in accordance with Government guidelines in respect to issuance, usage and reconciliation.

Additional financial details

Use of consultants

1) Engagements greater than \$30,000

Project Title	Consultant	Cost (\$)
Regional Purchasing Program	Danett Associates	165,710
Child Care Choices Longitudinal ExtentionStudies	Macquarie University	163,045
Injury Management	CRS Australia	116,161
Availability of Foster Carers	University of New South Wales	100,810
Snow Project	Bradfield Nyland Group	65,360
High Level Blueprint Scoping Engagement	SAP Australia Pty Ltd	60,000
Families First Evaluation Project	C Quinn Consultancy	56,000
SAAP Service Model for Aboriginal Youth	RPR Consulting	53,027
Review of After hours and Call Out Services	IAB Services	50,922
Internet/Intranet Useability	The Performance Technology	48,884
Child Care Regulations	PricewaterhouseCoopers	46,835
Complaints, Assessment and Review Unit Cost Benefit	PricewaterhouseCoopers	45,990
Resource Allocation Modelling Project	Global & Corporate Pty Ltd	45,500
Review of Charitable Freight	PricewaterhouseCoopers	45,182
Community Solutions/Homeless Youth	Paul Van Reyk Consulting	35,733
Child and Family Learning & Development	TAFE NSW - Hunter Institute	31,819
Service Network Development and Support	TRI Community Exchange Inc	30,545
Total		\$1,161,523

2) Engagements less than \$30,000

Total Number: 45

Total Cost: \$727,760

Addendum



Aboriginal Child, Youth & Family Strategy

Aboriginal Child, Youth & Family Strategy		\$		
Aboriginal Catholic Ministry			Durri Aboriginal Corporation Medical Service	
Human Growth & Development through			Kempsey Aboriginal Children's Holiday Activities	8,000
Group & Individual Counselling	19,635		Kempsey Creative Options For Aboriginal	
Awabakal Newcastle Aboriginal Co-operative Ltd			Children & Young People	50,000
ACYF School Transition Resource Kit	25,000		Great Lakes Community Resources Inc	
Biripi Aboriginal Corporation Medical			Great Lakes Aboriginal Holiday Activities	5,000
Centre (Northern)			Holy Family Parish - Mt Druitt	
Taree Aboriginal Children's Holiday Activities	10,000		Badanami Al-Lo-Wah (Learning Together)	16,000
Blacktown City Council			Hunter Children's Services Forum Inc	
Supported Playgroup - Blacktown Council	20,000		ACYF Pre-School Access Consultancy Project	20,000
Blue Mountains Aboriginal Culture and			Illawarra Aboriginal Corporation	
Resource Centre			Child & Family Subgroup of Community Based	
Aboriginal Family Support Project	50,000		Working Group	3,000
Browns Flat Aboriginal Corporation			Cultural Environment Partnership	5,000
Community Connections	1,500		Indigenous Womens Support Group	10,000
Bunjum Aboriginal Co-operative Ltd			NAIDOC in the North	5,000
Back to Boundary Creek for Families Project	11,000		Valuing Education and Families Project	5,000
Central Coast Area Health Service			Illawarra Aboriginal Medical Service Aboriginal	
ACYF - Early Intervention Worker	61,400		Corporation	
ACYF ATSI Service Directory	8,000		Aboriginal Family Worker - Fathers	10,000
ACYF Mothers and Babies	45,000		Father and Sons Camps	8,000
NAIDOC Week Contribution	5,000		Male Family Violence Workshop	5,000
Coffs Harbour Aboriginal Family Community			Public Speaking & Research Workshop	10,000
Care Centre Inc			Illawarra Area Consultative Committee Inc	
Coffs Harbour Aboriginal Children's			2003 Indigenous Year 12 Graduation Ceremony	1,134
Holiday Activities	15,000		2004 Indigenous Year 12 Graduation Ceremony	2,000
Department of Education & Training -			Inner West Aboriginal Community Company Ltd	
Barrack Heights Public School			Engaging Aboriginal & Torres Strait Islander	
Children's Traditional Dance Group	2,000		Families - ACYF	16,000
Department of Education & Training -			Karabi Community & Development Services Inc	
Koonawarra Public School			Indigenous Rugby League Coaching	
Aboriginal Community Awareness of			& Development Clinic	19,350
Transition to School	5,000		Kempsey Neighbourhood Centre Inc	
Department of Education & Training -			Kempsey Aboriginal Children's Holiday Activities	7,000
Mungindi Central School			Killara Women's Refuge Inc	
Mungindi Aboriginal Youth Worker	30,330		Indigenous Outreach Service - Inarr Nura -	220,000
Department of Housing - Western Region			Kyogle Family Support Service Inc	
Aboriginal Child, Youth & Family Strategy	100,000		Kidz Space Children's & Youth Activities	6,000
Dubbo City Council			Marrickville Youth Resource Centre Inc	
Towards A Regional Plan for the Better			Marrickville Youth Resource Centre - ACY&FS	8,000
Futures Strategy for Orana Far West	150,000		Miimali Aboriginal Community Association Inc	
Dubbo Community Services & Information			Aboriginal Family Resources Development Project	20,000
Centre Inc			Miimali	20,000
Gordon Neighbourhood Centre			Muloobinba Aboriginal Corporation	
Holiday Program	33,000		ACYF Fresh Food Co-Op	10,000
			ACYF Leader Development Workshop Project	10,000
			ACYF Parenting Program Training	25,000
			Nambucca Shire Council	

Nambucca Aboriginal Children's Holiday Activities	15,000	The Deaf Society of NSW (Metro West)	
Nambucca Shire Aboriginal Youth Worker Service	50,000	Extend Hands Over NSW	14,930
Narrabri & District Community Aid Service Inc		The Uniting Church in Aust Property Trust (NSW) -	
Narrabri Aboriginal Community Development		Uniting Care Burnside - Campbelltown	
Worker	30,330	Co-ordinator/Community Worker	
NSW Women's Refuges Referral & Resource		Ambarvale - ACYF	37,792
Centre Inc (Western)		The Uniting Church in Aust Property Trust (NSW) -	
Women's Refuges Working Party - ACYF	230,000	Wesley Dalmar Child & Family Care Family Service	
Penrith City Council		Share the Care	20,000
Aboriginal Playvan	20,000	Tribal Warrior Association Inc	
Police & Community Youth Clubs NSW Ltd		Activities Program	25,000
Leadership Course - Wollongong	21,978	Upper Hunter Community Services Inc	
Regional Youth Development Officer's Network Inc		ACYF Playgroup Establishment Project -	
ACYF Youth Consultation Project	10,000	Upper Hunter	20,000
Shared Vision Aboriginal Corporation		Wandiyali ATSI Inc	
Far North Coast Out of School Activities	80,416	Aboriginal Young Parent Support Service	35,000
South Coast Medical Service Aboriginal Corporation		ACYF Burri Program Training Package	10,000
Male Family Violence Workshop	5,000	ACYF Interagency Support	1,000
Shoalhaven Aboriginal Early Support		ACYF Keepa Keepa Gathering	1,500
Family Worker	20,000	Wargon and Burra Aboriginal Centre Inc	
South Eastern Aboriginal Legal Service Inc.		"Come Yarn" Elders Program	7,143
Breaking the Cycle -	15,000	Warlga Ngurra	
South Penrith Youth & Neighbourhood Services Inc		ACYF Grief and Loss Training	10,000
Cranebrook Koori Community Nutrition Initiative	19,980	ACYF Playgroup Establishment Project -	
Cultural Education Resilience Program	20,000	Port Stephens	10,000
Penrith ATSI Youth Outreach	18,542	YWCA - Southern	
Streetwise Comics Limited		Aboriginal Leadership Course - Shoalhaven	14,652
Healthy Bubs	20,000		
The Council of the Shire of Hornsby			
Aboriginal Community Facilitator	40,500		

Alcohol & other Drug Program

Commonwealth Alcohol & Other Drugs Program

NIDS - Capacity Building

Barnardos Australia - South Coast	
Barnardos SUPPS Project	73,594
Community Connections North Coast Inc	
Nimbin National Illicit Drug Strategy Project	150,000
Mackillop Rural Community Services	
Families Affected by Drug Misusage in	
Bourke, Brewarrina & Walgett	90,045
Northern Illawarra Family Support Service	
North Illawarra Family Support Service	
SUPPS Project	73,594
NSW Family Services Inc (Drug Summit)	
National Illicit Drug Strategy - Family Support	
Services Learning and Development Project	195,000
Pacific Island Women's Advisory & Support Service	
Inc (PIWASS)	
Capacity Building of the Pacific Island Community	50,000
Westlakes Macquarie Family Support Service Inc	
Drug Summit Initiative Family Support Project	150,000

NIDS - Dual Diagnosis

Mental Health Co-ordinating Council	
Dual Diagnosis for Families Information Kit	125,000

NIDS - Multicultural Home Family Support

Drug & Alcohol Multicultural Education	
Centre Inc (DAMEC)	
NIDS - Multicultural Home Family Support	
Project	106,250

NIDS - Telephone Based Advice

Centacare Catholic Community Services	
Telephone Counselling Services For	
Parents/Carers Re Drug Related Issues	
For Children & Young People	27,400
FADISS Ltd (trading as) Family Drug Support	
NIDS Telephone Support & Referral	
Service (FADISS)	30,000

The Alcohol & Drug Service

NIDS Telephone Support & Referral Service	29,310
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State Alcohol & Other Drugs Program - Cabramatta -

Family Support & Counselling

The Uniting Church in Aust Property Trust (NSW) -	
UnitingCare Burnside (Metro South West)	
Moving Forward - Family Counselling Service	91,249
Moving Forward - Intensive Family	
Support Service	158,830
Moving Forward - Mobile Childcare Service	57,430

Children of Prisoners

Children of Prisoner's Support Group	
Co-op Ltd (Statewide)	
Access to Family Members in Prison	55,249

Families with AOD At-Risk Adolescents

The Ted Noffs Foundation Inc (Metro West)	
Family Adolescent Project Blacktown	20,000

Getting It Together Scheme

Cabramatta Community Centre Inc	
Getting It Together Scheme (GITS) -	
Cabramatta- FT	25,561
Marist Youth Care Ltd (Metro West)	
Nepean Youth Brokerage Service - Fixed Term	92,241
Phoenix House Youth Services Inc	
Rage Project - GITS - Fixed Term	25,707
Samaritans Foundation (Hunter/Central Coast)	
The Hub - Getting It Together - Fixed Term	25,707
South Sydney Youth Services	
Streetbeat Intensive Support Program	146,112
Southern Youth - Family Services Association Inc	
Resourcing Adolescents to Gain Essentials	
(RAGE) Shoalhaven	146,112
Wollongong Youth Refuge - GITS - Fixed Term	27,291
St Francis Welfare Ltd	
HYPA Project	146,112
Thankakali Aboriginal Corporation	
Case Management for Vulnerable Youth	144,772

The Salvation Army (NSW) Property Trust (Metro Central)		The Bridge Youth Service Inc (Drug Summit Unit)	
Kings Cross Intensive Support Program	98,112	Youth Drug Court - Bridge Accommodation Service	50,000
The Ted Noffs Foundation Inc (Metro West)		The Junction Works Inc (Statewide)	
Case Management/Brokerage Youth Support	71,550	Youth Drug Court - Case Management - The Junction Youth Works	330,000
The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside - Campbelltown		Trustees of the Christian Brothers (Statewide)	
Burnside Macarthur Family Centre - GITS - FT	146,112	Youth Drug Court - Bidwill Accommodation Service	50,000
Transition from Primary to High School Department of Education & Training - Ambarvale High School			
Middle School Transition Project	111,339		
Department of Education & Training - Kempsey West Public School			
Primary to High School Transition Project	68,661		
Youth Drug Court			
Indigenous Social Justice Association Inc - YDC			
Youth Drug Court - Case Management - (ISJA)	330,000		
Marist Youth Care Ltd (Statewide)			
Youth Drug Court - Accommodation	85,000		
Youth Drug Court - Case Management - Marist	330,000		

Better Futures Program

Better Futures Program -		\$		
Better Futures			PCYC NSW Ltd - Bulli	
			Police Education Program	3,000
			Peninsula Community Centre Inc	
			The Web Enhancement - Better Futures	51,818
Bellambi Neighbourhood Centre Inc			Port Stephens Council	
Supporting Parents / Carers of Adolescents in Need	3,000		Youth Services Map & Poster - Port Stephens	2,100
Central Coast Area Health Service - Jigsaw Project			Regional Youth Support Services Inc	
Better Futures Information Strategy -			Better Futures Information Strategy -	
ParentLine Promotion	7,000		Youth Services Info Card	2,150
Schools As Youth Centres	7,000		Youth Support Hotline - Better Futures	6,000
Transition to High School	12,303		Samaritans Foundation (Hunter/Central Coast)	
Central Illawarra Youth Services Inc			Samaritans Creative Futures	200,000
Wollongong Youth Services Conference Partnership	2,000		Youth Services Map & Poster - Newcastle	3,300
Cessnock City Council			Shire Wide Youth Service Inc	
Youth Services Map & Poster - Cessnock	2,300		Menai Youth Action Project	200,000
Community Activities Lake Macquarie Inc			Singleton Shire Council	
Youth Services Map & Poster - Lake Macquarie	3,300		Singleton Youth Centre - SPACE	1,083
Community Health for Adolescents in Need Association Inc.			South Sydney Youth Services	
Rainbow Youth Forums	10,000		La Pouse After School & School Holiday Activities Program	104,322
Department of Education & Training - Narara Valley High School			Southlake Neighbourhood Centre Inc	
High School as Community Centre	26,897		Southlake Youth Centre - SPACE Project	2,167
Department of Education & Training - Northlakes High School			The Salvation Army (NSW) Property Trust (Hunter)	
The Alternative (Learning) School	5,000		Youth Support Hotline (Wyang)	4,000
Department of Housing - South West Sydney Region			The Salvation Army Wollongong Corp	
Parent Enhancement Project	250,000		Survivors of Life (SOL) Grandchildren Group	3,000
Dungog Information & Neighbourhood Service			Tuggerah Lakes Secondary College	
Youth Services Map & Poster - Dungog	1,200		Better Futures - Tumbi Alternate (Learning) Program Supplement	5,000
Hawkesbury City Council			University of Newcastle - The Family Action Centre	
Richmond Community Youth Mapping Project	45,600		Better Futures Rapfat Training and Publication	10,943
Helensburgh Community Centre Inc			Risk & Protective (RAP) Factors Resource Tool	50,000
Helensburg Film Project	3,000		Upper Hunter Community Services Inc	
Hunter Business Centre			Youth Services Map & Poster - Upper Hunter	5,200
Better Futures Drama Project -			Westlakes Youth Action Committee	
New World Theatre Company	21,000		SPACE Establishment Costs	20,000
Illawarra Community Services Inc			Woodrising & Bolton Point Drop In Centres -	
Dapto/Koonawarra Youth Connect	200,000		SPACE Project	3,667
Illawarra Migrant Resource Centre Inc			Wollongong City Council	
African Refugee Youth Project	6,300		Koori Youth Workers Network Support	5,000
Maitland City Council				
Francis Greenway Space Establishment	40,000			
Maitland Youth Enterprise Inc				
Youth Services Map & Poster - Maitland	2,300			
Mission Australia (Southern)				
Adolescent Parenting Resource Project				
Officer Service	10,000			
NSW Department of Tourism, Sport & Recreation				
Better Futures - Directory of Sport & Recreation Options	3,000			

Community Services Grants Program (CSGP)

Child Protection -

Child Protection Project

Dympna House Inc	
Dympna House	116,218
Samaritans Foundation (Hunter/Central Coast)	
Creative Times Gateshead/Hamilton South	206,484
Shared Vision Aboriginal Corporation	
Box Ridge Child Protection Project	5,863
Jubullum Kids Lifestyle Enhancement Project	47,939
South West Child Adolescent & Family Services Association (CAFS) Inc	
Green Valley Family & Children's Service	54,544
Swinson Cottage Family Centre Inc	
Swinson Cottage Family Centre	153,639
The Uniting Church in Aust Property Trust (NSW) (Metro South West)	
Jannawi Family Centre Child Protection Program	274,078
The Cottage Family Care Centre	280,767

Child Sexual Assault Program

Aboriginal Medical Service Co-operative Ltd	
Child Sexual Assault Project - Redfern	108,576
ANGLICARE - Canberra & Goulburn	
Youth & Family Services (Southern)	
Child Protection Service - Goulburn	52,714
Eurobodalla Child & Adolescent Sexual Assault Service	52,465
Armidale & District Women's Centre Inc	
Armidale & District Child Sexual Assault Counselling Service	76,096
Association of Children's Welfare Agencies Inc (Metro Central)	
Child Sexual Assault Project - Sydney	69,667
Bankstown Women's Health Centre Inc	
Child Sexual Assault Project - Bankstown	65,339
Barnardos Australia - Auburn	
Child & Adolescent Sexual Assault Project - Auburn	60,303
Campbelltown Family Support Service Inc	
Families of Sexually Abused Children	6,505
Cassie's Place Inc	
Child & Adolescent Sexual Assault Project - Moruya	17,202
Centacare Catholic Community Services - Archdiocese of Sydney (Metro South West)	
Centacare Child Sexual Assault Counselling Service	67,072
Vietnamese Child Protection Service	74,875
Central Coast Area Health Service	
Child Sexual Assault Service - Gosford	124,389

Central West Womens Health Centre Inc	
Child Sexual Assault Service - Bathurst	73,701
Coffs Harbour Child & Adolescent Sexual Assault Service Inc	
Coffs Harbour Child & Adolescent Sexual Assault	137,413
Linden Place Inc	
Child Sexual Assault Counselling Service - Wagga Wagga	74,756
Lismore Neighbourhood Centre Inc	
Lismore Child & Adolescent Sexual Assault Counselling Service CASACS	69,669
Manning Valley Women's Group Inc	
Taree Child Sexual Assault Unit	68,459
Riverwood Community Centre Inc (Metro South West)	
Child Sexual Assault Service - Riverwood	93,525
Rosebank Child Sexual Abuse Service Inc	
Rosebank Child Sexual Abuse Service	146,175
Rosemount Youth & Family Services Inc	
Child Sexual Assault Counselling Service - Marrickville	107,193
Rosie's Place Inc	
Child and Family Sexual Assault Counselling Project	233,448
The Wollongong West Street Centre	
The Wollongong West Street Centre	197,114
Upper Blue Mountains Child Protection Service Inc	
The Gunedoo Centre	275,127

Commonwealth Grant (Child Abuse Prevention Centre)

Child Abuse Prevention Service (Sydney) Inc	
Child Abuse Prevention Service - Ashfield	143,530

Peak, Co-ordination & Resource Project

National Association for Prevention of Child Abuse and Neglect Inc (NSW)	
NAPCAN NSW Resources	10,000
Protective Behaviours Consultancy Group of NSW Inc	
Protective Behaviours Consultancy Group of NSW	80,197

Community Development - Aboriginal Services Enhancement

Mindaribba Local Aboriginal Land Council	
Mindaribba L A L C Project Officer	77,108

General

Albury Wodonga Volunteer Resource Bureau Inc	
Albury Wodonga Volunteer Resource Bureau	12,578
Auburn Asian Welfare Centre Inc	
Asian Welfare Service	90,002
Auburn Community Development Network	
Administration Support Service	37,319
Co-ordinator/Community Development Officer	67,932

Aunties & Uncles (Illawarra) Inc		Community Resource Network Inc	
Aunties & Uncles - Illawarra	33,536	Community Development - Policy	58,768
Awabakal Newcastle Aboriginal Co-operative Ltd		New Estates Worker - BCCSN - Del	64,183
Awabakal Project Co-ordinator	48,607	Cynthia Street Neighbourhood Centre Inc	
Bankstown Community Resource Group Inc		Cynthia Street Neighbourhood Centre	50,476
Community Development Officer Project - Bankstown	79,654	Dean Park Community Development Committee Inc	
Bankstown Community Services Co-op Ltd		Dean Park Community Development Worker	68,774
Family & Community Transition	70,361	Doonside Community Activities Group Inc	
Blacktown City Council		Cottage Co-ordinator	41,104
Community Development Officer - Blacktown Council	135,577	Fairfield Community Resource Centre	
Bland Shire Council		Aboriginal Community Co-ordinator Project - Bonnyrigg - DEL	20,984
Community Development Officer - Bland Council	33,832	Aboriginal Community Development Worker - Bonnyrigg - DEL	15,168
Bligh Park Community Services Inc		Aboriginal Youth Development Worker - DEL	19,790
Community Worker - Bligh Park	64,165	Glenmore Park Community Projects Inc	
Brewarrina Shire Council		Glenmore Park Community Worker	37,369
Youth & Community Development Officer - Brewarrina	36,563	Granville Multicultural Community Centre Inc	
Butucarbin Aboriginal Corporation		Harris Park Community Centre	66,987
Aboriginal Community Development Project - Hebersham	71,634	Great Lakes Council	
Western Sydney Aboriginal Adult Education Project	89,992	Great Lakes Community Development Officer	28,401
Cabramatta Community Centre Inc		Greater Taree City Council	
Mt Pritchard/Cabramatta West Community Project	80,950	Taree Council Aboriginal Community Worker	21,781
Reaching The Heights	67,259	Hawkesbury Area Women & Kids Services Collective Inc	
Campbelltown City Council		Hawkesbury Domestic Violence Project	63,150
Airds Strengthening Communities	51,360	Hawkesbury City Council	
Carwoola Council of Elders		Forgotten Valley Community Development & Youth Project	55,157
Campbelltown NAIDOC Family Day	2,000	Hills District Youth Service Inc	
Casino Neighbourhood Centre Inc		Migrant Youth Access Worker	58,851
Community Development Project	37,281	Holy Family Parish - Mt Druitt	
Central Coast Community Council Inc		Mt Druitt Family Holiday Program	13,677
Regional Development Officer	58,148	Illawarra Forum Inc	
Central Coast Voluntary Treasurers Support Service Inc		Community Services Co-ordination Project	39,255
Central Coast Voluntary Treasurers Support Service	56,951	Resource Worker Project	66,997
Central Coast Volunteer Referral Agency Inc		Information and Cultural Exchange Inc	
Central Coast Volunteer Referral Agency	40,954	Community Information Development Project	64,027
Central Coast Volunteer Referral Agency - Fixed Term	10,930	Inner South West Community Development Organisation	
Community Outreach Project	26,300	Inner South West Community Development	93,301
Cessnock City Council		International Social Services (Aust) - NSW Office (Metro Central)	
Cessnock Community Worker Project	28,401	Inter-Country Casework Project	70,344
Community Activities Lake Macquarie Inc		Karabi Community & Development Services Inc	
Community Development Options pka Mobile Resource Unit	197,272	Clerical Assistant for Arthur Philip & Caroline Chisholm Wards	13,794
Community Programs Inc (Far North Coast)		KARI Aboriginal Resource Inc	
Core Administration - Grafton	18,727	Enrichment Program	57,342
		Katoomba Neighbourhood Centre Inc (Metro West)	
		Katoomba Neighbourhood Centre	153,614

Kempsey Neighbourhood Centre Inc		Nicholii Cottage Neighbourhood Centre Inc	
South Kempsey Neighbourhood Improvement Program	16,147	Wentworthville Community Development Worker	70,784
Kempsey Shire Council		Wentworthville Estate Clerical Assistant	3,406
Aboriginal Community Liaison Officer	39,450	Wentworthville Estate Young Person's Worker	56,822
Kincumber & District Neighbourhood Centre Inc		Northern Rivers Social Development Council Inc	
Kincumber Neighbourhood Centre	61,305	Regional Community Services Development	58,994
Lake Macquarie Community Services Resource Centre		Parks Community Network	
Lake Macquarie Community Management & Advisory Project	79,384	Parks Community Network	267,753
Link-Up (NSW) Aboriginal Corporation (Metro West)		Penrith City Council	
Aboriginal Community Development Project - Link Up	102,541	Penrith Family Resource Workers	66,135
Liverpool Districts Neighbourhood Centres Assoc		Port Stephens Council	
Cecil Hills Community Centre	72,648	Port Stephens Community Worker Project	28,401
Liverpool Women's Resource Centre Inc		Quakers Hill Community Development Project	
Women's Community Outreach Worker	73,507	Quakers Hill Community Development Worker	68,320
Lower Mountains Neighbourhood Centre Inc		Randwick City Council	
Lower Mountains Community Projects	116,295	Community Development Worker - Randwick	34,031
Macarthur Community Forum Inc		Richmond Community Services Inc	
Co-ordinator/Community Worker - Macquarie Fields	67,348	Richmond Community Project	117,175
Macarthur Community Forum	87,829	Riverina Medical & Dental Aboriginal Corporation	
Macarthur Migrant Resource Centre		Aboriginal Family Support - Wagga Wagga	37,391
South Pacific Island Community Worker - Campbelltown	45,606	Scone Shire Council	
Maitland City Council		Scone Community Services Supervisor	33,877
Maitland Community Worker Project	45,998	Scout Association of Australia NSW Branch	
Manly Community Centre Inc		Isolated Country Area Development Project	25,802
Aboriginal Project Worker	10,000	Seaboard Community Neighbourhood Services Inc	
Manning Support Services Inc		Urunga Neighbourhood Centre	35,150
Volunteering Connections	16,394	Singleton Shire Council	
Maryland Activities Group Inc		Singleton Community Services Co-ordinator	41,999
Community Worker Outreach 319297	60,371	South Penrith Youth & Neighbourhood Services Inc	
Merriwa Shire Council		Penrith Aboriginal & Torres Strait Islander Neighbourhood Workers	127,916
Merriwa Community Co-ordinator	29,088	South Penrith Youth & Neighbourhood Services Inc	
Mid Mountains Neighbourhood Centre Inc		South Penrith Community Project	96,024
Mid-Mountains Neighbourhood Centre	80,263	South Sydney Community Aid Co-operative Ltd	
Mid North Coast Regional Council for Social Development		South Sydney Community Information Outreach Project - del	45,135
Regional Community Services Information Project	89,516	South West Child Adolescent & Family Services Association (CAFS) Inc	
Murrurundi Shire Council		Aboriginal Program	74,899
Murrurundi Community Worker Project	27,503	Southern Highlands Youth Accommodation Service SP	
Muswellbrook Shire Council		Adolescent & Family Counselling	68,380
Muswellbrook Community Worker Project	28,401	St Marys Area Community Development Project Inc	
New South Wales Aboriginal Golf Association		St Marys Area Community Development Project	106,861
Aboriginal Golf Association NAIDOC Project	2,000	Sutherland Shire Council	
Ngadrii Ngalli Way (My Mothers Way) Inc		Community Worker - New Estates - Sutherland	52,105
Pilot Volunteer Resource Service - Bourke	42,522	Sydney Anglican Home Mission Society Council (T/A) Anglicare (Metro West)	
		Fathers & Their Children	53,117
		The Family Centre Community Projects Inc	
		Aboriginal Torres Strait Islander Activities & Support Officer	43,697

The Hills Community Aid & Information Service Inc		Broken Hill City Council	
The Hills Community Aid	188,959	Local Government Salary Subsidy -	
The Uniting Church in Aust Property Trust (NSW) -		Broken Hill Community Worker	10,428
Wesley Dalmar Child & Family Care Family Service		Local Government Salary Subsidy -	
Rouse Hill Outreach Project	79,167	Broken Hill Youth Worker	10,428
Tongan & Samoan Communities of Newcastle		Burwood Council	
Pacific Islander Welfare Service	53,434	Local Government Salary Subsidy -	
Ulladulla & District Community Resources Centre Inc		Burwood Community Worker	11,237
Domestic Violence Support Service - Ulladulla	39,909	Cabonne Shire Council	
Volunteering Coffs Harbour Inc		Local Government Salary Subsidy -	
Volunteering Coffs Harbour	34,135	Cabonne Community Worker	10,428
Wagga Wagga Community Resource Centre Inc		Camden Council	
Wagga Wagga Volunteer Centre	15,580	Local Government Salary Subsidy -	
Walgett Shire Council		Camden Community Worker	11,237
Community Development Officer -		Campbelltown City Council	
Walgett Council	33,832	Community Development - Campbelltown	22,474
Warrawong Residents Forum Inc		Canterbury City Council	
Warrawong Community Development	62,901	Local Government Salary Subsidy -	
Western Sydney Community Forum Inc		Canterbury Community Worker	11,237
Management Training & Resource Unit (MTRU)	99,729	City of Canada Bay Council	
WSCF Executive Officer	49,377	Local Government Salary Subsidy -	
WESTIR Ltd		Drummoynes Community Worker	11,237
Data Liberation Front	243,710	City of Ryde	
Wollondilly Community Development Committee Inc		Local Government Salary Subsidy -	
Tahmoor Community Resource Service	74,734	Ryde Community Worker	11,237
Wollongong Women's Information Service Inc		Cobar Shire Council	
Women's Court Support Worker	38,269	Local Government Salary Subsidy -	
Woodville Community Service Inc		Cobar Community Worker	10,428
Fairfield East Community Development Worker	71,307	Coffs Harbour City Council	
Villawood East Community Development Worker	77,564	Local Government Salary Subsidy - Coffs Harbour	
Woomera Aboriginal Corporation Albury		Community Worker	11,237
Community Development Project - Glenroy	40,636	Dubbo City Council	
Wyoming Community Centre Inc		Local Government Salary Subsidy -	
Wyoming Community Worker	57,272	Dubbo Community Worker 2	10,428
Local Government Salary Subsidies - Community		Fairfield City Council	
Auburn Council		Local Government Salary Subsidy -	
Local Government Salary Subsidy -		Fairfield Community Worker	11,237
Auburn Community Worker	11,237	Glen Innes Municipal Council	
Blacktown City Council		Local Government Salary Subsidy -	
Local Government Salary Subsidy -		Glenn Innes Community Worker	11,237
Blacktown Community Worker 1	11,235	Gosford City Council (Hunter/Central Coast)	
Local Government Salary Subsidy -		Local Government Salary Subsidy -	
Blacktown Community Worker 2	11,236	Gosford Community Worker 1	11,235
Blue Mountains City Council		Local Government Salary Subsidy -	
Local Government Salary Subsidy -		Gosford Community Worker 2	11,236
Blue Mountains Community Worker 1	11,235	Greater Taree City Council	
Local Government Salary Subsidy -		Local Government Salary Subsidy - Greater Taree	
Blue Mountains Community Worker 2	11,236	Community Worker	11,237
		Gunnedah Shire Council	
		Local Government Salary Subsidy -	
		Gunnedah Community Worker	11,237

Hawkesbury City Council		Orange City Council	
Local Government Salary Subsidy - Hawkesbury		Local Government Salary Subsidy -	
Community Worker	31,237	Orange Community Worker	10,428
Holroyd City Council		Parramatta City Council	
Local Government Salary Subsidy -		Local Government Salary Subsidy -	
Holroyd Community Worker	11,237	Parramatta Community Worker	11,237
Hurstville City Council		Penrith City Council	
Local Government Salary Subsidy -		Local Government Salary Subsidy -	
Hurstville Community Worker	11,237	Penrith Community Worker	11,237
Ku-ring-gai Council		Queanbeyan City Council	
Local Government Salary Subsidy -		Local Government Salary Subsidy - Queanbeyan	
Ku-ring-gai Community Worker	11,237	Community Worker	11,237
Lake Macquarie City Council		Randwick City Council	
Local Government Salary Subsidy -		Local Government Salary Subsidy -	
Lake Macquarie City Community Worker	11,237	Randwick Community Worker 1	11,235
Lane Cove Council		Local Government Salary Subsidy -	
Local Government Salary Subsidy -		Randwick Community Worker 2	11,236
Lane Cove Community Worker	11,237	Rockdale City Council	
Leichhardt Municipal Council		Local Government Salary Subsidy -	
Local Government Salary Subsidy -		Rockdale Community Worker	11,237
Leichhardt Community Worker 1	11,237	Shellharbour City Council	
Local Government Salary Subsidy -		Local Government Salary Subsidy - Shellharbour	
Leichhardt Community Worker 2	11,237	Community Worker	11,237
Lismore City Council		Shoalhaven City Council	
Local Government Salary Subsidy -		Local Government Salary Subsidy -	
Lismore Community Worker	11,237	Shoalhaven Community Worker	11,393
Local Government Salary Subsidy -		South Sydney City Council	
Liverpool Community Worker	11,237	Local Government Salary Subsidy - South Sydney	
Manly Council		Community Worker 1 - del	11,235
Local Government Salary Subsidy -		Local Government Salary Subsidy South Sydney	
Manly Community Worker	11,237	Community Worker 2 - del	11,236
Marrickville Council		Sutherland Shire Council	
Local Government Salary Subsidy -		Local Government Salary Subsidy -	
Marrickville Community Worker	11,237	Sutherland Community Worker 1	11,237
Moree Plains Shire Council		Local Government Salary Subsidy -	
Local Government Salary Subsidy - Moree Plains		Sutherland Community Worker 2	11,237
Community Worker	11,237	The Council of the City of Botany Bay	
Murray Shire Council		Local Government Salary Subsidy -	
Local Government Salary Subsidy -		Botany Community Worker	11,237
Youth Initiatives Officer	10,751	The Council of the Municipality of Hunters Hill	
Newcastle City Council		Local Government Salary Subsidy - Hunters Hill	
Local Government Salary Subsidy -		Community Worker	11,237
Newcastle Community Worker 1	11,237	The Council of the Municipality of Kiama	
Local Government Salary Subsidy -		Local Government Salary Subsidy -	
Newcastle Community Worker 2	11,237	Kiama Community Worker	11,237
North Sydney Council		The Council of the Shire of Baulkham Hills	
Local Government Salary Subsidy - North Sydney		Local Government Salary Subsidy - Baulkham Hills	
Community Worker 1	11,235	Community Worker	22,471
Local Government Salary Subsidy - North Sydney		Warringah Council	
Community Worker 2	11,236	Local Government Salary Subsidy -	
		Warringah Community Worker	11,237

Waverley Council		Granville Multicultural Community Centre Inc	
Local Government Salary Subsidy -		Auburn/Granville Community Development	67,821
Waverley Community Worker	11,237	Holroyd Parramatta Migrant Services Inc	
Willoughby City Council		Migrant Services Development Worker	
Local Government Salary Subsidy -		Co-ordinator	76,645
Willoughby Community Worker	11,237	Illawarra Migrant Resource Centre Inc	
Wingecarribee Shire Council		Multicultural Project - Wollongong & Shellharbour	56,226
Local Government Salary Subsidy - Wingecarribee		Serbian Community Worker	17,709
Community Worker	11,237	Immigrant Women's Speakout Association of NSW Inc	
Wollondilly Shire Council		Immigrant Women's Resource Centre	76,944
Local Government Salary Subsidy -		Italian Welfare Organisation Inc	
Wollondilly Community Worker	11,237	Italian Community Worker	36,513
Wollongong City Council		Lebanese Muslim Association	
Local Government Salary Subsidy - Wollongong		Social Worker Project - Lakemba	33,286
Community Worker 1	11,237	Welfare Counsellor Project	32,157
Local Government Salary Subsidy - Wollongong		Macarthur Arabic Australian Welfare Centre Inc	
Community Worker 2	11,237	Access & Equity - Campbelltown	37,482
Local Government Salary Subsidy - Wollongong		Macarthur Migrant Resource Centre	
Community Worker 3	11,237	Bilingual Team	41,929
Wyong Shire Council		Macedonian Welfare Centre Inc	
Local Government Salary Subsidy -		Macedonian Welfare Centre	65,528
Wyong Community Worker	11,237	May Murray Neighbourhood Centre Inc	
Multicultural Project		Multicultural Project - May Murray 1	93,878
Australian Antiochian Orthodox Church Diocese		Migrant Resource Centre of Newcastle & Hunter Ltd	
Welfare Services		Filipino Welfare Service	58,927
Crisis Resolution Program B - Families	15,828	Multicultural Neighbourhood Centre Inc	
Australian Arabic Communities Council Inc		Multicultural Youth Project - Broadmeadow	16,675
Arabic Welfare Centre	58,493	NSW Spanish & Latin American Association for Social	
Australian Chinese Descendants Mutual Association		Assistance Inc	
Chinese Community Development Officers	57,670	Family Support Worker/Spanish & Latin American	
Australian Lebanese Association of NSW Ltd		Assistance Centre	52,524
(Metro South West)		NSW Vietnamese Elderly Friendship Assoc Inc	
Information & Welfare Officer Project	53,340	Aged Care & Community Development Worker	12,176
Australian Lebanese Christian Federation Inc		Outer Liverpool Community Services Inc	
Multicultural Development Project - Punchbowl	111,648	Outer Liverpool Community Services	173,620
Australian Red Cross Society - NSW		Polish Welfare & Information Group	
Migrant Youth Orientation Program	44,447	Polish Welfare & Information Group	3,037
Australo-Lebanese Christian Council Inc		Queanbeyan Multilingual Centre Inc	
Community Welfare Worker - Guildford	44,793	Ethnic Welfare Worker Project - Queanbeyan	49,453
Bankstown Area Multicultural Network Inc		South Coast Portuguese Association Ltd	
Migrant Community Development Project	80,670	Development Information & Referral Service	28,540
Cabramatta Community Centre Inc		South East Neighbourhood Centre	
Cabramatta Young Women's Project	67,310	Multicultural Liaison Project	51,432
Fairfield Multicultural Youth Project	69,254	Spanish & Latin American Community Organisation Inc	
Multicultural Aged Worker	65,907	Spanish Community Development Worker	75,972
Multilingual Outreach Employment Service	76,103	Surry Hills Neighbourhood Centre Co-op Ltd	
CO AS IT Italian Association of Assistance		Surry Hills Information & Resource Project	
Youth Project - Ashfield	56,039	for People with NESB	31,884
Fairfield Community Resource Centre		The Association of Bhanin El-Minieh	
East Fairfield Multicultural Vacation Activities	36,058	Community Development Worker Project - Auburn	50,221

The Fraternal Society of Tripoli & Mena Districts Ltd		Bucketts Way Neighbourhood Group Inc	
Arabic Community Worker - Lakemba	59,385	Bucketts Way Neighbourhood Group	60,424
Vietnamese Association of Wollongong		Burwood Community Welfare Services Inc	
Vietnamese Association of Wollongong	53,126	Skead House - Burwood Neighbourhood Centre	67,901
Wyoming Community Centre Inc		Byron Bay Community Association	
Central Coast Multicultural Project	51,921	Byron Bay Community Centre	12,229
Yugoslav-Australian Welfare Association Inc		Cabramatta Community Centre Inc	
Information & Referral Service - Newtown	56,141	Cabramatta Community Co-ordinator	125,098
Neighbourhood Centre		Camden Area Community Resource Centre Inc	
Airds Bradbury Community Centre Inc		Camden Area Neighbourhood Centre	65,553
Airds Bradbury Community Centre	51,773	Canterbury City Community Centre Inc	
Airds Bradbury Neighbourhood Centre -		Neighbourhood Centre Project - Lakemba	57,956
AAS Pick Up	60,610	Canterbury City Council	
Albion Park Neighbourhood Association Inc		Canterbury Mobile Information Service	50,334
Albion Park Community Worker	50,154	Canterbury Earlwood Caring Association Ltd	
Albury Wodonga Community Centre Inc		Earlwood Caring Community Centre	69,760
Darjon Outreach Project	38,669	Casino Neighbourhood Centre Inc	
Appin, Wilton & Douglas Park Neighbourhood Centre		Casino Neighbourhood Centre	50,136
Neighbourhood Centre - Appin, Wilton		Centacare Catholic Community Services -	
& Douglas Park	3,729	Archdiocese of Sydney (Metro South West)	
Armidale Neighbourhood Centre Inc		St Peters Neighbourhood Centre	58,655
Armidale Neighbourhood Centre	24,772	Chester Hill Neighbourhood Centre Inc	
Australian Antiochian Orthodox Church Diocese		Chester Hill Neighbourhood Centre	63,923
Welfare Services		Clerical Assistant - Chester Hill	8,897
Crisis Resolution Program A - Families	46,394	Community Worker - North Bankstown	71,410
Australian Turkish & Kurdish Community		Christian Community Aid Service Inc	
Services Co-operative Ltd		Eastwood Neighbourhood Centre	16,189
Centre Co-ordinator - Auburn	42,773	City of Albury	
Ballina & District Community Services Assoc Inc		West Albury Neighbourhood Centre - del	11,750
Ballina Information & Referral Service	48,662	Claymore Neighbourhood & Youth Centres Inc	
Bankstown Community Services Co-op Ltd		Claymore Neighbourhood Centre	55,392
Neighbourhood Centre - Bankstown	66,725	Coffs Harbour Neighbourhood Centre Inc	
Bathurst Information & Neighbourhood Centre Inc		Coffs Harbour Neighbourhood Centre	64,681
Bathurst Information & Neighbourhood Centre	45,331	Coledale Community Group Inc	
Bay & Basin Community Resources Inc		Coledale Community Centre	65,349
Community Development Worker -		Colo Wilderness Mobile Resource Unit	
Sanctuary Point	72,699	Colo Wilderness Mobile Resource Unit	63,446
Bellambi Neighbourhood Centre Inc		Community Resource Network Inc	
Bellambi Neighbourhood Centre	55,010	Executive Officer - Policy	69,861
Bellingen Neighbourhood Centre Inc		Coolaburoo Neighbourhood Centre Inc	
Bellingen Neighbourhood Centre	49,482	South Bankstown Community Development	
Belmont Neighbourhood Centre Inc		Officer Project	94,389
Belmont Neighbourhood Centre	64,554	Coonabarabran Shire Council	
Berkeley Development Association Inc		Coonabarabran Community Access Project	62,004
Berkeley Community Development Project	77,670	Coonamble Neighbourhood Centre Inc	
Berkeley Vale Neighbourhood Centre		Coonamble Neighbourhood Centre	25,420
Berkeley Vale Neighbourhood Centre -		Cowra Information & Neighbourhood Centre	
Neighbourhood	57,521	Cowra Information & Neighbourhood Centre	112,161
Blackheath Area Neighbourhood Centre Inc		Cringila Community Co-operative	
Blackheath Area Neighbourhood Centre	100,354	Assistance Co-ordinator/Community	
		Development Worker	36,135

Crookwell Neighbourhood Centre Inc		Green Point Community Centre Inc	
Crookwell Neighbourhood Centre	20,292	Green Point Community Centre	48,616
Crossroads Community Care Centre Inc		Griffith Neighbourhood House Community Centre Inc	
Community Services Project - Miranda	48,613	Griffith Neighbourhood House -	
Family Support	48,576	Community Centre	50,819
Denman & District Development Association Inc		Gundagai Neighbourhood Centre Inc	
Denman Neighbourhood Development Project	49,796	Gundagai Neighbourhood Centre	18,763
Drummoyne Community Centre Inc		Gunnedah Shire Council	
Drummoyne Community Centre	54,403	Gunnedah Neighbourhood Centre - del	775
Dubbo Community Services & Information Centre Inc		Guyra Neighbourhood Centre Inc	
Dubbo Neighbourhood Centre	25,659	Guyra Neighbourhood Centre	21,031
Dundas Area Neighbourhood Centre		Gwydir Shire Council	
Neighbourhood Centre - Dundas	50,516	Bingara Neighbourhood Centre	7,821
Dungog Information & Neighbourhood Service		Hastings Council	
Dungog Information & Neighbourhood Service	61,941	Wauchope Information & Neighbourhood Centre	35,946
ECHO Bondi Junction Neighbourhood Centre Inc		Hawkesbury Area Women & Kids Services	
ECHO Neighbourhood Centre	56,518	Collective Inc	
Edgeworth Memorial Neighbourhood Centre Inc		The Women's Cottage	97,845
Edgeworth Memorial Neighbourhood Centre	49,134	Helensburgh Community Centre Inc	
Emu Community Project Inc		Community Centre Project - Helensburgh	45,383
Community Development Worker Project -		Hewitt House Neighbourhood Centre Inc	
Emu Plains	58,528	Hewitt House Neighbourhood Centre	5,061
Engadine District Community Aid & Information		Neighbourhood Centre Project - Guildford	61,877
Service Inc (Metro Central)		Highlands Community Centres Inc	
Engadine District Community Aid &		Highlands Community Centres	178,935
Information Service	35,640	Holdsworth Street Community Centre	
Fairfield Community Resource Centre		Family Support Neighbourhood Centre	24,031
Bonnyrigg Community Centre	61,797	Hornsby Heights Neighbourhood Centre Inc	
Co-ordinator of Community Projects	90,527	Hornsby Heights Neighbourhood Centre	4,924
East Fairfield Neighbourhood Centre	66,561	Illawarra Community Services Inc	
Fairfield Neighbourhood Centre	77,937	Dapto Neighbourhood Centre	21,828
Forster Neighbourhood Centre Inc		Neighbourhood Centre - Dapto	56,456
Forster Neighbourhood Centre	68,293	Jannali Neighbour Aid (Nightingale) Inc	
Georges River Community Service Inc		Neighbourhood Centre - Jannali	27,092
Georges River Community Service		Jesmond Neighbourhood Centre Inc	
Neighbourhood Centre	34,743	Jesmond Neighbourhood Centre	63,616
Gladesville & District Community Aid &		June Community Centre Inc	
Information Service		June Community Centre	43,740
Neighbourhood Centre - Gladesville	31,222	Karabi Community & Development Services Inc	
Glen Innes & District Community Centre Inc		Community Development Worker for	
Glen Innes & District Community Centre	38,138	Arthur Philip & Caroline Chisholm Wards	63,920
Glossodia Community Information Centre		Kariong Neighbourhood Centre Inc	
Glossodia Community Information Centre	64,281	Kariong Neighbourhood Centre	53,169
Gosford City Community & Information Service		Kempsey Neighbourhood Centre Inc	
Gosford/Narara Neighbourhood Centre	32,971	Kempsey Neighbourhood Centre	53,128
Graceades Community Cottage		Kids Activity Centre Ltd	
Graceades Community Cottage	70,751	Mt Druitt Community Cottage	42,528
Granville Multicultural Community Centre Inc		Kings Cross Community & Information Centre Inc	
Community Welfare Worker - Granville	49,931	Neighbourhood Centre - Potts Point	30,731
Co-ordinator Granville Multicultural		Kingsgrove Community Aid Centre Inc	
Community Centre	56,895	Neighbourhood Centre - Kingsgrove	24,237

Kogarah Community Services Inc (Metro Central)		Mountain Women's Resource Centre	69,403
Neighbourhood Centre - Kogarah	55,954	Mountains Community Resource Network Inc	
Kooloora & Soldiers Settlement Community Centre Inc		Community Resource Network	85,971
Kooloora Community Centre	92,200	Mountains Outreach Community Service Inc	
KU Children's Services (Metro West)		Mountain Outreach Community Service	123,315
KU Community Development Worker	58,773	Mudgee Shire Council	
Kurri Kurri Community Centre Inc		Mudgee Shire Council Community Services Centre	41,451
Kurri Kurri Neighbourhood Centre	47,171	Mullumbimby & District Neighbourhood Centre Inc	
Lake Macquarie Neighbourhood Information Centre		Mullumbimby & District Neighbourhood Centre	43,603
Lake Macquarie Neighbourhood Centre	66,594	Mullumbimby Women's Service	20,931
Lavington/Springdale Heights Community Centre Inc		Multicultural Neighbourhood Centre Inc	
Lavington Springdale Heights Community Centre	56,666	Multicultural Neighbourhood Centre - Broadmeadow	66,187
Lifeline - Broken Hill Inc		Murwillumbah Community Support Centre Inc	
Neighbourhood Centre Project - Broken Hill	29,863	Murwillumbah Community Support Centre	43,601
Lismore Neighbourhood Centre Inc		Nambucca Valley Neighbourhood Centre Inc	
Lismore Neighbourhood Centre	62,338	Nambucca Valley Neighbourhood Centre	48,112
Lithgow Information & Neighbourhood Centre Inc		Narrabri & District Community Aid Service Inc	
Lithgow Information & Neighbourhood Centre	60,290	Narrabri Neighbourhood Centre	48,909
Liverpool Districts Neighbourhood Centres Assoc		Neighbourhood Development Team - Erskine Park Inc	
Heckenberg - Busby Neighbourhood Centre	73,110	Neighbourhood Development Team - Erskine Park	74,789
Liverpool Central/Warwick Farm Development Worker	76,498	New School of Arts Neighbourhood House Inc	
Liverpool Neighbourhood Centre	74,192	New School of Arts Neighbourhood House - South Grafton	24,675
Lurnea Neighbourhood Centre	76,163	Valley Volunteers	34,135
Macarthur Migrant Resource Centre		Newtown Neighbourhood Centre	
Arabic Community Worker - Minto	57,949	Newtown Neighbourhood Centre	89,995
Maitland Neighbourhood & Information Centre Inc		Nimbin Neighbourhood & Information Centre Inc	
Maitland & Woodberry Neighbourhood Centres	131,146	Nimbin Neighbourhood & Information Centre	48,761
Manly Community Centre Inc		North Kiama Neighbourhood Centre	
Manly Community Centre	42,003	North Kiama Neighbourhood Centre	47,218
Manning Valley Neighbourhood Services Inc		North Richmond Community Centre Inc	
Manning Valley Neighbourhood Centre	67,130	Neighbourhood Centre Co-ordinator - North Richmond	61,326
Marayong House Neighbourhood Centre Inc		North Ryde Community Aid & Information Centre Inc (Metro North)	
Marayong House Neighbourhood Centre	58,900	North Ryde Community Aid & Information Centre Project	13,803
Maryland Activities Group Inc		North St Marys Neighbourhood Centre Inc	
Maryland Neighbourhood Centre	65,309	North St Marys Neighbourhood Centre	85,669
May Murray Neighbourhood Centre Inc		Northern Beaches Neighbourhood Service Inc	
Community Development - May Murray 2	169,070	Community Information Service - Dee Why	78,256
Meeting House Inc		Mobile Information Service	26,369
Meeting House Neighbourhood Centre	22,688	Northern Suburbs Community Development Project Inc	
Menai District Neighbourhood Service Inc		Northern Suburbs Community Neighbourhood Centre	48,397
Menai District Community Resource Centre	71,717		
Mid Richmond Neighbourhood Centre Inc			
Mid Richmond Neighbourhood Centre	44,027		
Mission Australia (Hunter)			
Mayfield Community Centre	32,539		
Mayfield Community Centre - Admin	37,454		
Moree Neighbourhood Centre Inc			
Moree Neighbourhood Centre	46,750		
Mountain Women's Resource Centre			

Orange City Council		South West Multicultural & Community Centre Inc	
Orange Neighbourhood Centre	61,407	South West Multicultural & Community Centre	55,908
Parkes & District Neighbourhood & Community Information Centre Inc		Southern Women's Group Inc	
Parkes Neighbourhood Centre	52,976	Women's Resource Centre	45,846
Peninsula Community Centre Inc		Southlake Neighbourhood Centre Inc	
Peninsula Community Centre	53,248	Southlake Neighbourhood Centre	67,973
Pole Depot Neighbourhood Centre Inc		Springwood Neighbourhood Centre Co-operative Ltd	
Pole Depot Neighbourhood Centre	90,707	Springwood Neighbourhood Centre	106,681
Port Macquarie Neighbourhood Centre Inc		St Clair Youth & Neighbourhood Team Inc	
Port Macquarie Neighbourhood Centre	56,813	St Clair Community Project	107,138
Randwick Information & Community Centre		St George Community Services Inc	
Neighbourhood Centre Project	56,167	St George Community Services	
Raymond Terrace Neighbourhood Centre Inc		Neighbourhood Centre	37,453
Raymond Terrace Neighbourhood Centre	69,613	Sugar Valley Neighbourhood Advancement Group	
Regional Social Development Group Inc		Sugar Valley Neighbourhood Centre	
Deniliquin Neighbourhood Centre	59,852	& Youth Projects	96,763
Riverstone Neighbourhood Centre & Community Aid Service Inc		Surry Hills Neighbourhood Centre Co-op Ltd	
Riverstone Neighbourhood Centre & Community Aid	50,722	Surry Hills Neighbourhood Centre	53,104
Riverwood Community Centre Inc (Metro South West)		Sutherland Shire Information & Community Service Inc	
Riverwood Neighbourhood Centre	89,493	Sutherland Shire Information & Community Service	41,291
Rockdale Community Services Inc		Swansea Community Cottage Inc	
Neighbourhood Centre - Rockdale	55,554	Swansea Community Cottage	58,520
Rozelle Neighbourhood Centre Inc		Sydney University Settlement	
Rozelle Neighbourhood Centre	56,199	Settlement Neighbourhood Centre	95,467
Samaritans Foundation (Hunter/Central Coast)		Temora Community Centre Inc	
Samaritans Information & Neighbourhood Centre	98,798	Neighbourhood Centre - Temora	39,516
San Remo Neighbourhood Centre Inc		The Entrance Neighbourhood Centre Inc	
San Remo Neighbourhood Centre	64,463	The Entrance District Recession Service	40,663
Scone Neighbourhood Resource Centre Inc		The Entrance Neighbourhood Centre	56,273
Scone Neighbourhood Resource Centre	41,309	The Factory Community Centre Inc	
Shalvey Community Centre Inc		Community Program - The Factory	
Shalvey Community Centre	74,744	Community Centre	56,500
Shoalhaven Neighbourhood Centre Inc		The Junction Works Inc	
East Nowra Centre Co-ordinator	49,001	Co-ordinator/Community Worker - Ambarvale	36,873
Nowra Neighbourhood Centre	45,150	The Junction Works Inc (Metro South West)	
Singleton Neighbourhood Centre Inc		Wattle Grove Neighbourhood Centre	66,985
Singleton Neighbourhood Centre	60,133	The Neighbourhood House - Bayldon Boambee Bonville	
South East Neighbourhood Centre		Sawtell Toormina Inc	
South East Neighbourhood Centre	73,782	The Neighbourhood House	34,129
South Penrith Youth & Neighbourhood Services Inc		The Rail Neighbourhood Association Inc	
Cranebrook Community Development Project	50,584	Community Worker/Centre Co-ordinator - Albion Park Rail	51,499
South Sydney Community Aid Co-operative Ltd		The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside - Campbelltown	
Multicultural Neighbourhood Centre - Redfern	70,501	Co-ordinator/Community Worker - Ambarvale - del	72,355
South Wallsend Neighbourhood Development Group Inc		The Uniting Church in Aust Property Trust (NSW) (Metro Central)	
Elmore Vale Community Initiatives Program	58,869	Harris Community Centre	77,354

Tomaree Neighbourhood Centre Inc		Woodville Community Service Inc	
Tomaree Neighbourhood Centre	75,249	Fairfield East Community Organisation	89,742
Toukley Neighbourhood Centre Inc		Woolgoolga Neighbourhood Centre Inc	
Toukley Neighbourhood Centre	72,821	Woolgoolga Neighbourhood Centre	42,080
Tumut & District Neighbourhood Centre Inc		Wyong Neighbourhood Centre Inc	
Tumut & District Neighbourhood Centre	35,796	Wyong Neighbourhood Centre Community Development	122,915
Ulladulla & District Community Resources Centre Inc		Yarrahapinni Community House Inc	
Milton Ulladulla Community Resources Centre 1 & 2	80,689	Yarrahapinni Community House	22,630
Unanderra/Figtree Area Residents Association Inc		Yawarra Meamei Women's Group Inc	
Unanderra Community Centre	52,284	Lightning Ridge Neighbourhood Centre	13,391
Upper Hunter Community Services Inc		Young Neighbourhood Centre Inc (Southern)	
Muswellbrook Neighbourhood Service	76,721	Young Neighbourhood Centre	18,420
Uralla Neighbourhood Centre Inc		YWCA - Southern	
Uralla Neighbourhood Centre	26,727	Domestic Violence Support Worker	34,608
Walgett Shire Council		Peak, Co-ordination & Resource Project	
Lightning Ridge Neighbourhood Centre - del	5,260	Armidale Dumaresq Council	
Walla Mulla Family & Community Support Ltd		Armidale Regional Volunteer Centre	15,667
Aboriginal Community Worker - Woolloomooloo	49,925	Association of Children's Welfare Agencies Inc (Statewide - CSGP)	
Housing Estates Worker - Woolloomooloo	67,422	Core Secretariat - ACWA	194,123
Outreach Counselling Service	88,230	Bathurst Information & Neighbourhood Centre Inc	
Warilla Neighbourhood Centre Inc		Volunteering Bathurst	34,135
Community Worker Project - Warilla	60,199	Volunteering Bathurst - Fixed Term	5,464
Warragamba-Silverdale Neighbourhood Centre Inc		Cassia Community Centre/Holroyd Community Development Assoc Inc	
Neighbourhood Centre - Warragamba-Silverdale	74,674	Cassia Community Services	150,088
Wellington Information & Neighbourhood Services Inc		City of Ryde	
Wellington Information & Neighbourhood Services	30,610	Ryde/Hunters Hill Volunteer Referral Agency	15,667
Werrington Community Project Inc		Council of Social Services of NSW (Statewide)	
Werrington Community Project	113,181	Core Operations - Council of Social Service	507,819
West Dapto Community Association Inc		Hunter Volunteer Centre Inc	
Neighbourhood Centre Co-ordinator - West Dapto	38,913	Volunteer Education & Participation	5,464
Westside Community Centre Inc		Inner Sydney Regional Council for Social Development Co-op Ltd	
Westside Community Centre	12,045	Inner Sydney Regional Information Service	89,404
Winmalee Neighbourhood Centre Inc		Liverpool City Council	
Winmalee Neighbourhood Centre	65,432	Liverpool Volunteer Resource Centre	15,667
Wollondilly Community Development Committee Inc		Local Community Services Association (Statewide)	
Picton Community Resource Service	62,829	Core Operations - Local Community Services	194,377
Wollongong City Council		Nepean Volunteer Services Inc	
Port Kembla Community Outreach Project	61,864	Volunteer Referral Service - Penrith	34,135
Wollongong Women's Information Service Inc		NSW Family Services Inc (Statewide)	
Wollongong Women's Centre	162,857	Data Collection - NSW Family Services	9,191
Women's Activities & Self Help House - The WASH House		St George Community Services Inc	
Women's Activities & Self Help House - The Wash House	106,200	Retired Seniors Volunteers Project	16,394
Woodbine Neighbourhood Centre Inc		Volunteering NSW (Statewide)	
Woodbine Neighbourhood Centre	42,671	Pathways to Participation	143,118
Woodrising Neighbourhood Centre	66,690	Statewide Service	278,326
		Western Information & Neighbourhood Centres Regional Development Project - WINC	5,440

Western Sydney Community Forum Inc		Botany Family & Children's Centre Inc	
Regional Resource Project	112,133	Botany Family Support Project	116,062
Wollongong City Council		Broken Hill & District Family Support Service Inc	
Volunteering Illawarra	15,667	Broken Hill & Districts Family Support Service	130,307
Family & Individual Support -		Burwood Community Welfare Services Inc	
Family Support Project		Inner West Family Support Service	144,809
Anglicare Western NSW		Cabramatta Community Centre Inc	
Mudgee Anglicare Family Support Service	19,657	Domestic Violence Project - Cabramatta	79,865
Armidale Family Support Service Inc		Domestic Violence Project - Supplement	12,240
Armidale Family Support Service	136,563	Campbelltown Family Support Service Inc	
Aunties & Uncles Co-operative Family Project Ltd		Arabic Speaking Family Support Worker	39,633
(Metro West)		Campbelltown Family Support Service	154,829
Family Project - Aunties & Uncles	180,438	Macarthur Aboriginal Family & Youth Support	55,000
Australian Arabic Communities Council Inc		Vulnerable Families 0-3 Worker -	
Arabic Family Support	16,269	Campbelltown - VF	57,360
Australian Arabic Communities Council Inc		Canterbury City Community Centre Inc	
Family Support Project - Bankstown	149,091	Early Intervention Family Support Service - VF	5,146
Australian Birthright Movement - Parramatta		Casino Family Support Service Inc	
(Cumberland)		Casino Family Support Service	106,334
North West Sydney Lone Parent Family Support		Domestic Violence Support Program	42,250
Service Rental Cumberland/Prospect	14,148	Centacare - Catholic Family Services Diocese of	
Australian Birthright Movement (Metro Central)		Broken Bay (Metro Central)	
Lone Parent Family Support Service - Sydney	147,940	Centacare Family Support Service-Lower	
Lone Parents Family Support Northern Beaches	24,110	North Shore & Northern Beaches	242,086
Australian Turkish & Kurdish Community		Hornsby Counselling & Family Support Service	259,827
Services Co-operative Ltd		Centacare (Statewide - CSGP)	
Family Support Service - Auburn	44,109	Parent Line	379,005
Ballina-Byron Family Centre Inc		Centacare Catholic Community Services -	
Ballina Byron Family Support Service	141,741	Archdiocese of Sydney (Metro South West)	
Ballina-Byron Family Centre Inc		Arabic Family Support Worker - Glebe - VF	21,974
Family Support Training - Ballina	2,559	Canterbury Family Support Service	224,293
Bankstown Community Services Co-op Ltd		Family Network Program	66,960
Bankstown Family Support - VF	16,269	Leichhardt Family Support Service	141,249
Family Support Service - Bankstown	210,834	Mt Pritchard Family Support Program	129,938
Specialist Family Support Worker - Bankstown	62,898	Safe Start, Safe Future - VF	54,951
Barnardos Australia - Auburn		Specialist Family Support Service - Centacare	66,960
Barnardos Family Support Program -		Central Coast Access Centre Inc	
Special Neighbours	195,533	Central Coast Access Centre	9,271
Domestic Violence Program - Auburn	66,562	Central West Family Support Group Inc	
Barnardos Australia - Penrith Children's Family Centre		Central West Family Support Group	99,373
Penrith Special Neighbours Program	188,233	Murrin Bridge Family Service	66,267
Bathurst Family Support Service Inc		Cessnock Family Support Service Inc	
Bathurst Family Support	150,202	Cessnock Family Support Service	164,096
Blacktown Alcohol & Other Drugs Family Service Inc		Children of Prisoner's Support Group Co-op Ltd	
Blacktown Alcohol & Other Drugs Family Service	121,027	(Cumberland)	
Blue Mountains Family Support Service Inc		Children of Prisoner's Support Group	83,580
(Metro West)		Church of England Children's Homes	
Blue Mountains Family Support Service	197,485	Summer Hill Family Support Service	30,435
Bondi Beach Cottage Inc		City of Albury	
Bondi Beach Cottage Family Support Service	154,726	Albury Family Support Project	88,358
		Yellow Bus Child at Risk Service	75,576

Colo Wilderness Mobile Resource Unit		Gunnedah Family & Children's Service Inc	
Colo Wilderness Family Support Service	36,598	Gunnedah Family Support Centre - del	42,053
Community Programs Inc (Far North Coast)		Gunnedah Family Support Inc	
Family & Youth Support Service	152,293	Gunnedah Family Support Centre	31,512
Cootamundra Community Centre Inc		Hawkesbury Care Inc	
Cootamundra Community Workers	147,023	Hawkesbury Care Family Unit	52,734
Cowra Information & Neighbourhood Centre		Hawkesbury City Council	
Family Support Service - Cowra	126,712	Forgotten Valley Family Support Service	82,737
Cystic Fibrosis New South Wales (Metro Central)		HORIZONS Central Coast Family Services Inc	
Family Support Program - North Ryde	165,702	Banksia Family Centre	63,361
Dandaloo Gayngil Aboriginal Corporation		Family Support Service - Wyong	351,602
Dandaloo Gayngil Family Support	57,024	Hunter Aboriginal Children's Services	
Eastlakes Family Support Service Inc		Aboriginal Family Support - Mayfield	63,667
Eastlakes Family Support Service	290,935	Illawarra Family Support Service Inc	
Emmanuel Care Centre Inc		Illawarra Family Support Service	229,558
Van-Ploy/Emmanuel Care Centre	4,219	Inner West Aboriginal Community Company Ltd	
Eurobodalla Family Support Service Inc		Family Support Worker Marrickville/Glebe VF	61,670
Eurobodalla Family Support Service	156,495	Institute for Family Advocacy & Leadership	
Fairfield Community Resource Centre		Development Association Inc	
English Access & Outreach Program	90,358	Institute for Family Advocacy & Leadership	
Fairfield Parent Support Centre Inc		Development	199,323
Fairfield Parent Support Centre	227,856	Inverell Family & Youth Support Service Inc	
Fairfield Parent Support Centre - Recession Supp	16,036	Inverell Family & Youth Support Service	125,788
Family Support Centre Inc		Karabi Community & Development Services Inc	
Family Resource Project - Community		Indigenous Youth Worker	30,000
Outreach Worker	33,078	Karitane	
Family Services Activity Van	84,229	Home Visitors Program - VF	101,897
Family Services Resource Project	84,767	Kempsey Family Support Service Inc	
Creative Early Childhood Project	5,768	Kempsey Family Support Service	123,012
Lismore Family Support Service	118,862	Kyogle Family Support Service Inc	
Parent Education for Special Learning Needs	13,036	Kyogle Family Support Service	57,410
Family Worker Training & Development Program		Learning Links	
Family Worker Development Program	62,744	Learning Links Family Support &	
Far South Coast Family Support Service		Counselling Service	74,869
Far South Coast Family Support Service	139,630	Lithgow Family Support Service Inc	
Financial Counselling Hunter Valley Project Inc		Lithgow Family Support Service	84,494
Financial Counselling - Hunter Valley Project	55,428	Maitland Family Support Scheme Inc	
Glen Innes Family & Youth Support Service Inc		Maitland Family Support Scheme	206,963
Glen Innes Family & Youth Support Service	89,353	Mallee Family Care Inc	
Gosford City Family Support Service Inc		Wentworth Balranald Family Support	75,873
Gosford City Family Support Service	275,176	Wentworth Balranald Vulnerable Families	48,600
Goulburn Family Support Service Inc		Manly Warringah Women's Resource Centre Ltd	
Goulburn Family Support Service	160,945	Manly Warringah Family Support Service	150,595
Grace Cottage Inc		Manning Support Services Inc	
Family Support Service - Dubbo	77,254	Family Support Services Manning - Great Lakes -	
Granville Multicultural Community Centre Inc		Gloucester	193,555
Granville Family Support Scheme	134,450	Menindee Family Support Group Aboriginal Corp	
Griffith Regional Family Services Inc		Menindee Aboriginal Family Support Project	27,059
Griffith Aboriginal Adolescent & Family Worker	27,448	Men's Resource Centre Inc	
Griffith Bilingual Family Services	27,530	The Anti-Violence Project	74,143
MIA Family Support Service	82,237		

Migrant Resource Centre of Newcastle & Hunter Ltd		Regional Social Development Group Inc	
Family Welfare - Hamilton	47,481	Deniliquin Family Support Service	109,989
Ministry to Solo Parents & Their Families - Parramatta Diocese		Relationships Australia (NSW) (Metro Central)	
Solo Parents Centre - Agent Number 764	120,652	Groupwork Training & Supervision Project	149,930
Mission Australia (Metro South West)		Relationships Australia (NSW) (Metro West)	
Miller Family Support Service	84,474	Growing Together Parents & Kids	58,452
Special Needs Worker Campbelltown	27,682	Richmond Community Services Inc	
Monaro Family Support Service Inc		Hawkesbury Family Support Service	34,351
Monaro Family Support Service	111,105	Riverwood Community Centre Inc (Metro South West)	
Moree Family Support Inc		Riverwood Family Support Service	116,663
Moree Family & Adolescent Support Program	153,272	Ryde Family Support Service Inc (Metro Central)	
Mt Druitt/Blacktown Learning Difficulties Support Group Inc		Ku-ring-gai Family Support Program	65,461
Co-ordinator Learning Difficulties Support Service	61,517	Ryde Family Support Service	294,000
Mobile Learning Difficulties Support Service	50,772	Save The Children Funds (Metro West)	
Mudgee Anglicare Inc		Play Bus Assistant	28,200
Mudgee Anglicare Family Support Service - del	58,011	Singleton Family Support Scheme Inc	
Mudgin-Gal Women's Corporation (Metro Central)		Singleton Family Support Service	165,487
Mudgin-Gal Aboriginal Corporation Project	77,974	South Coast Medical Service Aboriginal Corporation	
Muloobinba Aboriginal Corporation		Aboriginal Family Support Service - Nowra	58,947
Muloobinba Family Support Services	101,952	South West Child Adolescent & Family Services Association (CAFS) Inc	
Murawina Mt Druitt Co-operative Ltd		Green Valley Family Support Service	93,950
Child Protection Worker Murawina	31,689	Specialist Family Support Worker - Liverpool	62,794
Nambucca Valley Children's Group Inc		St George Backstop Family Support Service Inc	
Nambucca Bellingen Family Support Service	132,515	Family Support Project - Carlton	242,907
Newcastle Family Support Services Inc		St Vincent de Paul Society - Community & Family	
Family Support Project - Newcastle	383,517	The Centre Family Support Program	88,220
Ngadrii Ngalli Way (My Mothers Way) Inc		Sutherland Shire Family Support Service Inc	
Ngadrii Ngalli Family Support Project	40,747	Sutherland Shire Family Support Service	250,805
Northern Illawarra Family Support Service		Swinson Cottage Family Centre Inc	
Northern Illawarra Family Support Service	154,198	Junaya for Families	260,452
Nowra Family Support Service Inc		Sydney Anglican Home Mission Society Council (T/A) Anglicare (Metro South West)	
Nowra Family Support Service	260,158	Liverpool Family Support Service	63,666
NSW Family Services Inc (Metro South West)		Liverpool Family Support Work	113,549
Parent Access Program	52,108	Newtown/Marrickville Family Support	232,078
Orange Family Support Service Inc		Sydney Anglican Home Mission Society Council (T/A) Anglicare (Metro West)	
Orange Family Support Service	121,308	St Marys Family Support Work Project	139,438
Parkes & District Neighbourhood & Community Information Centre Inc		Tamworth Family Support Service	
Family Support Service - Parkes	126,572	Tamworth Family Support Service	172,261
Parramatta Holroyd Family Support Inc		Telopea Family Resources Inc	
Family Support Worker-Parramatta/Holroyd - del	47,551	Telopea Family Support Program	238,518
Parramatta Holroyd Family Support Service	158,148	Temora Community Centre Inc	
Support Program for Adolescent Parents	64,579	Temora Family Support	23,030
Port Stephens Family Support Service Inc		Tenterfield Social Development Committee	
Port Stephens Family Support Service	178,521	Tenterfield Family & Youth Support Service	108,620
Queanbeyan City Council		The Association of Bhanin El-Minieh	
Family Support Service - Queanbeyan	110,733	Arabic Family Support Service	56,391
Randwick Information & Community Centre			
Family Support Program	114,344		

The Benevolent Society (Metro Central)		Upper Hunter Community Services Inc	
Benevolent Society's Home Start Program	85,802	Upper Hunter Family Support Service	128,796
Post Adoption Resource Centre	360,439	Wagga Wagga Family Support Service Inc	
The Deli Women & Children's Centre Inc		Wagga Wagga Family Support Service	153,076
The Deli Family Support Service	204,484	Walla Mulla Family & Community Support Ltd	
The Factory Community Centre Inc		Special Family Support Project	52,472
The Factory Family Support Service	45,975	Warragamba-Silverdale Neighbourhood Centre Inc	
The Family Centre Community Projects Inc		Family Support Service - Warragamba	54,414
Tweed Valley Family & Youth Support Service	302,329	Waverley Council	
The Infants Home Ashfield		Waverley Family Support Project	29,265
Sydney Hope Cottage Family Support Project	86,949	Wee Waa & District H.A.C.C. Association Inc	
The Shop Women & Children's Centre Inc		Namoi Family Support Service	85,790
The Shop Women & Children's Centre	169,274	Westlakes Macquarie Family Support Service Inc	
The Trustees of the Roman Catholic Diocese of		Westlakes Macquarie Family Support Service	260,070
P/Matta as Trustees for Centacare Cath Family Serv		Wingecaribee Family Support Service	
Centacare Blacktown Family Support Service	120,515	Wingecaribee Family Support Service	166,677
Penrith Family Support Service	140,791	Wollondilly/Camden Family Support Service Inc	
The Uniting Church in Aust Property Trust (NSW) -		Wollondilly/Camden Family Support Service	112,265
(Unifam)		Young Neighbourhood Centre Inc (Southern)	
Unifam Adolescent Parent Mediation Service		Young Family Support	30,703
(Options)	192,301	General Counselling Project	
The Uniting Church in Aust Property Trust (NSW) -		Canterbury Earlwood Caring Association Ltd	
UnitingCare Burnside - Campbelltown		Canterbury Community Counselling Service	58,858
Claymore Family Centre	20,000	Christian Community Aid Service Inc	
Macarthur Intensive Family Based Service	318,855	Social Welfare Support Worker - CCAS	39,197
Northern Macarthur Family Support Service	113,624	Cobar Domestic Violence Committee Inc	
The Uniting Church in Aust Property Trust (NSW) -		Cobar Domestic Violence Worker	14,986
UnitingCare Burnside (Mid North Coast)		ERAC Inc	
Coffs Harbour Family Support Services	130,298	Lifeline Mountains to Murray	7,676
Hastings Family Support Service	178,845	Gay & Lesbian Counselling Service of NSW	
The Uniting Church in Aust Property Trust (NSW) -		(Metro Central)	
Wesley Dalmar Child & Family Care Family Service		Gay & Lesbian Counselling Service	63,575
Group Work Co-ordinator	37,783	Lifeline - Central West Inc	
Meriton Village Multi-Purpose Community Project	65,469	Lifeline - Central West	4,681
NESB Family Support Worker	52,908	Redfern Legal Centre	
Quakers Hill Family Services	21,733	Financial Counselling Credit & Debit Service	90,480
The Hills Family Centre Family Support	107,257	Sydney Anglican Home Mission Society Council	
The Uniting Church in Aust Property Trust (NSW)		(T/A) Anglicare (Southern)	
(Metro South West)		Shoalhaven Outer Areas Counsellor	28,955
Uniting Care Campbelltown Focus on New		The Uniting Church in Aust Property Trust (NSW) -	
Families	85,802	Wesley Mission (South East Sydney)	
The Uniting Church in Aust Property Trust		Lifeline - Sydney	30,488
(NSW) (Metro West)		Welfare Rights Centre Ltd	
Pathfinder	13,131	Welfare Rights Service - Surry Hills	320,573
Trustees of Sisters of the Good Samaritan		Women's Activities & Self Help House -	
Dadirri Gwandalan Family Support Service	30,349	The WASH House	
Tweed Shire Women's Service Inc		Group Worker/Crisis Counsellor	52,371
Tweed Shire Family & Individual Support	66,267	Peak, Co-ordination & Resource Project	
University of Newcastle - The Family Action Centre		NSW Family Services Inc (Statewide)	
Caravan Project	273,341	Core Operations - NSW Family Services	278,125
Homestart	77,795		

The Salvation Army (NSW) Property Trust (Statewide)		Regional Youth Support Services Inc	
The Salvation Army Special Search Service Youth Services -	113,522	Kincumber & Kariong Youth Project	52,379
Adolescent Support Program		Rosemount Youth & Family Services Inc	
Albury Wodonga Youth Emergency Services Ltd		Day Survival & Detached Family Counsellor Service	409,285
Adolescent Family Counsellor - Albury	120,987	San Remo Neighbourhood Centre Inc	
Allambi Youth Services Inc		San Remo Youth Services Co-ordinator	25,220
Lake Macquarie Detached Family Counsellor Project	78,198	Shoalhaven Youth Accommodation Co Ltd	
Auburn Youth Centre Inc		Detached Family Counsellor Project - Shoalhaven	80,902
Adolescent & Family Counsellor - Auburn	66,218	South West Child Adolescent & Family Services Association (CAFS) Inc	
Barnardos Australia (Canberra Children's Family Centre)		Adolescent & Family Counsellor Project - Bankstown	80,437
Queanbeyan & Region Adolescent & Family Counselling Service	76,002	Detached Family Counsellor Project - Cabramatta	77,692
Blacktown Anglican Child Care Centre Inc		Detached Family Counsellor Project - Liverpool	80,440
Blacktown Adolescent Family Counsellor Project DEL	73,049	Southern Riverina Youth Support Services Inc	
Bridging the Gap Sydney West Inc		RAD AFC Service	80,902
St Marys Detached Family Counsellor Project	81,832	Southern Youth - Family Services Association Inc	
Campbelltown Family Support Service Inc		Family Counselling Project - Wollongong	84,227
Adolescent Family Worker - Campbelltown	41,026	Sydney Anglican Home Mission Society Council (T/A) Anglicare (Metro South West)	
Central Illawarra Youth Services Inc		Campbelltown Detached Family Counsellor Project	69,805
Young Adult Resource Information Project	33,281	The Bridge Youth Service Inc (Metro Central)	
Coolaburoo Neighbourhood Centre Inc		Adolescent Family Counsellor Project - Sutherland	73,545
Youth Programs Officer - Revesby	67,659	The Deaf Society of NSW (Metro West)	
Dubbo Community Services & Information Centre Inc		Detached Family Counsellor Project - Parramatta	82,039
Detached Family Counsellor Project - Dubbo	80,900	The Fact Tree Youth Service	
Glebe Youth Service Inc		Detached Family Counsellor Project - Waterloo	76,183
Glebe Youth Centre Vacation Care Program	8,387	The Ted Noffs Foundation Inc (Metro West)	
Granville Multicultural Community Centre Inc		Adolescent Family Program	76,771
Adolescent Support Worker - Granville	73,070	The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside (Hunter/Central Coast)	
Holroyd City Council		Gosford Adolescent & Family Counsellor	80,902
Wentworthville Youth Services Centre Based Youth Worker	4,618	The Entrance Youth Project	73,376
Illawarra Youth Housing Ltd		Wyong Adolescent & Family Counsellor	83,166
Adolescent & Family Counsellor - Illawarra	80,902	The Uniting Church in Aust Property Trust (NSW) - Wesley Dalmar Child & Family Care Family Service	
Jesmond Neighbourhood Centre Inc		Detached Family Counsellor Project - Penrith	76,766
Detached Family Counsellor Project - Jesmond	62,432	The Uniting Church In Aust Property Trust (NSW) (Hunter/Central Coast)	
Families With Adolescents Support Project	55,694	Margaret Jurd Learning Centre	221,947
Maitland Youth Crisis Service Inc		Trustees of the Christian Brothers (Metro West)	
Detached Family Counsellor Project - Maitland / Cessnock	80,903	Young People's Support Program	67,658
Manly Council		Uniting Care Northmead	
Adolescent & Family Counsellor Service	133,859	Adolescent & Family Counsellor - Parramatta	85,320
Mission Australia - Wagga Wagga		Upper Hunter Youth Services Inc	
Adolescent Family Counsellor - Wagga Wagga	80,902	Muswellbrook Detached Family Counsellor Project	81,075
Narrabri & District Community Aid Service Inc		Upper Mountains Youth Services Inc	
Narrabri Youth Service	25,376	Adolescent & Family Counsellor - Katoomba	71,964
Phoenix House Youth Services Inc		Veritas House Inc	
Phoenix House Youth Services	136,296	Adolescent & Family Counselling Service - Veritas	80,902

Vietnamese Association of Wollongong		Bellingen Neighbourhood Centre Inc	
Indo Chinese Youth Worker	24,249	Bellingen & Seaboard Youth Services	55,964
Waverley Action for Youth Services		Bellingen Shire Council	
Day Program - WAYS - del	67,659	Dorrigo Youth Service	24,722
Detached Family Counsellor Project - Bondi Beach	72,588	Berkeley Development Association Inc	
Wellington Information & Neighbourhood Services Inc		Berkeley Youth Project	37,473
Wellington Adolescent Support Program	69,396	Blacktown Youth Service Association Inc	
Winmalee Youth Service Inc		New Estates Youth Worker - Blacktown	65,869
Lower Mountains Family & Adolescent Counselling	72,211	Youth Development Worker - Blacktown	80,916
Woodrising Neighbourhood Centre Inc		Bligh Park Community Services Inc	
Adolescent & Family Counsellor - Woodrising	77,895	Youth Project - Bligh Park	60,733
Youth for Christ Australia Inc Central Coast Region		Blue Mountains Developmental Youth Recreation	
Central Coast Detached Family Counsellor Project	76,774	Service Inc	
Community Youth Project - General		Springwood Youth Project	20,376
Al Zahra Islamic Council		Springwood Youth Support Service	58,148
Youth Development Officer - Arncliffe	45,935	Youth Recreation Officer Project - Springwood	63,294
Albury Wodonga Youth Project Inc		Bourke Shire Council	
Albury Wodonga Youth Project	66,431	Bourke Youth Centre	145,655
Ambarvale Rosemeadow Youth Services Committee		Bridging the Gap Sydney West Inc	
Ambarvale Youth Centre	60,478	Youth Development Centre - Bridging The Gap	60,115
Auburn Community Development Network		Byron Youth Service Inc	
Youth Development Officer - Auburn	53,602	Byron Youth Service	61,594
Auburn Youth Centre Inc		Youth Activities & Liaison Worker	27,947
Co-ordinator & Youth Worker Project - Auburn	131,116	Cabramatta Community Centre Inc	
Australian Antiochian Orthodox Church Diocese		Generalist Youth Support Project	64,724
Welfare Services		Youth Service Co-ordinator - Cabramatta	72,041
Crisis Resolution Program - Youth	56,154	Camden Area Youth Services	
Awabakal Newcastle Aboriginal Co-operative Ltd		Youth Services Co-ordinator - Camden	59,371
Awabakal Youth Worker	48,478	Campbelltown Family Support Service Inc	
Ballina & District Community Services Assoc Inc		Youth Support Worker	80,985
Ballina Youth Activities Centre Project Worker	47,340	Campbelltown Youth Services Inc	
Ballina Youth Service	25,958	Campbelltown Youth Services	306,205
Bankstown City Council		Canterbury City Council	
After School Drop-In Centre - Bankstown	211,508	Canterbury Youth Support Worker	78,114
Youth Development Officer - Bankstown	66,124	Casino Neighbourhood Centre Inc	
Bankstown Multicultural Youth Service Inc		Youth Worker - Casino	55,280
Multicultural Youth Service - Bankstown	221,329	Central West Family Support Group Inc	
Baptist Community Services - NSW & ACT		Murrin Bridge Youth Service	39,207
(Metro Central)		Chester Hill Neighbourhood Centre Inc	
Respite Recreation Network	78,880	Youth Project Officer - North Bankstown	66,246
Barnardos Australia - Auburn		Churches of Christ Community Care	
Youth Support Worker Project	77,497	PPYS - Pendo to Parra Youth Support	52,563
Barnardos Australia - South Coast		Clarence Valley Council	
Bundaleer Child & Family Community		Clarence Valley Youth Development Officer	63,918
Development Project	31,837	Claymore Neighbourhood & Youth Centres Inc	
Barnardos Australia (Metro South West)		Claymore Youth Development Project	52,784
Youth Programs Officer - Belmore	52,273	Female Youth Worker	52,368
Bay & Basin Community Resources Inc		Coastal Accommodation Services Supporting Youth (CASSY) Inc	
Youth Services Co-ordinator - Sanctuary Point	46,789	Youth Exit/Outreach Worker Project	57,137
Bellambi Neighbourhood Centre Inc		Coffs Harbour Neighbourhood Centre Inc	
Youth Project - Bellambi	15,298	Coffs Harbour Youth Service	64,100

Coledale Community Group Inc		Community Youth Worker - Granville	53,691
Coledale Youth Project	34,856	Great Lakes Community Resources Inc	
Colo Wilderness Mobile Resource Unit		Aboriginal Youth Worker Project - Tuncurry	32,876
Youth Access Worker	64,714	Great Lakes Youth Development Worker	63,195
Community Activities Lake Macquarie Inc		Greater Taree City Council	
Lake Macquarie Youth Development Officer	52,402	Adolescent Support Program - Taree	133,183
Community Connections North Coast Inc		Taree Youth Development Officer	51,739
Lismore & District Youth Services	70,659	Gwydir Shire Council	
Dandaloo Gayngil Aboriginal Corporation		Bingara Youth Support Program	12,873
Toomelah Youth Group	57,025	Hastings Council	
Doonside Community Activities Group Inc		Youth Development Worker - Port Macquarie	29,899
Doonside Kid's Klub	26,979	Hawkesbury City Council	
Dundas Area Neighbourhood Centre		Forgotten Valley Youth Project (2)	16,424
Dundas Area Youth Service	53,179	Helensburgh Community Centre Inc	
Dungog Information & Neighbourhood Service		Helensburgh Youth Project	14,024
Dungog Area Youth Service (DAYS)	41,898	Hills District Youth Service Inc	
Dungog Youth & Family Counselling Service	35,683	Part-Time Youth Worker Project - Hills District	27,975
Durri Aboriginal Corporation Medical Service		Holroyd City Council	
Kempsey Youth Service	67,070	Wentworthville Youth Service Outreach	
Eastlake Youth Centre Inc		Youth Worker	66,275
Eastlake Youth Centre Project	155,031	Holroyd Youth Service Inc	
Eden Foundation Inc		Merrylands Youth Centre - Youth Worker	53,355
Eden Youth Project - DEL	28,859	Holy Family Parish - Mt Druitt	
Emu Community Project Inc		Mt Druitt Youth Project	54,471
Emu Plains Youth Activities Project	47,446	Illawarra Community Services Inc	
Engadine District Youth Services Inc		West Dapto Outreach Youth Project	39,799
Engadine District Youth Services	81,430	Youth Work Project - Dapto	16,792
Epping Youth Development Group Inc		Illawarra Ethnic Communities Council Inc	
The Shack - Epping	24,570	Ethnic Youth Development Officer - AAS I	70,356
Fairfield Community Resource Centre		June Community Centre Inc	
Bonnyrigg Youth Service	114,208	Youth Project - June	25,240
Fairfield Youth Project Officer	56,565	Karabi Community & Development Services Inc	
Outreach Worker Youth East Fairfield	67,253	Youth Activities Worker	25,206
Youth Worker Established Areas - Fairfield	70,690	Youth Development Worker for Arthur Philip	
Fusion (Australia) (Metro South West)		& Caroline Chisholm Wards	55,903
Fusion Campsie Youth Cafe	229,241	Kempsey Family Support Service Inc	
Fusion (Australia) (Metro West)		Kempsey Youth Support Worker	77,497
Fusion Mt Druitt Youth Service	229,241	Koonawarra Area Residents Association Inc	
Fusion/Cranebrook Youth Development Project	105,825	Koonawarra Youth Work Project	24,769
Penrith Youth Outreach Project	25,928	Kurri Kurri Community Centre Inc	
The Channel Youth Cafe - Penrith	156,273	Cessnock Youth Development Officer	65,977
The Channel Youth Cafe - Penrith - del	42,523	Kurri Kurri Youth Centre	53,829
Gilgandra Shire Council		Kyogle Youth Action Inc	
Aboriginal Youth Worker Project - Gilgandra	37,030	Kyogle Youth Action	55,995
Glebe Youth Service Inc		Lake Macquarie City Council	
Glebe Youth Project	187,040	Aboriginal Community Worker - Speers Point	26,889
Gloucester Shire Council		Lake Macquarie Youth Network Inc	
Gloucester Youth Service	36,881	North Lakes Youth Project	53,635
Gosford City Council (Hunter/Central Coast)		Lane Cove Council	
Central Coast Congress	10,000	Lane Cove Council Youth Centre	11,407
Granville Multicultural Community Centre Inc			

Lebanese Muslim Association		North Lake Macquarie Youth Association Inc	
Youth Development Officer - Lakemba	45,928	Northlakes Youth & Family Counsellor	68,440
Lithgow Information & Neighbourhood Centre Inc		North Richmond Community Centre Inc	
Lithgow Adolescent & Family Counsellor	27,222	North Richmond Youth Project	62,655
Liverpool Districts Neighbourhood Centres Assoc		Nowra Youth Services Inc	
Youth Centre - Green Valley	66,862	Youth Worker Project - Nowra	11,951
Liverpool Women's Resource Centre Inc		NSW Council of YMCA's (Southern)	
Liverpool Women's Resource Centre Project	74,667	Cooma YMCA Youth Project	41,533
Liverpool Youth Needs Committee Inc		Oasis Pre-Employment Network (OPEN) Inc -	
LYNC Place Liverpool	124,216	T/A Campbell Page	
Lower Clarence Aboriginal Corporation for Youth		Eurobodalla Aboriginal Youth Project	33,416
Lower Clarence Aboriginal Youth Service	39,419	Eurobodalla Youth Project	42,411
Maari Ma Health Aboriginal Corporation		Pam's Place Crisis Accommodation Resource &	
Wentworth Shire Youth Support Worker	48,072	Referral Service Inc	
Wilcannia Youth & Community Club	47,849	Family Crisis Service	232,679
Macquarie Legal Centre Inc		Peninsula Community Centre Inc	
Youth Education Project	28,503	Peninsula Adolescent Support Project	
Maitland Youth Enterprise Inc		The Web Youth Service	87,191
Maitland Youth Counsellor	55,274	Pole Depot Neighbourhood Centre Inc	
Maitland Youth Project	67,380	Youth Zone - Youth Centre for St George	126,061
Management & Advisory Services Aboriginal		Youth Zone After School Service	229,241
Corporation		Port Kembla Youth Project Inc	
Strengthening Our Future	9,779	Port Kembla Youth Project	29,639
Manly Council		Queanbeyan City Council	
Clearway Youth Club	19,893	Queanbeyan Youth Service	29,044
Marayong House Neighbourhood Centre Inc		Raymond Terrace Neighbourhood Centre Inc	
Youth Development Worker - Kings Park	55,351	Port Stephens Youth Support Project	6,247
Maronite Catholic Family & Social Apostolate		Port Stephens Youth Support Project - del	63,738
Our Lady of Lebanon Youth Worker 259955	41,120	Raymond Terrace Youth Cafe	50,328
Marrickville Youth Resource Centre Inc		Regional Youth Support Services Inc	
Marrickville Youth Resource Centre	206,851	Co-ordinator - Wyoming Youth Centre	67,567
Merriwa Shire Council		Gosford Youth Services	152,778
Merriwa Youth Worker	17,679	Peninsula Youth Support Worker	30,600
Mid-Mountains Youth Futures Group		Riverina Medical & Dental Aboriginal Corporation	
Mid-Mountains Youth Project	82,637	Aboriginal Youth Worker - Wagga Wagga	42,461
Mission Australia (Metro South West)		Riverstone Neighbourhood Centre & Community	
Miller Youth Centre	30,286	Aid Service Inc	
Miyay Birray Youth Service Inc		Youth Development Officer Project - Riverstone	52,161
Miyay Birray Youth Service	226,663	Riverwood Community Centre Inc (Metro South West)	
Mountains Youth Resource Organisation Inc		Riverwood Youth Service	87,147
Mountains Youth Resource	93,860	Rosie's Place Inc	
Mt Druitt Ethnic Communities Agency Inc		Young Women's Outreach Service	62,269
Ethnic Youth Worker Project - Mt Druitt	47,838	Samaritans Foundation (Hunter/Central Coast)	
Murrurundi Shire Council		Berkeley Vale Youth Centre	87,146
Murrurundi Youth Worker Project	24,655	Community Youth Development Project -	
Nambucca Shire Council		Samaritans	84,284
Nambucca Shire Youth Services	34,117	Developmental Youth Worker	33,632
Youth Development Officer - Nambucca	30,742	Hunter Youth Support Service	86,048
Nicholii Cottage Neighbourhood Centre Inc		Samaritans Youth Services-Newcastle/Lake	
Creative Holidays for Kids - Nicholii Cottage	2,181	Macquarie The Hub-Early Intervention & Activities	181,408
		The Cottage Youth Service	50,762

San Remo Neighbourhood Centre Inc		The Fact Tree Youth Service	
San Remo Youth Services	64,191	Generalist Youth Worker Project	93,548
Youth Worker Assistant - Northern Wyong	26,300	The Family Centre Community Projects Inc	
Youth Worker Assistant - Summerland Point	15,780	Youth Space Project	40,732
Scone Youth Club Inc		The Junction Works Inc (Metro South West)	
Scone Youth Worker	58,405	Liverpool Youth Support Worker	72,435
Shellharbour Aboriginal Community Youth Association Inc		The Junction Works	59,114
Aboriginal Youth Project - Albion Park	48,647	The Shack Youth Services Inc	
Shire Wide Youth Service Inc		The Shack Youth Services	65,454
Menai District Youth Services	95,328	The Shack Youth Support Worker Project	59,988
Shoalcare		The Shop Women & Children's Centre Inc	
Aunties & Uncles - South Coast	28,988	Waterloo Girl's Centre Project	42,842
Shoalhaven Neighbourhood Centre Inc		The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside - Dubbo	
Youth Worker Project - Nowra - del	35,272	Doorways - I	45,617
Shopfront Theatre for Young People Co-op Ltd		The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside (Metro West)	
Shopfront Youth Outreach Program	44,342	Children Living Skills Program	44,932
Singleton Shire Council		The Uniting Church in Aust Property Trust (NSW) - Wesley Dalmar Child & Family Care Family Service	
Singleton Youth Centre	63,931	Mt Druitt Integrated Youth Service	186,484
South Penrith Youth & Neighbourhood Services Inc		Quakers Hill Youth Support Worker	79,985
South Penrith Youth Services	114,729	The Uniting Church in Aust Property Trust (NSW) - Wesley Mission (South East Sydney)	
South Sydney Youth Services		Youth Line - Sydney	24,960
South Sydney Youth Service	52,659	The Uniting Church In Aust Property Trust (NSW) (Hunter/Central Coast)	
Southern Shoalhaven Youth Services Inc		Newcastle Youth Service	49,309
Youth Worker Southern Shoalhaven	31,264	Thirroul Neighbourhood Centre Inc	
Southlake Neighbourhood Centre Inc		Youth Project - Thirroul	50,828
Southlake Youth Centre	70,174	Tweed Training & Enterprise Co Ltd	
St Clair Youth & Neighbourhood Team Inc		Murwillumbah Youth Centre	10,522
St Clair Youth Development Project	62,064	Unanderra/Figtree Area Residents Association Inc	
St Francis Welfare Ltd		Unanderra Figtree Youth Project	28,497
Come In Youth Resource Centre	225,185	Upper Hunter Community Services Inc	
St George Backstop Family Support Service Inc		Upper Hunter Youth Development Officer	54,018
Southern Suburbs Youth and Family Support	80,985	Upper Hunter Youth Services Inc	
St Joseph's Community Centre		Muswellbrook Shire Youth Service	106,562
St Joseph's Youth Housing Service	196,490	Upper Mountains Youth Services Inc	
St Vincent de Paul Society - Liverpool		Upper Mountains Youth Centre	83,899
Liverpool Night Patrol	15,085	Veritas House Inc	
St Vincent de Paul Society - Vinnies Youth Housing Macarthur		Backtracks	49,321
Vinnies Youth Housing Macarthur	41,588	Victoria Street Youth Development Association	
Sydney University Settlement		Werrington Youth Project	51,111
Settlement Youth Project	74,208	Vietnamese Australian Welfare Association	
Temora Community Centre Inc		The Hearth	76,145
Youth Worker Project - Temora	29,396	Walgett Shire Council	
Tenterfield Social Development Committee		Youth Development Officer - Walgett	39,751
Tenterfield Youth Support Service - del	9,276	Warilla Neighbourhood Centre Inc	
The Council of the Municipality of Kiama		Youth Project - Warilla	30,925
Youth Project - North Kiama	27,864		
The Council of the Shire of Baulkham Hills			
Youth Development Officer - Baulkham Hills Council	23,249		

Warren Shire Council		City of Sydney Council (Metro Central)	
Warren Youth & Advisory Committee	15,718	Local Government Salary Subsidy -	
Waverley Action for Youth Services		Sydney Youth Worker	11,237
Bondi Youth Centre Project	56,606	Fairfield City Council	
Wellington Information & Neighbourhood Services Inc		Local Government Salary Subsidy -	
Wellington Youth Services	54,375	Fairfield Youth Worker	11,237
Westlakes Youth Action Committee		Gosford City Council (Hunter/Central Coast)	
Toronto West Drop In Centre	34,527	Local Government Salary Subsidy -	
Woodrising & Bolton Point Drop In Centres	90,216	Team Leader Youth Services	11,237
Westway Youth Support Inc		Hawkesbury City Council	
Out of Hours Youth Worker	20,575	Local Government Salary Subsidy -	
Westway Youth Support	57,553	Hawkesbury Youth Worker	11,237
Wingecarribee Family Support Service		Holroyd City Council	
Wingecarribee Family Support Service -		Local Government Salary Subsidy -	
Outreach Group Work - del	2,749	Holroyd Youth Worker	11,237
Winmalee Youth Service Inc		Hurstville City Council	
Winmalee Youth Service	62,063	Local Government Salary Subsidy -	
Wollondilly Community Development Committee Inc		Hurstville Youth Worker	11,237
Wollondilly Youth Services Network	55,720	Ku-ring-gai Council	
Youth Mental Health Project	16,000	Local Government Salary Subsidy -	
Youth Outreach Project	32,818	Ku-ring-gai Youth Worker	11,237
Wyang Neighbourhood Centre Inc		Lane Cove Council	
Wyang Youth Services	139,143	Local Government Salary Subsidy -	
Yass Youth Association Inc		Lane Cove Youth Worker	11,237
Beat Street Youth Centre	42,533	Leichhardt Municipal Council	
YMCA - Armidale Inc		Local Government Salary Subsidy -	
YMCA Armidale Youth Service	38,364	Leichhardt Youth Worker	11,237
Youth Action & Policy Association (Metro West)		Liverpool City Council	
Western Sydney Regional Youth Development	89,779	Local Government Salary Subsidy -	
Youth for Christ Australia Inc Central Coast Region		Liverpool Youth Worker	11,237
Central Coast Detached Street Worker Program	47,041	Manly Council	
YWCA - Big Sister/Big Brother Program		Local Government Salary Subsidy -	
Big Sister/Big Brother Program	29,768	Manly Youth Worker	11,237
YWCA - Broken Hill		Marrickville Council	
Broken Hill Youth Service	14,857	Local Government Salary Subsidy - Marrickville Youth	
Local Government Salary Subsidies - Youth		Worker	11,237
Blacktown City Council		Parramatta City Council	
Local Government Salary Subsidy - Blacktown		Local Government Salary Subsidy -	
Youth Worker	11,237	Parramatta Youth Worker	11,237
Blue Mountains City Council		Penrith City Council	
Local Government Salary Subsidy -		Local Government Salary Subsidy -	
Blue Mountains Youth Worker	11,237	Penrith Youth Worker	11,237
Campbelltown City Council		Port Stephens Council	
Youth Development - Campbelltown	24,474	Local Government Salary Subsidy -	
Canterbury City Council		Port Stephens Youth Worker	11,237
Local Government Salary Subsidy -		Randwick City Council	
Canterbury Youth Worker	11,237	Local Government Salary Subsidy -	
City of Ryde		Randwick Youth Worker	11,237
Local Government Salary Subsidy -			
Ryde Youth Worker	11,237		

Shellharbour City Council		Local Government Salary Subsidy -	
Local Government Salary Subsidy -		Willoughby Youth Worker	11,237
Shellharbour Youth Worker 1	11,237	Wollongong City Council	
Local Government Salary Subsidy -		Local Government Salary Subsidy -	
Shellharbour Youth Worker 2	11,237	Wollongong Youth Worker 1	11,237
South Sydney City Council		Local Government Salary Subsidy -	
Local Government Salary Subsidy -		Wollongong Youth Worker 2	11,237
South Sydney Youth Worker 1 - deleted	11,237	Wyong Shire Council	
Sutherland Shire Council		Local Government Salary Subsidy -	
Local Government Salary Subsidy -		Wyong Youth Worker	11,237
Sutherland Youth Worker	11,237	Peak, Co-ordination & Resource Project	
The Council of the City of Botany Bay		NSW Council of YMCA's (Statewide)	
Local Government Salary Subsidy -		State-wide Community Development Officer	49,184
Botany Youth Worker	11,237	Youth Action & Policy Association (Statewide)	
The Council of the Shire of Hornsby		Core Operations - YAPA	342,879
Local Government Salary Subsidy -			
Hornsby Youth Worker	11,237		
Warringah Council			
Local Government Salary Subsidy -			
Warringah Youth Worker	11,237		
Waverley Council			
Local Government Salary Subsidy -			
Waverley Youth Worker 1	11,237		
Willoughby City Council			

Children's Services Program (CSP)

Early Childhood -

Commonwealth Grant (Child Care Grant)

NSW Children's Week Association Inc		Canterbury City Council	
NSW Children's Week Association - 2	2,178	Children's Services Support & Resource Centre	34,529
Peak, Co-ordination & Resource Project		Centacare - Catholic Family Services Diocese	
Australian Early Childhood Association Inc		of Broken Bay (Metro Central)	
(Statewide - OCC)		Lower North Shore Family Support Mobile	27,629
Early Childhood Policy	25,149	Centacare Catholic Community Services -	
NSW Children's Services Qualifications		Archdiocese of Sydney (Metro South West)	
Committee	48,642	Centacare Early Intervention Program -	
Core Operations - CCC	189,505	Speech Pathology Position	49,805
Kidsafe NSW (Statewide - OCC)		Children of Prisoner's Support Group Co-op Ltd	
Playground Advisory Unit	36,412	(Central West)	
KU Children's Services (Statewide - OCC)		Winangaay Centre	14,708
Advisers Project - Sydney	137,652	Church of England Children's Homes	
Lady Gowrie Child Centre (Statewide - OCC)		Summer Hill Toy Library	9,068
Gowrie Children's Services Switchboard	77,657	Cobar Mobile Children's Services Inc	
Lady Gowrie - Otitis Resources - NR	39,840	Cobar Mobile Children's Services	121,169
Multicultural Resource Unit Project	76,793	Colo Wilderness Mobile Resource Unit	
Rural Research & Resource Unit	101,921	Colo Wilderness Mobile Resource Mobile Minders	17,697
Mobile Children's Services Association of NSW Inc		Community Access Care Pair Inc	
(Statewide - OCC)		Community Access Care Pair	83,433
Mobile Resourcing Project	111,052	Community Programs Inc (Far North Coast)	
Network of Community Activities (Statewide - OCC)		Baryugil Supported Playgroup	13,576
Core Program - Network of Community Activities	125,647	Country Children's Services Association of NSW Inc	
NSW Children's Week Association Inc		(Statewide - OCC)	
NSW Children's Week Association	34,397	Administration Training & Support Project	56,266
Pademelon Press Pty Ltd		Department of Education & Training -	
World Forum Networking Fund	2,095	Curran Public School	
Special Children's Project		Curran Family Enrichment Project -	
ANGLICARE - Canberra & Goulburn Youth &		Schools As Community Centres	26,032
Family Services (Southern)		Fairfield City Council	
Batemans Bay Anglicare Toy Library	8,076	Families in Fairfield	42,150
Armidale Neighbourhood Centre Inc		Fairfield Community Resource Centre	
Gubi Gabun Playgroup	48,894	Children's Project Officer - Fairfield	56,310
Bankstown Community Resource Group Inc		Fairfield Occasional Care Co-ordinator	23,394
Bankstown Mobile Minders	101,664	Fairfield Roving Child Care Service	61,823
Children's Services Community Development		Fairfield Roving Child Care Service 98	32,934
Officer	69,171	Lansdowne Caravan Park Play Centre	14,450
Blacktown Roving Child Care Inc		Multicultural Child Care Worker	26,429
Blacktown Roving Child Care	73,638	Gwydir Shire Council	
Camden Area Community Resource Centre Inc		Bingara Pre-School Toy Library	13,974
Camden Area Children's Community		Handicapped Children's Centre NSW	
Support Worker	31,648	Sylvanvale Early Learning Service	96,325
Camden Council		Hawkesbury City Council	
Children's Services Development Co-ordinator -		South Windsor Family Centre Project	68,000
Camden	51,064	Hawkesbury Early Childhood Intervention Service Inc	
Campbelltown City Council		Hawkesbury Early Childhood Intervention Service	68,234
Campbelltown Child & Family Centre	132,570	Hay Mobile Children's Service Inc	
		Hay Mobile Resource Unit	90,473
		Holroyd City Council	
		Holroyd Toy Library	53,739

Holroyd/Parramatta Mobile Minders Inc		Moree Family Support Inc	
Mobile Minders Child Care	90,615	Aladdin's Cave Toy Library	14,710
Illawarra Children's Services Ltd (Southern)		Mountains Outreach Community Service Inc	
Children's Services Co-ordinator - Wollongong	48,353	Mountains Mobile Minders	86,012
Day Care Program - ICS	69,209	Murawina Mt Druitt Co-operative Ltd	
Illawarra Migrant Resource Centre Inc		Murawina Toy Library	28,635
Casual Child Minding Scheme	28,994	Narrabri & District Community Aid Service Inc	
Illawarra Toy Library Association Inc		Namoi Toy Library	16,276
Toy Library - Illawarra	97,256	Noah's Ark Centre of Shoalhaven Inc	
Inverell District Family Services Inc		Day Care Program - Noah's Ark	45,933
Northern Roads Activity Van - Special	105,555	Noah's Ark Resource Centre Inc	
Jumbunna Children's Centre Ltd		Noah's Ark Mobile Resource & Toy Library	40,317
Aboriginal Child Care Worker Project	38,819	Ooranga Family Mobile Resource Unit Assoc Inc	
Jumbunna Community Pre-School & Early		Ooranga Family Mobile Resource Unit	139,265
Intervention Centre Inc		Pathways Early Childhood Intervention Inc	
Jumbunna Community Pre-School &		Pathways Early Childhood Intervention	83,058
Early Intervention Centre	217,519	Penrith City Council	
Khancoban & District Children's Resource Centre Inc		Mobile Playvan Project	35,575
Khancoban Toy Library	21,139	Penrith Community Toy Library	75,111
Koorana Child & Family Centre Inc		Special Needs Vacation Care Project - Penrith	3,825
Early Childhood Project - Koorana	51,426	Vacation Care, 10-12 year Olds	2,851
KU Children's Services (Metro West)		Possum Children's Support Service Inc	
KU Glenhaven Mobile Service	66,244	Possum Children's Support Service	102,403
Lake Macquarie City Council		Reachout Mobile Resource Unit Inc (Northern)	
Lake Macquarie Children's Services Worker	49,697	Reachout Toy Library	39,584
Lapstone Pre-School Kindergarten Association Inc		Resource & Toy Library Broken Hill & Far	
Early Childhood Assessment & Referral Service	43,439	Western Region Inc	
Early Development Program	20,269	Resource & Toy Library - Broken Hill	88,301
Liverpool City Council		SDN Children's Services (Metro Central)	
Family and Children's Services Planner	48,172	SDN Parent Resource Program -	
Liverpool Fairfield Disabled Person's Resource		Poet's Corner Outreach	37,494
Service Inc		SDN Children's Services (Metro West)	
Noah's Ark Toy Library	13,569	FOCUS Support Service Resource Centre	28,141
Macarthur Multicultural Children's Services		Share Care Inc	
Association Inc		Share Care Playgroup	12,291
Macarthur Multicultural Children's Services		Shellharbour City Council	
Development Officer	47,666	Children's Services Development Officer Project	47,943
Maitland Mobile Children's Resource Unit Inc		Sunny Corner Toy Library Inc	
Children's Outreach Support Worker	40,336	Sunny Corner Toy Library	21,227
Marrickville Council		Tamworth Toy Library Inc	
Magic Yellow Bus Project	104,411	Tamworth Toy Library	9,690
May Murray Neighbourhood Centre Inc		The Benevolent Society (Metro Central)	
Child Minding Grant - Marrickville	6,100	Early Childhood Mentor Group	2,315
Merriwa Pre-School Kindergarten Association Inc		The Centre (BHCCA Inc)	
Merriwa Childrens Activity Centre	18,936	Bankslink	124,356
Mission Australia (Metro South West)		The Infants Home Ashfield	
South West Early Childhood Support Service	113,890	Specialist Intervention Services	132,642
Monaro Early Intervention Service Inc		The Uniting Church in Aust Property Trust (NSW) -	
MEIS Toy Library, Resource Centre &		UnitingCare Burnside (Metro South West)	
Outreach Service	8,158	Hinchinbrook Child and Family Service	88,716
Monaro Early Intervention Service	11,912		

The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside (Metro West)		Balmain Children's Centre Ltd	
Bidwill NEWPIN	88,364	Balmain Children's Centre	37,501
The Uniting Church in Aust Property Trust (NSW) - Wesley Dalmar Child & Family Care Family Service		Bangalow Community Children's Centre Inc	
The Hills Family Centre Children's Worker	28,849	Bangalow Community Pre-School	50,408
Upper Hunter Children's Mobile Outreach Service Inc		Bankstown Community Child Care Inc	
Upper Hunter Children's Mobile Outreach Service	151,180	Bankstown Community Child Care Centre	32,671
Wee Waa & District H.A.C.C. Association Inc		Bankstown Family Day Care Co-operative Ltd	
Wee Waa Toy Library	44,954	Chester Hill Community Child Care Centre	13,482
Woodbine Neighbourhood Centre Inc		Baptist Community Services - NSW & ACT (Metro West)	
Macarthur Care Pair	76,742	Northmead Baptist Child Care Centre - Long Day Care	28,679
Yarran Early Intervention Inc		Barnardos Australia - Auburn	
Central Coast Toy Library for Children with Special Needs	23,351	Long Day Care Program	25,557
Young Pre-School Kindergarten Inc (Southern)		Bathurst City Council	
Young Mobile Play Activities	36,254	Bathurst Long Day Care Centre	40,136
Pre-Schools & Day Care Centres - 95/96 National Child Care Strategy - FASTRACK		Batlow Apple Tree Learning Centre Co-operative Ltd	
The Council of the Shire of Hornsby		Batlow Pre-School Long Day Care Centre	25,727
Somerville Park Early Childhood Education Centre	10,256	Bega Valley Shire Council	
Commonwealth Grants (Centre Based & Wiley Park)		Bandara Children's Services - LDC RMPC	16,278
The Grace Child Care Centre Inc		Eden Child Care Centre	29,773
The Grace Child Care Centre - Commonwealth Grants	39,550	Beresfield Community Children's Education Centre	
Long Day Care Subsidies		Beresfield Community Children's Education Centre	39,730
Abbotsford Long Day Care Centre Inc		Berrigan Children's Centre Association Inc	
Abbotsford Long Day Care Centre	31,585	Berrigan Children's Centre	23,954
Abercrombie Street Child Care Ltd		Betty Spears Child Care Centre Ltd	
Boundary Lane Children's Centre	42,015	Betty Spears Child Care Centre	61,750
Adamstown Child Care Centre		Birralee Longday Care Centre Inc	
Adamstown Child Care Centre	32,323	Birralee Longday Care Centre	36,576
Amigoss Co-operative Ltd		Birrelee Multi-Functional Aboriginal Children's Service Aboriginal Corporation	
Amigoss Child Care Centre	19,789	Birrelee MACS Pre-School & Long Day Child Care Service	30,335
Amy Hurd Child Care Centre Inc		Blacktown Anglican Child Care Centre Inc	
Amy Hurd Child Care Centre	28,292	Blacktown Anglican Child Care Centre	33,428
ANGLICARE - Canberra & Goulburn Youth & Family Services (Southern)			
St Saviour's Long Day Care	13,142		
Annette's Place Inc			
Annette's Place Long Day Care - MPC	18,287		
Ashmont Pre-School Inc			
Ashmont Pre-School	33,696		
Auburn Council			
Auburn Long Day Care Centre	31,339		
Australian Turkish & Kurdish Community Services Co-operative Ltd			
Ana Kindergarten	26,299		
Awabakal Newcastle Aboriginal Co-operative Ltd			
Awabakal Long Day Care Centre	31,019		

Blacktown City Council		Canterbury Children's Cottage	
Astral Drive Child Care Centre	30,154	Canterbury Children's Cottage	25,733
Blackett Child Care Centre	28,956	Canterbury City Council	
Bob Sinclair Child Care Centre	28,171	Earlwood Children's Centre	26,892
Cannon Street Child Care Centre	28,943	Hurlstone Park Children's Centre	29,066
Dean Park Child Care Centre	30,635	Lakemba Children's Centre	24,590
Hassall Grove Child Care Centre	33,013	Urunga Parade Children's Centre	26,585
Hawke Lane Child Care Centre	33,640	Cardiff Early Education & Care Centre Inc	
Hillend Road Child Care Centre	30,631	Cardiff Early Education & Care Centre	38,971
Jim Lynch Child Care Centre	14,259	Carinya Neighbourhood Children's Centre Inc	
John Armitage Child Care Centre	33,916	Carinya Neighbourhood Children's Centre	39,961
Kerry Jones Child Care Centre	15,024	Centacare - Catholic Family Services Diocese of Broken Bay (Metro Central)	
Kings Langley Child Care Centre	29,869	Centacare Catholic Family Services Long Day Care	28,981
Kings Park Child Care Centre	28,793	Central Sydney Area Health Service (Metro Central)	
Kurung Child Care Centre	29,869	Lucas Street Child Care Centre	29,502
Lalor Park Child Care Centre	50,026	Cessnock Multi Purpose Children's Centre Ltd	
Leabons Lane Child Care Centre	30,214	Cessnock Long Day Care Centre	35,996
Maria Howey Child Care Centre	33,013	Charlestown Child Care & Early Learning Centre	
Nan Moran Child Care Centre	29,480	Charlestown Child Care & Early Learning Centre	29,803
Riverstone Child Care Centre	29,199	Chinese Australian Services Society Co-op Ltd (CASS)	
Vardys Road Child Care Centre	30,607	Campsie Child Care Centre	36,189
William Lawson Child Care Centre	28,865	City of Albury	
Blinky Bill Portland Child Care Centre Inc		Banjora Children's Centre	44,696
Blinky Bill Long Day Care - MPC	17,315	City of Sydney Council (Metro Central)	
Bolton Point Child Care Centre Inc		Alexandria Child Care Centre	350
Bolton Point Child Care Centre	32,834	Clipper Road Children's Centre Inc	
Bourke & District Multi-Purpose Child Care		Clipper Road Children's Centre - del	24,420
Bourke Child Care Centre	57,110	Clovelly Child Care Centre	
Bradfield Park Pre-School & Child Care Centre Inc		Clovelly Child Care Centre	36,299
Bradfield Park Pre-School & Child Care Centre	31,541	Concord Family & Child Care Co-op Ltd	
Brewarrina Child Care Centre Association Inc		Concord Children's Centre	20,943
Brewarrina Child Care Centre	10,596	Coolamon Cottage Childcare & Pre-School Ltd	
Bunya Child Care Centre		Coolamon Cottage	31,791
Bunya Child Care Centre	30,931	Cooloon Children's Centre Inc	
Burwood Neighbourhood Child Care Co-operative Ltd		Cooloon Children's Centre	30,696
Elm St Early Learning Centre	28,872	Coonamble Children's Services Inc	
Byron Shire Council		Coonamble Multi-Functional Child Care Centre	20,079
Sand Hills Early Childhood Centre	48,814	Cowra Early Childhood Services Co-operative Ltd	
Campbell Street Children's Centre		Cowra Children's Mobile Resource Service - Long Day Care	3,728
Campbell Street Childcare & Education Centre	41,285	Cowra Early Childhood Services Co-operative Ltd	
Campbelltown City Council		Cowra Long Day Care (Carinya)	40,607
Amarina Child Care Centre	33,941	Cringila Children's House	
Amber Cottage Child Care Centre	33,685	Cringila Children's House	23,797
Eagles Nest Child Care Centre	27,578	Cudal Community Pre-School Inc	
Kabbarli Early Learning Centre	30,934	Cudal Long Day Care	2,170
Minto Child Care Centre	28,598	Cuddlepier Early Childhood Learning Centre	
Parklands Child Care Centre	33,035	Cuddlepier Pre-School Day Care Centre	33,255
Waratah Cottage Child Care Centre	31,548	Daisy Day Care Inc	
Wombat Willows Child Care Centre	29,362	Daisy Day Care	24,509
Camperdown Child Care Centre			
Camperdown Child Care Centre	35,200		

Deniliquin Children's Centre Inc		Gosford Community Child Care Association Inc	
Deniliquin Mobile - Long Day Care	4,944	Gosford Community Child Care Centre	34,687
Dubbo City Council		Greek Orthodox Community of NSW Ltd	
Rainbow Cottage Long Day Care	34,868	Greek Community Child Care Centre	43,167
Eastern Zone Gujaga Aboriginal Corporation		Green Hills Child Care Centre Inc	
Gujaga Multifunctional Aboriginal		Greenhills Child Care Centre	32,215
Children's Service	30,184	Grenfell Pre-School & Long Day Care Centre Inc	
Eastlake Macquarie Community Child Care Inc		Grenfell Long Day Care	36,270
Belmont Long Day Care Centre	37,607	Griffith Child Care Centre	
Edgeworth Child Care Centre Inc		Griffith Long Day Care Centre	58,820
Edgeworth Child Care Centre	32,092	Gumnut Cottage Inc	
Elmore Vale Early Learning Centre Inc		Gumnut Cottage - Coffs Harbour	31,272
Elmore Vale Early Learning Centre	33,269	Gunnedah Family & Children's Service Inc	
Elizabeth Street Extended Hours Pre-School Inc		Mary Ranken Child Care Centre	27,806
Elizabeth Street Extended Hours Pre-School	16,549	Hamilton Child Care Centre Inc	
Euroka Children's Centre Inc		Hamilton Child Care Centre	24,414
Euroka Children's Centre	32,396	Hampden Bridge Child Care Centre Inc	
Fairfield City Council		Hampden Bridge Long Day Care Centre	31,868
Bonnyrigg Early Learning Centre	30,602	Hastings Pre-School/Long Day Care Centre Inc	
Bonnyrigg Heights Early Learning Centre	31,577	Hastings Pre-School/Long Day Care Centre	29,508
Cabramatta Early Learning Centre	35,175	Hay Plains Child Care Centre Inc	
Canley Vale Early Learning Centre	24,911	Hay Plains Child Care Centre	20,141
Janice Crosio Early Learning Centre	28,680	Hazelwood Child Care Centre Inc	
St Johns Park Early Learning Centre	28,680	Hazelwood Child Care Centre	26,818
Tasman Parade Early Learning Centre	11,311	Hillston Billylids Inc	
Wakeley Early Learning Centre	29,297	Hillston Billylids	24,381
Wetherill Park Early Learning Centre	29,427	Hobartville Long Day Pre-School Inc	
Fairfield Nursery School Inc		Hobartville Long Day Pre-School	31,915
Fairfield Nursery School	29,525	Hobbit New England Pre-School & Child Care	
Filipino Community Co-operative Ltd		Centre Inc	
Hiyas Ng Bayan Child Care Centre	23,539	Hobbit New England Pre-School & Child	
Forbes Child Care Centre Inc		Care Centre	25,233
Forbes Learning Ladder	50,050	Holbrook Children's Centre Inc	
Galloway Children's Centre Ltd		Holbrook Children's Centre	10,020
Galloway Children's Centre	35,100	Holroyd City Council	
Gamumbi Early Childhood Education Centre Inc		Guildford West Children's Centre	28,683
Gamumbi Early Childhood Education Centre	30,834	Holroyd Children's Centre - Banksia Babes	25,099
Glen Innes Municipal Council		Holroyd Children's Centre - Gumnut Grove	13,984
The Gum Tree Glen Children's Centre	32,217	Wenty Children's Centre	29,613
Glendale Early Education Centre Inc		Hornsby/Ku-ring-gai Montessori Society	
Glendale Early Education Centre	31,520	Hornsby/Ku-ring-gai Montessori Pre-School	17,952
Golden Valley Children's Learning Centre Inc		Hunter Region Working Women's Group Ltd	
Golden Valley Children's Learning Centre	30,842	Hunter Women's Childcare Service	40,657
Gosford City Council (Hunter/Central Coast)		Hurstville City Council	
James Mitchell Child Care Centre	37,946	Penshurst Long Day Care	32,782
Kariong Long Day Care Centre	32,714	Illawarra Aboriginal Corporation	
Michael Burns Children's Centre	31,477	Noogaleek Children's Centre	29,502
Niagara Park Children's Centre	32,822		
Papalya Long Day Care Centre	29,911		
Terrigal Children's Centre	32,705		
Umina Child Care Centre	41,479		

Illawarra Area Child Care Ltd		KU Children's Services (Hunter/Central Coast)	
Alunga Child Care Centre	26,057	KU Kintaiba Child Care Centre	43,488
Clipper Road Child Care Centre	127,491	KU Wonneyba Child Care Centre	29,512
Keiraview Child Care Centre	29,582	KU Children's Services (Metro Central)	
Smith Street Child Care Centre	29,930	KU Centennial Parklands Children's Centre	41,680
Walleroo Child Care Centre	35,601	KU Macquarie Park Children's Centre	33,311
Illawarra Children's Services Ltd (Southern)		KU Union Child Care Centre	43,550
Barrack Heights Children's Centre	31,111	Phillip Park Children's Centre	31,965
Bulli Children's Centre	31,613	Ultimo Child Care Centre	47,241
Cobbler's Hill Children's Centre	30,254	KU Children's Services (Metro South West)	
Corrimal Children's Centre	31,306	KU Campbelltown Hospital Children's Centre	31,918
Dapto Children's Centre	33,880	KU Chester Hill Children's Centre	19,940
Kiama Downs Children's Centre	30,610	KU CT Lewis Child Care Centre	40,489
Koonawarra Children's Centre	35,200	KU Greenacre Children's Centre	32,701
Stewart Street Children's House	30,099	KU Therapeutic Childcare Places Support	11,520
Warrawong Children's House	31,208	Laurel Tree House	24,508
Western Suburbs Child Care Centre	42,852	KU Children's Services (Metro West)	
Inner City Care Child Care Centre		KU Village Green Children's Centre	36,281
Inner City Care Child Care Centre	36,282	KU Children's Services (Southern)	
Inverell District Family Services Inc		KU Moss Vale Children's Centre	31,685
Catherine Campbell Long Day Care	44,703	Kubby House Child Care Centre Inc	
Jesmond Early Education Centre Inc		The Kubby House Child Care Centre	12,877
Jesmond Early Education Centre	49,101	Kurri Early Childhood Centre Inc	
Joey's Pouch Educational Child Care Centre Inc		Kurri Early Childhood Centre	30,759
Joey's Pouch Child Care Centre	28,662	Lady Gowrie Child Centre (Metro Central)	
Jumbunna Children's Centre Ltd		Lady Gowrie Child Care Centre - Sydney	65,916
Jumbunna Children's Centre	25,750	Lane Cove Council	
Kanga's House Child Care Centre Inc		Kindy Cove Long Day Care Centre	45,290
Kanga's House Child Care Centre	59,313	Lao Community Advancement NSW Co-op Ltd	
Katoomba Children's Cottage		Vattana Neighbourhood Children's Centre	23,025
Katoomba Children's Cottage	37,297	Leeton Child Care Centre Inc	
Kellys Place		Leeton Long Day Care Centre	30,223
Kellys Place	36,495	Leichhardt Municipal Council	
Kemblawarra Child & Family Support Centre Inc		Annandale Child Care Centre	22,865
Kemblawarra Child & Family Centre	16,921	John McMahon Child Care Centre	11,320
Kempsey Children's Services Co-operative Ltd		Leichhardt Children's Centre	31,738
Kempsey Multi-Purpose Rural Long Day Care	22,862	Lismore City Council	
Kenny Street Long Day Care Centre Inc		Koala Long Day Care Centre	31,939
Kenny Street Long Day Care Centre	19,636	Lithgow Rural Multi Purpose Child Care Assoc Inc	
Keymer Child Care Centre Inc		Gumnut House Long Day Care - MPC	31,098
Keymer Child Care Centre	44,818	Liverpool City Council	
Kindamindi Co-op Ltd		Cecil Hills Children's Centre	28,385
Kindamindi Neighbourhood Children's Centre	26,160	Hinchinbrook Multi-Purpose Children's Centre - DP	49,521
Kindilan Child Care Centre Inc		Holsworthy Children's Centre	33,727
Kindilan Child Care Centre - Forster/Tuncurry	33,740	Prestons Children's Centre	30,606
Koala Child Care Centre		Warwick Farm Children's Centre	31,863
Koala Child Care Centre	42,334	Wattle Grove Children's Centre - DP	31,431
Kogarah Municipal Council		Macedonian Community Child Care Centre	
Ocean Street Kindergarten	8,665	Macedonian Child Care Centre "Ilinden"	18,751
Kookaburra Korner Early Education Centre Inc			
Kookaburra Korner Early Education Centre	36,609		

Macksville Pre-School Childcare Centre Ltd		Mountain Community Children's Centre Inc	
Macksville Pre-School Child Care Centre	82,250	(Metro Central)	
Macquarie University Union Ltd		Mountain Community Children's Centre	15,039
Macquarie University Union Child Care Centre		Mt Druitt Church of Christ Child Care Centre Inc	
(Gumnut Cottage)	48,366	Mt Druitt Church of Christ Child Care Centre	19,894
Maitland Child Care Centre Inc		Mt Victoria Public School Multi-Purpose Children's	
Shamrock Hill Early Learning & Long		Centre Inc	
Day Care Centre	34,415	Possum's Patch Child Care Centre	17,632
Malabar/Chifley Parents Co-operative Ltd		Mudgee Shire Council	
Blue Gum Cottage Children's Centre	24,677	Mudgee Child Care Centre	33,394
Mamma Lena Child Care Centre Inc		Multi Purpose Allira Gathering Association Inc	
Mamma Lena Child Care Centre	52,021	Allira Aboriginal Multi-Purpose Pre-School Centre	28,833
Manly Council		Murawina Ltd	
The Roundhouse Child Care Centre	29,157	Murawina	50,839
Margaret Druitt Day Care Centre		Murawina Mt Druitt Co-operative Ltd	
Margaret Druitt Day Care Centre	36,014	Murawina Mt Druitt Child Care Centre	29,986
Maronite Sisters of the Holy Family		Muswellbrook Multi-Care Child Centre	
Maronite Sisters Pre-School (1)	17,426	Muswellbrook Multi-Care Child Centre	24,979
Maronite Sisters Pre-School (2)	21,262	Narrabri Pre-School Association Inc	
Maroubra Neighbourhood Children's Centre		Narrabri Pre-School Long Day Care Centre	17,110
Maroubra Neighbourhood Children's Centre	23,577	Narrandera Pre-School Inc	
Marrickville Council		Narrandera Pre-School Early Childhood Centre	29,203
Addison Road Child Care Centre	31,824	New School of Arts Neighbourhood House Inc	
Cavendish Street Child Care Centre	21,020	South Grafton Long Day Care Centre	24,676
Deborah Little Child Care Centre	46,744	Nought to Five Early Childhood Centre Inc	
Enmore Child Care Centre	31,421	Nought to Five Early Childhood Centre	25,283
May Murray Child Care Centre	13,610	Nurruby Children's Services Inc	
Tillman Park Child Care Centre	37,191	Nurruby Childcare Centre & Pre-School	31,214
Maryland Care & Early Education Centre Inc		Orange City Council	
Glendore Child Care Centre	22,581	Courallie Park Child Care Centre	28,762
Maryland Care & Early Education Centre	48,235	Spring Street Child Care Centre	58,314
McGraths Hill Children's Centre Inc		Yarrowong Child Care Centre	27,970
McGraths Hill Children's Centre	31,019	Padstow Community Care	
Merindah Children's Centre Inc		Padstow Community Child Care Centre	29,855
Merindah Children's Centre	15,020	Parkes Early Childhood Centre Inc	
Merrydays Kindergarten Society Inc		Parkes Long Day Care - MPC	25,675
Merrydays Kindergarten	28,795	Parramatta City Council	
Metford Child Care Centre Ltd		Dundas Child Care Centre	28,810
Metford Child Care Centre	35,294	Ermington Possum Patch	29,956
Miller Baptist Church		Frances Fisk Child Care Centre	30,959
Huz 'N' Buz Child Care	8,731	Jubilee Park Child Care Centre	29,208
Milperra Community and Children's Services Ltd		Northmead Redbank Children's Centre - FT	33,177
Milperra Child Care Centre	33,782		
Mitchell Child Care Association Inc			
Mitchell Child Care Centre	30,944		
Moree Plains Shire Council			
Gwydir Day Care & Pre-School	36,792		
Morisset & District Children's Co-operative Ltd			
Morisset & District Children's Centre	23,565		
Mount Hutton Child Care Centre			
Mt Hutton Child Care Centre	29,346		

Penrith City Council		Royal Society for the Welfare of Mothers & Babies	
Blue Emu Children's Centre	30,973	Guthrie Child Care Centre	24,614
Carita Children's Centre	29,869	Rozelle Child Care Centre Ltd	
Cook Parade Children's Centre	31,314	Rozelle Child Care Centre	61,611
Erskine Park Children's Centre	30,256	Salamander Child Care Centre Inc	
Jamisontown Children's Centre	33,783	Salamander Child Care Centre	46,702
Kindana Children's Centre	34,650	Sanctuary Point Children's Centre Inc	
Koala Corner Children's Centre	34,431	Sanctuary Point Children's Centre	26,488
Platypus Playground Children's Centre	30,871	SDN Children's Services (Metro Central)	
Ridge-ee-Didge Children's Centre	30,635	Pymont Nursery School	33,154
Stepping Stones Children's Learning Centre	30,154	SDN - Hurstville Early Learning Centre	18,059
Strauss Road Children's Centre	31,494	SDN Children's Services - Erskineville Early Learning Centre	30,624
Tamara Children's Centre	30,908	SDN Children's Services - Linthorpe Street	30,728
The Emu Plains Kids Place	30,292	SDN Children's Services - Lois Barker Child and Family Learning Centre, Waterloo	35,671
Wattle Glenn Children's Centre	33,473	SDN Children's Services - Melanie Alexander Child & Family Learning Centre - Newtown	30,728
Werrianda Children's Centre	30,964	SDN Children's Services - Mosman Early Learning Centre	30,274
Werrington County Children's Centre	32,262	SDN Children's Services - Northern Suburbs Early Learning Centre	45,415
Yoorami Children's Centre	47,235	SDN Children's Services - Paddington	55,854
Pippies Early Childhood Centre Inc		SDN Children's Services - Redfern Child & Family Learning Centre	40,713
Pippies Multi Purpose Centre - Long Day Care	18,018	SDN Children's Services - Surry Hills Child and Family Learning Centre	40,713
Pittwater Council		SDN Children's Services - Woolloomooloo Early Learning Centre	70,987
Warriewood Long Day Care Centre	11,571	SDN Children's Services (Metro South West)	
Playmates Cottage Child Care Centre Dubbo Inc		SDN Forest Lodge Child & Family Learning Centre	40,502
Playmates Cottage Child Care Centre	34,868	SDN Marrickville Early Learning Centre	32,904
Port Stephens Council		SDN Riverwood Early Learning Centre	37,974
Medowie Children's Centre	60,288	SDN Children's Services (Metro West)	
Possum's Corner		Cumberland Focus Resource Project	6,723
Possum's Corner	31,512	SDN Children's Services - Ngallia Early Learning Centre - Lidcombe	32,813
POW Place Community Child Care Centre		SDN Children's Services North Parramatta Early Learning Centre	31,860
POW Place Community Child Care Centre	31,497	SDN Children's Services (Southern)	
Presbyterian Church of Australia Property Trust - Social Services (Metro South West)		SDN Lady McKell Early Learning Centre	28,149
Campbelltown Presbyterian Community Child Care Centre	31,408	SDN Children's Services (Western)	
Presbyterian Church of Australia Property Trust - Social Services (Metro South West)		SDN Children's Services - Hamilton Street	28,056
Presbyterian Child Care Centre of Wollondilly	30,723	Shellharbour City Council	
Queanbeyan City Council		Warilla Child Care Centre	29,417
South Queanbeyan Children's Centre	19,904	Singleton Shire Council	
Rainbow Children's Centre Inc		Colleen Gale Children's Centre - Long Day Care	12,211
Rainbow Children's Centre	28,625	Smithfield Child Care Centre	
Rainbow Street Child Care Centre Inc		Smithfield Child Care Centre	43,241
Rainbow Street Child Care Centre	31,493	Snugglepot Day Care Centre Inc	
Randwick Open Care For Kids Inc		Snugglepot Day Care Centre	32,982
Randwick Open Care For Kids	32,008		
Raymond Terrace Early Education Centre Inc			
Raymond Terrace Early Education Centre	33,287		
Richmond Valley Care-Ring Association Inc			
Care-Ring Children's Centre	40,164		
Rosebery Long Day Care			
Rosebery Long Day Care	30,432		

South Coast Workers Child Care Ltd		Tharawal Aboriginal Corporation	
South Coast Workers Child Care Centre	36,576	Tharawal Long Day Care Centre	34,661
South Sydney City Council		The Benevolent Society (Metro Central)	
Alexandria Child Care Centre - del	33,333	Maurice O'Sullivan Child Care Centre	52,734
St Andrew's Children's Neighbourhood Centre Inc		Sir Philip Baxter Child Care Centre	33,541
St Andrew's Children's Neighbourhood Centre	18,073	Sir Philip Baxter Child Care Centre - Extension	15,295
St Anthony's & St Joseph's Centre of Care Ltd		The Council of the City of Botany Bay	
St Anthony's Long Day Care	20,663	Hillsdale Child Care Centre	41,157
St Mark's Child Care Centre Oakhurst Inc		Mascot Child Care Centre	28,406
St Mark's Child Care Centre - Oakhurst	27,977	The Council of the Shire of Baulkham Hills	
St Mary's Child Care Centre Ltd		Balcombe Heights Child Care Centre	32,114
St Mary's Child Care Centre	29,589	Castle Glen Child Care Centre	33,486
St Michaels Family Centre Ltd		Ellerman Child Care Centre	30,473
St Michaels Long Day Care Centre -		Eurambie Park Child Care Centre	33,795
Baulkham Hills	18,255	Excelsior Ave Child Care Centre	33,343
St Paul's Lutheran Kindergarten Inc		North Rocks Child Care Centre	32,225
St Paul's Lutheran Kindergarten	18,268	The Council of the Shire of Hornsby	
St Thomas Rozelle Child Care Centre		Asquith Nursery & Pre-School	30,343
St Thomas Child Care Centre	26,699	Cherrybrook Nursery & Pre-School	33,675
Strathfield One-Stop Child Care Services Inc		Hornsby Nursery & Pre-School	27,451
Strathfield One Stop Child Care Service -		Westleigh Nursery & Pre-School	32,187
Long Day Care	56,013	The Fraternal Society of Tripoli & Mena Districts Ltd	
Styles Street Children's Community		Arabic Australian Child Care Centre	28,385
Long Day Care Centre Inc		The Infants Home Ashfield	
Styles Street Children's Community		Family Centre of Early Intervention Long Day Care	18,101
Long Day Care Centre	41,318	Murray House	5,760
Sutherland Shire Council		Nursery Long Day Care Centre	15,331
Allison Crescent Long Day Care Centre	35,610	The Infants Home Long Day Care Kindergarten	27,456
Bradman Road Child Care Centre	30,989	Toddlers Long Day Care	15,297
Caldarra Avenue Child Care Centre	41,388	The Liverpool Hospital Child Care Centre Ltd	
Canberra Road Child Care Centre	41,209	The Liverpool Hospital Child Care Centre	21,462
Dianella Street Child Care Centre	43,682	The Salvation Army (NSW) Property Trust	
Fauna Place Child Care Centre	30,299	(Metro South West)	
Franklin Road Child Care Centre	41,406	The Salvation Army Child Care Centre -	
Hobart Place Child Care Centre	32,014	Macquarie Fields - 106444	30,581
Moore Street Child Care Centre	46,575	The Uniting Church in Aust Property Trust (NSW) -	
Soldiers Road Child Care Centre	31,879	Children's Services Forum (Metro Central)	
Waratah Street Child Care Centre	32,019	Cinderella Kindergarten	21,025
Sydney Rescue Work Society (T/A) Communicare		Galston Long Day Care Centre	28,952
Sydney (Metro Central)		Iluka Childcare Centre	35,518
Roslyn Hall Children's Centre	32,518	Kogarah Uniting Church Long Day Care	28,517
Turrella Children's Centre	38,501	North Bondi Kindergarten - LDC	9,335
Sydney Rescue Work Society (T/A) Communicare		Paddington Children's Centre	42,640
Sydney (Metro South West)		Sarah's Place Long Day Care	12,233
Ardill House Children's Centre	31,213		
Kurralee Children's Centre	43,840		
Sydney Rescue Work Society (T/A) Communicare			
Sydney (Metro West)			
Ardill Family Centre	28,621		
Tenterfield Child Care Centre Inc			
Tenterfield Long Day Care Centre	72,256		

The Uniting Church in Aust Property Trust (NSW) - Children's Services Forum (Metro South West)		Warringah Council	
Dove Cottage Children's Centre - DP	17,426	Belrose Community & Children's Centre	31,814
Dove Nest Children's Centre	25,053	Brookvale Child Care Centre	33,920
Ella Community Child Care Centre	31,054	Dee Why Child Care Centre	53,729
Ingleburn Uniting Care Pre-School & Child Care Centre	18,715	Narrabeen Long Day Care	40,840
Revesby Uniting Church Child Care Centre	29,781	Bronte Child Care Centre	45,041
Summer Hill Children's Centre	20,793	Waverley Council	
White Dove Children's Centre	27,680	Gardiner Child Care Centre	21,548
The Uniting Church in Aust Property Trust (NSW) - Children's Services Forum (Metro West)		Waverley Child Care Centre	34,816
Grantham Heights Uniting Church Long Day Care	35,214	West Ryde Neighbourhood Children's Centre	
Greystanes Uniting Church Child Care Centre	37,617	West Ryde Neighbourhood Children's Centre	27,170
Janis Children's Centre	45,229	Westmeadow Child Care Centre	
Noah's Ark Pre-School	31,922	Westmeadow Child Care Centre	34,691
Springwood Uniting Kids Care	13,496	Wilberforce Early Learning Centre Inc	
Susanna Children's Child Care Centre	17,016	Wilberforce Early Learning Centre	31,213
Thornton Child Care & Pre-School Centre Assoc Inc		Willoughby City Council	
Thornton Child Care & Pre-School Centre	31,355	Artarmon Child Care Centre	21,420
Tibooburra Multi Purpose Centre Inc		Devonshire Children's Centre	30,959
Tibooburra Multi Purpose Centre - Long Day Care	12,528	Wiradjuri Aboriginal Corporation Community & Child Care Centre	
Toronto Community Child Care Centre Inc		Wiradjuri Child Care Centre	23,795
Toronto Community Child Care Centre	33,904	Woodrising Community Pre-School & Childcare Centre Inc	
Tottenham Pre-School Kindergarten Assoc Inc		Woodrising Community Pre-School & Child Care Centre	35,555
Tottenham Early Childhood Centre	3,692	Woodville Community Service Inc	
Towri Aboriginal Corporation		Carramar Child Care Centre - Long Day Care	29,830
Towri Multi-Functional Aboriginal Children's Services Centre	26,032	Woolgoolga Child Care Centre Inc	
Toxteth Kindergarten Inc		Woolgoolga Child Care Centre	17,695
Toxteth Kindergarten	15,252	Woy Woy Peninsula Child Care Centre Co-operative	
Trundle Children's Centre Inc		Woy Woy Peninsula Long Day Care Centre	20,048
Trundle Children's Service	20,670	Wyong Shire Council	
Trustees Roman Catholic Church Diocese of Lismore		Bay Village Pre-School & Children's Centre	31,094
St Agnes Pre-School & Long Day Care Centre	36,298	Kanwal Pre-School & Children's Centre	55,965
Tullamore Pre-School & Child Care Centre Inc		Karinya Pre-School & Children's Centre	30,635
Tullamore Child Care Centre	1,727	Lake Haven Pre-School & Children's Centre	32,302
Tumbarumba Pre-School Kindergarten Inc		Northlakes Pre-School & Children's Centre	32,710
Carcoola Children's Centre	28,491	Rainbow Cottage Care & Learning Centre	12,432
Tumbarumba Shire Council		Spotted Gum Pre-School & Children's Centre	33,148
Puggles Children's Service Van	25,552	Tom Stone Pre-School & Children's Centre	32,302
Ulladulla Children's Centre Inc		Treelands Pre-School & Children's Centre	29,624
Ulladulla Children's Centre	31,759	Yalbilliga Boori Day Care Centre Aboriginal Corp	
University of NSW Students Guild (House at Pooh Corner)		Yalbilliga Boori Day Care Centre	29,497
House at Pooh Corner	49,914	Yarrunga Early Learning Centre Inc	
UTS Child Care Inc (Metro Central)		Yarrunga Children's Centre	38,350
Magic Pudding Child Care Centre	42,741	Yawarra Community & Child Care Centre Ltd	
Warners Bay Early Learning & Care Centre Inc		Yawarra Community Child Care Centre	21,605
Warners Bay Early Learning & Care Centre	42,174	Young Child Care Centre	
		Gumnut Grove Child Care Centre	34,795

Occasional Care Subsidies

Annette's Place Inc		Chatswood Occasional Child Care Centre Inc	
Annette's Place Occasional Child Care - MPC	27,734	Chatswood Occasional Child Care Centre	50,019
Armidale Occasional Child Care Centre Inc		Children First Inc	
Armidale Occasional Child Care Centre	56,667	Plumpton Occasional Care Centre - SA	36,576
Auburn Council		Westpoint Occasional Care	42,406
Auburn Occasional Care	14,548	Church of England Children's Homes	
Australian Red Cross Society - NSW		Weldon Centre Neighbourhood Occasional Care	32,898
Glen Mervyn Child Care Centre	14,966	City of Sydney Council (Metro Central)	
Ballina River Street Children's Centre Inc		Redfern Occasional Child Care	23,950
River Street Children's Centre Occasional Care	30,759	Colo Wilderness Mobile Resource Unit	
Bathurst City Council		Colo Wilderness Mobile Resource Mobile	
Bathurst Neighbourhood Model Occasional Care - "Scallywags"	10,848	Minders - del	5,694
Bega Valley Shire Council		Colo Wilderness Mobile Resource Occasional Child Care Centre	30,540
Bandara Children's Services - OCC RMPC	13,516	Concord Occasional Child Care Inc	
Blinky Bill Portland Child Care Centre Inc		Concord Cubby House	38,567
Blinky Bill Occasional Child Care - MPC	10,205	Cowra Early Childhood Services Co-operative Ltd	
Bondi Beach Cottage Inc		Cowra Occasional Care	6,697
Bondi Beach - The Cottage Child Care Centre	58,825	Culcairn Early Childhood Centre Inc	
Botany Family & Children's Centre Inc		Culcairn Occasional Care	8,730
Botany Family & Children's Neighbourhood Occasional Care	16,642	Dawn Song Children's Centre Inc	
Botany Occasional Care Centre	13,417	Dawn Song Occasional Child Care	10,701
Braidwood Pre-School Association Inc		Deniliquin Children's Centre Inc	
Braidwood Pre-School Occasional Care	5,568	Deniliquin Multipurpose Occasional Care	21,416
Cabramatta Community Centre Inc		Drummoynes Occasional Child Care Inc	
Cabramatta Community Centre Occasional Child Care	75,560	Drummoynes Occasional Child Care Centre	36,840
Camden Area Community Resource Centre Inc		Eastwood Occasional Child Care Centre Inc	
Camden Narellan Neighbourhood Occasional Care	21,277	Eastwood Occasional Child Care Centre	33,681
Narellan Occasional Care	23,976	Eden Creek/Fairymount Pre-School Inc	
Cammeray Occasional Child Care Centre Inc		Fairymount Occasional Child Care	10,848
Cammeray Occasional Child Care Centre	11,297	Fairfield Community Resource Centre	
Campbelltown City Council		Fairfield Occasional Care	32,208
Namut Occasional Child Care Centre	28,576	The Parks Occasional Care	7,378
Canowindra Pre-School Kindergarten Inc		Georges River Community Service Inc	
Canowindra Occasional Care	6,473	Georges River Neighbourhood Occasional Centre	15,002
Canterbury City Council		Georges River Occasional Child Care Centre	26,408
Carrington Occasional Child Care Centre	72,270	Gladesville Occasional Child Care Centre Inc	
Caterpillar House Occasional Child Care Association Inc		Gladesville Occasional Child Care Centre	32,093
Caterpillar House Occasional Child Care Centre	67,393	Gosford Cubbyhouse Occasional & Long Day Care Centre Inc	
Centacare - Catholic Family Services Diocese of Broken Bay (Metro Central)		Gosford Cubbyhouse Occasional & Long Day Care Centre	40,153
Centacare Catholic Family Services Occasional Care	35,963	Griffith Regional Family Services Inc	
Central Albury Occasional Child Care Assoc Inc		The Cubby House Occasional Child Care Centre - Griffith	38,768
Central Albury Occasional Child Care Centre	55,352	Hawkesbury City Council	
		Richmond Occasional Child Care Centre	25,823

Hawkesbury River Child Care Inc		Lithgow Rural Multi Purpose Child Care Assoc Inc	
Hawkesbury River Neighbourhood		Gumnut House Occasional Child Care - MPC	11,851
Occasional Care	14,041	Malabar Occasional Child Care Centre Inc	
Hawkesbury River Occasional Child Care	31,520	Malabar Occasional Child Care Centre	30,090
Hay Mobile Children's Service Inc		Manly Council	
Hay Mobile Farm Based Occasional Care	88,786	Seaforth Neighbourhood Occasional Care	10,848
Holroyd City Council		Seaforth Occasional Child Care Centre	23,576
The Sometime Centre Neighbourhood		Miller Baptist Church	
Occasional Care	28,613	Huz 'N' Buz Occasional Care - SA	28,576
Holsworthy Occasional Childcare Centre Inc		Mosman Municipal Council	
Holsworthy Occasional Childcare Centre	47,727	Mosman Occasional Child Care Centre	33,681
Hurstville City Council		Mountain Community Children's Centre Inc	
Hurstville Occasional Care Centre	36,166	(Metro Central)	
Illawarra Area Child Care Ltd		Mountain Community Occasional Care - del	41,286
Short Street Occasional Care Centre	28,576	Mountains Outreach Community Service Inc	
Walleroo Neighbourhood Occasional Care	10,910	Blue Mountains Occasional Child Care Service	67,011
Illawarra Children's Services Ltd (Southern)		Mt Druitt Occasional Child Care Inc	
Barrack Heights Neighbourhood Occasional Care	12,987	Mt Druitt Occasional Child Care Centre	49,316
Kiama Downs Neighbourhood Occasional Care	14,652	Narrabri & District Community Aid Service Inc	
Jumbunna Children's Centre Ltd		Narrabri Occasional Child Care Centre	40,303
Jumbunna Neighbourhood Occasional Care	15,009	Neighbourhood Family Relief Occasional	
Kempsey Children's Services Co-operative Ltd		Child Care Shalvey	
Kempsey Multi-Purpose Occasional Care Centre	28,083	Neighbourhood Family Relief Occasional	
Kids of the Castle Occasional Care Centre Inc		Child Care	34,741
Castle Hill Casual Care Centre - Occasional Care	41,794	Neighbourhood Family Relief Occasional	
Kindilan Child Care Centre Inc		Child Care - AAS	13,217
Kindilan Occasional Child Care	10,848	New School of Arts Neighbourhood House Inc	
Koninderie Community Based Pre-School Inc		South Grafton Child Care Centre - Occasional	65,786
Koninderie Neighbourhood Occasional Care	10,910	North Rocks/Carlingford Casual Child Care Centre	
Koorringal Casual Child Care Centre Inc		North Rocks/Carlingford Casual Child	
Koorringal Occasional Child Care	36,151	Care Centre	41,527
KU Children's Services (Hunter/Central Coast)		North Sydney Occasional Child Care Centre Inc	
KU - The Play Station	21,467	North Sydney Occasional Child Care Centre	24,374
KU Children's Services (Metro South West)		Orange City Council	
KU Macarthur Square Occasional Child Care	29,951	Orange Neighbourhood Model Occasional Care	14,548
KU Children's Services (Metro West)		Orange Occasional Care Cottage	59,365
KU Glenhaven Pre-School & Occasional		Parkes Early Childhood Centre Inc	
Care Centre	60,497	Parkes Occasional Child Care Centre - MPC	22,321
KU Children's Services (Southern)		Parramatta City Council	
KU Moss Vale Neighbourhood Occasional		Westfield Occasional Child Care Centre	28,156
Care Centre	14,652	Peninsula Community Centre Inc	
Ku-ring-gai Council		Peninsula Occasional Child Care Centre	42,191
Thomas Carlyle Children's Centre	10,848	Penrith Community Aid Service Association Inc	
Kurri Early Childhood Centre Inc		Occasional Child Care Centre	42,103
Kurri Early Childhood Occasional Care	14,548	Pippies Early Childhood Centre Inc	
Lane Cove Occasional Child Care Inc		Pippies Multi Purpose Centre - Occasional Care	13,835
Lane Cove Occasional Child Care Centre	50,052	Pittwater Council	
Leichhardt Municipal Council		Warriewood Occasional Child Care Centre	28,368
Annandale Occasional Child Care Centre	8,983	Possums' Den Coffs Harbour Inc	
Rozelle Occasional Care	15,390	Possums' Den Occasional Care	12,511

Quirindi Occasional Child Care Centre Inc		The Bays Occasional Child Care Centre Inc	
Quirindi Occasional Child Care Centre	24,423	The Bays Occasional Child Care Centre	40,360
Raymond Terrace Occasional Care Centre Inc		The Centre (BHCCA Inc)	
Raymond Terrace Occasional Care Centre	63,484	Bankstown Occasional Care	34,537
Revesby Now 'N'Then Occasional Child Care Centre Inc		The Cubbyhouse Pre-School & Occasional Care Centre Inc	
Revesby Now 'N'Then Occasional Child Care Centre - SA	28,576	The Cubbyhouse Occasional Care Centre	14,386
Riverwood Community Centre Inc (Metro South West)		The Grace Child Care Centre Inc	
Riverwood Christmas Occasional Care	7,861	The Grace Child Care Centre - Occasional Care	23,392
Ryde Primary School Parents & Citizens Association (Metro Central)		The Play Station Inc	
Ryde Primary School Occasional Child Care Centre	28,613	The Play Station - del	64,399
Salamander Child Care Centre Inc		The Trustees of the Society of St Vincent de Paul (NSW) (Metro South West Sydney)	
Salamander Occasional Child Care Centre	14,548	Mingaletta Occasional Child Care Centre	42,142
Samaritans Foundation (Hunter/Central Coast)		The Uniting Church in Aust Property Trust (NSW) - Children's Services Forum (Metro West)	
The Samaritans Community Child Care Centre		Noah's Ark Casual Care	22,455
Neighbourhood Occasional Care	28,762	The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside - Campbelltown	
Sapphire Community Centre Inc		Tallowood Occasional Care - del	34,270
COCO's Occasional Childcare	14,076	Thredbo Early Childhood Centre Inc	
SDN Children's Services (Southern)		Thredbo Pre-School Occasional Care	14,318
Crookwell Pre-School Occasional Care	7,353	Trustees Roman Catholic Church Diocese of Lismore	
Shaw Street Children's Centre Inc		St Joseph's Occasional Child Care - Laurieton	14,335
Shaw Street Children's Centre	48,228	Valla Community Pre-School Inc	
Singleton Shire Council		Valla Community Occasional Care	10,910
Colleen Gale Children's Centre - Occasional Care	17,296	Warragamba-Silverdale Neighbourhood Centre Inc	
Snugglepot Day Care Centre Inc		Teddy Bear Cottage Occasional Care Centre	30,486
Snugglepot Occasional Care Centre	16,403	Warringah Council	
South Sydney City Council		Warringah Mobile Occasional Care	42,529
Redfern Occasional Care Indigenous Support Project - del	35,228	Werrington Occasional Child Care Integrated Centre Inc	
Redfern Occasional Child Care - del 2	39,867	Werrington Occasional Child Care Integrated Centre	57,685
St Clair Occasional Child Care Centre Inc		Winston Mall Children's Centre Annexure faxed for 20514 on 15/6/04	
St Clair Occasional Child Care Centre	42,819	Winston Mall Children's Centre	41,187
St Ives Occasional Care		Wollondilly Shire Council	
St Ives Occasional Care	38,768	Wollondilly Neighbourhood Occasional Care Centre	10,910
St Michaels Family Centre Ltd		Wollondilly Neighbourhood Occasional Care Centre - Special	13,511
St Michael's Family Centre Neighbourhood Occasional Care	35,348	Wombat Occasional Care Centre Inc	
St Michaels Occasional Care	17,472	Wombat Neighbourhood Occasional Care Centre	13,132
St Philips Occasional Care Centre Inc		Wombat Occasional Care Centre	68,181
St Philips Occasional Care	3,786	Wyong Shire Council	
Surry Hills Neighbourhood Centre Co-op Ltd		Kanwal Neighbourhood Model Occasional Care	41,034
Surry Hills Occasional Child Care Centre	34,801	Yass Early Childhood Centre Association	
Sutherland Shire Family Support Service Inc		Yass Occasional Child Care Centre	9,581
Djanaba Neighbourhood Occasional Care Service	35,613		
Sydney Rescue Work Society (T/A)			
Communicare Sydney (Metro Central)			
Rockdale Occasional Child Care Centre	27,816		

Pre-School Brokerages - Special Needs

Children First Inc	
SCAN - Western Sydney The Hills	
Blue Mountains & Hawkesbury	1,593,709
Illawarra Children's Services Ltd (Metro South West)	
SCAN - South West Sydney	1,309,199
Illawarra Children's Services Ltd (Southern)	
SCAN - Scheme For Children With Additional Needs	746,531
Inverell Disability Services Inc	
SCAN - Supporting Children With Additional Needs	458,876
Jumbunna Community Pre-School & Early Intervention Centre Inc	
SCAN - Jumbunna	701,953
KU Children's Services (Metro Central)	
SCAN - Northern Sydney	947,228
Orange Community Resource Organisation Inc	
Early Childhood Access Support Service	441,980
Samaritans Foundation (Hunter/Central Coast)	
SCAN - Central Coast	289,667
SCAN - Hunter Children With Additional Needs	856,091
SDN Children's Services (Metro Central)	
SCAN - Scheme for Children With Additional Needs	1,240,861
SDN Children's Services (Metro South West)	
SCAN - Inner West	856,949

Pre-School Subsidies

Aberdare Pre-School Inc	
Aberdare Pre-School	97,656
Aberdeen Pre-School	
Aberdeen Pre-School	70,058
Adelong Pre-School Inc	
Adelong Pre-School	15,147
Albury Pre-School Inc	
Albury Pre-School	115,160
Alcheringa Pre-School Association Inc	
Alcheringa Pre-School	65,912
All Saints Pre-School Albion Park Inc	
All Saints Pre-School	63,535
Alstonville Baptist Church	
Alstonville Baptist Community Pre-School	70,825
Anglican Diocese of Canberra & Goulburn	
St Lukes Pre-School - Wagga Wagga	70,143
ANGLICARE - Canberra & Goulburn Youth & Family Services (Southern)	
Orana Pre-School Centre	52,073
Annette's Place Inc	
Annette's Place Pre-School - MPC	69,012
Anzac Village Pre-School Association Inc	
Anzac Village Pre-School	86,616

Arden Anglican Pre-School Kindergarten	
Arden Anglican Pre-School Kindergarten	48,256
Ardlethan Pre-School Association Inc	
Ardlethan Pre-School	25,595
Ariah Park Pre-School Association Inc	
Ariah Park Pre-School	28,380
Armidale Community Pre-School Inc	
Armidale Community Pre-School	80,603
Armidale Montessori Pre-School Inc	
The Armidale Children's House Montessori School	84,909
Arncliffe Pre-School Inc	
Arncliffe Pre-School	84,245
Arndu St Paul's Pre-School	
Arndu St Paul's Pre-School	93,704
Ashford Pre-School Kindergarten Inc	
Ashford Pre-School Kindergarten	26,457
Austral Community Pre-School Inc	
Austral Community Pre-School	71,146
Avondale Community Pre-School Management Committee	
Avondale Community Pre-School	72,494
Awabakal Newcastle Aboriginal Co-operative Ltd	
Awabakal Pre-School	102,341
Bain Park Community Pre-School Inc	
Bain Park Community Pre-School - del	42,294
Ballina Fox Street Pre-School Inc	
Ballina Fox Street Pre-School	134,498
Ballina River Street Children's Centre Inc	
RSCC Pre-School	97,399
Balranald Pre-School Centre Inc	
Balranald Pre-School Centre	52,164
Bambi Kindergarten Association Inc	
Bambi Kindergarten	109,691
Bankstown Montessori Association Inc	
Bankstown Montessori Pre-School	35,845
Baptist Community Services - NSW & ACT (Metro West)	
Auburn Baptist Church Pre-School	120,898
Baradine Pre-School Inc	
Baradine Pre-School	20,049
Barham Pre-School Association Inc	
Barham Pre-School	66,656
Barraba Pre-School Inc	
Barraba Pre-School	62,157
Baulkham Hills Pre-School	
Baulkham Hills Pre-School	91,739
Beacon Hill Community Kindergarten Assoc Ltd	
Beacon Hill Pre-School	94,481
Bega Pre-School	
Bega Pre-School	81,699

Bega Valley Shire Council		Blinky Bill Portland Child Care Centre Inc	
Bandara Children's Services - P/S RMPC	107,729	Blinky Bill Pre-School - MPC	60,974
Bellbird Pre-School Inc		Blue Mountains Montessori Pre-School Inc	
Bellbird Community Pre-School	48,426	Blue Gum Children's House	45,187
Bellingen Pre-School Inc		Bomaderry Pre-School Inc	
Bellingen Pre-School	89,869	Bomaderry Pre-School Kindergarten	106,126
Belmont North Pre-School Inc		Bombala Pre-School Incorporated	
Belmont North Pre-School	73,466	Bombala Pre-School Kindergarten	58,207
Bendemeer Pre-School Inc		Bonalbo & District Pre-School Inc	
Bendemeer Pre-School	31,804	Bonalbo & District Pre-School	75,480
Bentley Community Pre-School Inc		Boolaroo/Speers Point Community Kindergarten Inc	
Bentley Community Pre-School	26,530	Boolaroo/Speers Point Community Kindergarten	108,144
Berala Jack & Jill Pre-School Kindergarten Inc		Boori Pre-School Aboriginal Corporation	
Berala Jack & Jill Pre-School Kindergarten	109,398	Murrangang Pre-School	25,229
Berkeley Vale Pre-School Kindergarten Inc		Boorowa Pre-School Centre Inc	
Berkeley Vale Pre-School	137,571	Boorowa Pre-School Centre	52,048
Bermagui Pre-School Co-operative Society Ltd		Bowraville Community Pre-School Inc	
Bermagui Pre-School	55,549	Bowraville Community Pre-School	72,112
Berry Pre-School Kindergarten Inc		Bowraville Local Aboriginal Land Council	
Berry Pre-School Kindergarten	51,588	Gumbayngirr Children's Pre-School	74,974
Bexley Jack & Jill Pre-School Inc		Bradbury Pre-School Kindergarten Association Inc	
Bexley Jack & Jill Pre-School	80,961	Bradbury Pre-School	95,297
Bilambil Community Pre-School Inc		Braidwood Pre-School Association Inc	
Bilambil Community Pre-School	40,797	Braidwood Pre-School	58,827
Binnaway Pre-School		Branxton Pre-School Inc	
Binnaway Pre-School	33,852	Branxton Pre-School	58,360
Binnowie Kindergarten Co-operative Society Ltd		Brayside Community Pre-School Inc	
Binnowie Kindergarten	82,835	Brayside Community Pre-School	169,321
Biralee Pre-School Finley Inc		Budgewoi/Halekulani Pre-School Kindergarten Inc	
Biralee Pre-School - Finley	74,550	Budgewoi/Halekulani Pre-School Kindergarten	126,175
Birchgrove Community Association Ltd		Bulahdelah Pre-School Inc	
Emmerick Street Community Pre-School	52,237	Bulahdelah Pre-School	56,443
Birubi Point Community Pre-School Inc		Bundanoon District Pre-School Kindergarten	
Birubi Point Community Pre-School	37,027	Bundanoon District Pre-School Kindergarten	57,740
Blackheath Kookaburra Kindergarten Inc		Bundarra Pre-School Kindergarten Association Inc	
Blackheath Kookaburra Kindergarten	83,923	Bundarra Pre-School	39,072
Blacktown Anglican Child Care Centre Inc		Bundeena/Maianbar Pre-School & Children's Service Inc	
Blacktown Anglican Child Care Centre Pre-School	26,374	Bundeena/Maianbar Pre-School	44,369
Blacktown Bunyip Inc		Bundgeam Community Pre-School	
Blacktown Bunyip Mobile Pre-School	56,338	Bundgeam Community Pre-School	30,908
Blacktown City Council		Bungendore Pre-School Association Inc	
Glendenning Pre-School	64,476	Bungendore Pre-School	51,093
Goddard Crescent Pre-School	117,056	Bunyip Pre-School Harden Inc	
Quakers Hill Pre-School Kindergarten	78,180	Bunyip Pre-School - Harden	114,019
Bland Shire Council		Burren Junction Pre-School Association Inc	
Bland Pre-School	70,479	Burren Junction Pre-School	28,004
Blaxland Pre-School Kindergarten		Burrumbuttock Pre-School Centre Inc	
Blaxland Pre-School Kindergarten	87,380	Burrumbuttock Pre-School Centre	30,501
Blayney Pre-School			
Blayney Pre-School	55,084		

Byron Bay Pre-School Inc		Christ Church Gladesville Pre-School	
Cavanbah Centre	126,487	Kindergarten Inc	
Jonson Street Centre	61,450	Christ Church Gladesville Pre-School	
Cabarita - Mortlake Pre-School Kindergarten Inc		Kindergarten	146,279
Cabarita/Mortlake Pre-School	94,670	Christ Church St Ives Pre-School Inc	
Calrossy School Commission		Christ Church St Ives Pre-School	62,423
Calrossy Pre-School	48,332	Church of the Foursquare Gospel (Aust) Ltd	
Camden Pre-School Kindergarten Co-operative Ltd		Calvary Chapel Pre-School Centre	123,920
Camden Pre-School Kindergarten	93,230	City of Sydney Council (Metro South West)	
Cameragal Montessori School		Broughton Street Kindergarten	57,238
Cameragal Montessori School	48,258	Hilder Booter Extended Hours Kindergarten	103,629
Campbelltown Community Pre-School Inc		Club Marconi of Bossley Park Social, Recreation	
Campbelltown Community Pre-School	102,036	& Sporting Centre Ltd	
Canowindra Pre-School Kindergarten Inc		Marconi Pre-School	68,354
Canowindra Pre-School Kindergarten	60,953	Clunes Community Pre-School Association Inc	
Canterbury Community Child Care Centre Inc		Clunes Community Pre-School	56,397
Canterbury Community Child Care Centre	84,150	Cobar Pre-School Centre Association Inc	
Cardiff Community Pre-School Inc		Cobar Pre-School	74,404
Cardiff Community Pre-School	89,838	Cobargo Pre-School Inc	
Carinya Neighbourhood Children's Centre Inc		Cobargo Pre-School	25,962
Carinya Neighbourhood Children's Centre -		Coffs Harbour Pre-School Association Inc	
Pre-School	15,315	Coffs Harbour Pre-School	167,145
Carlingford West Kindergarten Inc		Coldstream Community Pre-School Inc	
Carlingford West Kindergarten	47,826	Coldstream Community Pre-School	71,809
Casino Baptist Church Christian Community		Coleambally Pre-School Kindergarten Inc	
Pre-School		Coleambally Pre-School Kindergarten	69,231
Casino Christian Community Pre-School	54,202	Collarenebri Pre-School Inc	
Castle Hill Pre-School Kindergarten Inc		Collarenebri Pre-School	66,404
Castle Hill Pre-School Kindergarten	88,411	Collaroy Plateau Community Kindergarten	
Catherine Field Pre-School Kindergarten Inc		Collaroy Plateau Community Kindergarten	83,306
Catherine Field Pre-School	59,482	Colo Wilderness Mobile Resource Unit	
Catherine Pre-School East Maitland Inc		Colo Wilderness Mobile Resource Unit Subsidy	90,295
Catherine Pre-School	71,703	Comboyne Community Pre-School Kindergarten Inc	
Cawongla Playhouse Inc		Comboyne Pre-School	23,039
Cawongla Playhouse	89,117	Como Pre-School Kindergarten Assoc Inc	
Central Shoalhaven Mobile Pre-School		Como Pre-School	91,762
Central Shoalhaven Mobile Pre-School	154,617	Concord Kindergarten Association Inc	
Cessnock Multi Purpose Children's Centre Ltd		Concord Kindergarten	89,209
Cessnock Pre-School Centre	86,431	Concord West-Rhodes Pre-School Inc	
Charles Sturt University - Riverina		Concord West-Rhodes Pre-School	95,313
Campus Pre-School Unit 1	67,810	Condobolin Pre-School Kindergarten Inc	
Campus Pre-School Unit 2	63,702	Condobolin Pre-School Kindergarten	77,713
Cherrybrook Community Pre-School Inc		Coogee Synagogue Batory Kindergarten Inc	
Cherrybrook Pre-School Kindergarten	48,623	Coogee Synagogue Batory Kindergarten	53,898
Children First Inc		Cooks Hill Community Pre-School Inc	
Alpha Street Pre-School	56,169	Cooks Hill Community Pre-School	53,428
Balmoral Street Pre-School	151,625	Coolah Pre-School Kindergarten Inc	
Plumpton Long Day Care Centre - Pre-School	9,829	Coolah Pre-School Kindergarten	67,995
Chillingham and Tyalgum Community Pre-School Inc		Coolamon Pre-School Association Inc	
Chillingham & Tyalgum Community Pre-School	57,139	Coolamon Pre-School	70,074

Cooma Lambie Street Pre-School Association Inc		Delegate & District Pre-School	
Cooma Lambie Street Pre-School	53,685	Delegate & District Pre-School	29,587
Cooma North Pre-School Association Inc		Deniliquin Children's Centre Inc	
Cooma North Pre-School	69,003	Deniliquin Mobile	54,534
Coonabarabran Pre-School Centre Inc		Deniliquin Pre-School Kindergarten	140,133
Coonabarabran Pre-School Centre	79,206	Denman Children's Centre Association Inc	
Coonabarabran Shire Council		Denman Children's Centre	107,519
Connect Five Children's Services	158,119	Department of Education & Training - Lismore	
Coonamble Pre-School Association Inc		Box Ridge Early Childhood Transition Program	39,605
Coonamble Pre-School	76,831	Department of Education & Training - Murwillumbah	
Cootamundra Centenary Pre-School Association Inc		Cabbage Tree Island Early Childhood	
Cootamundra Centenary Pre-School	110,540	Transition Program	36,822
Copmanhurst Pre-School		Department of Education & Training - Queanbeyan	
Copmanhurst Pre-School	30,478	Queanbeyan South Public School	
Corowa Pre-School Association Inc		Transition Program	26,499
Corowa Pre-School Centre	65,345	Department of Education & Training -	
Council of the Shire of Culcairn		Western (Orana Far West)	
Walla Walla Children's Services	8,069	Wilcannia Early Childhood Centre	80,694
Country Women's Association Coraki Branch		Doonside Kindergarten Inc	
Coraki CWA Pre-School	72,018	Doonside Kindergarten	135,048
Coutts Crossing Pre-School Inc		Dorriggo Pre-School Association Inc	
Coutts Crossing Pre-School	41,082	Dorriggo Pre-School	78,946
Cowra Early Childhood Services Co-operative Ltd		Drummond Park Pre-School Association Inc	
Cowra Children's Mobile Resource	77,968	Drummond Park Pre-School	39,479
Cranbrook School		Drummoyne Baptist Pre-School Centre	
St Mark's Pre-School	82,919	Drummoyne Baptist Pre-School Centre	55,535
St Michael's Pre-School - Vacluse	72,655	Drummoyne Pre-School Kindergarten Inc	
Crescent Head Community Pre-School		Drummoyne Pre-School Kindergarten	93,386
Crescent Head Community Pre-School	64,161	Dubbo & District Pre-School Kindergarten Inc	
Cringila Community Co-operative		Dubbo & District Pre-School Kindergarten	176,072
Southern Suburbs Mobile Pre-School	78,811	Dubbo West Pre-School Inc	
Cronulla Pre-School Kindergarten Association Inc		Dubbo West Pre-School	106,451
Cronulla Pre-School Kindergarten	127,686	Dunedoo Pre-School Kindergarten	
Crookwell Neighbourhood Centre Inc		Dunedoo Pre-School Kindergarten	76,060
Crookwell Mobile Children's Services	28,037	Dungog Pre-School Kindergarten Inc	
Cudal Community Pre-School Inc		Dungog Pre-School Kindergarten	65,511
Cudal Community Pre-School	37,829	Dunoon Pre-School Inc	
Culcairn Early Childhood Centre Inc		Dunoon Community Pre-School	68,620
Culcairn Pre-School	40,922	Durrumbul Community Pre-School Association Inc	
Cumnock Village Pre-School Inc		Durrumbul Community Pre-School	92,016
Cumnock Village Pre-School	37,829	East Lindfield Community Pre-School	
Currambena Pre-School		East Lindfield Community Pre-School	82,570
Currambena Pre-School	48,716	East Lismore Community Pre-School Inc	
Dalaigur Pre-School Association Inc		East Lismore Community Pre-School	116,333
Dalaigur Pre-School	135,281	East Maitland Pre-School Kindergarten Assoc Inc	
Dandaloo Gayngil Aboriginal Corporation		East Maitland Pre-School - Brunswick Street	92,530
Dandaloo Gayngil Pre-School & Occasional		East Maitland Pre-School - George Street	69,064
Care Centre - Toomelah	102,420	East Willoughby Pre-School Inc	
Dareton Pre-School Inc		East Willoughby Pre-School	50,262
Dareton Pre-School	50,521		

Eastern Suburbs Montessori Association Ltd		Frederick Street Kindergarten Co-op Ltd	
Montessori East - Bondi	17,573	Frederick Street Kindergarten	128,731
Montessori East Vacluse	36,235	Gainmara Birrilee Pre-School Association Inc	
Eden Creek/Fairymount Pre-School Inc		Gainmara Birrilee Pre-School	48,048
Eden Creek/Fairymount Pre-School	66,913	Galston District Pre-School (Metro Central)	
Eden Pre-School Kindergarten Association Inc		Galston District Pre-School	84,491
Eden Pre-School Kindergarten	93,583	Ganmain Pied Piper Pre-School Inc	
Sapphire Mobile Children's Services	39,988	Pied Piper Pre-School	26,480
Edgeworth Community Pre-School		Gilgandra Pre-School Inc	
Edgeworth Community Pre-School	45,929	Gilgandra Pre-School	72,638
Elanora Heights Community Centre Pre-School		Girrawong Pre-School Inc	
Elanora Heights Community Centre Pre-School	84,941	Girrawong Pre-School	133,321
Elizabeth Macarthur Montessori Pre-School		Girrinbai Community Pre-School Inc	
Association Inc		Girrinbai Community Pre-School	103,277
Elizabeth Macarthur Montessori Pre-School	20,899	Glen Innes Pre-School Association Inc	
Elonera Ltd		Glen Innes Pre-School	104,561
Elonera Montessori Pre-School	31,210	Glen Innes Pre-School - Outreach Program	32,807
Emanuel School		Glenbrook Pre-School Kindergarten Inc	
The Kornmehl Centre	101,714	Glenbrook Pre-School Kindergarten	84,497
Engadine Church of Christ Pre-School		Glenmark Pre-School Kindergarten Inc	
Engadine Church of Christ Pre-School	58,510	Glenmark Pre-School Kindergarten	103,912
Engadine Pre-School Kindergarten Inc		Glenorie Pre-School Kindergarten	
Engadine Pre-School Kindergarten	110,782	Glenorie Pre-School	49,746
Eugowra Pre-School Inc		Glenreagh Pre-School Inc	
Eugowra Pre-School	37,829	Glenreagh Pre-School	48,847
Eungai Pre-School Inc		Gloucester Pre-School	
Eungai Pre-School	44,380	Gloucester Pre-School	85,071
Euston Pre-School Association Inc		Goodooga Pre-School	
Euston Pre-School	37,931	Goodooga Pre-School	41,043
Evans Head Pre-School Inc		Goonellabah Pre-School Inc	
Evans Head Pre-School	64,571	Goonellabah Pre-School	126,823
Fairfield City Council		Gordon Pre-School Centre	
Bonnyrigg Heights Early Learning Centre		Gordon Pre-School Centre	147,167
Pre-School	26,460	Gorokan Pre-School Inc	
Fairfield Early Learning Centre Pre-School	73,329	Gorokan Pre-School	188,843
Marlborough Street Early Learning Centre		Gosford Baptist Pre-School Inc	
Pre-School	120,344	Gosford Baptist Pre-School	133,840
Mobile 1 Early Learning Centre Pre-School	72,316	Gosford Pre-School Ltd	
Mobile 2 Early Learning Centre Pre-School	74,489	Gosford Pre-School	108,743
Tarlinton Parade Early Learning Centre		Goulburn Pre-School Association Inc	
Pre-School	156,543	Goulburn Pre-School	106,496
Tasman Parade Early Learning Centre Pre-School	62,173	Goulding Hill Pre-School Inc	
Villawood Early Learning Centre Pre-School	137,545	Goulding Hill Pre-School	94,932
Federal Community Childrens Centre Inc		Grafton Baptist Church Kindergarten	
Federal Pre-School	69,318	Management Committee	
Felton Street Early Learning Pre-School Inc		Jacaranda Pre-School - South Grafton	92,827
Felton Street Early Learning Pre-School	114,119	Granville Multicultural Community Centre Inc	
Forbes Pre-School Kindergarten Co-op Ltd		Preparation Program for Children from CALD	79,854
Forbes Pre-School Kindergarten	77,306	Grays Point Pre-School Kindergarten Association	
Forest Hill Community Pre-School Inc		Grays Point Pre-School	48,605
Forest Hill Pre-School	70,683		

Great Lakes Children's Centre Inc		Hamilton Baptist Community Pre-School	
Great Lakes Children's Centre	169,962	Hamilton Baptist Community Pre-School	72,307
Greenacre Church of Christ		Happy Day Pre-School Kindergarten Inc	
Greenacre Church of Christ Pre-School	69,360	Happy Day Kindergarten - Broken Hill	167,412
Greenbank Community Pre-School		Happy Days Kindergarten	
Greenbank Community Pre-School	9,483	Happy Days Kindergarten - Wentworthville	68,735
Greenwich Community Pre-School Inc		Harbord Kindergarten Inc	
Greenwich Community Pre-School	48,640	Harbord Kindergarten 1	90,830
Grenfell Pre-School & Long Day Care Centre Inc		Harbord Kindergarten 2	53,749
Grenfell Pre-School	22,371	Hawkesbury City Council	
Greta Community Pre-School Inc		Forgotten Valley Mobile Resource Unit	68,931
Greta Community Pre-School	51,860	Hay Pre-School Kindergarten Inc	
Griffith East Pre-School Inc		Hay Pre-School Kindergarten	75,264
Griffith East Pre-School Kindergarten	99,176	Heathdene Community Services Inc	
Griffith Pre-School Kindergarten Inc		Heathdene Pre-School Kindergarten	113,145
Griffith Pre-School Kindergarten	106,658	Henry Street Community Pre-School Association Inc	
Griffith Wiradjuri Aboriginal Pre-School Inc		Henry Street Community Pre-School	64,217
Griffith Wiradjuri Aboriginal Pre-School	59,202	Henty Early Childhood Association Inc	
Gudga-Ga-Nura Aboriginal Pre-School Association		Henty Early Childhood Centre	38,907
Gudga-Ga-Nura Pre-School	67,714	Hibiscus Children's Centre	
Gulargambone Pre-School		Hibiscus Children's Centre	74,396
Gulargambone Pre-School	50,797	Hills Montessori Society	
Gulgong Pre-School Inc		Hills Montessori School	60,286
Gulgong Pre-School	72,706	Holbrook Children's Centre Inc	
Gulpa Pre-School Inc		Holbrook Children's Centre - del	63,016
Gulpa Pre-School	35,991	Holsworthy Pre-School Parent's Association Inc	
Gummyaney Aboriginal Corporation		Holsworthy Pre-School	100,717
Gummyaney Aboriginal Pre-School	58,455	Holy Family Parish - Mt Druitt	
Gumnut Bowral Memorial Kindergarten Inc		Holy Family Pre-School	111,339
Gumnut Bowral Memorial Kindergarten	97,228	Howlong Pre-School Association Inc	
Gumnut Community Pre-School		Howlong Pre-School Centre	50,472
Gumnut Community Pre-School	66,005	Hunters Hill Pre-School Inc	
Gundagai Pre-School Kindergarten Inc		Hunter's Hill Pre-School	120,010
Gundagai Pre-School Kindergarten	62,294	Illawarra Aboriginal Corporation	
Gunnedah Baptist Child Care Association Ltd		Winnanggay Pre-School	70,689
Gunnedah Baptist Community Pre-School	120,265	Illawarra Children's Services Ltd (Southern)	
Gunnedah Pre-School Kindergarten Association Inc		Bellambi Point Pre-School	149,993
Gunnedah Pre-School	87,950	Helensburgh Community Pre-School	96,189
Gunning & District Pre-School		Wollongong City Pre-School	71,084
Gunning & District Pre-School	37,887	Illawarra Montessori Pre-School Inc	
Guyra Pre-School Inc		Illawarra Montessori Pre-School	39,307
Guyra Pre-School & Long Day Care Centre	52,516	Iluka Pre-School Inc	
Gwydir Mobile Children's Services Inc		Iluka Pre-School	43,966
Gwydir Mobile Children's Services	128,914	Inaburra Communications Ltd	
Gwydir Shire Council		Inaburra Pre-School	85,181
Bingara Pre-School	55,259	Inner City Montessori Association	
Gymea Nursery School & Kindergarten		Inner City Montessori - Balmain	64,983
Co-operative Society Ltd		Inner City Montessori - Kinta	44,475
Gymea Nursery School	98,446		
Gyndarna Pre-School			
Gyndarna Pre-School	44,968		

Inverell District Family Services Inc		Killarney Vale Pre-School Kindergarten Inc	
Inverell Jack & Jill Pre-School	66,603	Killarney Vale Pre-School Kindergarten	113,982
Kindamindi Pre-School	130,358	Kinburra Pre-School Inc	
Northern Roads Activity Van - Pre-School	154,748	Kinburra Pre-School	102,615
Tingha Pre-School	63,828	Kingscliff Mini School Inc	
Ivanhoe Pre-School		Kingscliff Mini School	64,730
Ivanhoe Pre-School	50,113	Kingstown Pre-School Inc	
Jacaranda Pre-School Centre Inc		Kingstown Pre-School	23,182
Jacaranda Pre-School - Caringbah	136,019	Kinma Ltd	
Jack & Jill Pre-School Association (Lithgow) Inc		Kinma School Pre-School	36,317
Jack & Jill Pre-School	103,364	Kogarah Municipal Council	
Jannali Pre-School Kindergarten Inc		South Hurstville Kindergarten	94,971
Jannali Pre-School Kindergarten	92,084	Koninderie Community Based Pre-School Inc	
Jerilderie Pre-School Kindergarten Inc		Koninderie Community Based Pre-School	56,201
Jerilderie Pre-School Kindergarten	56,639	Koolyangarra Pre-School Aboriginal Corporation	
Jerry Bailey Pre-School Association Inc		Koolyangarra Pre-School	78,949
Jerry Bailey Pre-School	47,761	Koorana Child & Family Centre Inc	
Jesmond Community Pre-School		Koorana Phillip St Pre-School	47,818
Jesmond Community Pre-School	110,717	Koorana-Croydon Street Pre-School	78,437
Jindera Pre-School Kindergarten Association Inc		Kootingal & District Pre-School Inc	
Jindera Pre-School Centre	54,490	Kootingal & District Pre-School	54,370
Jumping Jack Community Pre-School Inc		KU Children's Services (Hunter/Central Coast)	
Jumping Jack Community Pre-School	93,358	KU Bel Air Pre-School	50,863
June RSL Memorial Pre-School Inc		KU Mayfield Pre-School	137,358
June RSL Memorial Pre-School	67,883	KU Merewether Pre-School	57,902
Kangaroo Valley Pre-School Inc		KU Swansea Pre-School	71,016
Kangaroo Valley Pre-School	52,260	KU Wickham Kindergarten	126,473
Kapooka Early Childhood Centre Inc		KU Windale Pre-School	139,073
Kapooka Early Childhood Centre	59,513	KU Children's Services (Metro Central)	
Karingal Pre-School - Nelson Bay Inc		Additional Needs Working Group	8,530
Karingal Pre-School - Nelson Bay	65,920	John J Carroll Kindergarten	99,141
Karuah Community Pre-School Association Inc		KU Avalon Community Pre-School	86,517
Karuah Pre-School	32,334	KU Bambara Road Pre-School	53,868
Katoomba/Leura Pre-School Association Inc		KU Berowra Pre-School	86,176
Katoomba Leura Pre-School	168,542	KU Bligh Park Pre-School	51,568
Keiraville Community Pre-School Inc		KU Cammeray Pre-School	48,257
Keiraville Community Pre-School	96,393	KU Castlecrag Pre-School	83,745
Kellyville Pre-School Kindergarten Inc		KU Chatswood Community Pre-School	88,468
Kellyville Pre-School Kindergarten	87,490	KU Chatswood West Pre-School	85,877
Kempsey Children's Services Co-operative Ltd		KU Cheltenham Memorial Pre-School	86,780
Kempsey Central Pre-School	100,987	KU East Killara Pre-School	82,545
Kempsey Multi-Purpose Pre-School	25,477	KU Eastwood Pre-School	89,898
Kempsey South Pre-School	141,723	KU Fox Valley Pre-School	48,255
Kenthurst Pre-School Kindergarten Inc		KU Frances Newton Pre-School	87,658
Kenthurst Pre-School	102,784	KU Grandstand Pre-School	86,685
Khancoban & District Children's Resource Centre Inc		KU Grevillea Pre-School	50,563
Khancoban Pre-School	16,914	KU Heathcote Pre-School	63,294
Kiama Pre-School Inc		KU James Cahill Learning Together Program	100,918
Kiama Pre-School Kindergarten	94,977	KU James Cahill Pre-School	132,893
Kookaburra Kinder Mobile Pre-School	72,745	KU Killara Park Pre School	83,491
		KU Killarney Heights Pre-School	79,394

KU Mobile 1 Pre-School	39,153	KU Western Mobile Pre-School	77,965
KU Mosman Community Pre-School	84,096	KU Westmead Pre-School	110,819
KU Newport Beach Pre-School	91,113	West Merrylands Pre-School	65,469
KU North Ryde Pre-School	92,998	KU Children's Services (Southern)	
KU Osborne Park Children's Centre	127,474	KU Bulli Pre-School	95,227
KU Peter Pan Paddington Pre-School	86,158	KU Corrimal Pre-School	65,772
KU Randwick-Coogee Pre-School	146,798	KU Donkin Memorial Pre-School	114,426
KU Rushcutters Bay Pre-School	92,368	KU Gwynneville Pre-School	48,555
KU Scotland Island Pre-School	23,251	KU Northern Villages Mobile Pre-School	75,972
KU South Turramurra Pre-School	52,047	KU Wombarra Pre-School	58,483
KU St Ives Barra-Bruil Pre-School	84,814	Kulai Pre-School Aboriginal Corporation	
KU Sunbeam Pre-School	113,237	Kulai Pre-School	88,390
KU Sutherland Pre-School	90,908	Kunghur Community Pre-School Inc	
KU Wahroonga Pre-School	88,712	Kunghur Community Pre-School	37,716
KU West Pymble Preschool	86,678	Kurnell Pre-School Kindergarten Inc	
Lance Child Care Centre	92,455	Kurnell Pre-School Kindergarten	66,847
Maybanke Kindergarten	62,170	Kurri Kurri Pre-School	
Peter Pan Kindergarten - La Perouse	98,724	Kurri Kurri Pre-School	105,616
KU Children's Services (Metro South West)		Kyogle Pre-School & Outside School Hours	
Crusader Kindergarten	139,549	Care Association Inc	
Henson Street Kindergarten	58,869	Kyogle Pre-School	72,944
KU Briar Cottage Preschool	122,110	Lady Game Community Kindergarten Inc	
KU Burwood Pre-school	58,160	Lady Game Community Kindergarten	82,545
KU Cobbity Preschool	61,311	Lake Cargelligo District Community Children's Centre	
KU Conjola Place Preschool	39,429	Association Inc	
KU Coomaling Mobile Preschool	51,457	Lake Cargelligo Pre-School Kindergarten	63,167
KU Croydon Pre-school	57,512	Lalor Park Pre-School Kindergarten Association Inc	
KU Georges Hall Pre-School	58,403	Lalor Park Pre-School Kindergarten	94,396
KU Karingal Pre-School	63,407	Lane Cove Children's Centre	
KU Liverpool City Preschool	65,090	Birralee Lane Cove Kindergarten	174,405
KU Macarthur Learning Together	56,131	Lapstone Pre-School Kindergarten Association Inc	
KU Macquarie Fields Preschool	136,593	Lapstone Pre-School	60,832
KU Milperra Preschool	61,628	Larool Pre-School Inc	
KU Mobile 2 Preschool	54,373	Larool Crescent Children's Centre	85,462
KU Mobile 3 Preschool	63,016	Lawrence Community Pre-School Inc	
KU Padstow Pre-School	94,853	Lawrence Community Pre-School	25,720
KU Revesby Pre-School	63,950	Lawson Community Pre-School Assoc Inc	
KU Yagoona Lions Pre-School	73,981	Lawson Community Pre-School	64,442
Leichhardt Pre-School	51,196	Learning Links	
Petersham Pre-School	128,940	Learning Links Pre-School	79,613
Phoenix Kindergarten	93,316	Leeton Pre-School Association	
Isobel Pulsford Memorial Kindergarten	49,327	Leeton Pre-School	125,711
KU Blue Mountains Mobile Pre-School	65,394	Lennox Head Community Pre-School Inc	
KU Burnside Pre-School	113,188	Lennox Head Community Pre-School	79,802
KU Hazelbrook Pre-School	49,189	Lightning Ridge Pre-School	
KU Hebersham Pre-School	142,373	Lightning Ridge Pre-School	82,611
KU Lethbridge Park Pre-School	91,437	Lilly Pilly Community Pre-School Inc	
KU Penrith Pre-School	110,731	Lilly Pilly Community Pre-School	75,450
KU Rydalmere Pre-School	61,721	Lindfield Montessori Society Inc	
KU Shalvey Pre-School	177,325	Lindfield Montessori Pre-School	26,051
KU Wentworthville Pre-School	69,041		

Lismore Parish Centre Pre-School Association		Manly Warringah Montessori Society	
Parish Centre Pre-School	66,693	Farmhouse Montessori School	39,350
Lismore Pre-School		Marayong Pre-School Kindergarten Inc	
Lismore Pre-School	113,769	Marayong Pre-School Kindergarten	104,867
Lithgow Rural Multi Purpose Child Care Assoc Inc		Marrickville Council	
Gumnut House Pre-School - MPC	88,722	Globe - Wilkins Pre-School	171,859
Little Yuin Pre-School Aboriginal Corp		Marulan & District Pre-School Association Inc	
Little Yuin Aboriginal Day Care Centre	47,855	Marulan & District Pre-School	28,659
Liverpool Districts Neighbourhood Centres Assoc		Masada College	
Pied Piper Project	82,159	Masada Pre-School	72,228
Lockhart Pre-School Kindergarten Inc		Poppy Cottage Pre-School	42,461
Lockhart Pre-School Kindergarten	36,232	Mathoura Pre-School Inc	
Long Flat Pre-School		Mathoura Pre-School	22,986
Long Flat Pre-School	27,510	Mayfield Central Community Pre-School	
Long Jetty Pre-School		Kindergarten Ltd	
Long Jetty Pre-School	105,885	Mayfield Central Community Pre-School	108,300
Lower Bucca Community Pre-School Incorporated		Medowie Community Pre-School Inc	
Lower Bucca Community Pre-School	30,380	Medowie Community Pre-School	58,316
Lower Hunter Children's Activity Van Assoc Inc		Mendooran Pre-School Inc	
Cessnock Children's Activity Van	61,467	Mendooran Pre-School	27,799
Lower Hunter Children's Activity Van	78,354	Menindee Children's Centre	
Lower Macleay Pre-School Inc		Menindee Children's Centre	71,172
Lower Macleay Pre-School	89,257	Merindah Children's Centre Inc	
Lutheran Church of Australia Queensland District		Merindah Children's Centre - del	5,007
Grace Lutheran Pre-School	68,772	Merriwa Pre-School Kindergarten Association Inc	
Lyrebird Pre-School Kindergarten - Nowra East Inc		Merriwa Pre-School Kindergarten	51,888
Lyrebird Pre-School Kindergarten	122,289	Merrylands Christian Pre-School Association Inc	
Macarthur Pre-School Kindergarten Association Inc		St Annes Pre-School	46,463
Macarthur Pre-School	98,973	St Thomas Pre-School	86,887
Macleay Community Pre-School Inc		Metford Community Baptist Church Pre-School	
Macleay Community Pre-School	94,518	Kindergarten Inc	
Macquarie Hills Community Pre-School Inc		Metford Community Baptist Church Pre-School	
Macquarie Hills Community Pre-School	108,164	Kindergarten	32,963
Macquarie Pre-Schools Co-operative Ltd		Milton Ulladulla Pre-School Association	
Blackalls Park Pre-School	51,417	Milton Ulladulla Pre-School	119,733
Carey Bay Pre-School	54,801	Mindaribba Local Aboriginal Land Council	
Toronto Community Pre-School	68,195	Mindaribba Local Aboriginal Land Council	
Maitland Mobile Children's Resource Unit Inc		Pre-School	15,298
Maitland Mobile Children's Resource Unit	137,423	Mingoola Pre-School Inc	
Maitland Nursery School Inc		Mingoola Pre-School	34,579
Maitland Nursery School	99,317	Minimbah Pre-School, Primary School	
Manildra Pre-School Kindergarten Inc		Aboriginal Corporation	
Manildra Pre-School Kindergarten	37,829	Minimbah Pre-School	127,929
Manilla Community Pre-School Inc		Miranda Kindergarten Association Inc	
Manilla Community Pre-School & Occasional Care	87,135	Miranda Kindergarten	132,740
Manly Council		Mission Australia (Metro South West)	
Ivanhoe Park Pre-School	50,141	Miller Community Pre-School & Early	
Manly Community Pre-School	92,930	Intervention Support	160,389
Manly Vale Community Kindergarten Inc		Rossmore Community Pre-School	79,195
Manly Vale Community Kindergarten	60,443	Mittagong Pre-School Kindergarten Inc	
		Mittagong Pre-School Kindergarten	84,335

Moama & District Pre-School Centre Inc		Nana Glen Pre-School	
Moama & District Pre-School	103,185	Nana Glen Pre-School	80,066
Molong & District Pre-School Association		Nanima Pre-School Association Inc	
Molong & District Pre-School	58,380	Nanima Pre-School	110,599
Monaro Mobile Pre-School Inc		Narooma Pre-School Kindergarten Association Inc	
Monaro Mobile Pre-School	70,292	Narooma Pre-School Kindergarten	85,212
Moree Pre-School Inc		Narrabeen Community Kindergarten Co-op Ltd	
Moree Pre-School	98,478	Narrabeen Community Kindergarten	87,298
Moresby Park Pre-School Inc		Narrabri Pre-School Association Inc	
Moresby Park Pre-School	81,229	Narrabri Pre-School	22,863
Moriah War Memorial College Association		Narromine Pre-School Kindergarten	
Moriah College Pre-School: John I Einfeld Campus	117,220	Narromine Pre-School Kindergarten	83,325
Moriah Pre-School Kindergarten	126,729	Narwee Pre-School Kindergarten Inc	
Mortdale/Oatley Baptist Church		Narwee Pre-School Kindergarten	101,295
Minooka Pre-School Centre	95,410	Newcastle Baptist Community Pre-School Inc	
Moruya Pre-School Kindergarten Inc		Newcastle Baptist Community Pre-School	62,219
Moruya Pre-School Kindergarten	82,822	Ngayaamba Waluura Aboriginal Corporation	
Moulamein Pre-School Inc		Giiguy Gamambi Pre-School	70,529
Moulamein Pre-School	44,071	Nimbin Pre-School & Child Care Association Inc	
Mount Sinai College		Nimbin Pre-School	76,500
Mount Sinai College Pre-School	88,080	Nimmitabel Pre-School Inc	
Mountain Community Children's Centre Inc		Nimmitabel Pre-School	40,393
(Metro Central)		Nords Wharf Community Pre-School	
Mountain Community Children's Centre - FT - del	7,958	Nords Wharf Community Pre-School	34,152
Mountain Community Pre-School - del	44,244	Normanhurst West Community Pre-School	
Mountain Pre-School Lowanna Inc		Normanhurst West Community Pre-School	22,044
Mountain Pre-School Lowanna	56,126	North Brighton Pre-School	
Mt Warning Pre-School		North Brighton Pre-School	89,430
Mt Warning Pre-School	60,163	North Epping Kindergarten	
Mt Zion Kindergarten		North Epping Kindergarten Pre-School	84,546
Mt Zion War Memorial Kindergarten	115,946	North Rocks Pre-School Inc	
Mudgee Pre-School Centre		North Rocks Pre-School	88,017
Mudgee Pre-School Centre	243,528	North Ryde Community Pre-School	
Mullumbimby Community Pre-School Association Inc		North Ryde Community Pre-School	90,575
Mullumbimby Community Pre-School	67,598	North Shore Temple Emanuel	
Mulwala Pre-School Inc		Martin & Emma Hannes Pre-School	53,899
Mulwala Pre-School Centre	63,783	North St Marys Neighbourhood Centre Inc	
Murrin Bridge Pre-School Association Inc		North St Marys Community Pre-School	96,424
Murrin Bridge Pre-School	94,673	North St Marys Pre-School	14,917
Murrumbateman Early Childhood Centre Assoc Inc		Northside Baptist Pre-School - Northbridge	
Murrumbateman Early Childhood Centre	31,599	Northside Baptist Pre-School	83,928
Murrurundi Community Pre-School		Northside Montessori Society	
Murrurundi Community Pre-School	36,695	Stepping Stones Montessori Pre-School	63,136
Muswellbrook Pre-School Kindergarten Inc		Norwood Community Pre-School	
Muswellbrook Pre-School Kindergarten 1	145,487	Norwood Community Pre-School	47,398
Muswellbrook Pre-School Kindergarten 2	30,014	Nundle CWA Pre-School	
Nabiac & District Pre-School Association Inc		Nundle CWA Pre-School	27,270
Nabiac & District Pre-School	75,394	Oberon Children's Centre Inc	
Nambucca Heads Pre-School Play Centre Pty Ltd		Oberon Children's Centre	51,188
Nambucca Heads Pre-School	109,360	Ocean Shores Pre-School Inc	
		Ocean Shores Pre-School	59,314

Old Bar Community Pre-School		Peter Pan Pre-School Wollongong Inc	
Old Bar Community Pre-School	87,545	Peter Pan Pre-School - Wollongong	51,602
Ooranga Family Mobile Resource Unit Assoc Inc		Peter Rabbit Community Pre-School Inc	
Ooranga Mobile Early Childhood Service	133,282	Peter Rabbit Community Pre-School	44,371
Orama Pre-School Association		Picton Pre-School Kindergarten Ltd	
Orama Pre-School	69,898	Picton Pre-School	83,374
Orana Community Pre-School Inc		Pied Piper Pre-School Association - Wallerawang Inc	
Orana Community Pre-School	81,895	Pied Piper Pre-School - MPC	65,081
Orange Pre-School Kindergarten Ltd		Pippies Early Childhood Centre Inc	
Orange Pre-School Kindergarten	111,137	Pippies Multi Purpose Centre - Pre-School	76,217
Orient Point Community Pre-School Inc		Pius X Aboriginal Corporation	
Orient Point Community Pre-School	66,066	Kiah Pre-School	127,544
Our Lady Queen of Peace Parish		Playtime Pre-School Centre Inc	
Our Lady Queen of Peace Parish Pre-School	49,090	Playtime Pre-School Centre	70,966
Palm Beach War Memorial Kindergarten Inc		Pleasant Hills Pre-School Kindergarten Inc	
Palm Beach War Memorial Kindergarten	58,485	Pleasant Hills Pre-School Kindergarten	10,209
Pambula Pre-School Kindergarten Association Inc		Ponyara Pre-School Kindergarten Association Ltd	
Pambula NS - RMPC Pre-School	50,792	Ponyara Pre-School	63,295
Pambula Pre-School Kindergarten	58,764	Pooncarie Public School Parents & Citizens Assoc Inc	
Parkes Early Childhood Centre Inc		Pooncarie Pre-School	16,886
Parkes Multi-Purpose Pre-School - MPC	155,372	Port Macquarie Community Pre-School Ltd	
Parklands Community Pre-School & Children's Centre Inc		Port Macquarie Community Pre-School	230,136
Parklands Community Pre-School & Children's Centre	127,040	Port Macquarie Pre-School Annexe	78,501
Paterson Pre-School Inc		Port Stephens Council	
Paterson Pre-School	57,085	Port Stephens Activity Van	142,741
PCYC NSW Ltd		Possum's Community Pre-School Association Inc	
PCYC Bright Sparks Pre-School	50,043	Possum's Community Pre-School	52,000
Peak Hill Pre-School Kindergarten Inc		Possums' Den Coffs Harbour Inc	
Peak Hill Pre-School Kindergarten	37,829	Possums' Den Pre-School	30,770
Peninsula Community Pre-School Inc		Pottsville Community Pre-School Inc	
Peninsula Community Pre-School	60,734	Pottsville Community Pre-School	61,861
Peninsula Montessori Association		Presbyterian Church of Australia Property Trust - Social Services (Central West)	
Forestville Montessori Pre-School	25,748	Elizabeth Chifley Memorial Pre-School	93,923
Pennant Hills War Memorial Children's Centre		Presbyterian Church of Australia Property Trust - Social Services (Metro Central)	
Pennant Hills War Memorial Children's Centre	124,302	Sutherland Presbyterian Church Pre-School	39,014
Penrith City Council		Presbyterian Church of Australia Property Trust - Social Services (Nepean)	
Cooinda Pre-School	98,300	Tregear Presbyterian Kindergarten	139,991
Grays Lane Pre-School	72,929	Windsor Presbyterian Pre-School Kindergarten	83,953
Gumbirra Pre-School	95,182	Project Enrichment of Childhood Pre-School	
Koolyangarra Children's Centre	107,242	Bourke Inc	
Mountains to Meadows Mobile Pre-School	48,388	PEOC Bourke Pre-School	82,756
Rainbow Cottage Pre-School	54,095	Pymble/Turramurra Kindergarten Inc	
St Marys Pre-School Kindergarten	82,872	Pymble/Turramurra Kindergarten	91,472
Tandara Pre-School	61,499	Queanbeyan & District Pre-School Association	
Periwinkle Children's Centre		Harris Park Pre-School	99,875
Periwinkle Pre-School	43,048	Jingera Pre-School	22,874
Peter Pan Pre-School Kindergarten - Tamworth Inc		Karabar Pre-School	60,560
Peter Pan Pre-School Kindergarten - Tamworth	115,260	Waratah Pre-School	63,724

Quirindi Pre-School Kindergarten Inc		SDN Children's Services (Southern)	
Quirindi Pre-School	53,649	Batemans Bay Pre-School	70,217
Rainbow Playhouse Pre-School Inc		Crookwell Pre-School	60,496
Rainbow Playhouse Pre-School	64,863	Shared Vision Aboriginal Corporation	
Rainbow Pre-School Association Inc		Jarjum Pre-School	77,962
Rainbow Pre-School - Broken Hill	129,235	Shoalhaven Community Development Aboriginal Corp	
Raymond Terrace Community Pre-School Inc		Murragang Pre-School - del	75,688
Raymond Terrace Community Pre-School	116,595	Shoalhaven Community Pre-School Inc	
Redhead Community Pre-School Inc		Shoalhaven Community Pre-School	107,563
Redhead Community Pre-School	62,367	Singleton Heights Pre-School Inc	
Richmond Hill Community Pre-School Inc		Singleton Heights Pre-School	96,548
Richmond Hill Community Pre-School	16,676	Singleton Pre-School Inc	
Richmond Pre-School Kindergarten Assoc Inc		Singleton Pre-School	140,765
Richmond Pre-School	96,832	Singleton Shire Council	
Riverina Children's Activity Van Inc		Colleen Gale Children's Centre - Pre-School	89,002
Riverina Children's Activity Van	71,855	Singleton Mobile Pre-School	29,044
Riverside Preschool Incorporated		SOS Child Care Centre	
Riverside Preschool	19,608	SOS Child Care Centre	82,486
Riverwood Children's Centre Inc		South West Rocks Pre-School Inc	
Riverwood Children's Centre - del	63,626	South West Rocks Pre-School	104,742
Riverwood Community Centre Inc		Southside Montessori Pre-School	
(Metro South West)		Southside Montessori Pre-School	24,475
Riverwood Children's Centre	67,063	Springdale Heights Pre-School Inc	
Robertson Pre-School Kindergarten Inc		Springdale Heights Pre-School	62,266
Robertson Pre-School Kindergarten	66,191	Springwood & District Pre-School Kindergarten	
Rocky Hall Pre-School Association		Springwood & District Pre-School Kindergarten	91,050
Rocky Hall Pre-School	34,440	Springwood Early Learning Association Inc	
Rosebank Community Pre-School Inc		Clarinda Montessori Pre-School	23,072
Rosebank Community Pre-School	53,059	St Andrew's Kindergarten Abbotsford Inc	
Rosellas Children's Centre Inc		St Andrew's Kindergarten - Abbotsford	67,165
Rosellas Children's Centre	118,717	St Dunstons Pre-School Kindergarten Inc	
Ross Circuit Pre-School Centre Inc		St Dunstons Pre-School Kindergarten	88,205
Ross Circuit Pre-School Centre	197,654	St George Pre-School (Marsfield) Inc	
Rowena Pre-School Inc		St George Pre-School - Marsfield	51,209
Rowena Pre-School	12,667	St Ives Pre-School	
Royal Institute for Deaf & Blind Children		St Ives Pre-School	85,444
(Hunter/Central Coast)		St John's North Ryde Pre-School Association Inc	
Tingira Centre	28,756	St John's Pre-School - North Ryde	87,834
Royal Institute for Deaf & Blind Children		St John's Pre-School Ashfield Inc	
(Metro West)		St John's Pre-School - Ashfield	106,056
Glenmore Park Early Childhood Centre	25,076	St Joseph's Community Pre-School Inc	
Roberta Reid Centre Pre-School	16,703	St Joseph's Pre-School - Tweed	125,266
Rockie Woofit Pre-School	60,381	St Luke's Pre-School Dapto Inc	
Vision-Ed Pre-School	22,540	St Luke's Pre-School - Dapto	96,885
Rylstone Kandos Pre-School Inc		St Lukes Pre-School Northmead Inc	
Rylstone Kandos Pre-School	69,567	St Lukes Pre-School - Northmead	54,154
Sans Souci Community Pre-School Association Inc		St Marks Brighton le Sands Pre-School Kindergarten Inc	
Sans Souci Pre-School	133,646	St Mark's Pre-School - Brighton-le-Sands	63,319
Scone & District Pre-School Inc		St Mark's Northbridge Kindergarten Inc	
Scone & District Pre-School	133,126	St Mark's Northbridge Kindergarten	87,464

St Mark's Pre-School Avalon Inc		Tamworth Montessori Association Inc	
St Mark's Pre-School Avalon	61,912	Tamworth Montessori Pre-School	54,487
St Mark's Pre-School Inc - Hurstville South		Tarago Pre-School Association Inc	
St Mark's Pre-School - Hurstville South	51,483	Tarago Pre-School	19,202
St Mary's Community Pre-School Casino Inc		Taree & District Pre-School Ltd	
St Mary's Community Pre-School - Casino	136,868	Taree & District Pre-School	213,358
St Marys Guildford Pre-School		Tathra Children's Services Association Inc	
St Marys Guildford Pre-School	107,840	Tathra Children's Services	60,298
St Mary's North Tamworth Pre-School Inc		Tea Gardens/Hawks Nest Pre-School	
St Mary's North Tamworth Pre-School	63,872	Kindergarten Inc	
St Michael's Pre-School Kindergarten Inc		Tea Gardens/Hawks Nest Pre-School	
St Michael's Pre-School Kindergarten - Wollongong	75,613	Kindergarten	43,808
St Peters Pre-School Inc		Temora Pre-School Kindergarten Inc	
St Peters Pre-School	61,625	Temora Pre-School Kindergarten	100,898
St Peter's Pre-School Ltd		Temple Emanuel Woollahra Kindergarten Inc (Metro Central)	
St Peter's Pre-School - Armidale	96,165	Temple Emanuel Woollahra Kindergarten	126,239
St Peter's Pre-School Tamworth Inc		Tenterfield Pre-School Kindergarten Inc	
St Peter's Pre-School - Tamworth	110,635	Tenterfield Pre-School	79,359
St Stephen's Belrose Kindergarten Inc		Terrey Hills Community Kindergarten	
St Stephen's Belrose Kindergarten	134,065	Terrey Hills Community Kindergarten	53,632
St Stephen's Pre-School Inc		The Armidale Church of Christ Adventureland Pre-School Inc	
St Stephen's Pre-School	67,266	Adventureland Pre-School	68,406
St Stephens Pre-School Kindergarten Inc		The Armidale Waldorf School Ltd	
St Stephens Pre-School Kindergarten	87,792	Boongaiai Pre-School	42,138
St Therese Community Pre-School Inc		The Basin Pre-School	
St Therese Community Pre-School	49,317	The Basin Pre-School	117,185
Strathfield & District Hebrew Congregation Yolanda Kramer Kindergarten		The Channon Children's Centre Inc	
Yolanda Kramer Kindergarten	90,604	The Channon Pre-School	49,781
Stroud Neighbourhood Children's Co-operative		The Cubbyhouse Pre-School & Occasional Care Centre Inc	
Stroud Neighbourhood Children's Pre-School	40,326	The Cubby House Pre-School	28,623
Stuarts Point Pre-School Association Inc		The Entrance Pre-School Kindergarten Association Inc	
Stuarts Point Pre-School	75,826	The Entrance Pre-School Kindergarten	141,763
Sugartowns Community Pre-School Inc		The Factory Community Centre Inc	
Sugartowns Community Pre-School	43,788	Poet's Corner Kindergarten	68,752
Sun Valley Pre-School Kindergarten		The Guardian Angel Pre-School Kindergarten Inc	
Sun Valley Pre-School Kindergarten	48,954	The Guardian Angel Pre-School	17,399
Sutherland Shire Montessori Society		The Hills Community Kindergarten Inc	
Montessori Children's World	63,921	The Hills Community Kindergarten	82,795
Sydney Rescue Work Society (T/A)		The Infants Home Ashfield	
Communicare Sydney (Metro South West)		Family Centre of Early Intervention Pre-School	62,422
Strathfield Sessional Pre-School	106,216	The Jack & Jill Kindergarten - Hornsby	
Sydney Rescue Work Society (T/A)		The Jack & Jill Kindergarten - Hornsby	92,478
Communicare Sydney (Metro West)		The Killarney School	
Kinder Kapers Pre-School	89,910	The Killarney School	48,256
Sydney Talmudical College Association		The Little School	
Blair Street Yeshiva Pre-School	107,031	The Little School	35,088
Dover Heights Yeshiva Pre-School	101,184	The Northern Nursery School Ltd	
Tabulam & District Community Pre-School Inc		The Northern Nursery School	124,427
Tabulam & District Pre-School	74,495		

The Oaks Pre-School Kindergarten Co-operative Ltd		Children's Services Forum (Northern)	
The Oaks Pre-School	61,365	Murwillumbah Uniting Church Pre-School	61,015
The Point Pre-School Inc		Prince Street Jack & Jill Pre-School	67,450
The Point Pre-School	48,374	The Uniting Church in Aust Property Trust (NSW) - Children's Services Forum (Southern)	
The Rock Pre-School Inc		St Columba Child Care Centre	50,740
The Rock Pre-School	33,230	The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside - Campbelltown	
The Scots School - Albury		Children with Challenging Behaviours	7,929
Scots Pre-School Centre	62,026	Thredbo Early Childhood Centre Inc	
The Shepherd Centre (Metro South West)		Thredbo Pre-School	14,984
The Annette Shepherd Centre Pre-School - Casula	25,000	Thurgoona Pre-School Inc	
The Shepherd Centre (Southern)		Thurgoona Pre-School	67,875
Wollongong Shepherd Pre-School	7,669	Tibooburra Multi Purpose Centre Inc	
The Sydney Montessori Society		Tibooburra Multi Purpose Centre - Pre-School	17,382
The Children's House Montessori Pre-School - North Ryde	53,025	Tocumwal Pre-School Kindergarten Inc	
The Tower Pre-School - Jiggi		Tocumwal Pre-School	51,884
The Tower Pre-School - Jiggi	25,691	Tooleybuc Pre-School Association Inc	
The Uniting Church in Aust Property Trust (NSW) - Children's Services Forum (Hunter/Central Coast)		Tooleybuc Pre-School	52,926
Adamstown Heights Pre-School	66,258	Tooraweenah Pre-School Association Inc	
Caves Beach Uniting Pre-School	109,857	Tooraweenah Pre-School	21,701
St Lukes Pre-School - Belmont North	112,904	Toormina Pre-School Kindergarten Inc	
The Uniting Church in Aust Property Trust (NSW) - Children's Services Forum (Metro Central)		Toormina Pre-School	123,547
Caringbah Uniting Church Pre-School	45,978	Tottenham Pre-School Kindergarten Assoc Inc	
Carlton Uniting Care Pre-School	90,862	Tottenham Pre-School	37,829
Forestville Pre-School	180,600	Toukley Pre-School Kindergarten Inc	
Mayflower Pre-School Kindergarten	65,810	Toukley Pre-School Kindergarten	117,536
North Bondi Kindergarten	12,622	Trangie Pre-School Kindergarten Association Inc	
Shirley Road Pre-School	53,451	Trangie Pre-School	54,414
The Forest Pre-School	124,524	Trinity Pre-School Kindergarten Ltd	
Treetops Pre-School	120,478	Trinity Pre-School Kindergarten	183,962
The Uniting Church in Aust Property Trust (NSW) - Children's Services Forum (Metro South West)		Trundle Children's Centre Inc	
Burwood Uniting Church Kindergarten	114,838	Trundle Pre-School Kindergarten	23,547
Earlwood Uniting Church Pre-School	130,243	Trustees of the Christian Brothers (Metro South East)	
The Cottage Family Care Centre - Pre-School	163,978	Waterford Pre-School	43,302
The Uniting Church in Aust Property Trust (NSW) - Children's Services Forum (Metro West)		Trustees Roman Catholic Church Diocese of Lismore	
Ermington Uniting Church Pre-School	57,018	St Joseph's Pre-School - Laurieton	140,498
Harold Wheen Pre-School	115,657	St Joseph's Pre-School - Port Macquarie	200,077
North Rocks Uniting Church Pre-School Kindergarten	48,984	Tullamore Pre-School & Child Care Centre Inc	
St Matthews Pre-School Kindergarten - Baulkham Hills	126,375	Tullamore Pre-School	37,829
Susanna Children's Centre Pre-School	6,126	Tumut Pre-School Co-operative Society Ltd	
Wesley Pre-School Kindergarten	86,185	Tumut Pre-School	91,241
The Uniting Church in Aust Property Trust (NSW) -		Tuncurry Pre-School Inc	
		Tuncurry Pre-School	69,858
		Tunable Falls Early Childhood Centre Inc	
		Tunable Falls Early Childhood Centre	52,466
		Tweed Heads Community Pre-School Inc	
		Tweed Heads Community Pre-School	58,994
		Ungooroo Aboriginal Corporation	
		Pre School Service Development	42,836

Upper Macleay Pre-School Inc		Wentworth District Pre-School Play Centre Inc	
Upper Macleay Pre-School	89,476	Wentworth District Pre-School Play Centre	66,096
Uralla Pre-School Kindergarten Inc		Wentworth Falls Pre-School Kindergarten	
Uralla Pre-School	69,686	Wentworth Falls Pre-School Kindergarten	73,630
Urana Shire Council		Werris Creek & District Pre-School Association Inc	
Urana Shire Mobile Pre-School	62,047	Werris Creek & District Pre-School	116,548
Uranquinty Pre-School Association Inc		West Albury Pre-School Centre Inc	
Uranquinty Pre-School	22,354	West Albury Pre-School Centre	114,679
Urunga Community Pre-School Inc		West Bathurst Pre-School Inc	
Urunga Pre-School	83,495	West Bathurst Pre-School	106,179
UTS Child Care Inc (Metro Central)		West Epping Pre-School Association Inc	
Community Education Working Group	8,530	West Epping Pre-School Kindergarten	82,256
Valla Community Pre-School Inc		Westlawn Pre-School Inc	
Valla Community Pre-School	91,319	Westlawn Pre-School	67,280
Valley Pre-School Inc		Weston Community Pre-School Inc	
Valley Pre-School	30,147	Weston Community Pre-School	80,455
Wagga Wagga Nursery Kindergarten Society Inc		Wilberforce Pre-School Kindergarten Inc	
Bardia Street Community Pre-School	79,029	Wilberforce Pre-School Kindergarten	66,037
Kangaroo Pre-School	58,949	Williams River Community Pre-School Assoc Inc	
Kingfisher Pre-School	72,335	Clarence Town Pre-School	42,057
Koala Pre-School	66,245	Seaham Pre-School	51,286
Kookaburra Pre-School	69,364	Wallalong Pre-School	22,448
Rainbow Lorikeet Pre-School	81,748	Williamtown Pre-School Inc	
Wakool Pre-School Inc		Williamtown Pre-School	54,751
Wakool Pre-School	29,454	Willoughby Community Pre-School Inc	
Walcha Council		Willoughby Community Pre-School	99,438
Walcha Pre-School	85,125	Willow Tree Pre-School Inc	
Walgett Pre-School Kindergarten Inc		Willow Tree Pre-School	20,719
Walgett Pre-School Kindergarten	93,428	Wilson's Creek Community Pre-School Inc	
Wallsend Community Pre-School		Wilson's Creek Community Pre-School	53,824
Wallsend Community Pre-School	105,273	Windsor Pre-School Association Inc	
Walsingham Community Pre-School Inc		Windsor Pre-School	104,664
Walsingham Community Pre-School	77,912	Wingham & District Pre-School Kindergarten Ltd	
Wangi Peter Pan Kindergarten Inc		Wingham & District Mobile Pre-School Unit	89,973
Wangi Peter Pan Kindergarten	83,852	Wingham & District Pre-School	90,409
Waratah Montessori Pre-School		Winmalee District Pre-School Kindergarten	
Waratah Montessori Pre-School	30,259	Winmalee District Pre-School Kindergarten	77,764
Warialda Pre-School Inc		Wirraway Pre-School	
Warialda Pre-School	52,158	Wirraway Pre-School	159,020
Warilla Baptist Pre-School		Wollondilly Mobile Pre-School Association Inc	
Warilla Baptist Pre-School	56,403	Wollondilly Mobile Preschool	96,486
Warragamba Pre-School Inc		Wollongbar Community Pre-School	
Warragamba Pre-School	110,682	Wollongbar Community Pre-School	60,001
Warren Pre-School Kindergarten		Woodenbong Pre-School Kindergarten Inc	
Warren Pre-School Kindergarten	70,638	Woodenbong Pre-School	48,283
Wauchope Pre-School Kindergarten Inc		Woollahra Municipal Kindergarten	
Wauchope Pre-School	134,738	Woollahra Municipal Kindergarten	126,399
Wee Waa & District Pre-School Association Inc		Woomera Aboriginal Corporation Albury	
Wee Waa & District Pre-School	80,288	Koori Kindermanna Pre-School	75,843
Wellington Community Children's Centre Inc		Woy Woy Peninsula Child Care Centre Co-operative	
Wellington Community Children's Centre	138,184	Woy Woy Peninsula Pre-School	56,687

Wunanbiri Pre-School Inc		Barnardos Australia - South Coast	
Wunanbiri Pre-School	119,927	Kemblawarra Vacation Care	3,817
Wyong Pre-School Kindergarten Association Inc		Nareena Hills Vacation Care	10,963
Wyong Pre-School	164,220	Bathurst City Council	
Yamba Pre-School		Bathurst Vacation Care Centre	8,787
Yamba Pre-School	82,801	DIAS Vacation Care Project 1	938
Yarrabin Outreach Inc		DIAS Vacation Care Project 2	2,525
Nyngan Pre-School	80,491	Baulkham Hills Before & After School Care Inc	
Yass Early Childhood Centre Association		Baulkham Hills Before & After School Care	11,400
Yass Early Childhood Centre	82,787	Bellingen Shire Family & Children's Services Inc	
Yass Montessori Pre-School Inc		Bellingen Vacation Care	3,726
Yass Montessori Pre-School	30,214	Berkeley Vale Neighbourhood Centre	
Yenda Pre-School Kindergarten Inc		Berkeley Vale Vacation Care	9,654
Yenda Pre-School Kindergarten	63,027	Berrigan Children's Centre Association Inc	
Yeoval Pre-School Inc		Berrigan Vacation Care	2,665
Yeoval Pre-School	37,829	Blacktown South Children's Activities Centre Inc	
YMCA of Sydney Inc (Metro South West)		Blacktown South Children's Activities Centre	
Bankstown City YMCA Pre-School Kindergarten	67,979	Vacation Care	9,897
Young Pre-School Kindergarten Inc (Southern)		Bland Shire Council	
Young Pre-School Kindergarten	130,816	Bland Shire Children's Services Vacation	
		Care Program	8,256
Vacation Care -		Bligh Park Community Services Inc	
Vacation Care		Bligh Park Vacation Care	11,975
Abbotsford Community Centre Inc		Blue Mountains City Council	
Abbotsford Vacation Care	5,896	Blackheath Vacation Care	4,420
Andalini Services Inc		Bondi Beach Out of School Care Centre Inc	
Andalini Special School Vacation Care Project	5,072	Bondi Beach Vacation Care	10,029
ANGLICARE - Canberra & Goulburn Youth & Family Services (Southern)		Bourke Shire Council	
St Saviour's Neighbourhood Centre Vacation Care	3,806	Bourke Shire Council Vacation Care	5,272
Annandale North Out of School Hours Care Assoc		Brewarrina Shire Council	
Annandale North Out of School Hours Care	7,455	Brewarrina Shire Vacation Care	5,304
Armidale Aboriginal Corporation Youth Club		Bronte After Care Committee Inc	
Armidale Aboriginal (Youth Camp) Vacation Care	4,553	Bronte Vacation Care Centre	7,614
Australian Turkish & Kurdish Community Services		Byron Shire Council	
Co-operative Ltd		Brunswick Heads Vacation Care	8,239
Auburn Vacation Care	9,684	Byron Bay Vacation Care	4,862
Avalon School Parents & Citizens Association Inc		Cabramatta Community Centre Inc	
Avalon School Out of School Hours Care	9,626	Mt Pritchard Vacation Care - Integration Program	4,639
Awabakal Newcastle Aboriginal Co-operative Ltd		Campbelltown City Council	
Aboriginal Cultural Camps	8,170	Namut Vacation Care	3,332
Ballina & District Community Services Assoc Inc		Robert Townson Vacation Care	4,024
Lennox Head & Wardell Vacation Care	5,688	Carlingford West OOSH Centre Inc	
Wardell Vacation Care - del	1,401	Carlingford West Vacation Centre	6,000
Balmain East Out of School Care Inc		Casino Neighbourhood Centre Inc	
Balmain East Vacation Care	5,084	Casino Vacation Care	12,567
Bankstown Community Services Co-op Ltd		Centacare - Catholic Family Services Diocese	
Bankstown Vacation Care - BCSC	8,769	of Broken Bay (Metro Central)	
Barnardos Australia - Penrith Children's Family Centre		Centacare Vacation Care	8,810
Barnardos Penrith Vacation Care	15,904	Centipede Inc	
		Glebe Vacation Care	24,348

Cessnock Multi Purpose Children's Centre Ltd		Darlington Aftercare Association Inc	
Cessnock Vacation Care Centre No 1	9,303	Darlington Vacation Care	7,603
Cessnock Vacation Care Centre No 2	9,303	Doonside Community Activities Group Inc	
Chester Hill Neighbourhood Centre Inc		Doonside Vacation Care	3,563
Chester Hill Neighbourhood Centre Vacation Care	13,912	Dubbo Community Services & Information Centre Inc	
Chinese Australian Services Society Co-op Ltd (CASS)		Pipe Band Hall Vacation Care Centre	5,131
Campsie Vacation Care	6,031	South Vacation Care Centre	5,135
Church of England Children's Homes		Dungog Information & Neighbourhood Service	
Croydon Park Vacation Care	10,583	Dungog Vacation Centre	6,674
Innovative Out of School Hours - Cool Care	8,705	Eagle Vale Community Development Association Inc	
Weldon Centre Vacation Care	13,206	Eagle Vale Vacation Care	6,453
City of Albury		Eastern Respite & Recreation	
Albury Vacation Care	17,976	Holiday Program	13,633
Glenroy North Albury Out of School Hours Program	17,936	Ermington West OOSH Care Inc	
St Patrick's School Vacation Care Program	9,048	Ermington West OOSH Care	8,058
City of Ryde		Ethnic Child Care Family & Community Services Co-operative (Metro South West)	
Gladesville Vacation Care	14,611	Multicultural Respite Service Mobile Vacation Care	36,256
Truscott Street Vacation Care Program	14,611	Eurobodalla Shire Council	
West Ryde Vacation Care Program	14,611	Narooma Vacation Care	4,420
Clovelly Out of School Care		Fairfield Community Resource Centre	
Clovelly Out of School Care	6,948	Bonnyrigg Aboriginal Vacation Care - DEL	2,846
Coffs Harbour Neighbourhood Centre Inc		Edensor Park Vacation Care	12,669
Coffs Harbour Vacation Care	10,039	St John's Park Vacation Care	7,797
Woolgoolga Vacation Care	5,967	Far South Coast Family Support Service	
Coledale Community Group Inc		After School & Vacation Care Activities	4,566
Coledale Vacation Care	11,151	Forest Hill Outside School Hours Care Inc	
Tamworth Aboriginal Vacation Care	3,681	Forest Hill OSHC - Vacation Care	8,973
Colo Wilderness Mobile Resource Unit		Forest Lodge After School Care Association Inc	
Colo Wilderness Mobile Resource Unit Vacation Care	5,998	Forest Lodge Vacation Care	8,861
Community Activities Lake Macquarie Inc		Georges River Community Service Inc	
Bolton Point Vacation Care	5,522	Georges River Community Service Vacation Care Centre	4,264
Boolaroo Vacation Care	6,186	Gosford City Council (Hunter/Central Coast)	
Cardiff Vacation Care	6,623	Gosford City Council Disability Access Vacation Care	8,446
Coogee Care Centre		Gosford Vacation Centre	9,519
Coogee Vacation Care	3,752	Kincumber Vacation Care	10,324
Coonamble Shire Council		Niagara Park Vacation Program	7,072
Coonamble Vacation Care Centre	5,300	Goulburn Police & Community Youth Club	
Cootamundra Community Centre Inc		PCYC Vacation Care Project - Goulburn	6,727
Cootamundra Vacation Care	7,122	Graceades Community Cottage	
Coowarra Cottage		Graceades - Handicare	3,476
Coowarra Out of School Hours Care Service	6,963	Granville Multicultural Community Centre Inc	
Coptic Orthodox Church - Bexley		Granville Multicultural Centre Vacation Care	8,841
St Mary & St Mina's Vacation Care	5,140	Great Lakes Council	
Cringila Community Co-operative		Great Lakes Vacation Care	6,683
Cringila Vacation Care Project	6,082	Greek Orthodox Archdiocese of Australia	
Crookwell Neighbourhood Centre Inc		Consolidated Trust-Greek Welfare Centre NSW (MC)	
Crookwell Vacation Care	5,832	Kogarah Vacation Care Centre	6,965
Dandaloo Gayngil Aboriginal Corporation			
Dandaloo Gayngil Vacation Care - Toomelah	12,912		

Greek Orthodox Archdiocese of Australia Consolidated Trust-Greek Welfare Centre NSW (MSW)		Keymer Child Care Centre Inc Keymer OSHC Cottage	10,272
Bankstown Vacation Care - GWC	6,604	Kids Korner Combined Occasional Care Centre Inc Kid's Korner Vacation Care	25,839
Undercliffe Vacation Care Centre	7,497	Kogarah Community Services Inc (Metro Central) Carss Park Vacation Care	4,773
Greek Orthodox Archdiocese of Australia Consolidated Trust-Greek Welfare Centre NSW (MW)		Koonawarra Area Residents Association Inc Krafty Kids Vacation Care	4,410
Parramatta Vacation Care	10,965	Koorana Child & Family Centre Inc Koorana Vacation Care	8,944
Gulargambone Rural Transaction Centre Inc Gulargambone Vacation Care Service	5,084	KU Children's Services (Southern) The Kids Crew Room	8,710
Gundagai Neighbourhood Centre Inc Gundagai Vacation Care	6,064	Ku-ring-gai Council Kids Getaway Holiday Activity Centre	4,435
Gwydir Shire Council Bingara Vacation Care	7,504	St Ives Holiday Activity Centre West Pymble Holiday Activity Centre	11,395
Hawkesbury City Council Forgotten Valley Vacation Care	2,833	Kurri Kurri Community Centre Inc Kurri Kurri Vacation Care	8,903
Holdsworth Street Community Centre Holdsworth Street Vacation Care	11,315	Kyogle Pre-School & Outside School Hours Care Association Inc Kyogle Vacation Care	6,186
Holroyd City Council Guildford West Integrated Vacation Care	17,273	Lady Gowrie Child Centre (Metro Central) Lady Gowrie Vacation Care	2,833
Ringrose Avenue Vacation Care Centre Senior Vacation Care Centre - Guildford West	6,602	Lane Cove Out of School Inc Lane Cove Out of School Vacation Care	4,774
Sherwood Grange Integrated Vacation Care Centre	17,239	Lapstone Out of School Hours Inc Lapstone OOSH	9,672
Illawarra Children's Services Ltd (Southern) Corrimal Autistic Vacation Care	19,740	Leeton Shire Council Leeton Shire Council Vacation Care	10,684
Illawarra Vacation Care for Children with Additional Needs	27,946	Leichhardt After School Hours Care Inc Leichhardt Vacation Care	13,444
Shellharbour Integrated Care Wollongong Integrated Vacation Care	3,475	Lismore Neighbourhood Centre Inc Lismore Vacation Care	8,583
Imlay Special Needs Group Inc - Eden Eden Vacation Care Centre	3,590	Liverpool Districts Neighbourhood Centres Assoc Warwick Farm Vacation Care	14,230
Inverell District Family Services Inc Inverell Vacation Care	14,525	Lower Hunter Temporary Care Inc Lower Hunter Temporary Care - Vacation Care	8,115
Jelly Bean Kids OOSH Care Inc Jelly Bean Kids Vacation Care	4,857	Macarthur District Temporary Family Care Inc Vacation Plus - Campbelltown	35,222
Kanga's House Child Care Centre Inc Kanga's House Vacation Care	4,756	Vacation Plus - Wollondilly	8,939
KARI Aboriginal Resource Inc Enrichment Program (VAC)	1,192	Macleay Shire Council Macleay Vacation Care	6,519
Katoomba Neighbourhood Centre Inc (Metro West) Katoomba Neighbourhood Centre Vacation Care	6,759	Yamba Vacation Care	6,405
Kellyville After School Care Incorporated Kellyville Vacation Care	6,000	Maitland Baptist Church Child Care Inc Maitland Baptist Vacation Care	6,405
Kempsey Children's Services Co-operative Ltd "School's Out" Kempsey Vacation Care	3,202	Metford Vacation Care	9,436
Kempsey Respite Services Inc Kempsey Vacation Care - Respite Care	17,961	Thornton Vacation Care	2,114
Kenthurst Before & After School Care Inc Kenthurst Vacation Care	14,379		6,895

Manly Council		Orange City Council	
Vacation Care - Manly Group 1	9,672	Glenroi Community Centre Vacation Care	7,828
Vacation Care - Manly Group 2	9,665	Kenna Hall Vacation Care	4,422
Vacation Care - Manly Group 3	21,713	Spring Street - Carriage Cottage Vacation Care	3,623
Vacation Care - Manly Group 4	9,664	Orange Community Resource Organisation Inc	
Vacation Care - Manly Group 5	7,280	Outside School Hours Care (OOSH) Program - CS	1,409
Vacation Care - Manly Group 6	5,122	Outer Liverpool Community Services Inc	
Maroubra Junction Before & After School Care		Austral Vacation Care	4,100
Maroubra Junction Vacation Care	6,764	Peninsula Community Centre Inc	
Marrickville Council		Peninsula Community Centre Vacation Care	10,970
Camdenville Vacation Care	7,832	Penrith City Council	
Ferncourt Vacation Care	9,380	Emu Village Vacation Care	10,027
Stanmore Vacation Care	15,479	Glenmore Park Vacation Care	4,472
Maryland OOSH Inc		OOSH Recreation VC 13-18	2,817
Maryland Vacation Care Centre 1	6,626	Penrith Vacation Care - Penrith High School	6,620
Maryland Vacation Care Centre 2	7,012	St Clair Vacation Care	8,810
Meeting House Inc		Yoorami Cottage Vacation Care	8,802
The Meeting House Vacation Care	9,747	Petersham Baptist Church	
Mid Mountains Out of School Hours Service Inc		Petersham Activities Centre for Children	8,432
Mid Mountains Out of School Hours Service	4,423	Pinnaroo OOSH Inc	
Mid North Coast Health Service		Pinnaroo Vacation Care	7,252
Gloucester Vacation Activities Centre	2,172	Pittwater Council	
Mission Australia (Northern)		Narrabeen Vacation Care	13,222
Boggabilla Vacation Care	10,470	Pole Depot Neighbourhood Centre Inc	
Moombahlene Local Aboriginal Land Council		Pole Depot Vacation Care	12,416
Moombahlene Aboriginal Vacation Care	13,687	Police & Community Youth Clubs NSW Ltd	
Moree Police & Community Youth Club		Lithgow Vacation Care Centre	5,303
Moree Vacation Care	6,984	Wallerawang Vacation Care	3,999
Mosman Municipal Council		Port Macquarie Neighbourhood Centre Inc	
Mosman Vacation Care	8,781	Port Macquarie Vacation Care	10,977
Mount Riverview Noiseworks Inc		Port Stephens Council	
Mt Riverview OOSH Vacation Care	9,450	Medowie Vacation Care	6,443
New School of Arts Neighbourhood House Inc		Nelson Bay Vacation Care	12,536
South Grafton Vacation Care	6,026	Raymond Terrace Vacation Care	4,337
Newcastle Police & Community Youth Club (PCYC)		Queanbeyan Children's Special Needs Group Inc	
Newcastle PCYC "KIDS CLUB" Vacation Care	9,377	Queanbeyan Children's Special Needs Group -	
Newcastle Temporary Care Ltd		Holiday Program	2,108
Centrelink - Vacation Care Project	5,636	Randwick Out of School Hours Care Centre	
Nimbin Neighbourhood & Information Centre Inc		Randwick Out of School Vacation Care	7,620
Nimbin Vacation Care Service	8,967	Regional Social Development Group Inc	
North Richmond Community Centre Inc		Deniliquin Vacation Care Program	7,177
North Richmond OOSH Fun Factory	4,422	Richmond Before & After Care Association Inc	
North Sydney Council		Richmond Vacation Care Centre	9,006
Forsyth Park Community Centre Vacation Care	6,470	Riverwood Community Centre Inc (Metro South West)	
Grandstand Kindergarten Vacation Care	6,604	Riverwood Vacation Care	12,196
North Sydney Community Centre	8,788	Rooty Hill Outside of School Hours Care Centre Inc	
NSW Aboriginal Education Consultative Group		Rooty Hill Vacation Care	5,310
(AECG) Inc - Willmot		Rose Bay Out of School Care Centre Inc	
Willmot Holiday Activities	3,498	Rose Bay Vacation Care	4,772
Ooranga Family Mobile Resource Unit Assoc Inc		Rozelle Vacation Care Inc	
Ooranga Mobile Vacation Care	2,726	Rozelle Vacation Care	7,257

Rylstone Shire Council		The Junction Works Inc (Metro South West)	
Rylstone Shire Vacation Care	3,031	Community 2168 Out of School Activity & Vacation Care Program	8,809
Samaritans Foundation (Hunter/Central Coast)		Holsworthy Vacation Care	3,415
Southlakes Vacation Care	6,351	The Rainbow Activity Centre Inc	
Windale Vacation Care	19,785	The Rainbow Activity Centre Holiday Program	7,595
Sapphire Community Centre Inc		The Salvation Army (NSW) Property Trust (Metro South West)	
Merimbula/Pambula Activity Centre	4,423	Macquarie Fields Vacation Care Program - 106440	7,606
Seven Hills North P & C Association Inc		The Society for Providing Services for Neglected or Needy Children	
SHNOOSH Care	9,216	Smithfield West OOSH Care	4,300
SHARE Co-operative Society Ltd		The Toy Box Centre Inc	
Share Holiday Centre I	9,344	Toybox Holiday Programs	7,431
Snugglepot Day Care Centre Inc		The Uniting Church in Aust Property Trust (NSW) - Children's Services Forum (Metro South West)	
Snugglepot Cool Kidz Care	5,070	The Ella Community Centre Vacation Care	13,455
South West Child Adolescent & Family Services Association (CAFS) Inc		The Uniting Church in Aust Property Trust (NSW) - Wesley Dalmar Child & Family Care Family Service	
Heckenberg Vacation Care	7,207	Highfield Road Vacation Care	10,583
Southern Sydney Therapy Centre		Tibooburra Multi Purpose Centre Inc	
Innovative Out of School Hours - Miranda	8,803	Tibooburra Multi-Purpose Centre - Vacation Care	4,250
Springwood Neighbourhood Centre Co-operative Ltd		Toongabbie Before & After School Care & Vacation Care Inc	
Tanderra Vacation Care	7,209	Toongabbie Vacation Care	7,274
St Bernard's Kids Club		Toongabbie Christian School	
St Bernard's Kids Club	3,435	Toongabbie Christian School Vacation Care	9,934
St Demiana & St Athanasious Coptic Orthodox Church		Trustees of The Sisters Holy Family Nazareth Holy Family Children's Centre	6,878
St Demiana Vacation Care	4,592	Trustees Roman Catholic Church Diocese of Lismore Laurieton Vacation Care	4,818
St Mark's Coptic Orthodox Church		Tweed Shire Vacation Care Association	
St Mark's Vacation Care Centre	9,159	Murwillumbah Vacation Care	3,817
St Marys District Baptist Church OOSH Care		Tweed Heads Vacation Care	6,616
St Marys District Baptist Church Vacation Care	10,500	Tweed Heads Vacation Care - 1999/2000	6,405
Surry Hills Neighbourhood Centre Co-op Ltd		Wagga Wagga East Before & After School Care Centre Inc	
Surry Hills Neighbourhood Centre Vacation Care	4,774	Wagga Wagga East Vacation Care	4,853
Sutherland Shire Council		Wagga Wagga Police & Community Youth Club	
Engadine Holiday Centre	6,988	Wagga Wagga Police & Community Youth Club Vacation Care	16,201
Loftus Holiday Centre	4,800	Walgett Aboriginal Medical Service Co-op Ltd	
Lucas Heights Vacation Care	11,319	Walgett Vacation Care	12,775
Miranda/Caringbah Holiday Centre	13,468	Walgett Shire Council	
Sutherland Holiday Centre	11,302	Collarenebri Vacation Care	3,000
Swansea Community Cottage Inc		Grawin Vacation Care	3,233
Caves Beach Vacation Care Centre	6,186	Lightning Ridge Vacation Care	7,057
Swansea Vacation Care	22,190	Warren Shire Council	
Sydney Anglican Home Mission Society Council (T/A) Anglicare (Metro South West)		Warren Youth Centre Vacation Care	2,825
Anglicare OOSH & Vacation Care	42,092		
Sydney University Settlement			
Sydney University Settlement - Vacation Care	18,654		
Temora Community Centre Inc			
Temora Vacation Care	6,785		
Thankakali Aboriginal Corporation			
Thankakali Holiday Program	5,310		
The Factory Community Centre Inc			
The Factory Vacation Care	7,921		

Warringah Council		YMCA - Armidale Inc	
Allambie Heights Vacation Care	7,980	Armidale & Uralla Vacation Care	10,935
Beacon Hill Juniors Vacation Care	8,776	YMCA - Broken Hill	
Beacon Hill Seniors Vacation Care	8,776	Broken Hill Vacation Care Centre	6,930
Cromer Juniors Vacation Care	8,786	YMCA - Queanbeyan	
Cromer Seniors Vacation Care	8,775	Queanbeyan YMCA Vacation Care	12,059
Forestville Vacation Care	8,765	YMCA - Sydney (Metro Central)	
WCOOSC Inc		Arncliffe Vacation Care	12,534
Waverley Community Out of School Care	11,320	YMCA of Sydney Inc (Metro South West)	
Wee Waa & District H.A.C.C. Association Inc		Campbelltown City YMCA Vacation Care	4,322
Wee Waa (Namoi) Vacation Care	8,194	Greenacre YMCA Vacation Care	4,420
Wellington Information & Neighbourhood Services Inc		Revesby YMCA Vacation Care	10,694
Wellington Vacation Care	2,513	YWCA - Newcastle	
Wentworth Falls After School Care Inc		YWCA Vacation Care Centre - Cooks Hill	10,906
Wentworth Falls Vacation Care	4,420		
Western Sydney Area Health Service			
Westmead Hospital Vacation Activity Centre	9,641		
Willoughby City Council			
Artarmon Kid's Cottage Vacation Care	7,347		
Bales Park Vacation Care	7,496		
Beauchamp Park Vacation Care	7,340		
Chatswood OOSH	7,496		
Wyoming Community Centre Inc			
Wyoming Community Centre Vacation Care	7,899		
Wyong Shire Council			
Bateau Bay Vacation Care	3,988		
Gorokan Vacation Care	5,940		
Northlakes Vacation Care Centre	3,988		
Ourimbah Children's Centre Vacation Care	8,167		
Wyong Vacation Care	3,982		

EIP

Early Intervention Program -

Major Projects - Early Intervention

Australian Birthright Movement (Metro Central)		Blacktown Alcohol & Other Drugs Family Service Inc	
Northern Beaches Lone Parents EIP Project	48,000	EIP- Blacktown Alcohol Drugs Family Service	140,000
Blacktown Migrant Resource Centre		Centacare - Newcastle (Northern - Mid North Coast)	
Family Violence - CALD	140,000	EIP- Aunts and Uncles Taree	159,000
Eurobodalla Family Support Service Inc		Glebe Youth Service Inc	
Eurobodalla Early Intervention & Supported Playgroups Project	70,000	EIP- Choices - Life Skills Enhancement Project	75,000
Hunter Home-Start Inc (Hunter/Central Coast)		Hunter Urban Division of General Practice Ltd	
Volunteer Home Visiting Service -EIP	2,236	General Practitioners' Antenatal Project	76,000
Kooloora & Soldiers Settlement Community Centre Inc		Illawarra Family Support Service Inc	
Kooloora Family Support Service	70,000	EIP- Illawarra Family Support Service	72,500
Maitland City Council		Immigrant Women's Speakout Association of NSW Inc	
Woodberry Family Centre	691,750	EIP- Multicultural Family Support Service	100,000
Mallee Family Care Inc		KU Children's Services (Metro South West)	
Balranald Family Support Service	55,000	Pre-pay Therapeutic Childcare Places & Brokerage	600,000
Manly Warringah Women's Resource Centre Ltd		Lithgow Family Support Service Inc	
Young Mothers EI Project	88,000	Lithgow Intensive Support Service	70,000
Newcastle Family Support Services Inc		Maitland Family Day Care Scheme Inc	
Enhancing Child Development Programs in FSS	150,000	Child Care & Therapeutic Support	105,923
Nowra Family Support Service Inc		Muloobinba Aboriginal Corporation	
Shoalhaven Drug & Alcohol in Pregnancy & Parenting Service	80,000	Muloobinba Aboriginal Family Support Service (Capital)	60,000
South West Sydney Area Health Service		Northern Illawarra Family Support Service	
ESD - Clinical Supervision	24,000	EIP- Northern Illawarra Family Support Service	134,502
Perinatal Co-ordinator	90,000	Northern Rivers Health Service	
St John of God Family Services		Sustained Home Visiting Service	200,000
Outreach Multi-Disciplinary Early Intervention Specialist Team	244,583	Orange Family Support Service Inc	
St Joseph's Community Pre-School Inc		Orange Intensive Support Service	70,000
Banora Point Family Resource Centre	960,000	Parramatta Holroyd Family Support Inc	
Sutherland Shire Family Support Service Inc		Parramatta LGA Family Support	240,000
Sutherland Domestic Violence Children's Support Worker	40,000	Regional Social Development Group Inc	
The Uniting Church in Aust Property Trust (NSW) - Wesley Mission & Wesley Dalmar		EIP- "Cummeragunja" Vulnerable Families	75,000
Dungog Sustained Home Visiting	7,329	Save the Children Fund Australia	
The Uniting Church in Aust Property Trust (NSW) (Metro South West)		EIP- Inner City Mobile Playbus Program	155,000
The Cottage - Capital and Home Visiting (Campbelltown)	240,000	St Joseph's Community Pre-School Inc	
Western Sydney Area Health Service		Parenting Resources	15,000
Doonside Services To Families - Integrating Service Provision	100,000	Sydney University Settlement	
Major Projects - Vulnerable Families		Youth and Family Support Worker Capacity Project	10,000
Barnardos Australia - South Coast		The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside - Campbelltown	
EIP- Substance Use In Pregnancy And Parenting	84,502	EIP- Claymore Family Centre	310,000
Bega Valley Shire Council		The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside (Metro West)	
Bandara Children's Services - Early Intervention	63,000	Doonside NEWPIN	200,000
		Tumut & District Women's Support & Housing Centre	
		EIP- Tumut & District Womens Support & Housing - Child Support	57,000
		Western Sydney Area Health Service	
		Marcel Cottage	80,000

Families First Program -**Families First Initiative**

ANGLICARE - Canberra & Goulburn		Biripi Aboriginal Corporation Medical Centre (Northern)	
Youth & Family Services (Southern)		Taree Aboriginal Family Worker	29,075
Indigenous Community Development Project - Anglicare	19,500	Blacktown Migrant Resource Centre	
Supported Playgroup (Bradfordville) - Goulburn	10,000	Early Intervention Family Support	121,500
Anglicare Western NSW		Families First CALD Perinatal Project - Blacktown Baulkham Hills	100,000
Kandos Rylstone Family Worker - Families First	12,642	Blue Mountains Family Support Service Inc (Metro West)	
Armidale Family Support Service Inc		Early Intervention Family Support - Upper Mountains	72,064
Armidale Supported Playgroup - Families First	20,251	Koori Kids Family Fun Days & Koori Mum And Kids Day	10,000
Guyra Early Intervention Family Worker Service	30,375	Broken Hill & District Family Support Service Inc	
Walcha Aboriginal Early Intervention Family Worker Service	35,375	Broken Hill & Menindee Family Worker Service	74,918
Auburn Migrant Resource Centre		Bunjum Aboriginal Co-operative Ltd	
Early Intervention Family Support Project	100,750	Ballina Family Worker (Aboriginal)	60,750
Ballina-Byron Family Centre Inc		Burwood Council	
Ballina/Byron Volunteer Home Visiting Service	93,664	Ashfield Burwood Canada Bay & Strathfield Family & Children's Services Interagency - FF	17,750
Early Years	102,384	Camden Council	
Ocean Shores Parenting Centre	58,148	Chinese Market Garden Project	13,600
Bankstown Community Services Co-op Ltd		Campbelltown Family Support Service Inc	
Bankstown Family Support Service Family Worker	229,241	Families First ATSI Family Work	70,000
Baptist Community Services - NSW & ACT (Southern)		Macarthur Family Worker - Families First	235,857
Barrack Heights PS Mobile Supported Playgroup	10,000	Canterbury City Council	
Warilla North PS Mobile Supported Playgroup	10,000	Canterbury Family & Children's Services Interagency - FF	28,750
Warilla PS Mobile Supported Playgroup	10,000	Centacare - Wollongong (Southern)	
Barnardos Australia - Penrith Children's Family Centre HCAP	8,000	Healthy & Safe Home Learning Resource	3,000
Barnardos Australia - South Coast		Centacare Catholic Community Services - Archdiocese of Sydney (Metro South West)	
Bellambi Supported Playgroup	10,000	Centacare Mt Pritchard - Fairfield Family Worker	58,148
Berkeley Supported Playgroup	10,000	Centacare Wilcannia - Forbes	
Koonawara Public School Aboriginal Mobile Supported Playgroup Wollongong LGA	10,000	Centacare Family Worker Bourke	57,396
Northern Wollongong Volunteer Home Visiting Service	60,000	Centacare Forbes West Wyalong Family Worker Service	65,813
Shellharbour/Kiama Volunteer Home Visiting Service	32,500	Central West Aboriginal Family Worker Service	70,875
Special Needs/Mental Illness Supported Playgroup	10,000	Central Coast Area Health Service	
West Dapto Supported Playgroup		Central Coast Health Project - FF	60,000
Wollongong LGA	10,000	Universal Home Visiting Pilot	70,000
Barnardos Australia (Western)		Central Sydney Area Health Service (Division of Population Health)	
Barnardos Gilgandra Family Worker Service	37,698	C.A.L.D. Ante-Natal Research Project	10,000
Barnardos Australia (Western)		Children First Inc	
Barnardos Wellington Family Worker Service	38,468	Families First Early Literacy Project - Blacktown Baulkham Hills	46,750
Baulkham Hills/Holroyd/Parramatta Migrant Resources		Families First Early Literacy Project - Cumberland	46,750
Early Intervention Family Support Service Holroyd Parramatta	60,000	Christian Outreach Centre	
Families First CALD Perinatal - Cumberland	125,000	South Grafton Community House	25,423
Bellingen Shire Family & Children's Services Inc			
Mobile Resource Playgroup	46,312		

City of Sydney Council (Metro Central)		Department of Education & Training - Central West	
Community Capacity Development - Woolloomooloo	20,000	Central West - Parents As Teachers, Lake Cargelligo - Portland	141,750
City of Sydney Council (Metro South West)		Central West Schools As Community Centres - del	42,500
The Tweenies Girls Program	4,000		
Coastwide Child & Family Services Inc		Department of Education & Training - Cessnock Public School	
Supported Playgroups - Gosford	92,016	Cessnock Parenting Program	70,365
Coffs Harbour Aboriginal Family Community Care Centre Inc		Department of Education & Training - Chertsey Primary School	
Coffs Harbour Aboriginal Family Worker	68,180	Kids Day Out - Parenting Forum	5,000
Community Programs Inc (Far North Coast)		Department of Education & Training - Croydon Public School	
Clarence Valley Mobile Supported Playgroup	24,479	Transition to School Project	100,000
Clarence Valley Volunteer Home Visiting Scheme	83,302		
Community Worker - Lower Clarence	41,633	Department of Education & Training - Cumberland	
Lower Clarence Supported Playgroup - Aboriginal Parenting Educator - (Aboriginal)	29,738	Families First Transition to School - Cumberland/ Prospect	93,500
South Grafton Supported Playgroup	18,225	Schools as Community Centres - North Auburn Public School	26,750
Community Programs Inc (New England)	18,361	Schools as Community Centres - The Meadows Public School	26,750
Inverell Supported Playgroup - FF	25,251		
Contact Inc (Western)		Department of Education & Training - Glebe Public School	
Remote Access to Pre-school - Griffith - (CALD)	18,750	Glebe Family & Children's Service Interagency	6,750
Continuing Education Centre (Albury - Wodonga Ltd)		Department of Education & Training - Glenroi Heights Public School	
Families First Mobile Supported Playgroups - Corowa, Urana & Hume	10,000	Central West - Families First Project Officer	12,000
Department of Ageing Disability and Homecare		Department of Education & Training - Griffith Public School	
Enhanced Therapy Services (0-8 Years)	180,000	Supported Playgroup (Multicultural) - Griffith	10,000
Department of Ageing, Disability and Home Care - South East Region		Department of Education & Training - Hunter/Central Coast	
Supporting Professional Development - Phase One	90,000	Transition to School	40,000
Supporting Professional Development - Phase Two	56,929		
Therapy Review Project	10,348	Department of Education & Training - Koonawarra Public School	
Department of Education - Canley Vale Schools As Community Centres		Aboriginal Cultural Respect Training	10,000
Canley Vale School As Community Centres	5,000	Department of Education & Training - Liverpool District	
Department of Education - Fairfield Public Schools As Community Centres		Promoting School Readiness - FF	65,904
Fairfield Public Schools As Community Centre	5,000	Department of Education & Training - Mungindi Central School	
Department of Education & Training - Anna Bay Public School		Mungindi Supported Playgroup	5,125
Port Stephens Parenting Program	70,365	Department of Education & Training - Murwillumbah	
Department of Education & Training - Boggabilla Central School		Tweed Toy Library	5,288
Boggabilla Supported Playgroup	15,250	Department of Education & Training - North Lake & Blue Haven Public Schools	
Department of Education & Training - Bonnyrigg Schools As Community Centre		North Lakes & Blue Haven SACC - Cluster Model	26,663
Bonnyrigg Schools As Community Centre	5,000		
Department of Education & Training - Cabramatta Public School			
Cabramatta Schools As Community Centre	5,000		

Department of Education & Training - Nowra East Public School		Durri Aboriginal Corporation Medical Service	
Nowra East Public School Aboriginal Supported Playgroup	6,650	Kempsey Shire Aboriginal Family Workers	39,958
Department of Education & Training - Queanbeyan		Upper Macleay Aboriginal Family Worker - del	26,654
Queanbeyan Supported Playgroup - Aboriginal	10,000	Early Education (EARLYED) Inc	
Department of Education & Training - Revesby Public School		Families First Early Childhood Intervention Mobile Playgroup	85,000
Families First Arabic Communities 4 Kids Bankstown	95,000	Fairfield City Council	
Department of Education & Training - Rivendell School		Families First Supported Playgroup - Fairfield / Liverpool	258,694
Strengthening Families - Resourcing Parents, Inner West	68,000	Fairfield Parent Support Centre Inc	
Department of Education & Training - Sutherland SEA		Fairfield Parent Support Family Worker - FF	58,148
Transitioning Children At Risk Project	111,389	Family Support Network Inc	
Department of Education & Training - Tingha Public School		Ballina Byron Volunteer Home Visiting Scheme - del	30,709
Tingha Aboriginal Supported Playgroup	25,251	Community Worker - South Lismore	26,645
Department of Education & Training - Umina School		Lismore Volunteer Home Visiting Scheme	141,976
Umina Schools as Community Centre - del	22,453	Nimbin Parenting Centre	47,521
Department of Education & Training - Western (Orana Far West)		Family Worker Training & Development Program	
Goodooga Parents As Teachers Program	34,200	Families First Cumberland/Prospect Learning & Development Project	142,844
Ivanhoe Parents As Teachers	34,200	Nepean Families First Learning & Development	70,000
Department of Education & Training - Western (Riverina/Murray)		Glen Innes Municipal Council	
Riverina Murray Families First Regional Conference	9,500	Glen Innes Aboriginal Supported Playgroup	25,251
Department of Education & Training - Western Institute		Good Beginnings Australia Ltd	
Central West Families First Training and Development	15,000	Good Beginnings/Lifeline VHVS & Parenting Program- Broken Hill & Menindee	76,333
Department of Education & Training (Southern)		Gosford City Family Support Service Inc	
Schools as Community Centres - Goulburn	82,834	Gosford City Family Support	43,000
Schools as Community Centres - Queanbeyan	68,666	Grace Cottage Inc	
Department of Housing - Inner West Region		Dubbo & Narromine Aboriginal Family Worker - Families First	49,959
Joint Orientation Project	10,000	Granville Multicultural Community Centre Inc	
Department of Housing - South West Sydney Region		Community HUBS - Granville	108,338
Bankstown Network Development FF		Great Lakes Community Resources Inc	
Interagency Project Officer	70,000	Homebase Supported Playgroup	42,600
Fairfield Liverpool Families First Interagency	80,000	Great Lakes Gloucester Child/Family Services Inc	
Families First Practice Forum	50,000	Gloucester Mobile Supported Playgroup	39,217
Macarthur Communities 4 Kids Project	35,000	Greater Murray Area Health Services	
Department of Housing - Southern		ATSI Parenting Workshops/Camps Project - Albury & Wagga Wagga	93,634
Indigenous Community Development Project - DOH	22,600	Families First Network Development & Maintenance	35,000
Dept Education & Training - Curran's Hill Primary School		Gunnedah Family & Children's Service Inc	
Curran's Hill Parent's Centre	21,400	Gunnedah Supported Playgroup - Families First	23,987
		Gwabegar and District Inc	
		Gwabegar Supported Playgroup	10,250
		Gwydir Shire Council	
		Outreach Early Intervention Family Worker Bingara & Yallaroi Shires	30,330

Hawkesbury Area Women & Kids Services Collective Inc		Illawarra Children's Resource Unit Incorporated	
Waiana Go/Roong (Mother & Child)	20,000	Albion Park Rail Public School Aboriginal Mobile Supported Playgroup	6,650
Hawkesbury City Council		Barrack Heights Public School Aboriginal Mobile Supported Playgroup	6,650
Hawkesbury (Early Intervention) Family Worker Right Connections	125,428	Bilingual Literacy Kits	6,500
Home-Start National Inc (Northern)		PALS Social Skills Program	2,070
Forster/Tuncurry/Taree Home-Start	93,713	Illawarra Children's Services Ltd (Southern)	
Macleay Home Start Volunteer Home Visiting Scheme	70,186	Illawarra Transition To School	22,500
Home-Start National Inc (Southern)		Illawarra Forum Inc	
Volunteer Home Visiting - Southern Tablelands	41,391	Working with Small Community Based Organisations	2,880
Volunteer Home Visiting - Wingecarribee	62,087	Illawarra Migrant Resource Centre Inc	
Home-Start National Inc (Western)		African Refugee Supported Playgroup	10,000
Central West Volunteer Home Visiting Service	182,250	Macedonian/Spanish Supported Playgroup	10,000
FF VHVS - Gundagai - Tumut - Tumbarumba	51,000	Immigrant Women's Speakout Association of NSW Inc	
Home-Start (Mudgee, Coolah, Rylstone & Wellington) VHVS	83,471	Community Development in New Release Areas - Auburn LGA	70,875
Home-Start Western Area Inc		Inner West Aboriginal Community Company Ltd	
Home-Start Western (Bogan, Cobar & Warren) VHVS	81,785	Engaging Aboriginal & Torres Strait Islander Families	70,000
Hunter Area Health Service		Inner West Aboriginal Community Company Ltd	
Young Parent Support Worker - Maitland & Port Stephens LGA	69,330	Inner West Aboriginal & Torres Strait Islander Supported Playgroups	50,700
Hunter Children's Services Forum Inc		Jumbunna Community Pre-School & Early Intervention Centre Inc	
Hunter Children's Service's Forum - Communication Strategy	7,625	Casino Supported Playgroup	21,764
Transition To School	72,892	Karitane	
Hunter Home-Start Inc (Hunter/Central Coast)		Bankstown Linking Families VHVS	169,761
Aboriginal Volunteer Home Visiting Service	45,000	Fairfield Linking Families VHVS	169,751
Cessnock Volunteer Home Visiting Services	98,092	Liverpool Linking Families VHVS	169,751
Muswellbrook Volunteer Home Visiting Service	101,228	Kempsey Family Support Service Inc	
Raymond Terrace Volunteer Home Visiting Services	98,092	Kempsey Family Worker - Fathers	36,029
Volunteer Home Visiting Service - Maitland & Singleton	99,077	Kempsey South West Supported Playgroup	54,737
Volunteer Home Visiting Services Rural & Remote	90,428	Koorana Child & Family Centre Inc	
West Lake Macquarie Volunteer Home Visiting Service	98,092	Families First Supported Playgroup - Bankstown/ Canterbury	258,694
Illawarra Aboriginal Corporation		KU Children's Services (Hunter/Central Coast)	
Promotion Aboriginal Childrens Services	5,000	Inner Newcastle - Supported Playgroup	40,000
Illawarra Aboriginal Medical Service Aboriginal Corporation		KU Children's Services (Metro South West)	
Wollongong Aboriginal Family Worker	30,000	Inner West Supported Playgroups	253,125
Illawarra Area Health Service		Kurrajong Waratah	
Aboriginal Cultural Respect Training Shoalhaven	7,000	Families First Supported Playgroup - Temora and Surrounds	10,000
CALD Communities Communication Strategy	5,000	Kyogle Family Support Service Inc	
Food/Nutrition/Physical Activity Pilot	40,000	Community Worker (Parenting)	35,686
Kids Cottage Review of ATSI Services	6,000	Lady Gowrie Child Centre (Metro Central)	
Research Forums	5,000	Children's Services Project - Phase One	60,000
Speech Pathology Pilot Partnership	15,000	Lithgow Information & Neighbourhood Centre Inc	
		Central West Supported Playgroup Service	141,750

Mackillop Rural Community Services		Nambucca Valley Community Services Council	
Mackillop Family Worker Service - Brewarrina	58,596	Nambucca Bellingen Volunteer Home	
Mackillop Family Worker Service Walgett & Coonamble - Deleted	117,631	Visiting Service	85,307
Macquarie Area Health Service Department of Health		Narrabri & District Community Aid Service Inc	
Enhanced Therapy Services (0-5 Yrs) - Families First - Orana Far West	89,891	Narrabri Outreach Early Intervention Family Worker	82,519
Mallee Family Care Inc		Newcastle Family Support Services Inc	
ATSI Parenting Workshops/Camps Project - Balranald/Wentworth	56,366	Collaborative Working Strategy	42,525
Manning Support Services Inc		Family Worker - Newcastle Local Government Area	73,229
Families First Outreach Worker	59,329	Newtrain Inc	
Parenting Educator Service - Challenging Behaviours	36,217	Glen Innes Outreach Community Development Worker	36,851
Taree Family Worker - Fathers	24,134	Glen Innes, Inverell, Tenterfield & Guyra Volunteer Home Visiting Service	100,891
Marrickville Council		Narrabri Shire Volunteer Home Visiting Service	49,152
Marrickville Family & Children's Services		Tamworth, Gunnedah, Manilla & Quirindi Volunteer Home Visiting Service	108,652
Interagency - FF	6,750	Ngunnawal Community Care	
Mid North Coast Health Service		Indigenous Community Development Project - Ngunnawal	21,000
Families First Young Parent Worker Project - Kempsey	62,087	Noah's Ark Centre of Shoalhaven Inc	
Mid Richmond Neighbourhood Centre Inc		MCP Behaviour Network Co-ordination	58,680
Box Ridge Supported Playgroup - FF	15,188	North St Marys Neighbourhood Centre Inc	
Evans Head Supported Playgroup	18,361	Strengthening Communities - North St Marys	45,000
Migrant Resource Centre of Newcastle & Hunter Ltd		Northern Rivers Health Service	
CALD Family Worker	77,608	Aboriginal Family Worker - Clarence	64,205
Miimali Aboriginal Community Association Inc		Family Support Worker - Goori T6401	65,292
Aboriginal Families First Liaison Officer Project	86,063	Family Worker - Aboriginal Fathers - Tweed	12,000
Mindaribba Local Aboriginal Land Council		Northern Sydney Area Health Service	
Aboriginal Family Worker Service - Mid Hunter	51,940	Early Language Development - 101237409240	40,000
Mission Australia - Sydney City Mission (Metro West)		Professional Development & Interagency Orientation 10123740923	35,000
Families First Cumberland/Prospect		Supporting Dads Project - 202474240120	18,810
Parent Information Package	53,000	Nowra Family Support Service Inc	
Informal Parent Discussion Group - Penrith/ Hawkesbury	57,000	Hard to Reach Families	10,000
Parent Information Packs - Nepean Area	50,000	Ulladulla Early Support Family Worker	20,000
Monaro Family Support Service Inc		NSW Department of Housing	
Indigenous Community Development - Monaro	4,000	Families First Project Team	45,949
Moree Family Support Inc		Oasis Pre-Employment Network (OPEN) Inc - T/A Campbell Page	
Moree Plains Shire/Yallaroi Local Government		Bega Valley Volunteer Home Visiting Service	33,000
Area Volunteer Home Visiting Service	55,155	Cooma-Monaro Volunteer Home Visiting Service	25,000
Mountains Outreach Community Service Inc		Eurobodalla Volunteer Home Visiting Service	33,000
Parenting Young	16,000	Indigenous Community Development Project - Campbell Page	39,500
Strengthening Communities - Hazelbrook	45,000	Monaro Preschools Learning & Development Project	35,960
Mudgee Anglicare Inc		Queanbeyan, Tallaganda & Yarrowlumlumla Volunteer Home Visiting Service	47,500
Kandos Rylstone Family Worker - Families First -del	37,317		
Nambucca Valley Children's Group Inc			
Nambucca Bellingen Family Worker - Fathers	36,029		
Nambucca Specialist Family Worker	65,020		
Nambucca Valley Supported Playgroup	43,220		

Parkes & District Neighbourhood & Community Information Centre Inc		Sutherland Shire Council	
Tottenham, Trundle & Tullamore Family Worker Service	15,188	Community Capacity Development - Menai	42,100
Pilliga & District Community Link Committee Inc.		Swinson Cottage Family Centre Inc	
Pilliga Supported Playgroup	15,250	Families First Riverstone Aboriginal Family Support Service	117,200
Playgroup Association of NSW Inc		Sydney Anglican Home Mission Society Council (T/A) Anglicare (Metro South West)	
Murwillumbah Supported Playgroup	35,686	Anglicare Liverpool Family Worker Service - FF	229,241
Possum Children's Support Service Inc		Anglicare Migrant Service Fairfield Family Worker	58,148
Positive Education Transition Scheme	19,943	Glebe Family Worker - Families First	48,533
The Parents And Educators Resource Library Service	17,404	Early Intervention Family Worker Service	262,250
Regional Social Development Group Inc		Sydney Anglican Home Mission Society Council (T/A) Anglicare (Southern)	
Families First Volunteer Home Visiting Service - Culcairn, Holbrook, Lockhart & Urana	51,000	Bay & Basin Mobile Supported Playgroup	
Families First Volunteer Home Visiting Service - Berrigan, Corowa, Jerilderie	51,000	Shoalhaven LGA	10,000
Richmond Community Services Inc		Bomaderry Mobile Supported Playgroup	
Fathers In Focus	20,000	Shoalhaven LGA	10,000
Sapphire Community Centre Inc		Just for Sibs	10,000
Indigenous Community Development Project	19,500	Shoalhaven Volunteer Home Visiting Service	30,000
Shared Vision Aboriginal Corporation		Sussex Inlet Mobile Supported Playgroup	
Parenting Project	9,151	Shoalhaven LGA	10,000
Shellharbour City Council		Tamworth Family Support Service	
Communication Strategy	25,000	Southern Outreach Early Intervention Family Worker	62,519
Shoalhaven Community Housing Scheme Ltd		Tamworth Supported Playgroup - Families First	35,376
McKay Street Cottage Imprint Magazine	10,000	Tenterfield Social Development Committee	
South Coast Medical Service Aboriginal Corporation		Tenterfield Aboriginal Early Intervention Family Worker Service	31,328
Children's Christmas Parties	4,000	The Benevolent Society (Hunter/Central Coast)	
South East Sydney Area Health Service		Networks of Practice Central Coast - FF	150,000
Engaging Fathers in Antenatal and Postnatal Services Project	10,000	The Benevolent Society (Metro South West)	
Working in Partnerships with Parents - Training for Frontline Health Staff	17,750	Inner West Volunteer Home Visiting	273,375
Young Women's Project	53,815	Macarthur Homestart	539,859
South Eastern Aboriginal Legal Service Inc.		The Council of the Shire of Hornsby	
Breaking the Cycle - FF	15,000	CALD Consultations	4,600
South Penrith Youth & Neighbourhood Services Inc		The Family Centre Community Projects Inc	
Koori Kids Play Program	20,000	Early Family Worker - Families First	69,581
Strengthening Communities - Cranebrook	60,000	Tweed Coast Supported Playgroup	58,148
Southern Area Health Service		Tweed Valley Volunteer Home Visiting Scheme	124,373
Family Ties Volunteer Home Visiting Service	50,625	The Hills Community Aid & Information Service Inc	
St Clair Youth & Neighbourhood Team Inc		Community Development in New Release Areas - Rouse Hill	141,750
Building Stronger Family Networks	15,086	The Neighbourhood House - Bayldon Boambee	
St George Division of General Practice		Bonville Sawtell Toormina Inc	
General Practitioner Collaboration Project	80,000	Home-Start Coffs Harbour	75,905
St George Migrant Resource Centre		The Northcott Society (Metro South West -South West Sydney)	
Community Capacity Development - Bexley/Arncliffe	50,000	Family Links - Peer Support Co-ordinator	69,581
		Resource Links - Special Needs Family Resource Project	69,581

The Salvation Army (NSW) Property Trust (Southern)		Tumbarumba Shire Council	
Kemblawarra Area Aboriginal Mobile Supported Playgroup	10,000	FF Supported Playgroup - Brungle	30,000
The Spastic Centre		University of Newcastle - The Family Action Centre	
Early Intervention Services Workshop	2,080	Integrated Service Centre	50,000
The Trustees of the Society of St Vincent de Paul (NSW) (Metro South West Sydney)		Volunteer Home Visiting Service - Newcastle & Lake Macquarie	87,956
Paint and Play Training Project	3,200	University of NSW (Metro Central)	
Vulnerable Families Learning & Evaluation	5,000	Community Capacity Development - Maroubra	
The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside (Hunter/Central Coast)		Matraville & Malabar	35,000
Coastwide Home Visiting Service	353,750	Community Capacity Development - South Coogee	20,000
Supported Playgroups - Wyong	92,016	Upper Blue Mountains Child Protection Service Inc	
The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside (Metro South West)		The Gunedoo Centre - Service Reorientation	18,100
Burnside - Cabramatta/Fairfield Family Worker	58,148	Upper Hunter Community Services Inc	
Villawood/Chester Hill Communities For Kids	86,063	Aboriginal Family Worker - Upper Hunter	69,537
The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside (Mid North Coast)		Hunter Park Family Centre	63,788
Coffs Harbour Family Support Worker - Families First	69,443	Silent Partner Support Group	25,000
Coffs Harbour Family Worker Fathers	27,338	Walhallow Aboriginal Corporation Inc	
Coffs Harbour Supported Playgroup - Families First	57,757	Quirindi Aboriginal Supported Playgroup	25,251
Hastings Family Learning Together Project	68,037	Warlga Ngurra	
Hastings Fathers Support Project	26,515	Aboriginal Family Worker Service - Port Stephens	69,537
Hastings Specialist Family Worker	90,521	Warringah Council	
The Uniting Church in Aust Property Trust (NSW) - Wesley Dalmar Child & Family Care Family Service		CALD Community Facilitator	11,200
Community HUBS	108,338	Western Sydney Area Health Service	
The Uniting Church in Aust Property Trust (NSW) - Wesley Mission & Wesley Dalmar		Families First Family Support Service Daruk A.M.S.	75,000
Family Worker Service West Lake Macquarie	70,365	Families First Interpreter Service	70,000
Rural Family Worker (Dungog LGA)	57,413	Families First LINC Database	16,500
The Uniting Church in Aust Property Trust (NSW) (Metro South West)		Families First Parenting Support Coordination Strategy Project	135,000
Inner West Family Worker (Bilingual) Service	85,050	Wingecarribee Family Support Service	
The Uniting Church in Aust Property Trust (NSW) (Metro West)		Indigenous Community Development Project (FF)	19,500
Being Us Being Me Safe & Free	13,767	Wollongong City Council	
Early Intervention Family Support - Lower Mountains	81,015	CALD & Emerging Communities Cultural Respect Training	5,000
Informal Parent Discussion Group - Blue Mountains	23,000	Childrens Services as Community Hubs	30,000
TRI Community Exchange		Wyong Shire Council	
Service Network Project - Nepean Area	130,000	Birth to Kindergarten	30,000
Trustees Roman Catholic Church Diocese of Lismore		North Wyong Integrated Child & Family Centre	15,000
Hastings Families First Community Development and Promotion Strategy	12,240	Yerin Aboriginal Health Services	
Hastings Homestart	96,713	Aboriginal Mothers & Babies Worker Families First	27,000
		Young Neighbourhood Centre Inc (Southern)	
		Parent Education & Support Network	32,781
		Southern Slopes Volunteer Home Visiting Service	30,375
		Mobile Early Childhood Service Southern Slopes - FF	10,000
		YWCA - Sydney (Northern)	
		Communities 4 Kids - Goonellabah	64,976

Out Of Home Care -**After Care**

Biripi Aboriginal Corporation Medical Centre
(Statewide)

Marungbai - Metropolitan and Western 212,000

General Community Based Services

Aboriginal Child, Family & Community Care

State Secretariat (NSW) Inc (OOHC)

Aboriginal Child, Family & Community Care
State Secretariat 366,433

Aboriginal Foster Carer Support Service 54,336

Aboriginal Foster Carer Support Service -
Addition to project 82265 36,850

Aboriginal Services Training and
Development Project 55,000

Aboriginal Children's Service Ltd (Metro Central)

Foster Family Support - ACS 55,084

Aboriginal Children's Service Ltd (Metro West)

St Mary's Foster Care 116,977

Aboriginal Children's Service Ltd (Western)

Central West Area Foster Parent/Child Support 130,617

Cowra Foster Care 149,717

Wagga Foster Care 156,102

Albury Wodonga Youth Emergency Services Ltd

Interconnect 196,338

ANGLICARE - Canberra & Goulburn Youth &

Family Services (Southern)

Adolescent Program - Goulburn 157,312

Short Stop Shoalhaven 67,948

Temporary Family Care - Goulburn 77,300

ANGLICARE - Canberra & Goulburn Youth &

Family Services (Western)

Anglicare South West - Temporary Foster
Care Program 208,442

Central West High Intensity - Crisis Services 765,200

Wagga Adolescent Community
Placement Service 556,592

Association of Children's Welfare Agencies Inc
(Statewide - OOHC)

Centre for Community Welfare Training 535,312

Baptist Community Services - NSW & ACT
(Hunter/Central Coast)

Pathways 249,942

Barnardos Australia - Auburn

Auburn Temporary Care 326,974

Barnardos Australia - South Coast

Illawarra Extended Families Program 361,530

Barnardos Australia (Metro Central)

Find A Family 1,925,353

Waverley Temporary Family Care 627,392

Barnardos Australia (Metro South West)

Kingston House 345,826

Barnardos Australia (Metro West)

Penrith Temporary Family Care (TFC) 282,311

Biripi Aboriginal Corporation Medical Centre
(Northern)

Great Lakes/Manning Aboriginal Children's
Service - Foster Care 217,124

Great Lakes/Manning Aboriginal Children's
Service - Foster Care - Addition To

Project 80503 82,500

Boys' Town

Dunlea Living Area 272,387

Fleming Living Area 275,298

Power Living Area 274,677

Burrun Dalai Aboriginal Corporation Inc

Burrun Dalai Out of Home Care & Family
Support - Addition to 82601 82,500

Burrun Dalai Aboriginal Corporation Inc

Burrun Dalai Out of Home Care and
Family Support Service 218,766

Centacare - Catholic Family Services Diocese
of Broken Bay (Hunter/Central Coast)

Adolescent Foster Care 193,014

Centacare - Catholic Family Services

Diocese of Broken Bay (Metro Central)

Sherbrook Residential Care Program 511,020

Centacare - Newcastle

Adoption Support - Newcastle 41,368

After Care Service - Centacare OOHC 100,450

Centacare Newcastle Foster Care 398,537

Centacare - Wollongong (Metro South West)

Access Service - Macarthur 78,943

Family Resource Service 250,887

South West Sydney Contact Service BLF 78,943

Centacare - Wollongong (Southern)

Long Term Family Placement Program 252,847

Centacare Catholic Community Services -

Archdiocese of Sydney (Metro South West)

ALIVE Program - 02 240,965

Centacare Adoption Program 338,097

Centacare Foster Care 339,803

Centacare Pre Adoption Program 64,671

Centacare Professional Support Service 100,280

Centacare Temporary Family Care 201,777

Community Placement Program 241,426

Fairfield/Liverpool TFC 243,840

Central West Family Support Group Inc

Aboriginal Out of Home Care Support 82,500

Church of England Children's Homes

Wyatt Lodge 67,843

Eddy's Place		The Uniting Church in Aust Property Trust (NSW) -	
Eddy's Place	349,269	UnitingCare Burnside (Metro Central)	
Hunter Aboriginal Children's Services		Foster Care Program	305,972
Hunter Foster Care	214,904	Gordon	505,032
Hunter Foster Care - addition to project 80505	82,500	Minnamurra	408,665
International Social Services (Aust) -		The Uniting Church in Aust Property Trust (NSW) -	
NSW Office (Statewide)		Uniting Care Burnside (Metro South West)	
NSW Based Counselling & Family Tracing		Byrnes	490,612
Service for Former British Child Migrants	70,000	The Uniting Church in Aust Property Trust (NSW) -	
KARI Aboriginal Resource Inc		UnitingCare Burnside (Metro West)	
Kari Care & Support Service	236,484	Dunkeld - Family & Youth Support (FAYS)	442,989
Kari Care & Support Service -		Education Program W.S.	151,196
addition to 81271 (1)	82,500	Family Work Program - North Parramatta	467,591
Kari Care & Support Service -		Foster Care Program - Burnside	450,395
addition to 81271 (2)	172,500	Professional Support Services - Burnside	358,948
Link-Up (NSW) Aboriginal Corporation		The Uniting Church in Aust Property Trust (NSW) -	
(Metro West)		UnitingCare Burnside (Southern)	
Family-Link Worker	73,400	ACE Southern	292,125
Lutanda Children's Home (Metro West)		The Uniting Church in Aust Property Trust (NSW) -	
Group Home - Castle Hill	109,797	Wesley Dalmar Child & Family Care	
Macarthur District Temporary Family Care Inc		Wesley Dalmar - Gateway	329,063
General Scheme	224,263	Wesley Dalmar - Lewisham Office	269,551
Mallee Family Care Inc		The Uniting Church in Aust Property Trust (NSW) -	
Wentworth Balranald Foster Care	205,256	Wesley Dalmar Child & Family Care Family Service	
Marist Youth Care Ltd (Metro West)		Penrith Foster Care	568,879
Egan	278,784	Wesley Dalmar Foster Care	459,307
Minahan	348,589	Wandiyali ATSI Inc	
Quinlan	359,114	Hunter Aboriginal OOHC	66,259
Missionary Sisters of Mary Queen		Hunter Aboriginal OOHC -	
St Therese House	84,131	addition to project 82104	82,500
NSW Committee on Adoption and Permanent		Intensive Out of Home Services	
Care Inc		ANGLICARE - Canberra & Goulburn Youth &	
Be My Family Project	11,837	Family Services (Southern)	
South Coast Medical Service Aboriginal Corporation		Short Stop	164,303
Shoalhaven Aboriginal Out of Home Service	205,001	Barnardos Australia (Metro South West)	
Southern Youth - Family Services Association Inc		Barnardos Sibling Placement Project	74,771
Out of Home Service - SYFSA - Illawarra	681,244	Centacare Catholic Community Services -	
St John of God Family Services		Archdiocese of Sydney (Metro South West)	
St John of God Family Services	1,079,362	Centacare Sibling Placement Program	246,883
Sydney Anglican Home Mission Society Council		Southern Youth - Family Services Association Inc	
(T/A) Anglicare (Metro South East)		Intensive Out of Home Services - Wollongong	147,536
Lisgar Youth Support	288,741	The Uniting Church in Aust Property Trust (NSW) -	
Lisgar Youth Support Accommodation Project	60,000	UnitingCare Burnside - Dubbo	
Sydney Anglican Home Mission Society Council		Adolescent Crisis/Short Term	250,104
(T/A) Anglicare (Metro West)		Post Contract Services	
Adoption Service - Telopea	292,886	ANGLICARE - Canberra & Goulburn Youth	
Foster Care - Telopea	742,133	& Family Services (Southern)	
Paul Street Adolescent Program	515,025	Adolescent Community Placement Service	955,567
The Burdekin Assoc Inc		Biripi Aboriginal Corporation Medical Centre	
Birkley Cottage Substitute Care Project	234,801	(Northern)	
		Marungbai Leaving Care & After Care Service	172,439

Biripi Aboriginal Corporation Medical Centre (Statewide)		St Joseph's Cowper Inc	
Marungbai Leaving Care & After Care Service - tran	55,626	Adolescent Service (St Joseph's)	476,787
Caretakers Inc		Stretch-A-Family Inc	
Intensive Out of Home Service - Bondi	512,374	Substitute Care On Track	476,787
CASPA - Child & Adolescent Specialist Programs & Accommodation		The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside - Dubbo	
Adolescent Service (North Coast)	458,327	Intensive Support Community Placement - Orana	512,374
Centacare - Catholic Family Services Diocese of Broken Bay (Metro Central)		The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside (Metro South West)	
Sherbrook Intensive Support Service	270,540	ACE Program - FT	244,013
Centacare (Metro South East)		The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside (Mid North Coast)	
ALIVE Program	161,288	Youth Futures, Coffs Harbour	512,374
Centacare (Statewide - CFSD)		The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside (Statewide)	
ALIVE Program - trans	52,029	ACE Program - FT - trans	78,714
CREATE Foundation Inc		United Protestant Association - Far North Coast	
Create Foundation	383,777	Youth Care UPA	137,685
Foster Care Association (NSW) Inc (Statewide)			
Peer Support & Information Service (2)	307,466		
Marist Youth Care Ltd (Metro West)			
Marist Intensive Support Service	1,094,774		
Ngunya Jarjum Aboriginal Child and Family Network Inc			
Ngunya Jarjum Aboriginal Child & Family Network	213,852		
Ngunya Jarjum Aboriginal Child & Family Network addition to project 81925	82,500		
Relationships Australia (NSW) (Hunter/Central Coast)			
After Care Resource Centre (ARC) - Central	124,590		
Relationships Australia (NSW) (Metro West)			
After Care Project - Metro West Region	245,534		
Relationships Australia (NSW) (Statewide)			
After Care Resource Centre - State Wide Service - del	150,644		
Helpline (Statewide) After Care Service	96,875		

Other Whole Of Government Program -

Arabic Youth Partnership

Australian Arabic Communities Council Inc	
Intensive Family Based Support Project	225,000
Community Solutions Strategy - Aboriginal	
Miimali Aboriginal Community Association Inc	
Aboriginal Multipurpose Centre	166,000
Ngemba Housing Co-Op Ltd	
Brewarrina Homemakers	50,000

Community Solutions Strategy - Community

Community Resource Network Inc	
Integrated Neighbourhood Centre	
(Service Mapping)	18,700
Mt Druitt Ethnic Communities Agency Inc	
Pacific Island Community Development Worker -	
Community Solutions	84,000
The Uniting Church in Aust Property Trust (NSW) -	
Wesley Mission (Metro South West)	
Pacific Islander Family & Student Project	215,000
Walla Mulla Family & Community Support Ltd	
Community Solutions - Enhancement	
Family Support Funding	197,822

Redfern Waterloo Partnership

Barnardos Australia (Metro Central)	
Kidspeak - RWPP	48,000

Redfern Waterloo Intensive Family	
Support Service	515,125
Centacare (Metro South East)	
Redfern Waterloo Family Support Counselling	
For CALD Families	70,000
Mudgin-Gal Women's Corporation (Metro Central)	
Redfern Waterloo In-Home Support for	
Aboriginal Families	70,000

Supported Accommodation Assistance Program -

Domestic Violence - Rural & Remote

Far West Area Health Service	
Partnerships Against Domestic Violence - Wentworth/Balranald Shire	141,913
Gudu Wondjer (SW) Aboriginal Corporation	
Gudu Wondjer Safe House Eden	167,833
Linking Women with Safety Across the Communities Inc	
Linking Women With Safety Across the Communities	233,640
Orange City Council	
Domestic Violence Support Service - Development Project	29,036

Ex-H.P.A.P Projects

Mission Australia - Sydney City Mission (Metro Central)	
Campbell House	1,055,179
Supported Accommodation Program - Single Men	529,457
St Vincent de Paul Society - Matthew Talbot Hostel	
Matthew Talbot Hostel - Woolloomooloo	3,662,112
The Salvation Army (NSW) Property Trust (Metro Central)	
Foster House CHOP	596,096
Foster House Crisis	1,767,938
The Uniting Church in Aust Property Trust (NSW) - Wesley Mission (South East Sydney)	
Edward Eagar Lodge	1,397,095

General Support and Supported Accommodation

Aboriginal Corporation for Homeless & Rehabilitation Community Services	
Ngura Hostel	350,824
Adele Dundas Inc	
Adele House	169,247
Albury Supported Accommodation Service Inc	
Albury Supported Accommodation Service ASAS/ACH - SAAP/CAP Innovation Initiative 1998/99	159,302
1998/99	15,026
ANGLICARE - Canberra & Goulburn Youth & Family Services (Southern)	
Eurobodalla SAAP Service	129,128
Goulburn Emergency Accommodation	237,119
Anglicare North Coast Board of Management Inc	
Clarence Valley Crisis Accommodation & Support Brokerage Service	115,038
Ballina & District Community Services Assoc Inc	
Accommodation Brokerage	166,207
Barnardos Australia - Auburn	
Family Temporary Accommodation	156,095

Barnardos Australia - Penrith Children's Family Centre	
Penrith Family Accommodation & Support	79,918
Bathurst Emergency Accommodation Place Inc	
Bathurst Emergency Accommodation	169,943
Bathurst Emergency Accommodation - SAAP/CAP Innovation Initiative 1998/99	7,512
Bathurst Shelter	9,619
Bourke Proclaimed Place	
Dunbi Place	225,308
Boystown - North Richmond	
San Miguel Accommodation Service	252,830
The San Miguel Relocation Officer Project	38,581
Brewarrina Drug & Alcohol Committee	
Bulgun Place	475,563
Bungree Aboriginal Association Inc	
Aboriginal Adolescent & Family Counsellor	81,400
Aboriginal Youth & Family Supported Accommodation Assistance Project	150,755
Byamee Proclaimed Place Inc	
Byamee Homeless Persons Support Team	287,309
Byron Emergency Accommodation Project Inc	
Byron Emergency Accommodation Service	190,419
Byron Housing Support Project	59,131
Cabramatta Community Centre Inc	
Establishment Cost (Anti-Drug Strategy)	215,000
Centacare - Catholic Family Services Diocese of Broken Bay (Metro Central)	
Housing Advocacy & Support	230,510
Churches of Christ Community Care	
Pendle Hill Crisis Centre	98,962
City of Sydney Council (Metro Central)	
Homeless Persons Information Centre	209,973
City Women's Hostel Inc	
City Women's Hostel	504,144
Coast Shelter Ltd	
Central Coast Emergency Accommodation Services	644,682
Gosford Emergency Accommodation Services	
CAP/SAAP Innovation Initiatives 1998/99	15,026
Intoxicated Persons Project	85,576
Coffs Harbour Neighbourhood Centre Inc	
Coffs Harbour Accommodation Brokerage	75,925
Coffs Harbour Housing Support Service SAAP/CAP	26,377
CRC Accommodation Services (Metro South West)	
CRC Group Homes	387,816
Department of Housing (Statewide)	
Homelessness Action Team Street Outreach Service (HATSOS)	450,000

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Dubbo Emergency Accommodation Project Inc		NSW Women's Refuges Referral & Resource	
Dubbo Emergency Accommodation Project	293,080	Centre Inc SAAP	
Glebe House		Women's Refuges Working Party	64,000
Glebe House	216,612	On Track Community Projects Inc	
Haymarket Foundation Ltd		Tweed Crisis Accommodation & Support Service	67,550
Albion Street Lodge	808,245	Tweed Crisis Accommodation	
Hunter Region No Interest Loan Scheme Inc.		Project - SAAP/CAP	24,240
Hunter NILS SAAP Pool	53,000	Open House Youth Accommodation Service Inc	
Judge Rainbow Memorial Fund Inc		Katoomba Homeless Men's Project	10,000
Rainbow Lodge - Glebe	46,780	Orana Accommodation & Support Services	
Kempsey Neighbourhood Centre Inc		Committee Inc	
Kempsey & Hastings Brokerage & Housing		Sturt House	284,515
Support	64,978	Orange Community Accommodation Service Inc	
Manning District Emergency Accommodation Inc		Orange Community Accommodation Service	278,488
Lyn's Place	406,480	Our Lady of Snows	
Mission Australia - Sydney City Mission		Our Lady of Snows	38,895
(Metro Central)		Parramatta Mission	
A Woman's Place	957,236	Hope Community Cottage	147,460
Campbell House Proclaimed Place	281,423	Hope Hostel	661,321
Fairlight Centre	340,558	Queanbeyan City Council	
Missionbeat	558,658	Queanbeyan Family Accommodation	
Northern Sydney IPP	32,500	& Support Service	48,882
Mission Australia - Sydney City Mission (Metro West)		Raymond Terrace Neighbourhood Centre Inc	
Kendall House	159,431	Port Stephens Youth Options Project	162,412
Mission Australia (Hunter)		Samaritans Youth Services (Northern)	
Newcastle Adult Accommodation		Taree & Foster Brokerage & Housing Support	45,734
Support Service	596,361	San Miguel Family Life Centre	
Mission Australia (Metro South West)		San Miguel Accommodation Service - del	81,453
Rawson Centre	342,968	San Miguel Relocation Officer Project	12,430
Sydney City Mission - Liverpool Centre	307,184	Shared Vision Aboriginal Corporation	
Monaro Crisis Accommodation Service Inc		Helping Hand - Crisis Accommodation	
Monaro Crisis Accommodation Service	213,214	Brokerage Service	68,798
Murray Shire Council		St Vincent de Paul - Matthew Talbot Hostel	
Murray Shire Homeless Consultancy	91,000	(Metro South West)	
Nambucca Valley Neighbourhood Centre Inc		Multihouse Scheme Concord	132,464
Crisis Accommodation Brokerage Service	70,564	St Vincent de Paul Society - Albury	
Namoi House Inc		Quamby House Men's Hostel	296,756
Walgett Domestic Violence Service	138,880	St Vincent de Paul Society - Armidale	
Walgett SAAP Service	412,050	Freeman House	233,569
Narrabri & District Community Aid Service Inc		St Vincent de Paul Society - Bankstown	
Narrabri Homeless Persons Support Team	160,642	St Jude's Refuge & Outreach Service	267,063
Narrabri Family Crisis Centre Inc		St Vincent de Paul Society - Broken Hill	
The Cottage	196,120	Bishop Fox Memorial Hostel	16,581
NSW & ACT Association of Homeless Persons		St Vincent de Paul Society - Coniston	
Services Inc		St Vincent de Paul House	346,030
Housing Stock Audit	40,000	St Vincent de Paul Society - Deniliquin	
NSW & ACT Association of Homeless		Ozanam House	201,885
Person Services	226,493	St Vincent de Paul Society - Erina	
NSW Women's Refuges Referral & Resource		Vincentian Lodge	56,140
Centre Inc (Metro Central)			
Women's Refuges Working Party	63,810		

St Vincent de Paul Society - Goulburn		The Uniting Church in Aust Property Trust (NSW) -	
Goulburn St Vincent de Paul Men's Shelter	184,273	Wesley Dalmar Child & Family Care Family Service	
St Vincent de Paul Society - Granville		Wesley Dalmar - Short Term Units	145,592
Parramatta Men's SAAP Service System Evaluation	30,000	The Uniting Church in Aust Property Trust (NSW) -	
The Cardinal Freeman Centre	383,819	Wesley Mission & Newcastle City Mission (Hunter)	
St Vincent de Paul Society - Matthew Talbot Hostel		McKenzie Centre	95,011
Matthew Talbot Proclaimed Place	306,784	The Uniting Church in Aust Property Trust (NSW) -	
St Vincent de Paul Society - Nowra		Wesley Mission (Metro South West)	
John Purcell House	285,800	Serenity House	243,456
St Vincent de Paul Society - NSW State Council		Trustees of the Roman Catholic Church for the	
Claffy House	408,213	Archdiocese of Canberra & Goulburn	
St Vincent de Paul Society - Port Macquarie		St Benedicts Community Day Centre	59,601
McCosker House	224,519	Upper Hunter Community Services Inc	
St Vincent de Paul Society - Vincentian Village		Upper Hunter Crisis Accommodation Service	80,783
Vincentian Village	464,309	Wentworth Area Community Housing Ltd	
St Vincent de Paul Society - Wagga Wagga		Housing Resource Worker	155,776
Edel Quinn Shelter	212,735	Wollongong Emergency Family Housing Inc	
St Vincent de Paul Society - Wickham		Wollongong Emergency Family Housing	245,455
The Matthew Talbot Centre	127,642	Yawarra Meamei Women's Group Inc	
Tamworth Homeless Men's Support Group Inc		Lightning Ridge Women's Safe House	138,878
Homeless Mens Support Centre	113,178	Young Crisis Accommodation Centre	
The Community for the Celebration of Christ -		Young Crisis Accommodation Centre	118,665
Theotokos Inc			
Mary's Place, Residential & Proclaimed Place	84,360	Peaks	
The Gender Centre		NSW Women's Refuges Referral & Resource	
The Gender Centre	230,518	Centre Inc SAAP	
The Gender Centre - SAAP/CAP 2002/03	20,971	NSW Women's Refuges Referral	
The Salvation Army (NSW) Property Trust (Hunter)		& Resource Centre	115,728
Newcastle Community Housing - 106295	91,322	NSW Women's Refuges Referral &	
The Anchor - 106297	258,617	Resource Centre - Project Officer	77,250
The Salvation Army (NSW) Property Trust		Residual Services	
(Metro Central)		AIDS Council of NSW	
Knudsen Place - 106287	334,275	ACON Housing Project	85,065
Samaritan House - 106430	255,438	Kamira Farm	
The Salvation Army (NSW) Property Trust		Kamira Farm	14,611
(Metro South West)		Womens Emergency Services	
St Peters Hostel - 106278	225,645	Albury Wodonga Women's Refuge Inc	
The Salvation Army (NSW) Property Trust (Western)		Albury Wodonga Women's Refuge	479,984
Griffith Shelter - 106162	68,461	Armidale & District Women's Centre Inc	
Leeton Crisis Centre - 106163	92,099	Armidale & District Women's Centre	48,464
The Station Ltd		Auburn Migrant Resource Centre	
The Station	301,182	SAAP/CAP Innovative Initiative - Auburn Migrant	
The Trustees of the Society of St Vincent de Paul		Resource Centre	21,262
(NSW) (Metro South West Sydney)		Bankstown Community Services Co-op Ltd	
Macarthur Ozanam Centre, Family Service		Kidstart	56,219
& Men's Service	717,918	Bankstown Women's Refuge & Resource Centre Ltd	
Macarthur Ozanam Centre, Family Service &		Bankstown Women's Refuge & Resource Centre	115,827
Mens Service - SAAP/CAP Innovation		Bathurst Women's Housing Programme Inc	
Initiative 1998/99	7,900	Western Region SAAP Networking Project	45,000
Macarthur Youth SAAP Reform	94,000	Bega Women's Refuge Inc	
Southern Highlands Brokerage	61,560	Bega Women's Refuge	471,584

Blue Gum Inc		Jenny's Place Inc	
Blue Gum	135,714	Jenny's Place	452,592
Bonnie Women's Refuge Ltd		Joan Harrison Support Services for Women Inc	
Bonnie Women's Refuge	547,554	Joan Harrison Support Services for Women	369,686
Violetta's Place - SAAP/CAP	86,267	Kempsey Women's & Children's Service Inc	
Carrie's Place Co-operative Ltd		Kempsey Women & Children's Service - DEL	447,826
Carrie's Place	372,602	Killara Women's Refuge Inc	
Carrie's Place - SAAP/CAP Innovation Initiative		Indigenous Outreach Service - Inarr Nura	38,000
1998/99 - del	7,850	Killara Women's Refuge	80,094
Cawarra Women's Refuge Aboriginal Corporation		Kulkuna Cottage Women's Refuge Ltd	
Cawarra Women's Refuge	390,834	Kulkuna Cottage Women's Refuge	461,688
Central Darling Shire Council		Lismore Women's & Children's Refuge Inc	
Wilcannia Women's Safe House	129,818	Lismore Women's & Children's Refuge	475,739
Charmian Clift Cottages Inc		Lithgow Community Projects Inc	
Charmian Clift Cottages	377,870	Lithgow Women & Children's Crisis Centre	185,526
Corner House Women's Refuge Pty Ltd		Manly Warringah Women's Resource Centre Ltd	
Corner House Women's Refuge	402,260	Bringa Women's Refuge	506,273
Delvena Women & Children's Shelter Inc		Marcia Women's Refuge Inc	
Delvena Women & Children's Shelter - del	135,805	Marcia Women's Refuge	476,056
Detour House (Metro South West)		Marrickville Women's Refuge Ltd	
Detour House	138,320	Jean's Place	561,414
Detour House - SAAP/CAP 2002/03	10,486	Mimosa House Inc	
Detour House - SAAP/CAP Innovation Initiative	15,874	Mimosa House	445,172
Eastlakes Womens & Children's Refuge		Molonglo Women's & Children's Services	
Eastlakes Womens & Children's Refuge	229,671	Louisa Women's Refuge	449,279
Edith Edwards Women's Centre Inc		Moree Women's Refuge - Ngala House Inc	
Bourke Women's Refuge - Edith Edwards		Moree Women's Refuge - Ngala House	416,344
Women's Centre	129,819	Mountain Women's Resource Centre	
Erin's Place Inc		Wimlah Refuge	471,108
Erin's Place	363,634	Muslim Women's Association	
Essie Women's Refuge Inc		Bankstown Women & Children Domestic	
Essie Women's Refuge	505,607	Violence Accommodation Service	288,603
Eva's Project Inc		Muslim Women's Support Centre	500,985
Eva's Project	200,739	Young Muslim Women's Community	
Grafton Women's Refuge Co-operative Society Ltd		Development Worker Project	127,403
Grafton Women's Refuge	437,161	Muswellbrook Women & Children's Refuge Ltd	
Gunnedah Family & Children's Service Inc		Nydia's Place	359,241
Gunnedah & District Women's Crisis Agency - del	41,214	NSW Women's Refuges Referral & Resource	
Gunnedah Family Support Inc		Centre Inc (Metro Central)	
Gunnedah & District Women's Crisis Agency	48,930	Dolores Single Women's Refuge	472,906
Guthrie House Co-operative Ltd		Killara Women's Refuge - del	240,297
Guthrie House	92,651	Killara Women's Refuge Indigenous	
Hastings Women & Children's Refuge		Outreach - del	100,671
Hastings Women & Children's Refuge	329,590	NSW Women's Refuges Referral & Resource	
Immigrant Women's Speakout Association of		Centre Inc (Metro South West)	
NSW Inc		NSW Refuge Working Party - Elsie's Women's	
Domestic Violence NESB Project	214,747	& Children's Refuge	626,979
Inverell Refuge Centre		NSW Women's Refuges Referral & Resource	
Inverell Refuge Centre	366,367	Centre Inc (Mid North Coast)	
Inverell Refuge Centre - SAAP/CAP Innovation		Kempsey Women's Refuge	44,810
Initiative 1998/99	4,335		

NSW Women's Refuges Referral & Resource Centre Inc (Northern)		Elandra Women & Children's Refuge	485,933
Tamworth Women's Refuge	460,958	Tumut & District Women's Support & Housing Centre	
NSW Women's Refuges Referral & Resource Centre Inc (NSW WR Working Party)		Tumut & District Women's Support & Housing Case Management SAAP/CAP	24,377
Delvena Women & Children's Shelter	334,282	Tumut & District Women's Support & Housing Centre	132,282
NSW Women's Refuges Referral & Resource Centre Inc (Southern Highlands)		Tweed Shire Women's Service Inc	
Moruya Women's Refuge	443,529	Tweed Shire Women's Service	432,355
NSW Women's Refuges Referral & Resource Centre Inc (Western)		Wagga Wagga Women's Refuge Inc	
Forbes Women's Refuge	287,296	Wagga Wagga Women's Refuge	381,236
Ourgunya Women's Incorporation		Warilla Women's Refuge Ltd	
Brewarrina Women's Safe House	113,167	Warilla Women's Refuge	374,063
Pam's Place Crisis Accommodation Resource & Referral Service Inc		Warlga Ngurra	
Pam's Place Crisis Accommodation Resource & Referral Service	484,171	Warlga Ngurra Women's & Children's Refuge	304,617
Parramatta Mission		Warrina Women's & Children's Refuge	
Thelma Brown Cottage	137,606	Co-operative Society Ltd	
Penrith Women's Refuge Inc		Warrina Women's Refuge	435,926
Penrith Women's Refuge	458,146	Western Sydney Sole Women's Accommodation Service Inc	
Penrith Women's Refuge - SAAP/CAP 2002/03	20,971	Western Sydney Sole Women's Accommodation Service	482,147
Shoalhaven Women's Resource Group Ltd		Wollongong Women's Refuge	
Rosa Refuge	392,678	Wollongong Women's Refuge	471,337
St Michaels Family Centre Ltd		Women & Girls' Emergency Centre Inc	
Co-ordinator - St Michaels	94,620	Women & Girls' Emergency Centre	246,980
St Vincent de Paul Society - Arncliffe		Women's Housing Company	
Marian Villa Women's Refuge	377,653	Women's Housing Company	180,458
St Vincent de Paul Society - Burwood		Women's Information & Counselling Service - Port Stephens Inc	
Butler Lodge Women's Refuge	453,129	Women's Information & Counselling Service	131,183
St Vincent de Paul Society - Deniliquin		Women's Shelter Armidale Inc	
Vinnies Emergency Accommodation Service	65,747	Women's Shelter Armidale	397,198
St Vincent de Paul Society - Jannali		Woy Woy Women's Refuge Ltd	
Amelie House Women's Refuge	475,182	Woy Woy Women's Refuge	401,689
St Vincent de Paul Society - Lewisham		Yinganeh Aboriginal Women's Refuge	
Marian Centre	1,450,246	Yinganeh Aboriginal Women's Refuge	399,531
Tanderra Women & Children's Refuge		Women's Housing Program	
Tanderra Women & Children's Refuge	428,007	Alice's Cottages Inc	
The Salvation Army (NSW) Property Trust (Hunter)		Alice's Cottages Women's Housing Scheme	347,724
Faith Cottage -Salvation Army Women's & Children's Refuge - 106255	352,726	Armidale Women's Housing Group Inc	
The Salvation Army (NSW) Property Trust (Metro South West)		Armidale Women's Housing Scheme	207,976
Orana Lodge Family Crisis Centre - 106251	313,916	B Miles Women's Housing Scheme Inc	
The Salvation Army (NSW) Property Trust (Western)		B Miles Women's Housing Scheme	381,322
Catherine Haven Women's Shelter	303,131	Bathurst Women's Housing Programme Inc	
The Trustees of the Society of St Vincent de Paul (NSW) (Metro South West Sydney)		Bathurst Women's Housing - SAAP/CAP 2002/03	31,457
Metro South West Brokerage	118,045	Bathurst Women's Medium Term Housing	204,983
Toukley Women's Refuge Inc		Centacare - Newcastle	
		Polding Project	288,118
		Drug & Alcohol Women's Network Inc	
		DAWN Women's Network Housing Scheme	255,790

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Dubbo Women's Housing Programme Inc		Women Up North Housing Inc	
Dubbo Women's Housing Programme	162,701	Women Up North Women's Housing Scheme	214,709
Hawkesbury Women's Housing Information Service		Women's Housing Association Hunter Region Inc	
Women's Accommodation & Information Service	340,005	Lower Hunter Women's Housing	162,164
Innari Housing Inc		Youth Social Justice Strategy	
Innari Housing	259,407	Ballina & District Community Services Assoc Inc	
Katakudu Women's Housing Inc		Ballina Youth Service - YSJS	67,259
Katakudu Women's Housing	276,884	Boree Aboriginal Corporation	
Mission Australia - Sydney City Mission (Metro Central)		Boree Aboriginal Youth Accommodation & Support	59,284
Women in Supported Housing	191,474	Broken Hill Youth Accommodation & Support Service Inc	
Molonglo Women's & Children's Services		Broken Hill Youth Accommodation & Support Service	79,133
Gunyah Women's Housing Scheme	164,426	Casino Neighbourhood Centre Inc	
Murrane Women's Housing Inc		Northern Rivers Young Women Accommodation Project	152,545
Murrane Women's Housing	68,966	Community Housing Mid North Coast Inc	
NESH Women's Housing Scheme Inc		Youth Housing Support Mid North Coast	87,565
NESH Women's Housing Scheme	260,562	Community Programs Inc (Far North Coast)	
NESH Women's Housing Scheme - SAAP/CAP 2002/03	31,457	Youth Housing Services	180,981
NESH Women's Housing Scheme - SAAP/CAP Innovation Initiative 1998/99	7,900	Coonamble Shire Council	
Vida's Freedom - Older Women's Project	23,333	Gulargambone Youth Service	70,823
Nowra Women's Housing Scheme Inc		Dubbo Community Services & Information Centre Inc	
Nowra Women's Housing Scheme	176,688	Dubbo Outreach Youth Counsellor	117,493
Options Youth Housing Association Inc		Gilgandra Shire Council	
Options Youth Housing - SAAP/CAP Innovation Initiative 2001 - del	8,719	Gilgandra Adolescent Support Project	74,762
Outer Western Women's Housing Scheme		Great Lakes Community Resources Inc	
Outer Western Women's Housing Scheme	248,032	Youth Accommodation Support Worker - Forster	83,837
Sisters Housing Enterprise Inc		Holroyd Youth Service Inc	
Sisters Housing Enterprise	225,756	Youth Housing Worker - Merrylands	59,426
South West Women's Housing Inc		Jetty Bunker Youth Service Inc	
South West Women's Housing Scheme	270,166	Jetty Bunker Youth Service	422,277
Southern Women's Housing Inc		Lotus House Indo Chinese Young Women's Refuge Inc	
Southern Women's Housing Scheme	215,061	Lotus House	406,111
St George Women's Housing Inc		Maari Ma Health Aboriginal Corporation	
St George Women's Housing Scheme	190,635	Wilcannia Youth Accommodation & Support	113,012
St George Women's Housing Scheme - SAAP/CAP Innovation Initiative 1998/99 - del	7,900	Marist Youth Care Ltd (Metro West)	
Stepping Out Housing Programme Inc		Girls Accommodation Unit	67,641
Stepping Out Housing Scheme - SAAP/CAP Innovation Initiative 1998/99	11,529	Orange Community Accommodation Service Inc	
Stepping Out Women's Housing Scheme	342,335	Boree Aboriginal Youth Accommodation & Support	67,800
Stepping Out Women's Housing Scheme - SAAP/CAP 2002/03	20,971	Parramatta Mission	
Wirraway Aboriginal Women's Housing Scheme		Koompartoo Youth Program	122,763
Wirraway Aboriginal Women's Housing Scheme	217,642	Penrith Street Work Project Inc	
Wollongong Women's Housing Inc		Penrith Streetwork Project	140,918
Wollongong Women's Housing Scheme	246,954	Rosemount Youth & Family Services Inc	
		Rosemount Day Survival Program	54,384
		Rosie's Place Inc	
		Girls Accommodation Unit - del	202,924

Samaritans Foundation (Hunter/Central Coast)		Byron Bay Youth House	337,273
Samaritans Youth Services - Wyong		Cabramatta Community Centre Inc	
Outreach Team	364,375	Getting It Together Scheme (GITS) - Cabramatta	128,422
Youth Information & Referral Service -		Housing Support Worker - Cabramatta	
Newcastle & Lake Macquarie	65,307	Our House Youth Accommodation Service	112,266
Shire Wide Youth Service Inc		Canterbury Youth Accommodation Service	
Eastern Area Service for Youth (EASY)	260,942	Jingara	371,252
Eastern Area Service for Youth (EASY) -		Caretakers Inc	
SAAP/CAP Innovation Initiative 1998/99 - del	7,900	Caretakers Cottage	668,502
Shoalhaven Youth Accommodation Co Ltd		Centacare - Catholic Family Services Diocese	
Aboriginal Outreach Worker - Nowra	62,581	of Broken Bay (Metro Central)	
Southern Youth - Family Services Association Inc		Young Persons Community Care Program	125,669
Young Independent People in Housing - DEL	247,284	Centacare - Newcastle	
Sydney Anglican Home Mission Society Council		Centacare Adolescent Accommodation	
(T/A) Anglicare (Metro West)		Support Project C.A.A.S.P.	231,909
Street Outreach Case Manager	52,252	Centacare Catholic Community Services - Archdiocese of	
The Fact Tree Youth Service		Sydney (Metro South West)	
The Factory Youth Centre	71,075	Touri	389,133
The Uniting Church in Aust Property Trust (NSW) -		Young Women's Supported Accommodation	
UnitingCare Burnside - Campbelltown		Program	250,364
The Drum Information Centre	164,344	Centacare Wilcannia - Forbes	
The Uniting Church in Aust Property Trust (NSW) -		Centacare Youth Support Service	54,463
UnitingCare Burnside - Dubbo		Coast Shelter Ltd	
Doorways - 3	97,137	High Support Crisis Service	98,140
Trustees of the Christian Brothers (Metro West)		Maya Cottage	280,291
Medium to Long Term Accommodation Unit	247,907	Rumbalara Youth Refuge	273,042
Youth Supported Accommodation		Com.Care Community Reach	
Albury Wodonga Youth Emergency Services Ltd		Jacaranda Cottage	20,724
Broughton House	366,285	Community Connections North Coast Inc	
Mainstay Youth Support Program	77,000	Community Connections	568,949
Allambi Youth Services Inc		Coonamble Shire Council	
Allambi House	290,754	Coonamble Youth & Community Centre	117,402
ANGLICARE - Canberra & Goulburn Youth		Detour House (Metro South West)	
& Family Services (Southern)		Young People's Refuge	409,183
Queanbeyan Youth Refuge (Crisis)	416,524	Eastern Suburbs Community Youth Association Ltd	
Armidale Youth Refuge Inc		Bondi Youth Accommodation	162,407
Armidale & District Youth Support Services	361,602	Eastlakes Family Support Service Inc	
Tenterfield, Inverell, Glen Innes Youth Services	145,784	Detached Housing Support Worker - Adolescent	33,944
Awabakal Newcastle Aboriginal Co-operative Ltd		Erskineville Youth Housing Inc	
Awabakal Crisis Accommodation		Erskineville Youth Housing	251,049
Project SAAP/CAP	36,358	Fairfield City Youth Refuge & Accommodation	
Baptist Community Services - NSW & ACT		Service Ltd	
(Metro Central)		Fairfield City Youth Refuge	464,483
Leith House	316,784	Fairfield Youth Accommodation Service	
Barnardos Australia - Auburn		Fairfield Youth Accommodation Service	194,811
Barnardos Youth Housing Project	91,374	Fairfield Youth Partnership Project	
Barnardos Australia (Metro South West)		(Complex Needs) SAAP/CAP	24,240
Hohnen House	316,734	Fusion (Australia) (Metro West)	
Brewarrina Shire Council		Fusion Accommodation & Support Services	406,386
Brewarrina Youth Accommodation Service	73,505	Goulburn Youth Projects Inc	
Byron Youth House Inc		Warooga Youth Refuge	321,293

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Greenacre Church of Christ		Orange Youth Accommodation Support Service	120,270
Nick Kearns House	401,781	Mission Australia - Sydney City Mission (Metro Central)	
Hunter Valley Aboriginal Corporation		"The Crossing" Youth Crisis Centre	472,633
Aboriginal Young People's SAAP Project	71,820	Clifton Adolescent & Family Solutions	179,893
Illawarra Youth Housing Ltd		Radio House	138,396
Illawarra Youth Housing - Long Term Service	182,549	The Crossing - Long Term Intensive	
Tree House	309,391	Case Management	66,429
Youth Outreach Worker	63,538	Mission Australia - Sydney City Mission (Metro West)	
Karingal Inc		Lemongrove Lodge	205,551
Karingal Medium Term Aboriginal Youth Service	1,515	Mission Australia - Wagga Wagga	
Katoomba Youth Refuge Ltd (Metro West)		Wagga Wagga Youth Refuge	366,672
Blue Mountains Youth Housing Development Project	56,430	Youth Assistance Program	123,252
Katoomba Youth Refuge	329,002	Mission Australia (Metro South West)	
Katoomba Youth Refuge - SAAP/CAP Innovation Initiative 1998/99	18,195	Harold Lodge	166,757
Kingsway Community Church		Macarthur Supported Living Program	127,745
Jacaranda Cottage - del	62,186	Moree Family Support Inc	
Lighthouse Community Care Ltd		Moree Adolescent Support Worker - SAAP/CAP Innovation Initiative 1998/99 - del	7,700
Lighthouse Community Care Youth Housing - Hebron House	87,001	Moree Plains Shire Youth Homelessness Project	106,904
Lillian Howell Project Inc		Narrabri & District Community Aid Service Inc	
Lillians	366,940	Narrabri Shire Youth Homelessness Project	115,938
Lithgow Community Projects Inc		Nepean Youth Accommodation Services Inc	
Lithgow Youth Housing - High Support SAAP/CAP	12,118	Nepean Youth Accommodation - SAAP/CAP 2002/03	20,971
Lithgow Youth Housing Program	168,107	Nepean Youth Accommodation Services	474,243
Liverpool Youth Accommodation Assistance Company		Newcastle Youth Accommodation Services Ltd	
Liverpool Youth Accommodation Assistance	326,526	Clarendene House	322,765
Liverpool Youth Refuge Inc		Housing Resource Officer & Living Skills Project	86,668
Liverpool Youth Refuge	464,550	Parkway	142,647
Macarthur Pregnancy Project	24,971	The Embassy	206,228
Macleay Youth Accommodation Service Inc		Northern Rivers Social Development Council Inc	
Macleay Youth Accommodation Service	332,609	Regional Community Services	
Maitland Youth Crisis Service Inc		Development - SAAP	71,147
Maitland Youth Crisis Centre	274,861	Oasis Pre-Employment Network (OPEN) Inc - T/A Campbell Page	
Marist Youth Care Ltd (Metro West)		Moruya Youth Refuge	329,223
Case Management Resource Pilot Project	33,347	Open House Youth Accommodation Service Inc	
Case Management Resource Worker Pilot Project	104,648	Open House Youth Accommodation Service	513,984
Hebersham Aboriginal Youth Service (HAYS)	318,004	Open House Youth Accommodation Service - SAAP/CAP 2002/03	10,486
Marcellin Cottage	337,827	Options Youth Housing Association Inc	
Nepean Youth Brokerage Service	120,418	Options Youth Housing	84,630
The Annexe	354,571	Options Youth Housing - /CAP Innovation Initiative 1998/99 - del	15,795
The Siding	406,356	Orange & District Youth Refuge	
Transition to Independence Program SAAP/CAP	12,118	Orange & District Youth Refuge	334,843
Medley Community		Parkes/Forbes Youth Support Service Inc	
Medley Community	332,195	Parkes/Forbes Youth Support Service - del	51,782
Ministry to Solo Parents & Their Families - Parramatta Diocese		Parramatta Mission	
Catherine Villa	292,309	Parrahouse	367,576
Mission Australia - Orange			

Penshurst Street Community Youth Homes		St Francis Welfare Ltd	
Penshurst Street Community Youth Homes	249,302	Come In Centre Housing Support Worker	57,026
Phoenix House Youth Services Inc		Dual Diagnosis Accommodation	
Phoenix House Youth Accommodation	206,850	Project SAAP/CAP	36,563
Phoenix House Youth Services Inc		St George Accommodation for Youth Ltd	
Rage Project - GITS	121,520	St George Accommodation for Youth	194,771
Presbyterian Church of Australia Property Trust - Social Services (Metro Central)		St George Youth Workers Network Inc	
Jannali Youth Crisis Accommodation Project	160,813	Sutherland St George Homeless Persons Brokerage Project	123,120
Presbyterian Church of Australia Property Trust - Social Services (Metro South West)		St Joseph's Community Centre	
Cornerstone	181,892	Futcher House	346,445
Regional Extended Family Services		St Laurence House Inc	
Glen Innes Supported Youth Accommodation - SAAP/CAP 2002/03	30,486	St Laurence House	244,243
SaintsCare Limited (Metro Central)		St Vincent de Paul Society - Ozanam Youth Lodge	
Northern Sydney Youth Support Service (NSYSS)	218,358	Ozanam Youth Lodge - del	157,656
SaintsCare Limited (Metro West)		St Vincent de Paul Society - Petersham I	
Youth Support & Brokerage in Baulkham Hills	162,025	Rendu Youth Accommodation Service	128,395
Samaritans Foundation (Hunter/Central Coast)		Stretch-A-Family Inc	
Samaritans Youth Accommodation Services - Lower Hunter	432,485	Stretch-A-Family	318,009
Samaritans Youth Crisis Service	359,473	Stretch-A-Family - Medium Term Hostel	323,301
The Hub - Casework	415,400	Sydney Anglican Home Mission Society Council (T/A) Anglicare (Metro West)	
Samaritans Youth Services (Northern)		Early Intervention - Carramar Cottage	64,385
Samaritans Youth Services Taree (Open Door)	380,884	Taldumande Youth Services Inc	
Shoalcare		Taldumande Youth Service	629,779
Short Term Accommodation Service	326,149	Tamworth Youth Care Inc	
Shoalhaven Youth Accommodation Co Ltd		Tamworth Youth Care	358,465
Shoalhaven Youth Accommodation	120,776	The Bridge Youth Service Inc (Metro Central)	
Skills Training Employment Program Inc (T/A)		The Bridge Youth Refuge - Sutherland	383,502
Auswide Projects		The Burdekin Assoc Inc	
Bega Valley Youth Accommodation Partnership		The Burdekin Association	580,927
Support Worker	129,686	The Salvation Army (NSW) Property Trust (Metro Central)	
South West Child Adolescent & Family Services Association (CAFS) Inc		Oasis Youth Support Network - John Irwin Lodge - 106245	414,586
Adolescent Family Counsellor - Liverpool	65,728	The Ted Noffs Foundation Inc (Metro South East)	
Southern Highlands Youth Accommodation Service SP		PALM (Program for Adolescent Life Management)	231,652
Southern Highlands Youth Accommodation Service	325,383	The Trustees of the Society of St Vincent de Paul (NSW) (Metro South West Sydney)	
Southern Riverina Youth Support Services Inc		Vinnies Youth Housing Macarthur	153,900
Langunyah House Youth Refuge - Griffith	367,314	The Turning Point Youth Accommodation Services Inc	
Langunyah House Youth Refuge - Griffith - SAAP/CAP Innovation Initiative 1998/99	30,049	The Turning Point	239,696
Southern Sydney Youth Refuge Association		The Twenty Ten Association Inc	
Southern Sydney Youth Refuge	399,483	2010 Lesbian & Gay Youth Services	318,043
Southern Youth - Family Services Association Inc		The Uniting Church in Aust Property Trust (NSW) - UnitingCare Burnside - Dubbo	
Complex Needs Wollongong SAAP/CAP - DEL	12,118	Doorways - 2	283,335
Wollongong Youth Refuge (Combined)	919,365	The Uniting Church in Aust Property Trust (NSW) - Wesley Dalmar Child & Family Care	
Wollongong Youth Refuge (Combined) - SAAP/CAP Innovation Initiative 1998/99 - DEL	12,664	Cottee Lodge Independent Living Program	271,525

SAAP

The Uniting Church in Aust Property Trust (NSW) - Wesley Dalmar Child & Family Care (Central Coast)		Youth Accommodation Association (NSW) Ltd (Metro Central)	
Wesley Dalmar Central Coast Independent Living Program	198,420	Youth Emergency Accommodation Line	86,262
THEBA Young Women's Service		Youth Accommodation Association (NSW) Ltd (Metro South West)	
THEBA Exit Housing for Young Women Project	323,143	Allawah	388,992
Trustees of the Christian Brothers (Metro West)		Wruwallin House	329,793
Youth Emergency Accommodation Unit	366,878	Youth Accommodation Association (NSW) Ltd (SAAP)	
Trustees Roman Catholic Church Diocese of Lismore		Core Funding	150,841
Christo House Youth Refuge	330,074	Youth Angle Inc	
Uniting Care Campbelltown - Stepping Stone Community		Youth Angle	307,107
The Stepping Stone Community	329,554	Youth Off the Streets Ltd	
Veritas House Inc		Don Boscoe House	694,159
Outreach Worker - Veritas House	59,475	YWCA (Metro South West)	
Veritas House Medium Term Housing	75,729	YWCA Housing Program	170,499
Veritas House Youth Refuge	333,090		
Wanbinga Youth Accommodation Services Inc			
Wanbinga Youth Crisis Centre	350,429		
Wandiyali ATSI Inc			
Hunter Koori Youth Service	175,882		
West Lake Macquarie Youth Accommodation Project Inc			
West Lake Macquarie Medium/Long Term Youth Accommodation	230,161		
Western Housing for Youth Ltd			
Western Housing for Youth	243,025		
Western Region Young Peoples' Hostel Organisation			
Grandview Lodge	220,351		
Woodville Community Service Inc			
Youth Case Management Development Project	4,000		
Woy Woy Youth Cottage Committee			
Woy Woy Youth Cottage	315,168		

Directory of DoCS offices and Abbreviations and Terms



Directory of DoCS offices

Head Office

4-6 Cavill Avenue
Ashfield NSW 2131
Locked Bag 28
Ashfield NSW 1800

Ph: (02) 9716 2222
Fax: (02) 9716 2999

Metro Central

Redfern Office

55 Renwick Street
Redfern NSW 2016
Locked Bag 42
Strawberry Hills NSW 2012

Ph: (02) 9245 1700
Fax: (02) 9245 1754

Community Services Centres:

Eastern Sydney	Ph: (02) 9245 1600
Epping	Ph: (02) 9815 0700
Lakemba	Ph: (02) 9784 6100
Manly	Ph: (02) 9977 6011
Newtown	Ph: (02) 9550 1599
St George	Ph: (02) 9930 6900
St Leonards	Ph: (02) 9941 7600
Strathfield	Ph: (02) 9784 6100
Sutherland	Ph: (02) 9542 1111

Metro South West

Bankstown Office

Bankstown City Capital Centre
Level 3, 41-45 Rickard Road
Bankstown NSW 2200
PO Box 133
Bankstown NSW 1885

Ph: (02) 9205 1500
Fax: (02) 9205 1600

Community Services Centres:

Bankstown	Ph: (02) 8713 7800
Bowral	Ph: (02) 4861 1744
Campbelltown	Ph: (02) 4645 6000
Campbelltown West	Ph: (02) 4629 9500
Fairfield	Ph: (02) 9205 6000
Ingleburn	Ph: (02) 9829 2400
Liverpool	Ph: (02) 9602 8044

Metro West

Blacktown / Baulkham Hills Office

Level 1, 14 Prince Street
Blacktown NSW 2148
PO Box 6085
Blacktown NSW 2148

Ph: (02) 9830 1000
Fax: (02) 9208 4508

Cumberland Office

"Kamballa", 1 Fleet Street
North Parramatta NSW 2151
PO Box 2645
North Parramatta NSW 1750

Ph: (02) 9630 0199
Fax: (02) 9630 7597

Nepean Office

329-331 High Street
Penrith NSW 2750
PO Box 740
Penrith NSW 2751

Ph: (02) 4732 1322
Fax: (02) 4732 3319

Community Services Centres:

Auburn	Ph: (02) 9643 2377
Blacktown	Ph: (02) 9830 1000
Katoomba	Ph: (02) 4782 3066
Mt Druitt	Ph: (02) 9625 7000
Parramatta	Ph: (02) 8855 4800
Penrith	Ph: (02) 4731 6222
Richmond	Ph: (02) 4578 4744
St Marys	Ph: (02) 9673 4777

Western

Wagga Wagga Network Office

Suite 15, 1st Floor, 46-54 Bayliss Street
Wagga Wagga NSW 2650
PO Box 2062
Wagga Wagga NSW 2650

Ph: (02) 6937 7800
Fax: (02) 6937 7809

Orana Far West Office

1st Floor, Premier Centre
130 Brisbane Street
Dubbo NSW 2830
PO Box 865
Dubbo NSW 2830

Ph: (02) 6882 8088
Fax: (02) 6884 4422

Orange Network Office

Level 1, State Office Block
Cnr Kite & Anson Streets
Orange NSW 2800
PO Box 2165
Orange NSW 2800

Ph: (02) 6361 7006
Fax: (02) 6362 5888

Community Services Centres:

Albury	Ph: (02) 6041 1755
Bathurst	Ph: (02) 6331 9500
Bourke	Ph: (02) 6872 2188
Brewarrina	Ph: (02) 6839 2482
Broken Hill	Ph: (08) 8087 2844
Cobar	Ph: (02) 6836 1360
Condobolin	Ph: (02) 6895 4133
Coonabarabran	Ph: (02) 6842 2000
Coonamble	Ph: (02) 6822 2395
Cootamundra	Ph: (02) 6942 1555
Cowra	Ph: (02) 6341 1855
Dareton	Ph: (03) 5027 4027
Deniliquin	Ph: (03) 5881 1711
Dubbo	Ph: (02) 6884 5877
Griffith	Ph: (02) 6961 8500
Leeton	Ph: (02) 6953 3611
Lithgow	Ph: (02) 6351 4688
Mudgee	Ph: (02) 6372 8292
Nyngan	Ph: (02) 6832 1308
Orange	Ph: (02) 6361 3299
Parkes	Ph: (02) 6862 1422
Tumut	Ph: (02) 6947 4100
Wagga Wagga	Ph: (02) 6921 9067
Walgett	Ph: (02) 6828 1409
Wilcannia	Ph: (08) 8091 5050

Northern

Ballina Office

106-108 Tamar Street
Ballina NSW 2478
PO Box 1300
Ballina NSW 2478

Ph: (02) 6686 1999
Fax: (02) 6686 1966

Mid-North Coast Office

Office 1, 1st Floor
37-39 Forth Street
Kempsey NSW 2440
PO Box 350
Kempsey NSW 2440

Ph: (02) 6563 1440
Fax: (02) 6562 2406 / (02) 6563 1426

New England Office

1st Floor, 92-98 Jessie Street
Armidale NSW 2350
PO Box 423
Armidale NSW 2350

Ph: (02) 6774 9800
Fax: (02) 6774 9827

Community Services Centres:

Armidale	Ph: (02) 6774 9800
Ballina	Ph: (02) 6686 6699
Clarence Valley	Ph: (02) 6643 2526
Coffs Harbour	Ph: (02) 6651 1422
Glen Innes	Ph: (02) 6732 4925
Inverell	Ph: (02) 6721 0299
Kempsey	Ph: (02) 6562 1385
Lismore	Ph: (02) 6621 8099
Moree	Ph: (02) 6750 7300
Narrabri	Ph: (02) 6792 4663
Port Macquarie	Ph: (02) 6583 3622
Tamworth	Ph: (02) 6766 3735
Taree	Ph: (02) 6552 1577
Tweed Heads	Ph: (07) 5599 1255

Directory of DoCS offices

Hunter and Central Coast

Hunter Office

29 Smith Street
Charlestown NSW 2290
PO Box 249
Broadmeadow NSW 2292

Ph: (02) 4944 4100
Fax: (02) 4942 2732

Central Coast Area Office

Level 5, 131 Donnison Street
Gosford NSW 2250
PO Box 937
Gosford NSW 2250

Ph: (02) 4323 3334
Fax: (02) 4323 3998 / (02) 4324 9208

Community Services Centres:

Cardiff	Ph: (02) 4953 5999
Cessnock	Ph: (02) 4990 1277
Charlestown	Ph: (02) 4943 8811
Gosford	Ph: (02) 4325 6600
Maitland	Ph: (02) 4933 6488
Muswellbrook	Ph: (02) 6543 2455
Raymond Terrace	Ph: (02) 4987 1022
Wyong	Ph: (02) 4353 2855

Southern

Southern Highlands Network Office

Shop T11 Ground Floor
City Link Plaza
30 Morisset Street
Queanbeyan NSW 2620
PO Box 1785
Queanbeyan NSW 2620

Ph: (02) 6298 9999
Fax: (02) 6298 9900

Illawarra Office

16 Gladstone Ave
Wollongong NSW 2500

Ph: (02) 4254 0309
Fax: (02) 4226 4826

Community Services Centres:

Batemans Bay	Ph: (02) 4472 4678
Bega	Ph: (02) 6492 3888
Cooma	Ph: (02) 6450 2888
Corrimal	Ph: (02) 4285 3399
Goulburn	Ph: (02) 4824 0100
Nowra	Ph: (02) 4422 1555
Queanbeyan	Ph: (02) 6299 1111
Shellharbour	Ph: (02) 4251 8000
Ulladulla	Ph: (02) 4454 7744
Wollongong	Ph: (02) 4254 0346
Yass	Ph: (02) 6118 6311

Abbreviations and Terms

ACWA

Association of Children's Welfare Agencies – peak body for child welfare groups with a strong interest in child protection and substitute care

ADR

Alternative Dispute Resolution

AIHW

Australian Institute of Health and Welfare

AMS

Aboriginal Medical Service

ARG

DoCS' Aboriginal Reference Group

ATSI

Aboriginal and Torres Strait Islander

CALD

Culturally and Linguistically Diverse

Caseworker

DoCS staff member responsible for working with clients, handling and making decisions about the issues they present

CIS

Client Information System

Communities

Groups that together comprise the community of people in NSW, often refers to people who associate with each other because of ethnic, linguistic or religious ties

Contact Report

Report, request for assistance or other contact to DoCS related to the care and protection of children and young persons (commenced 18 December 2000)

CPO

Community Program Officer

CREATE

A consumer advocacy group representing the interests of children and young persons in care

CRC

Community Relations Commission for a Multicultural NSW (formerly Ethnic Affairs Commission)

CSC

DoCS' Community Services Centre – local DoCS office

CSGP

Community Services Grants Program

CSP

Children's Services Program

DADHC

Department of Ageing, Disability and Home Care

DET

Department of Education and Training

DJJ

Department of Juvenile Justice

DoCS

NSW Department of Community Services

DoCS Helpline

A 24 hour statewide service for anyone to contact DoCS about the care and protection of children and young persons

Domestic Violence Line

Phone service offering counselling, immediate safety and protection, accommodation, income support and advice on legal support to domestic violence victims

EAPS

Ethnic Affairs Priority Statement

EnAct

Program established to oversee the introduction of the *Children and Young Persons (Care and Protection) Act 1998*, which highlights government agencies' role in working together with the community sector to care for and protect children and young persons and enhance ways DoCS can work with families to strengthen their ability to care for their children

EOI

Expression of Interest

Abbreviations and Terms

Families First

A coordinated strategy sponsored by the NSW Government to increase the effectiveness of early intervention and prevention services in helping families to raise healthy, well adjusted children. It aims to support parents and carers raising children and help them to solve problems early before those problems become entrenched, through a coordinated network of services

IFBS

Intensive Family Based Services. These services play a vital role in preventing child abuse and neglect by providing a circuit-breaker for families in crisis.

JIRT

Joint Investigative Response Team

KiDS

Key Information and Directory System

Mandatory Reporting

Certain people are required by law to report children and young persons at risk of harm (refer to Section 27 of Act). The new Act mandates a broader group of people to report children and young persons at risk of harm (commenced 18 December 2000).

NGO

Non-Government Organisation

Notification

Notification no longer refers to the process of contacting DoCS regarding potential child abuse cases. Please refer to Reports of Risk of Harm.

Notifications

Under the new Act now has very specific definitions—for examples, see sections 124a and 17z (commenced 18 December 2000)

OCC

Office of Child Care

OHS

Occupational Health and Safety

Out-of-home care

for children and young care (OOHC) persons who can no longer live with their families

PPR

Performance Planning and Review

Priority One

Our procedure for prioritising Child & Family Services work in CSCs, to ensure that cases of highest risk are handled first

PSA

Public Service Association – the main union body which represents DoCS staff

Report of Risk of Harm

This term includes and expands upon the previous term Notification of Child Abuse. It encapsulates concerns regarding safety, welfare or wellbeing. Please refer to Section 23 of the Act for a fuller understanding of Risk of Harm. Reports may be made by any person regarding a child, young person or child yet to be born (commenced 18 December 2000)

Request for assistance

Families or family members may contact DoCS to make a request for assistance. Refer to Chapter 3, Part I of the Act (as at 18 December 2000)

SAAP

Supported Accommodation Assistance Program – a joint Commonwealth/State program to provide support for people who are homeless and in crisis or at risk of homelessness

SCAN

Supporting Children with Additional Needs program

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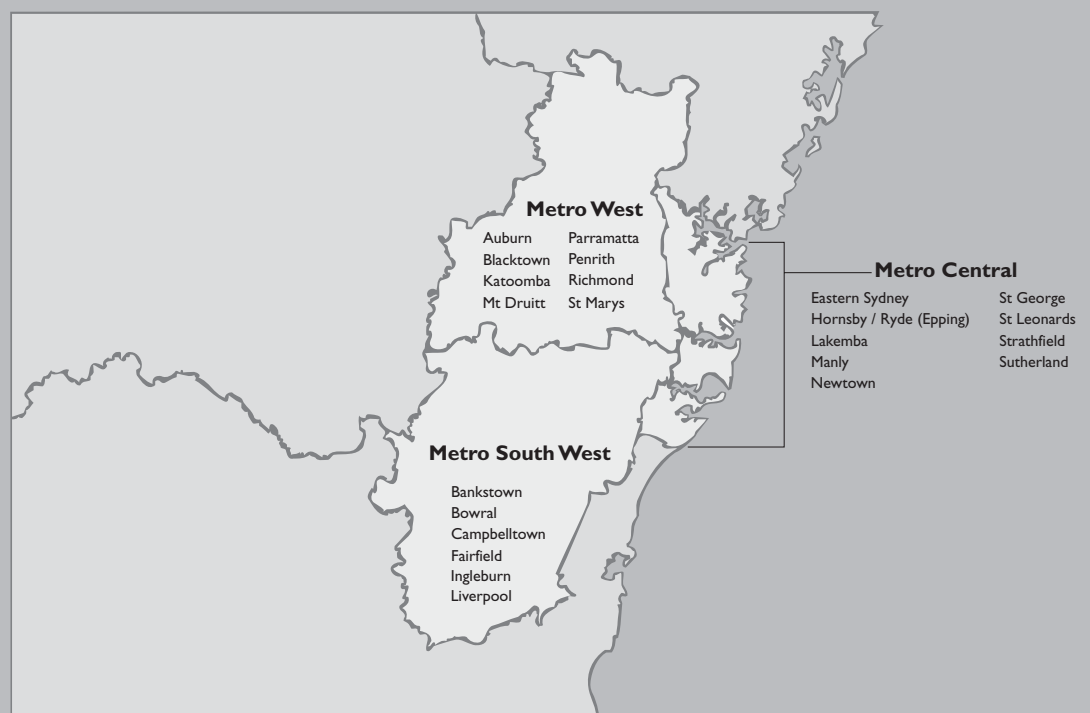
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Our locations

DoCS Regions



DoCS Metropolitan Regions



NSW Department of Community Services

4-6 Cavill Avenue
Ashfield NSW 2131

www.community.nsw.gov.au