

Asked on 6 February 2020

**MR T NICHOLLS** asked the Minister for Child Safety, Youth and Women and Minister for the Prevention of Domestic and Family Violence (HON D FARMER)—

**QUESTION**

Will the Minister provide (reported separately by financial year) (a) the number of child safety officers who started within the last three financial years (2016-17 to 2018-19), (b) the average age of these child safety officers who have started in the last three years and (c) how many of these child safety officers who started in the two financial years 2016-17 and 2017-18 are still working in the department?

**ANSWER**

Like any employer seeking to ensure the health and safety of its staff and reduce turnover, the Department of Child Safety, Youth and Women (DCSYW) is currently reviewing its workforce design, workload management and supervision practices to identify opportunities to reduce staff attrition. DCSYW also engages in regional action planning in response to the annual Working for Queensland Employee Opinion Survey to identify place-based responses to improve employee engagement.

These figures only show turnover in Child Safety Officer (CSO) roles, and will include temporary or casual CSO employees who were backfilling for another CSO on a variety of leave such as maternity leave or long service leave or extended sick leave.

Exit survey responses show that over half left to pursue other career opportunities and 77 per cent overall said they would return to DCSYW.

These results reflect both the nature of the workforce that is largely young women and the complex nature of child protection work.

- a) In the 2016-17 financial year, 324 CSOs started as a permanent, temporary or casual employee. In the 2017-18 financial year, 375 CSOs started, and in 2018-19, 344 CSOs started.
- b) The average age of CSOs who started as a permanent, temporary or casual employee in 2016-17 was 35.5 years. In 2017-18, the average age of CSOs who started was 33.8 years. For 2018-19, the average age of CSOs was 34.1 years.
- c) Of the CSOs who started as a permanent, temporary or casual employee in 2016-17 and 2017-18, 362 were still working for the department as at 31 January 2020.