Mr Peter Achterstraat AM
NSW Productivity Commissioner
C/- NSW Treasury
GPO Box 5469
SYDNEY NSW 2001

Dear Commissioner

Responding to *Continuing the productivity conversation - Green Paper*

Thank you for your email on 19 August 2020 welcoming feedback from the Department of Communities and Justice (DCJ) on the NSW Productivity Commission's Green Paper - *Continuing the Productivity Conversation.*

It has been meaningful to reflect on the challenges and opportunities NSW is now presented with since DCJ provided its submission on the Productivity Commission's Discussion Paper *Kickstarting the productivity conversation* in October 2019.

The overwhelming focus of our feedback last year highlighted the need to address barriers for vulnerable people, women and children, as well as the value of digital improvements in productivity priorities. The weight of these considerations is greatly amplified in the current environment.

Under the Stronger Communities Cluster, the Department is doing more to support all people to thrive. A number of draft recommendations proposed to boost productivity across the state will help the Department deliver its priorities and strategic outcomes.

Attached to this letter is our feedback which highlights some ways in which productivity could be further enhanced by, including:

- implementing strategies to address issues that lead to poorer educational outcomes for vulnerable children in the early years of life and during school years
- exploring the impact of gender in the productivity conversation, such as barriers to women's participation in the workforce, particularly in a post-pandemic economy
- looking at innovative ways to support market interest in building social and affordable housing, and improving accessibility requirements
- designing infrastructure for those with disability, and considering how housing, employment and infrastructure can link into the discussion on maximising value and achieving transparent, consistent and efficient outcomes

If you would like additional information, please contact me on ███████████████ ███████████████████████████████

Yours sincerely

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Chapter/Recommendation	NSW Department of Communities and Justice position

Chapter 2 - Best-practice teaching to lift school results
 	
Summary of draft recommendations
 	
Design and implement faster and more flexible pathways into teaching to broaden the supply of quality teachers and address workforce gaps (Recommendation 2.1).
 	
Improve the ways we evaluate teachers so school leaders can better identify and address teachers' development needs (Recommendation 2.2).
 	
Develop an 'instructional lead' career pathway for highly effective teachers as an alternative to an administrative career (Recommendation 2.3).
 	
Create a culture of continuous improvement that drives best-practice teaching in every classroom. Embed strategies, resources and support that are tailored to individual school needs. Make schools accountable in implementing evidence-based best practice (Recommendation 2.4).
	Noted, with suggested inclusion:
	
	1. Educational engagement and outcomes of children in out of home care (OOHC);
	
	• Children and young people in the child protection system experience poorer educational engagement and outcomes compared to their peers. Children in OOHC face unique education challenges including poor attendance, lower educational attainment, school suspensions and exclusions, bullying, higher rates of truancy, increased disengagement.[i]
	
	• While NSW Government data on school attendance or performance for all children in OOHC is not available at this point in time, broader literature tells us that children in OOHC have poorer educational attendance, leaving school early and without qualifications,[ii] less likely to progress to post-secondary education or training.[iii]
	
	• We know from data, research and anecdotal feedback that young people in OOHC with complex needs are more at risk of disengaging from education. We also know that the pathway to educational disengagement starts early and is largely due to student and family factors. Factors that influence the educational engagement of children in OOHC and their education support needs:
	
	   ○ **Experience of disadvantage, trauma and abuse**[iv] prior to entering child protection services including, as well as parental issues and family dysfunction, poverty, instability in care and disrupted educational pathways.[v] These issues can often persist once in care, negatively influencing their educational trajectory.
	
	   ○ **Complex psychosocial, behavioural issues and needs as a result of trauma**, which can then be a cause and consequence of placement instability. Without access to timely and effective therapeutic supports, pre-existing conditions that are likely to deteriorate over time, and undermine placement stability as well as engagement at school.
	
	   ○ **While in care, changes to placements** can result in school disruptions, with long periods out of the classroom, and change to schools can impact on a child's relationships with friends, teachers and community. Such changes can often lead to detrimental effects on the young person's cognitive development, which become evident in school settings.[vi]
	
	   ○ **Education support needs and disability not identified or addressed**. We know that children in OOHC are over-represented in regards to having a disability (16%), which is twice the prevalence of disability among children in the community (7%). Children with special education needs in OOHC are also more likely to attend a greater number of schools and have worse attendance than other children.[vii]
	
	Broadly, it is critical that Aboriginal children are supported to access their culture in their schools, and the Aboriginal community should decide what this looks like. When thinking about the needs of Aboriginal children in care, the compounding nature of intergenerational trauma with the complex trauma of their home and care experience must be fully recognised.
	
	2. Disability and complex needs;
	
	• Given that Aboriginal children are over-represented in OOHC, and children in OOHC are over-represented in terms of disability, it is likely that Aboriginal children with disability are over-represented in OOHC. In a submission to the Family is Culture report, People with Disability Australia noted that there was a high rate of unrecognised disability in children involved in the child protection system and that placement instability contributed to this.[viii] It is very likely that undiagnosed disability is likely to impact on a child's ability to engage and thrive at school.
	
	• Research suggests that Aboriginal and Torres Strait Islander children, young people and adults are often being misdiagnosed with another condition or missing out on a diagnosis altogether, and one reason is a lack of access to diagnostic services.[ix] This lack of diagnosis and referral to appropriate support services has major impacts on engagement in learning and educational outcomes for Aboriginal children. When thinking about the needs of Aboriginal children in care, the compounding nature of intergenerational trauma with the complex trauma of their home and care experience must be fully recognised in considering diagnoses, culturally appropriate service access and provision and ongoing support and care.
	
	3. OOHC Education Pathway;
	
	• The OOHC Education Pathway ensures that all school aged children or young people who enter OOHC undertake a Personalised Learning and Support Planning (PLaSP) meeting within 30 days of entering care to ensure that their developmental and educational needs are identified, met, monitored and reviewed annually to help them reach their full learning potential.
	
	• Through this process, appropriate support is arranged to meet the needs of the child or young person. This support is designed to increase educational outcomes and attendance, decrease suspensions and to support their learning needs and goals.
	
	• The PLaSP requires regular child-centred and collaborative conversations between all the key people in a child's life including caseworkers, support people, carers, educators and the child themselves if appropriate.
	
	• All Aboriginal children and young people who attend a NSW Government school will have a Personalised Learning Plan (PLP) developed in accordance with their individual needs as part of the PLaSP process.
	
	• This support is designed to increase educational outcomes and attendance, decrease suspensions and to support their learning needs and goals.
	
	• When thinking about the needs of Aboriginal children in care, the compounding nature of intergenerational trauma with the complex trauma of their home and care experience must be fully recognised in educational planning and its implementation.
	
	4. Ensuring all children are supported with Personalised Learning and Support Planning (PLaSP);
	
	• The NSW Department of Communities and Justice (DCJ) and Department of Education (DoE) are working together to improve educational outcomes for children and young people in OOHC. DCJ are also planning a range of strategies to improve caseworker and school knowledge and capacity around the education pathway and supporting the education needs of children in OOHC, including revising practice mandates and online training.
	
	• This includes:

	o working with providers and districts to ensure that all children in OOHC have a current PLaSP, linked to appropriate education supports.
	o prepared and disseminated a fact sheet for caseworkers on how to collaborate with schools and carers to support children's learning during COVID-19 and respond to their changing education support needs through the PLaSP process.
	o Developing online training and revising practice mandates to build knowledge and skills of caseworkers to work with schools in the PLaSP process.
	o Continue to work with Education on messaging for schools around the importance of the PLaSP.
	o DCJ and DoE are working together to streamline and identify areas for improved data and information exchange around children in OOHC at a systemic and organisation level. This will enable the departments to improve localised support to children and young people in order to intervene earlier and wherever possible to prevent suspensions via the Education Pathway.
	o When thinking about the needs of Aboriginal children in care, the compounding nature of intergenerational trauma with the complex trauma of their home and care experience must be fully recognised in educational planning, support design and implementation.

Chapter 3 – A modern VET system to deliver the skills we need
 	
Summary of draft recommendations
 	
Respond to the COVID-19 skills challenge with an 'earn or learn' strategy, focusing on the skills needed for the post-pandemic economy (Recommendations 3.1).
 	
Introduce new pathways to trade qualifications aimed at HSC graduates and mature-aged workers. New pathways should allow students to complete the institutional requirements of a qualification before gaining on-the-job experience (Recommendation 3.2).
 	
Target Smart and Skilled subsidies more effectively by refining the NSW Skills List. Funding should be targeted at skills shortages and emerging business needs (Recommendation 3.3).
 	
Promote the development and recognition of micro-credentials. Prioritise their funding in line with business needs (Recommendation 3.4).
	Supported, particularly in relation to increased flexibility and alternative pathways for VET qualifications, with suggested inclusion:
	
	• Women and girls are impacted differently in disasters due to gender inequalities that exist more broadly in a society.[1]
	
	    o From March to December 2020, women in NSW were significantly affected by job losses with approximately 31,082 women dropping out of the labour force compared with 16,000 men.[2]
	    o The highest drop in employment occurred in May 2020. From March to May 2020 approximately 154,325 women dropped out of the labour force compared to 114,162 men.[3]
	    o Reasons for this are likely owing to women's overrepresentation in industries impacted by social distancing restrictions (such as their overrepresentation in casual and part-time work).
	    o As such, there should be an explicit focus on stimulating employment for women in growing or more stable industries such as construction or other trades, STEM and renewable energy industries. These industries have not been as impacted by the pandemic, and have benefitted from significant investment via the NSW and Commonwealth Government's stimulus responses, including the fast-tracked planning projects in NSW and the Commonwealth's HomeBuilder scheme.
	    o This chapter explores the severe gender imbalance that currently exist in trades (page 77 – 78). As noted, it is concerning that women make up only two per cent of the workforce in key trades including construction, electrotechnology and automotive industries. This chapter acknowledges a number of reasons for this, including employment requirements for apprenticeships, gender bias and male-dominated work culture.
	    o A report by Charles Sturt University in 2019 found that women faced significant barriers in their engagement with trade industries, including being discouraged from enrolling, being excluded from learning activities and experiencing sexual objectification and harassment[4].
	
	• Gender considerations to guide the development and implementation of recommendations. For example:
	
	    o Draft recommendation 3.1 – In the pandemic and after, help workers rebuild skills through an 'earn and learn' skills strategy:
	        ▪ This skills strategy should acknowledge and address the disproportionate impact of COVID on women, and the structural barriers faced by women in male-dominated training settings and workplaces.
	
	    o Draft recommendation 3.2 – Build more pathways to the trades:
	        ▪ The development of flexible modes for course delivery must prioritise mechanisms to not only attract women, but also to retain them through to course completion. This will require simultaneously addressing other structural barriers (such as sexual harassment and exclusion) that prevent women from succeeding in male-dominated training courses.
	        ▪ The marketing campaign should promote these pathways to women as a key cohort, particularly to school leavers (and their parents) and displaced workers. For traditionally male-dominated careers, this could be achieved by reframing such industries as suitable and aspirational career paths for women and girls. For example, by highlighting the diverse range of career options available, and featuring a diverse cohort of women in the campaign.

Chapter 4 - Forward-looking regulation supports innovation and competition **Draft recommendation 4.13**	**Noted, with suggested inclusion:** • The proposed review of the Competitive Neutrality should consider the emergence of collaborative commissioning as a model for public markets. • Collaborative commissioning seeks to bring together the best fit of public, not for profit and/or for-profit providers to deliver public services. This creates the opportunity for each sector to work together to contribute their expertise and resources and motivations/mission to deliver public value rather than work in direct competition. **Supported:**

[1] Centre for Disaster Philanthropy. Women and girls in disasters: Overview, , https://disasterphilanthropy.org/issue-insight/women-and-girls-in-disasters/
[2] ABS (2021), *Labour Force, Australia, December 2020*, Cat. No. 6202.0, seasonally adjusted, Table 4.
[3] ABS (2021), *Labour Force, Australia, December 2020*, Cat. No. 6202.0, seasonally adjusted, Table 4.
[4] Charles Stuart University (2019). 'A trade of one's own': Regional NSW stakeholder findings - barriers and proposed solutions for women in the manual trades, https://www.csu.edu.au/research/ilws/publications/technical-reports/A_trade_of_ones_own_Regional_NSW_stakeholder_findings_2019.pdf

Have the Independent Pricing Regulatory Tribunal update the NSW Government's competitive neutrality policy and processes.	• The proposed review of developer contributions is supported and particularly important to speed up the delivery of social and affordable housing – the variety of different approaches and policies applied by various local governments has contributed to delay and increased costs and risk for registered community housing providers awarded Social and Affordable Housing Fund contracts.

Chapter 6 - Smarter infrastructure will support jobs and communities
 	
Draft recommendation 6.1
Change planning controls to enable more housing and business activity within reasonable walking distance of transport hubs on underutilised corridors.
	Noted, with comment:
	
	• Access to all social infrastructure and location to transport hub is essential. Access to social infrastructure should not be reduced as a priority.
	• The importance of social infrastructure (such as schools and hospitals) is mentioned briefly on page 190, however, the chapter relating to infrastructure (chapter 6) focuses primarily on transport. There are opportunities for women in relation to social infrastructure which should be considered, particularly in the care and health sector:
	    o In 2018, 79% of health care and social assistance employees were female,[5] and in 2017, 64.9% of degree enrolments in society and culture related fields of study (which includes social work and related degrees)[1] were female.[6]
	    o A 2018 report by PwC, 'Closing the social infrastructure gap in health and ageing',[7]found that:
	        ▪ In Australia, there is a significant shortfall in social infrastructure that supports health and ageing, both in terms of 'hard' infrastructure (i.e. buildings and equipment) and 'soft' social infrastructure (i.e. workforce, processes, models of care and funding mechanisms)
	            • By 2040 there will be over 5 million people aged 70+
	            • By 2040, without change to the current model of health and aged care, Australia will need an additional $57 billion in capital costs for aged care and hospitals, $30 billion in annual operating costs for aged care and hospitals, 120,000 nurses (by 2030) and over 400,000 aged care workers
	        ▪ The report recommends a number of practical approaches that go beyond scaling up the current health and aged care model, to transform the system towards a more holistic, integrated, patient-centric and outcomes-focussed approach.
	    o The Australian Infrastructure Audit 2019 found that:[8]
	        ▪ Australia's growing and ageing population is increasing demand on our social infrastructure (including health and aged care). There are an increasing number of older Australians and people with chronic disease.
	        ▪ Whilst Australia's social infrastructure generally performs well and is of a high-quality, many of our infrastructure assets are ageing and not fit for purpose (e.g. there is a need to upgrade technology or capacity)
	        ▪ The report also recommends new service models that aim that improve in-home and preventative care and reduce hospitalisations (see p. 402) and there is a need to move towards digitally-oriented services (p. 406) and co-location of health care assets (p. 407)
	    o An article by the International Trade Union Confederation (ITCU), 'Investing in the Care Economy' highlights that:[9]
	        ▪ There are three employment effects stemming from initial investment in infrastructure: (1) the direct effect (job creation in sector itself); (2) indirect effect (increased employment in related sectors) and (3) induced effects (due to additional consumption by newly employed people)
	        ▪ If two per cent of a country's GDP was invested in the health and care sector, it would generate an increase in overall employment from 1.2 to 3.2 per cent. This will have particular benefits for women as:
	            o A greater number of newly created jobs in the health and care sector would go to women
	            o Women's participation in the labour market would increase, which may have flow on effects for the burden of unpaid domestic work on women and the gender employment gap
	• Another issue that should be considered in relation to transport, which disproportionately impacts women and girls, is sexual harassment and safety.
	    o Research from Plan International Australia found that 92% of young women (aged 18 – 25) said they felt uncomfortable taking public transport alone after dark.[10]
	    o The Greater Sydney Women's Safety Charter sets out key principles and outcomes for councils, businesses, government and not-for-profits to use to promote, plan for, design and operate spaces where women feel safer. As part of the Charter, Transport for NSW recently launched the Safety After Dark Innovation Challenge which focuses on women and girls feeling and being safer when travelling in Sydney.[11]

Draft recommendation 6.2 *Require Infrastructure NSW to publish, within one week of an announcement for all Tier 1 and Tier 2 projects:* *Gate 1 strategic business case and Gate 2 final business case documents* *a simple 'social value for money' rating based on the project Benefit Cost Ratio* *a risk report, drawing on historical experience, with probabilities where feasible.* *To further increase the transparency of spending priorities:*	**Difficult to support:** • Business Cases are typically cabinet-in-confidence as they typically contain confidential or sensitive information that cannot be released. • The term 'social value for money' is not defined. • Agencies commonly need to respond to critical and immediate service drivers with investment that may not be aligned to a five year infrastructure plan. **Noted, with comments:** • All Tiers 1 and 2 business cases will be published. Productivity NSW should clarify that this means business cases for infrastructure – it does not cover ICT or recurrent program business cases from context, but this should be clarified. There is also a need to implement a mechanism to ensure sensitive information (Cabinet in Confidence, Commercial in Confidence) is redacted.

[5] WGEA (2019), Gender segregation in Australia's Workforce. https://www.wgea.gov.au/publications/gender-segregation-in-australias-workforce
[6] WGEA (2019), Higher education enrolments and graduate labor market statistics. https://www.wgea.gov.au/publications/higher-education-enrolments-and-graduate-labour-market-statistics
[7] PWC(2018). Practical Innovation: Closing the social infrastructure gap in health and aging. https://www.pwc.com.au/publications/pdf/practical-innovation-sep18.pdf
[8] Infrastructure Australia (2019). An Assessment of Australia's Future Infrastructure: The Australian Infrastructure Audit 2019. https://www.infrastructureaustralia.gov.au/sites/default/files/2019-08/Australian%20Infrastructure%20Audit%202019.pdf
[9] International Trade Union Confederation (ITCU) (20416). Investing in the Care Economy - A gender analysis of employment stimulus in seven OECD countries. March 2016. https://www.ituc-csi.org/IMG/pdf/care_economy_en.pdf
[10] Plan International Australia (2018). Sexism in the city: Young women speak up about street harassment in Sydney. https://www.plan.org.au/publications/sexism-in-the-city-report/
[11] Greater Sydney Women's Charter (2019). https://gsc-public-1.s3.amazonaws.com/s3fs-public/greater_sydney_womens_safety_charter.pdf

Have Infrastructure NSW publish its five-yearly infrastructure plan (and annual updates), along with underlying analysis, at the time of the Budget. *Provide additional justification in the Budget where investments are prioritised that do not align with the Infrastructure NSW priorities*	

Draft recommendation 6.3
 	
Ensure that agency project business cases comply with the NSW Government Business Case Guidelines, including planning for monitoring and evaluation at the detailed business case stage.
 	
Ensure that post-evaluation costs are included in funding requests.
	Noted, with comments:
	
	• DCJ has provided comments on compliance with the NSW Government Business Case Guidelines through the ERC process.
	
	• DCJ already has a process in place to ensure that the requirements of Business Case development are complied with and pass through the required gateway processes. The Department guides decision-making processes in order to advocate for, obtain, allocate and monitor budgets, and aims to support strategic planning and operations by:
	   o Developing a Departmental fiscal strategy, capturing the fiscal position of the Department, the position of government, and options to manage the position
	   o Assisting and guiding divisional strategic planning in order for divisions to match budgets and expenditure
	   o Monitoring and evaluating expenditure.
	
	• In relation to the Gateway Process, proposals that cannot be funded internally and are approved by the DCJ Executive Board and Minister, will be submitted to NSW Treasury as part of the annual budget cycle process if the proposal has a:
	   o capital component of more than $10 million; or
	   o major recurrent component over $50 million in one year;
	   o major recurrent component over $100 million over the first four years
	
	• and is in accordance with Treasury Guidelines:
	   o NSW Government Business Case Guidelines (TPP18-06)
	   o NSW Gateway Policy (TPP17-01)
	   o Cost Benefit Analysis (TPP17-03)

Chapter 7 - Planning for the housing we want and the jobs we need **Summary of draft recommendations:** *Ensure planning instruments keep up with housing needs, while taking into account community interests (Recommendation 7.1).* *Review apartment design and car parking regulations to accommodate consumer choice while maintaining minimum basic quality. (Recommendation 7.2).* *Rationalise zones and restrictions on permissible business activities and produce strategies to use commercial and industrial land more productively (Recommendations 7.3-7.5).* *Continue to cut red tape to make the planning system more effective and deliver on the Government's goal of reducing assessment times (Recommendation 7.6).* *Develop a consistent way to measure the benefits of open and green space, and incorporate it into land use planning (Recommendation 7.7).* *Use the Review of Infrastructure Contributions to find ways to deliver a principles-based, transparent and certain system (Recommendation 7.8).*	**Noted, with suggested inclusions:** **1. Maximising value from investments;** • Embed social inclusion or social sustainability at all levels of the planning system. • It should be an underpinning principle for the planning system and all plans produced should be required to consider impacts. • Some focus is required on addressing or reducing spatial segregation through the planning system – which is a need to ensure that existing disadvantaged areas are improved through this process. • Need to link affordable housing, employment and infrastructure. • The integration of land use and infrastructure planning should ensure sustainable growth by aligning housing provision with access to transport, employment and services and facilities. **2. Building dwellings that better match our preferences;** • What steps could the NSW Government take to improve residential development regulations to support an adequate supply of affordable housing? • How could the NSW Government ensure regulations around zoning, building codes and design guidelines are flexible and aligned with demand and preferences? • It is essential to undertake modelling to ensure that existing planning bonuses for affordable housing are feasible and will encourage affordable housing development • To support the growth of the community sector and best leverage Community Housing Provider (CHP) access to finance (for example through NHFIC), more bonuses for affordable housing targeted to community housing providers would result in greater provision and more reliable delivery of affordable housing. • Monitoring and effective implementation of existing affordable housing policies, to ensure affordable housing is actually being delivered and tenanted as affordable housing would also maximise affordable housing outcomes under the current planning framework. • Research is required to understand why there is such a big gap between demand and supply of specialist disability housing and what can be done to bridge the gap. • 6% of NDIS participants require SDA across Australia. In NSW at June 2019 there were 4,784 active SDA participants (which is 4.7% of active NDIS) and there are 1,350 enrolled SDA dwellings. • There is limited focus in the NSW planning framework on addressing the needs of people with disability or the implications of the introduction of the NDIS for planning to meet future needs. • If people with disability are to have access to the same kind of choices in their housing as the wider community, this will not happen without specific enablement and acknowledgement that the size and elements of their accommodation may differ from a typical dwelling in order to deliver the same features

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- Updating and refining the NSW planning framework is required to:
- Support the objectives for people with disability underlying the NDIS;
- Keep pace with current practice in providing housing for people with disability; and
- Assist in supporting current and emerging forms of SDA.
- Note that the community housing sector, when developing housing, provides a proportion of accessible housing.

3. Moving toward more efficient and equitable developer contributions

- What principles could be applied to the developer contributions system to ensure transparent, consistent and efficient outcomes?
- How might developer contributions be improved to support growth in new areas and service growing community needs?
- There is a need for more affordable housing to ensure more sustainable communities and the developer contributions system can assist in delivery, for example, through sharing the uplift in value when redevelopment or rezoning occurs.
- It has been widely recognised that the scale of the housing affordability challenge requires joint action from all levels of government, not for profit organisations and the private sector in order to increase the supply of affordable housing significantly. Importantly the potential to increase private investment in social and affordable housing has been a NSW and national priority for several years, with government action and research identifying the current barriers to investment, development of new programs and initiatives to increase investment and scoping of future strategies and measures for government consideration.
- Linkages between broad housing outcomes (delivery of increased affordable housing; reduction in concentrations of disadvantage; creation of socially inclusive communities) and the objectives of producing globally competitive productive and sustainable communities are understood to ensure housing outcomes
- Another key issue is focussing potential reforms to the planning system as a means to effectively augment existing housing assistance measures which contribute to the feasibility and viability of the production of affordable and social housing

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Chapter 8 - A better mix of state and local taxes can encourage growth

Summary of draft recommendations

Replace inefficient taxes with more efficient ones. Start by replacing stamp duty with a broad-based land tax on unimproved land values. Coordinate payroll tax administration across states and territories (Recommendation 8.1).

Use the Review of Infrastructure Contributions to pursue reforms to deliver a more sustainable way to fund the infrastructure we need.

Evaluate reforms within three years and if reforms do not provide sufficient funds to deliver services, councils should hold a plebiscite of ratepayers to test support for abolishing of the rate peg (Recommendation 8.2).

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Supported, with comments:

- DCJ supports a feasibility study of alternative tax design(s) to reduce volatility in tax revenues and ensure application is aligned with purpose to enable local government manage population growth sustainably.
- DCJ supports the establishment of an interjurisdictional body to oversee the development of a consistent approach to payroll tax that would support mobility between states to support industry development.
- The rate peg determines the maximum percentage amount by which a council may increase its general income for the year. IPART has set the 2021-22 rate peg for NSW councils at 2.0%. Councils have discretion to determine how to allocate the rate peg increase between different ratepayer categories.
- Supportive of recommendation regarding the rate peg with caution, as noted by the NSW Business Chamber "against creating circumstances where revenue expands to fund wasteful and insufficient spending" by local councils.

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Endnotes

[i] Townsend, M., 2012, Are we making the grade? The education of children and young people in out-of-home care, PhD thesis, Southern Cross University, Lismore, NSW; AIHW, 2015, Educational outcomes for children in care, linking 2013 child protection and NAPLAN

[ii] Australian Institute of Family Studies, Chapin Hall Center for Children University of Chicago, & New South Wales Department of Family and Community Services. (2015). Pathways of Care Longitudinal Study: Outcomes of children and young people in Out-of-Home care in NSW. Wave 1 baseline

[iii] Townsend, M., 2012, Are we making the grade? The education of children and young people in out-of-home care, PhD thesis, Southern Cross University, Lismore, NSW; AIHW, 2015, Educational outcomes for children in care, linking 2013 child protection

[iv] O'Higgins, A, Sebba, J, & Luke, N. Educational outcomes for children in care: linking 2013 child protection and NAPLAN data. Cat. no. CWS 54. Canberra: AIHW; (2015). What is the relationship between being in care and the educational outcomes of children. An international systematic review. Oxford: University of Oxford.

[v] AIHW 2015 in McNamara, P. (2016), '3RS+, 'Improving the Primary School Years of Australian Children in Out-of-Home Care', *Developing Practice*, Issue 45, 59.

[vi] McLean, S. (2016). The Effect of Trauma on the Brain Development of Children. Evidence-Based Principles for Supporting the Recovery of Children in Care. CFCA Practitioner Resource. Melbourne: Australian Institute of Family Studies

[vii] O'Higgins, A., Seba, J & Gardner, F. What are the factors associated with educational achievement for children in kinship care or foster care: A systemic review (2017), Children and Youth Services Review Volume 79, August 2017, Pages 198-220

[viii] People with Disability Australia, Submission No 17 to Family is Culture: Independent Review of Aboriginal Children and Young People in OOHC in NSW, January 2018, 2.

[ix] "We Look After Our Own Mob": Aboriginal and Torres Strait Islander Experiences of Autism. Lilley, R., Sedgwick, M., & Pellicano, E. (2019). Sydney, Australia: Macquarie University.