

APPENDIX B

LEGISLATIVE COUNCIL STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

ANSWERS TO 2020-21 BUDGET ESTIMATES AND 2019-20 ANNUAL REPORT - QUESTIONS PRIOR TO HEARING (ROUND 1)

Office of the Director of Public Prosecutions for Western Australia ('ODPP')

Hon Alison Xamon MLC asked:

1) I refer to page 8:

- a) Has the ODPP received any further resources to accommodate the expected influx of very substantial prosecutions relating to corruption and organised crime enterprises:
Answer: The ODPP is continuously working with government to ensure that it has an appropriate level of resources to enable it to progress these cases without a reduction in service.
- b) If no to a), which of the services offered by the ODPP are most likely to be affected by the resulting lack of resources; and
Answer: Not applicable.
- c) Has the ODPP taken any other steps to manage an increasing caseload:
Answer: Yes, the ODPP is also working continuously to manage its increasing case load.
- i) If yes, what; and
Answer: The ODPP has made advances in forecasting modelling with Treasury and will continue to do so in the context of the Justice Pipeline Model. The Integrated Case Management Project within the ODPP's Asset Investment Plan is also mandated to implement an effective business solution to manage case load delivery. The ODPP is also working with other justice sector participants to introduce a more streamlined electronic disclosure and brief preparation process. Further, it is working to reduce double handling and manual data entry by directly importing information from WA Police and the courts and by implementing an Early Resolution Advice Program to assist in the early resolution of cases. The ODPP also supports continuation of Criminal Case Conferencing in the District Court.
- ii) If no, why not?
Answer: Not applicable.

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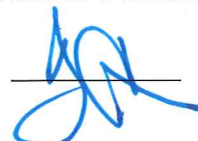
2) I refer to page 8 with regard to growing instances of burnout, workplace stress and the consequent effects on productivity, and page 48 with regard to the ODPP mental health strategy.:

a) What measures is the ODPP taking as at the current date to better prevent employees from developing serious mental health problems in the course of employment;

Answer: The measures currently being taken by the ODPP to better prevent employees from developing serious mental health problems in the course of employment include:

- i) Continuing staff development with training/workshops for staff and managers dealing with issues such as awareness of and how to manage the effects of vicarious trauma, developing resilience and managing stress, handling change, and workload management. It is noted that the manager's sessions are well attended and supported by senior leadership.
- ii) Further training of managers and supervisors to enable them to identify and deal with staff who experience mental health challenges.
- iii) Training Mental Health First Aiders in the workplace.
- iv) Regular news articles encouraging staff to access the Employee Assistance Program ('EAP').
- v) Presentations by the EAP provider for staff and managers.
- vi) Targeted programs delivered on RU OK Day and Mental Health Week.
- vii) Active encouragement in relation to the taking of leave.
- viii) Access to flexible work arrangements such as part-time hours, purchase leave, flexible hours, early access to long service leave and access to eligible leave at half pay.
- ix) Implementation of a Working from Home Policy.
- x) Fortnightly fruit deliveries for staff.
- xi) Support from staff in the ODPP Organisation and People Development branch.

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- xii) Recruitment of an Organisational Psychologist to help the ODPP develop a Mental Health Plan for the organisation.
- b) When will the ODPP's mental health strategy be completed;
Answer: The ODPP is currently recruiting an Organisational Psychologist to develop the ODPP's Mental Health Plan, and the Mental Health and Well-Being Strategy, incorporating the recommendations from the Phoenix Report on vicarious trauma undertaken in 2019. It is not possible to estimate the completion date at this stage.
- c) When does the ODPP expect to begin implementing the mental health strategy; and
Answer: The ODPP continuously works to assist ODPP staff to manage their mental health and well-being. It is anticipated the Mental Health and Well-Being Strategy, resulting from the Phoenix Report, will be implemented early 2021. The current strategy incorporating the examples above in (a) will continue.
- d) Will the mental health strategy be published anywhere:
Answer: Yes, once completed the strategy will be published.
 - i) If yes, where; and
Answer: Material in relation to the ODPP's Mental Health Plan will be published internally as it becomes available.
 - ii) If no, why not and?
Answer: Not applicable.

Minister's initials

